"Edukesen hemi laef blong yu, yu lukaotem gud mo no sakemaot."

"Education is your life, Guard it well."

"L'instruction est ta vie, garde-la et ne t'en dessaisis pas."

Proverb (e) s 4: 13

MINISTRY OF EDUCATION AND TRAINING BUSINESS PLAN 2018

This Planning document contains key activities for each unit under each Directorates of the Ministry of Education and Training

CONTENTS

1. MESSAGE FROM THE HON MINISTER AND THE ACTING DIRECTOR GENERAL FOR THE MINISTRY OF EDUCATION AND TRAINING

We are pleased to present the *Ministry of Education and Training Business Plan* 2018.

This business plan is a product of the corporate plan that is based on achieving results. The Ministry of Education and Training has adopted a collaborative Planning approach to develop this plan.
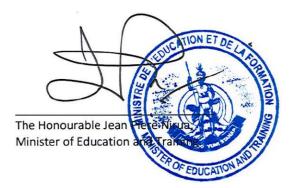
The focus of this business plan is to ensure appropriate activities are identified and implemented to deliver desired outputs. The overarching aim of this operational plan, is to ensure;

1. *Improve the quality of education and*
2. *Improve equitable access to educational services for all people at all level of Education;*
3. *Improve planning, fiscal and financial management*

The Monitoring & Evaluation unit within the Policy and Planning Dept. will be responsible to coordinate the progress reporting against this business plan and to ensure proper progress reporting mechanisms are established and timely reports are produced to inform decision making.

Having said these, we both wish to take this opportunity to appeal all MoET managers and officers to continue to work as a team, and to implement these activities to the best of your knowledge and skill, to further strengthen the Management of the Vanuatu Education System in all aspects of your undertaking.

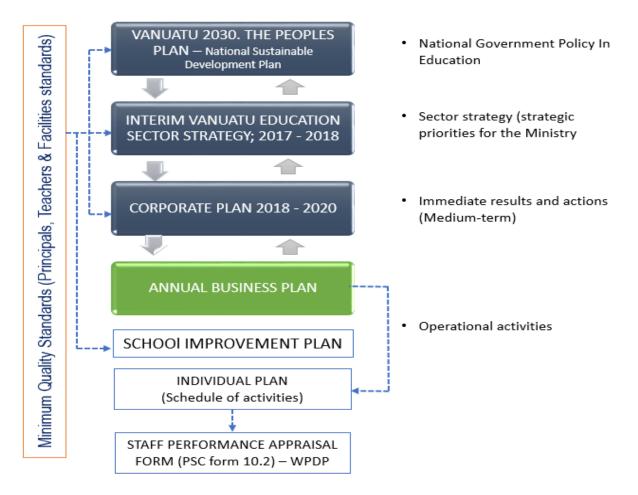We thank you all for your understanding and cooperation,

The Honourable Jean Pierre Nirua
Minister of Education and Training

Iati Bergmans
Acting Director General
Ministry of Education and Training

2. INTRODUCTION

The Ministry of Educatioi and Trainings (MoET) intention is to implement a planning approach that is well coordinated. In doing so, the MoET recognized the importance of employing and top down approach to its plans and a bottom up approach in implementing its plans. The key values behind employing this approached is to;

- Ensure all MoET plans are well aligned to the goals and the objectives of the education sector that are set at the higher level.
- Ensure that results or outcome drives the planning for activities.

The planning unit acknowledge the fact that a lot is yet to be done to ensure the above planning values are realized. Hence we believe we have to start somewhere.

2.1. Ministry of Education and Training Planning Framework

This is the planning framework that the Ministry of Education and training employs and it shows where the business plan fits. This business plan outlines the key activities under the key outputs, the sub activities to be implemented in 2018 and the directorates responsible for implementing these sub-activities.

3. 2018 APPROPRATED BUDGETS BY DEPARTMENT

3.1. Budget Summary

The 2018 Annual Budget for the Ministry of Education and Training could be summarized as follows:
- Total Annual Budget: **5,503,334,206 VT**
- Payroll Budget: **3,975,8489,79 VT**
- Operation Budget: **1,527,485,227 VT**

Beneath are summaries of the operating budget by department.

