



The Revolutionary Government of Zanzibar
Ministry of Education and Vocational
Training Zanzibar

The 8th Annual Joint Education Sector Review (AJESR) 2025

*Transforming Education for Sustainable Future:
Inclusivity, Technology and Resilience*



WORLD BANK GROUP



7th AJESR 2025 Overview

Overview Of the AJESR



Theme: "Transforming Education
for a Sustainable Future:
Inclusivity, Technology &
Response" Annual forum to assess



ESP progress, foster evidence-
based decisions, and align
stakeholders

Overview Of the AJESR



Key Objectives



Deliberation 1: Teacher Continuous Professional Development (TCPD)



Action Point

1

Institutionalize and Implement TCPD system to facilitate the implementation of CBC

Implementation

The TCPD launched in May 2024, which included the development of SBI and self-development guidelines

A total of 8,320 teachers have completed training under the TCPD framework 5,330 from pre-primary and primary schools and 2,990 from secondary schools

Status

Completed

Deliberation 1: Teacher Continuous Professional Development (TCPD)



Action Point

2

Enhance the effectiveness and implementation of teacher performance appraisal systems

3

Effectively implement teacher allocation protocol (TAP) to ensure equitable distribution of teachers

Implementation

Over 100 teachers have been assessed via the Employer self service system (ESS) . The system was launched in July 2024.

A total of 400 new primary teachers were deployed, achieving 97% of the compliance.

Status

On progress

Completed

Deliberation 1: Teacher Continuous Professional Development (TCPD)



Action Point

Implementation

Status

4

Establish Teacher Services Commission.

The preparation of the legal framework has been completed and wait for the Cabinet approval before the approval of the House of Representative.

On progress

5

Establish an institutional framework that guides teacher's career development and progression.

The structure has been established, outlining a career progression.

Completed

Deliberation 2: Improve infrastructure at regional, district and school level



Action Point

6

Establish and Implement the Classroom Allocation Protocol (CAP) to manage and distribute classroom spaces efficiently.

Implementation

The Ministry developed a Classroom Allocation Protocol to address classroom needs in high-demand areas, focusing on overcrowding and long commutes over the next five years.

Status

Completed

Deliberation 2: Improve infrastructure at regional, district and school level



Action Point

7 Identify and prioritize schools with dilapidated infrastructure for renovations

8 Initiate a construction program to build 1000 new classrooms prioritizing areas with high students to classroom ratios

Implementation

2024-2025 fiscal year, 131 schools renovated of which 97 pre-primary and primary schools, and 37 secondary schools.

A total of 1,128 classrooms are under construction.

Status

On progress

On progress

Deliberation 2: Improve infrastructure at regional, district and school level



Action Point

9

Implement necessary safety measures in school buildings to safeguard students and staff.

10

Improve infrastructure for skills development

Implementation

Quality, safety, and inclusivity for both teachers and students have been prioritized by the Ministry in the construction of schools at all levels, from pre-primary to secondary.

The designing of the five vocational training centers (Bweleo, Jendele, Micheweni-Tumbe, Chambani, and Pangatupu) has been completed. The process of hiring contractors is ongoing.

Status

On progress

On progress

Deliberation 3: Strengthening School Leadership Accountability



Action Point

1
1 Introduce performance contracts for Head Teachers to enhance accountability

1
2 Develop comprehensive guidelines for the merit-based selection of Head Teachers

Implementation

The Ministry has completed the draft of the Head Teacher performance contract. The draft contract waits for the approval procedures.

A draft guideline has been prepared and presented to the Ministry's Executive Committee (KTE) for review and provide their feedback.

Status

On progress

On progress

Deliberation 4: Review Education Governance Structure



Action Point

1
1 Conduct a comprehensive review of the education sector governance structure

1
2 Review roles of REOs and DEOs for better management of education at lower level

Implementation

The revised governance structure has been developed and approved by the Ministry's Executive Committee and is now awaiting final approval from the Ministry of Public Service.

The roles of Regional and District Education Officers have been thoroughly reviewed to enhance implementation, coordination, and monitoring of education programs. The revised responsibilities are awaiting formal approval of the updated governance structure.

Status

On progress

On progress

Deliberation 5: Stakeholders' engagement in Zanzibar Education Sector Transformation Plan (ZESTP)



Action Point

1
6 Increase stakeholder engagement by widely disseminating the ZESTP for feedback and contributions before finalization

Implementation

In November 2024, effective dissemination was conducted across Unguja and Pemba, reaching 2,553 key stakeholders, including ministerial officials, education inspectors, head teachers, headmasters, academic masters, and School Management Committee chairpersons. Of these, 1,525 participants were in Unguja and 1,028 in Pemba.

Status

Completed

Deliberation 6: Advancing Digital Learning Infrastructure



Action Point

1
7

Develop and deploy digital learning platforms (VLE)

Implementation

The Ministry, procured 4 servers to facilitate support VLE

Through ZICTIA, 95 sites connected with national fiber optic network and are actively using internet services.

Developed VLE platform (Testing stage)

Signed contract with the firm (Shule Direct) to support content curation

Status

On progress

Deliberation 6: Advancing Digital Learning Infrastructure



Action Point

1
8 Facilitate the provision of digital devices (computers, laptops, and projectors) to schools and ensure internet connectivity

Implementation

The Ministry has completed the procurement and distribution of 1,500 desktop computers, 500 projectors, 500 laptops, and four servers to primary and secondary schools to support ICT integration.

The

Status

Completed

Deliberation 7: Improve curriculum implementation



Action Point

1
9

Facilitate the provision of digital devices (computers, laptops, and projectors) to schools and ensure internet connectivity

Implementation

The Ministry has completed the procurement and distribution of 1,500 desktop computers, 500 projectors, 500 laptops, and four servers to primary and secondary schools to support ICT integration.

95 sites including schools connected with national fiber optic network and are actively using internet services.

Status

Completed

On progress

Deliberation 7: Improve curriculum implementation



Action Point

20

Improve the availability of textbooks and library services to enhance curriculum implementation

Implementation

A total of 2,216,540 textbooks have been printed and distributed to all secondary schools in Unguja and Pemba. In addition, 908,184 textbooks for pre-primary and primary levels have been printed, including 18,000 specially designed for students with special needs.

Currently the Ministry is working on the procurement of the textbooks for pre-primary 2, standard 2 and 3.

Status

Completed

Deliberation 8: Strengthening Education Policy and Governance



Action Point

20

Finalize the development of Education Policy and Act

Implementation

The policy is currently at the administrative level waiting for Approval.

Status

On progress



Thank You
For
Listening