

## AJESR 2024 DELIBERATIONS

Reform Areas	Deliberation	Action Points
1. Teaching and learning environments	1. Education Infrastructure Improvement Initiative	1. Establish and Implement the Classroom Allocation Protocol (CAP) to manage and distribute classroom spaces efficiently
		2. Initiate a construction program to build 1000 new classrooms prioritizing areas with high students to classroom ratios
		3. Implement necessary safety measures in school buildings to safeguard students and staff.
		4. Improve infrastructure for skills development
		5. Identify and prioritize schools with dilapidated infrastructure for renovations
2. Teachers' workforce planning and management	2. Improve teachers workforce planning and management	7. Institutionalize and implement TCPD (Teacher Continuous Professional Development) to facilitate the implementation of CBC
		8. Establish an institutional framework that guides teacher career development and progression, outlining clear pathways for advancement and professional growth.
		9. Enhance the effectiveness and implementation of teacher performance appraisal systems
		10. Effectively implement Teacher Allocation Protocol (TAP) to ensure equitable distribution of teachers
		11. Introduce a merit-based incentive system to teachers, DEOs and REOs that rewards exemplary performance
3. School leadership and management	3. Strengthening School Leadership Accountability	12. Introduce performance contracts for Head Teachers to enhance accountability
		13. Develop comprehensive guidelines for the merit-based selection of Head Teachers
4. Education administration and management	4. Review Education Governance Structure	14. Conduct a comprehensive review of the education sector governance structure
		15. Review roles of REOs and DEOs for better management of education at lower level
		16. Review the existing guidelines on education management
	5. Stakeholders' engagement in Zanzibar Education Sector Transformation Plan (ZESTP)	17. Increase stakeholder engagement by widely disseminating the ZESTP for feedback and contributions before finalization.
		18. Enhance ZESC to oversee the implementation of ZESTP through quarterly meeting updates
5. Innovation and digital learning	6. Advancing Digital Learning Infrastructure	19. Develop and deploy digital learning platforms (VLE)
		20. Facilitate the provision of digital devices (computers, laptops, and projectors) to schools and ensure internet connectivity

6. Curriculum development and delivery	7. Improve curriculum implementation	21. Institutionalize a comprehensive framework for learning assessments in lower grades, integrating the development of national standards and benchmarks.
		22. Improve the availability of textbooks and library services to enhance curriculum implementation
7. Education policy and legal framework	8. Strengthening Education Policy and Governance	23. Finalize the development of Education Policy and Act
		24. Enhance the dissemination of policy and reforms to a broader audience to ensure widespread understanding
8. Education financing	9. Optimizing Education Initiatives through Strategic Coordination and Private Sector Engagement	25. Develop a comprehensive framework to harmonize and coordinate education projects across various stakeholders and institutions
		26. Promote initiatives that encourage private sector engagement in supporting education initiatives.