Dept Code.	Dept Description/Name	Operational Budget	%
510	Cabinet Support	20,247,870	1.3%
530	Education Services Directorate	1,227,325,606	80.3%
540	Director General	9,674,942	0.6%
550	Education commissions & Councils	53,069,341	3.5%
820	Finance and Administration Directorate	119,159,301	7.8%
830	Policy & Planning Directorate	7,925,207	0.5%
880	Tertiary Education Directorate	90,082,960	5.9%
Grand Total		**1,527,485,227**	**100.0%**

Source: Ministry of Education & Training 2017 budget structure – Finance unit

4. BUSINESS PLAN MATRIX

4.1. KEY ACTIVITIES AND SUB ACTIVITIES BY OUT-PUT

The first sets of these tables outlines the key activities by outputs and the sub-annual activities. The table also highlights the directorate or the division, responsible to deliver the activities. It also gives us a general sense of the divisions, that are contributing towards the achievment of a particular output.

Output 1: All school age children in K1-Yr. 10 attend school

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
A1.1.	Improve school funding processes	1	Grants code and school financial manual reviewed, approved and disseminated	Grants Code / Financial Manual	AFD[1]
		2	Training mentoring and support provided to schools to improve compliance with school funding requirements	Compliance with criteria # schools trained	ESD[2]
		3	Audit Unit and Inspectorate to report on compliance issues	Schools Inspected and Audited	DGO[3]
		4	*Expand reach of grants to ECCE (ages 4;5) and Year 7*	Grants paid to ECCE and Y7	ESD
A1.2	Inclusive Education Policy Implementation	1	Conduct a study to understand why children are out of school and at risk of dropping out	Out of school study	PPD[4]
		2	Conduct awareness and advocacy programs on inclusive, child protection & Gender equity education policies	Conduct and report on awareness	ESD
		3	Manage Vanuatu Inclusive Education (IE) Steering Committee	IE committee are appointed and execute the functions of the committee	ESD
		4	Improve data collection on disabilities (Washington questions)	Data collection on Children with disability started	ESD
		5	Improve data link between Open VEMIS and Civil Registry data to identify children out of school	OV connected with civil registry database	PPD
		6	Develop Open Distance Learning (ODL) policy	ODL policy approved	ESD
A1.3	Implementation of the Education in Emergency (EIE) policy	1	Conduct EIE & Comprehensive School Safety awareness and advocacy programs on the EIE & CSS Policy	Report on awareness and advocacy	PPD
		2	Coordinate Vanuatu Education Cluster & Review ToR	Education cluster are appointed and its functions are executed	ESD
		3	Assist schools to develop their school comprehensive safety plans	10 schools from each provinces developed their plans	ESD

---

[1] Administration & Finance Directorate
[2] Education Services Directorate
[3] Director Generals Office
[4] Policy & Planning Directorate

			4	Organize capacity building training on EIE/Disaster Risk Reduction (DRR) /CCA & Comprehensive school safety	60% of MOET staff and Provincial Education staff and 100% of implementing partners build their Capacity in EIE/DRR/CCA & CSS	ESD
			5	Strengthen the Education in emergency information management system.	EIE information system is in line with the VEMIS system to be useful in both good and emergency period.	ESD
			6	Seek EIE TA support from Education cluster partners.	TA support is being provided	ESD

Output 2: Infrastructure planning to support quality facilities and improved inclusive safety access to learning

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
2.1	School Construction Program	1	4.1.1 Defects and liability phase for Tanna construction works	Assessment of buildings	AFD
		2	4.1.2 Maintenance and use of VEMIS data for infrastructure planning	Data updated	AFD
		3	Survey on ECCE and Secondary Buildings initiated	# schools surveyed	AFD
		4	Delivery of services of project design, implementation and contract management	Project management delivered	AFD
		5	Assessment of WASH conditions in schools	Assessments conducted	ESD
		6	Promote WASH infrastructure, rehabilitation and hygiene	Awareness conducted	ESD
		7	Scale-up WinS national framework (Policy, Standards, Guidelines, Curriculum, etc.)	WinS national framework developed	ESD
2.2	School Maintenance Planning	1	Revision and distribution of school maintenance manuals to schools	Manual /School Plans and BuDGOet consider maintenance	AFD
		2	Training of Provincial Maintenance Officers, SIO's and Inspectors on maintenance manual and use MQS (Standard 9) compliance report	Staff are trained	AFD

Output 3: ECCE strengthened to support early years learning

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
3.1	ECCE Policy Implementation	1	Development and Implementation of a five year implementation plan of the ECCE policy	Plan completed	ESD
		2	Coordinate and manage the awareness and implementation (mainstreaming) of ECCE	COM Paper on ECCE Teachers Payroll; ECCE VITE BA Program; ECCE Grant; Collaboration with line Ministries; Implement MQSS; Research ECCE	ESD
		3	Strengthening ECCE data	Schools registered / Teachers registered Students recorded	ESD

MINISTRY OF EDUCATION AND TRAINING BUSINESS PLAN 2018

| | | 4 | Development of accredited course at VITE and ECCE Certificate IV delivery of training | ECCE teachers course accredited | TED[5] |
| | | 5 | Strengthening ECCE Management Committees and community awareness on ECCE | Manual and training delivered | ESD |

Output 4: Training (pre-service and in-service) programs teachers updated to meet quality standards

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
4.1	*Professional Development (PD) to Support New Curriculum*	1	*Provincial Trainers development program*	PT are trained	ESD
		2	*Principals Training – Round 3 Instructional Leadership*	Principals are trained	ESD
		3	*Teacher PD - class-based assessment*	Teachers are trained	ESD
		4	*Teacher PD - classroom management*	Teachers are trained	ESD
		5	*Teacher PD - Language Transition Year 2-3*	Teachers are trained	ESD
		6	*Professional Development Program 2017-18 Evaluation*	Evaluation Report produced	ESD
		7	Development of TVET teachers program VITE	TVET teachers program accredited by VQA	TED
4.2	VITE Institutional Strengthening	1	External study program development (primary teacher upgrade strategy)	Study report produced	TED

Output 5: New curriculum implemented

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
5.1	Curriculum Implementation	1	ECCE Curriculum Implementation and Monitoring	Monitoring report produced	ESD
		2	Year 1-3 curriculum implementation monitoring	Monitoring Report produced	ESD
		3	Year 4 Teacher Guides distribution and trailing	Guides are distributed	ESD
		4	Year 4 classroom teaching materials production	Teaching materials produced	ESD
		5	Digital Learning Materials – concept development	Concept paper developed	ESD
		6	National Literacy Strategy – background research	Research conducted	ESD
		7	Implementation of Year 11	Progress is reported	ESD
5.2	Assessment, Reporting and Monitoring	1	Class based assessment materials Year 1-4	Assessment materials produced	ESD
		2	Moderation pilot Year 2	Pilot conducted	ESD
		3	Reporting template and common grading scale (trial)	Template trailed	ESD
		4	VANSTA 2017 analysis, feedback and system response	Report produced	ESD
		5	Develop new VSSC Assessment and Reporting system	VSSC assessment & reporting systems developed	ESD

---

[5] Tertiary Education Directorate

		6	Develop/ Trial/ Finalize Assessment Resource Tool for Teaching and Learning (ARTTLe) Yrs. 3/5/7	ARTTLe tools for yrs 3, 5 & 7 are developed	ESD
		7	Review of Yr.10 Assessment	Yr. 10 assessments are reviewed	ESD
5.3	Language Policy Implementation	1	Language Transition Year 4-6 development and trailing	Trailing conducted	ESD
		2	Bislama dictionary for primary schools distribution	Dictionary distributed	ESD

Output 6: SIPs and grants are monitored by provincial school improvement officers, inspectorates and auditors

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
6.1	Implement Basic and Secondary Education Policies	1	Approve the Basic and Secondary Policies	Policies approved	ESD
		2	Development of Basic Education implementation plan (EDS)	Implementation plan developed	ESD
		3	Harmonize Minimum Quality Standards (Schools, Principals and Teachers) to be applicable to all school levels	Standards harmonised	ESD
		4	MQS data collected for primary and secondary schools	Data collected	ESD
		5	Harmonise School Improvement Plan (SIP) to all school levels	SIP harmonised	ESD

Output 7: Scholarship support is provided to students to have access to accredit training within a Tertiary education framework

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
7.1	Implementation of the Post School Education and Training Policy 2016-2020	1	Development and implementation of the Scholarship Policy	Policy developed	TED
		2	Award scholarships in line with Vanuatu Government Scholarships Priority Framework	Awards based on priorities	TED
		3	Support TVET institutions to meet standards	TVET institutions supported	TED
		4	Establishment of an higher education framework	Framework developed	TED
		5	Conduct a study to establish a National Bilingual University	Study conducted	TED

Output 8: Strengthened performance management systems (reporting against plans and standards), at all institutional levels, including appraisal of managers, principals, teachers, staff

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
8.1	Education Management systems implemented	1	Review relevant Education Acts to accommodate identified needs	Acts Reviewed	DGO
		2	All education standards and policies documents disseminated in all schools for staff and communities	Documents disseminated	PPD
		3	Awareness & implementation of Education Authority and schools registration policy	Awareness conducted	PPD

		4	Qualifications and Professional Development data regularly maintained to all PSC staff	Data maintained	DGO
		5	Performance appraisals conducted for PSC staff.	Appraisals conducted	DGO
		6	Design a performance appraisal system for teachers		
		7	Reports of compliance regularly produced for all schools and MoET	Compliance reporting system developed	TSC[6]
		8	Promote, develop and implement OPEN VEMIS in all levels of Education (ECCE, Primary, Secondary, PSET) and to all stakeholders	OV used at school levels	PPD
		9	Annual Plan, buDGOet and reporting cycle is implemented at central, provincial and school level	• MoET Plans are produced • MoET reports are produced Annual report & ADR reports and progress reports – quarterly)	PPD
		10	Establish and strengthened Research coordination	Research are coordinated	PPD
		11	Facilities standards approved and implemented	Standards implemented	AFD
		12	Implementation of the teachers codes of ethics	Code of Ethics implemented	TSC
		13	Coordinate the education sector analysis and development of new education sector plan (GPE Initiative)	Analysis report VETSS 2019-30	PPD
		14	Production of Statistical report	Yearly statistical report produced	PPD
		15	Ministerial Visits to schools	Planned school visits are carried out	CAB[7]
		16	Ministerial Conferences	Planned conferences are attended	CAB
		17	Overall Ministerial Support to key activities	Plan activities implemented	CAB

Output 9: Provincial management to support service delivery at school level

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
9.1	Devolved education service delivery to schools	1	Inspectors induction, training and monitoring program	inspectors are trained	ESD
		2	Provincial Management Teams capacity development	Provincial staff are trained	ESD
		3	Evaluation of School Support Centre Trial	Evaluation Report produced	ESD
		4	Teacher Management Unit capacity development	Staff are trained	ESD
		5	Teaching Service Commission capacity development	Staff are trained	TSC
9.2	Evidenced based policy and planning	1	Program initiative monitoring and evaluation	Assessments conducted	PPD
		2	MoET Management capacity development – planning, M&E	Staff are trained	PPD

---

[6] Teaching Service Commission
[7] Cabinet

		3	National School Development Plan consultative process	Stakeholders consulted	PPD
		4	National Teacher Development Plan consultative process	Stakeholders consulted	TED
		5	Open VEMIS training and roll-out to schools	School staff are trained and using OV	PPD

Output 10: School leadership to support improves learning in classrooms

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
10.1	School Leaders Program	1	Principals induction and leadership (SIP) training program	Principals are trained	ESD
		2	SIOs induction, training and school liaison program	SIOs are trained	ESD
		3	SIP Monitoring and re-development (Penama and Malampa)	SIP monitored and redeveloped	ESD
		4	School Support Centre (SSC) Trial (Malampa and Tafea)	SSC trailed	ESD

Output 11: Community engagement to support improved quality, access and participation in schooling

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by
11.1	School Leaders Program	1	Inclusion case study and community awareness package	Study and awareness conducted	ESD
		2	Key policy awareness for school support personnel (Inclusive Education, Child Safeguarding, Gender Based Violence Prevention)	Awareness conducted	ESD
		3	Early Learning Advocacy Campaign (ELAC)	Advocacy Campaign delivered	ESD
		4	School/community partnerships in Tanna schools	Partnerships established	ESD
11.2	Development and implementation of a MoET communication plan	1	Establish governance Bodies (NEAC, PEBs, EAs, SC) and LEG supported by MoET	Government bodies established	DGO
		2	Keep an updated registry of all members of education governance bodies	Registry updated	DGO

4.2. KEY ACTIVITIES AND SUB ACTIVITIES BY DEPARTMENT

These table sets shows the key activities, sub-activities, the key performance measure (KPM) and operating budgets under each Departments/Directorates for 2018.

4.2.1. Cabinet Support

Key Area Code	Key Activities	No	SUB ACTIVITY	KPM	Deliver by	Dept. Code	Operating Budget (VUV)
8.1	Education Systems implemented	1	Ministerial Visits to schools	Planned school visits are carried out	CAB	51AA	20,247,870[8]
		2	Ministerial Conferences	Planned conferences are attended			
		4	Overall Ministerial Support to key activities	Plan activities implemented			

4.2.2. Director Generals Office (DGO)

Key Area Code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by	Dept. Code	Operating Budget
1.1	Improve school funding Processes	1	Audit Unit and Inspectorate to report on compliance issues	Schools Inspected and Audited	DGO	54	9,674,942
8.1	Education Management systems implemented	2	Review relevant Education Acts to accommodate identified needs	Acts Reviewed			
		3	Performance appraisals conducted for PSC staff	Appraisals conducted			
		4	Qualifications and Professional Development data regularly maintained to all PSC staff	Data maintained			
11.2	Development and implementation of a	5	Establish governance Bodies (NEAC, PEBs, EAs, SC) and LEG supported by MoET	Government bodies established			

---

[8] Inclusive of the operational budget for the parliamentary secretariat of the Ministry of Education & Training.

	MoET communication plan	6	Keep an updated registry of all members of education governance bodies	Registry updated			

4.2.3. Finance and Administration Directorate (FAD)

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by	Dept. Code	Operating Budget (VT)
1.1	Improve school funding processes	1	Grants code and school financial manual reviewed, approved and disseminated	Grants Code / Financial Manual	**AFD**	**82**	**119,159,301**
2.1	*School Construction Program*	2	*4.1.1 Defects and liability phase for Tanna construction works*	Assessment of buildings			
		3	*4.1.2 Maintenance and use of VEMIS data for infrastructure planning*	Data updated			
		4	Survey on ECCE and Secondary Buildings initiated	# schools surveyed			
		5	Delivery of services of project design, implementation and contract management	Project management delivered			
2.2	School Maintenance Planning	6	Revision and distribution of school maintenance manuals to schools	Manual /School Plans and BuDGOet consider maintenance			
		7	Training of Provincial Maintenance Officers, SIO's and Inspectors on maintenance manual and use MQS (Standard 9) compliance report	Staff are trained			
8.1	Education Management systems implemented	8	Facilities standards approved and implemented	Standards implemented			

4.2.4. Policy and Planning Directorate (PPD)

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by	Dept. Code	Operating Budget
1.2	Inclusive Education Policy Implementation	1	Conduct a study to understand why children are out of school and at risk of dropping out	Out of school study	PPD	83	7,925,207
		2	Conduct awareness and advocacy programs on inclusive, child protection & Gender equity education policies	Conduct and report on awareness			
		3	Improve data link between Open VEMIS and Civil Registry data to identify children out of school	OV connected with civil registry database			
8.1	Education Management systems implemented	4	All education standards and policy documents disseminated in all schools for staff and communities	Documents disseminated			
		5	Awareness & implementation of education authority and schools registration policy	Awareness conducted			
		7	Promote the use of OPEN VEMIS in all levels of Education (ECCE, Primary, Secondary, PSET) and to all stakeholders	OV used at school levels			
		8	Annual Plan buDGOet and reporting cycle is implemented at central, provincial and school level	Planning, BuDGOeting and Reporting Cycle implemented			
		9	Establish and strengthened Research coordination	Research are coordinated			
		10	Coordinate the education sector analysis and development of new education sector plan	Analysis report VETSS 2019-30			
		11	Production of statistical report	Yearly statistical report produced			

9.2	Evidenced based policy and planning	12	Program initiative monitoring and evaluation	Assessments conducted			
		13	MoET Management capacity development – planning, M&E	Staff are trained			
		14	National School Development Plan consultative process	Stakeholders consulted			
		15	Open VEMIS training and roll-out to schools	School staff are trained and using OV			

4.2.5. Education Services Directorate (ESD)

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by	Dept. Code	Operating Budget (VT)
1.1	Improve school funding processes	1	Training mentoring and support provided to schools to improve compliance with school funding requirements	Compliance with criteria # schools trained	ESD	53	1,227,325,606
		2	*Expand reach of grants to ECCE (ages 4;5) and Year 7*	Grants paid to ECCE and Y7			
1.2	Inclusive Education Policy Implementation	3	Manage Vanuatu Inclusive Education (IE) Steering Committee	IE committee are appointed and functions of the committee are executed			
		4	Improve data collection on disabilities (Washington questions)	Data collection on Children with disability started			
		5	Develop Open Distance Learning (ODL) policy	ODL policy approved			
1.3	Implementation of the Education in Emergency (EIE) policy	6	Conduct EIE & Comprehensive School Safety awareness and advocacy programs on the EIE & CSS Policy	Report on awareness and advocacy			
		7	Coordinate Vanuatu Education Cluster & review ToR	Education cluster are appointed and its functions are executed			
		8	Assist schools to develop their school comprehensive safety plans	10 schools from each provinces developed their plans			
		9	Organize capacity building training on EIE/Disaster Risk Reduction (DRR) /CCA & Comprehensive school safety	60% of MOET staff & Provincial Education staff and 100% of implementing partners build their Capacity in EIE/DRR/CCA & CSS			
		10	Strengthen the Education in emergency information management system.	EIE information system is in line with the VEMIS system to be useful in both good and emergency period.			

		11	Seeking EIE TA support from Education cluster partners.	TA support is being provided			
2.1	School Construction Program	12	Assessment of WASH conditions in schools	Assessments conducted			
		13	Promote WASH infrastructure, rehabilitation and hygiene	Awareness conducted			
		14	Scale-up WinS national framework (Policy, Standards, Guidelines, Curriculum)	WinS national framework developed			
3.1	ECCE Policy Implementation	15	Development and implementation of a five year implementation plan of the ECCE policy	Plan completed			
		16	Coordinate and manage the awareness and implementation (mainstreaming) of ECCE	COM Paper on ECCE Teachers Payroll; ECCE VITE BA Program; ECCE Grant; Collaboration with line Ministries; Implement MQSS; Research ECCE			
		17	Strengthening ECCE data	Schools registered / Teachers registered Students recorded			
		18	Strengthening ECCE Management Committees and community awareness on ECCE	Manual and training delivered			
4.1	Professional Development (PD) to Support New Curriculum	19	Provincial Trainers development program	PT are trained			
		20	Principals Training – Round 3 Instructional Leadership	Principals are trained			
		21	Teacher PD - class-based assessment	Teachers are trained			
		22	Teacher PD - classroom management	Teachers are trained			
		23	Teacher PD - Language Transition Year 2-3	Teachers are trained			
		24	Professional Development Program 2017-18 Evaluation	Evaluation Report produced			
5.1	Curriculum Implementation	25	ECCE Curriculum Implementation and Monitoring	Monitoring Report produced			

		26	Year 1-3 curriculum implementation monitoring	Monitoring Report produced			
		27	Year 4 Teacher Guides distribution and trailing	Guides are distributed			
		28	Year 4 classroom teaching materials production	Teaching materials produced			
		29	Digital Learning Materials – concept development	Concept paper developed			
		30	National Literacy Strategy – background research	Research conducted			
		31	Implementation of year 11 curriculum	Progress is reported			
5.2	Assessment, Reporting and Monitoring	32	Class based assessment materials Year 1-4	Assessment materials produced			
		33	Moderation pilot Year 2	Pilot conducted			
		34	Reporting template and common grading scale (trial)	Template trailed			
		35	VANSTA 2017 analysis, feedback and system response	Report produced			
		36	Develop new VSSC assessment and reporting system	VSSC assessment & reporting systems developed			
		37	Develop/trial and Finalize Resource Tool for Teaching and Learning (ARTTLe) yrs. 3/5 & 7	ARTTLe tools for yrs 3, 5 & 7 are developed			
		38	Review of Yr. 10 assessments	Yr. 10 assessments are reviewed			
5.3	*Language Policy Implementation*	39	Language Transition Year 4-6 development and trailing	Trailing conducted			
		40	Bislama dictionary for primary schools distribution	Dictionary distributed			
6.1	Implement Basic and Secondary Education Policies	41	Approve the Basic and Secondary Policies	Policies approved			
		42	Development of Basic Education implementation plan (EDS)	Implementation plan developed			

		43	Harmonize Minimum Quality Standards (Schools, Principals and Teachers) to be applicable to all school levels	Standards harmonised			
		44	MQS data collected for primary and secondary schools	Data collected			
		45	Harmonise School Improvement Plan (SIP) to all school levels	SIP harmonised			
9.1	Devolved education service delivery to schools	46	Inspectors induction, training and monitoring program	inspectors are trained			
		47	Provincial Management Teams capacity development	Provincial staff are trained			
		48	Evaluation of School Support Centre Trial	Evaluation Report produced			
		49	Teacher Management Unit capacity development	Staff are trained			
10.1	School Leaders Program	50	Principals induction and leadership (SIP) training program	Principals are trained			
		51	SIOs induction, training and school liaison program	SIOs are trained			
		52	SIP Monitoring and re-development (Penama and Malampa)	SIP monitored and redeveloped			
		53	School Support Centre (SSC) Trial (Malampa and Tafea)	SSC trailed			
11.1	School Leaders Program	54	Inclusion case study and community awareness package	Study and awareness conducted			
		55	Key policy awareness for school support personnel (Inclusive Education, Child Safeguarding, Gender Based Violence Prevention)	Awareness conducted			
		56	Early Learning Advocacy Campaign (ELAC)	Advocacy Campaign delivered			
		57	School/community partnerships in Tanna schools	Partnerships established			

4.2.6. Tertiary Education Directorate (TED)

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by	Dept. Code	Operating Budget (VT)
3.1	ECCE Policy Implementation	1	Development of accredited course at VITE and delivery of training	ECCE teachers course accredited	**TED**	**88**	**90,082,960**
4.1	Professional Development (PD) to Support New Curriculum	2	Development of TVET teachers program at VITE	TVET teachers Program accredited by VQA			
4.2	VITE Institutional Strengthening	3	External study program development (primary teacher upgrade strategy)	Study report produced			
7.1	Implementation of the Post School Education and Training Policy 2016-2020	4	Development and implementation of the Scholarship Policy	Policy developed			
		5	Award scholarships in line with Vanuatu Government Scholarships Priority Framework	Awards based on priorities			
		6	Support TVET institutions to meet standards	TVET institutions supported			
		7	Establishment of an higher education framework	Framework developed			
		8	Conduct a study to establish a National Bilingual University	Study conducted			
9.2	Evidenced based policy and planning	9	National Teacher Development Plan consultative process	Stakeholders consulted			

4.2.7. Commissions and Councils[9]

Key area code	KEY ACTIVITY	No	SUB ACTIVITY	KPM	Deliver by	Dept. Code	Operating Budget
8.1	Education Management systems implemented	1	Design a performance appraisal system for teachers	System developed	TSC	55	53,069,341
		2	Implement teachers code of ethics	Code of Ethics implemented			
9.1	Devolved education service delivery to schools	3	Teaching Service Commission capacity development	Staff are trained			

---

[9] The table only comprises of the TSC activities only as the other statutory bodies (such as the VQA) have not responded to submit their business plan. We are also mindful that perhaps some of VQA functions/activities are made mention of in the tertiary plan. The planning unit will continue to liaise with the statutory bodies for better coordination of planning in the future.