

Ministry of Education and Training

## Quarterly Progress Report Fourth Quarterly Progress Report on 2021 Business Plan

### 1. Director General’s Statement

The MoET’s 4<sup>th</sup> Quarter progress report presents the progress made against the 2021 Business Plan implementation from October to December. It will outline the highlights and overall performance made against the Key Performance Indicators of the 2021 Business Plan.

Many activities outlined in the MoET’s 2021 Business Plan had progressed. A few achievements were made, as well as challenges encountered and emerging issues to address whilst delivering the MoET’s 2021 Business Plan. These achievements, challenges, emerging issues and way forwards are drawn below.

Achievements	Summary Challenges & Emerging issues	Summary Way Forward
<ul style="list-style-type: none"> <li>✓ Support provided to schools on their internet connectivity is completed.</li> <li>✓ Support given to those schools already as per their request:</li> <li>✓ Overseeing the MoET &amp; Vodafone contract to install internet access in 11 schools in Torba. So far, 7 schools are installed already.</li> <li>✓ Minutes on TAG meeting conducted by OGCIO</li> <li>✓ Consult and liaise with OGCIO, TRBR, Telecommunications/Internet Providers and Donor Partners on options to connect all schools to the internet (Better access of OV)</li> <li>✓ MoET agreement with ISP providers (Vodafone &amp; Digicel) to keep Open VEMIS zero-rated on their network</li> </ul>	<p><b>Ad hoc tasks &amp; workload-</b> these are unplanned tasks but often considered urgent. It adds up to the current workload that is already there and usually results in heavy workload. This slows down the progress of planned tasks as outlined in 2021 BP</p> <p><b>Shortage of staff-</b> Few Directorates experienced shortage of staff. Therefore, it leads to deferment of implementing their activities.</p>	<p><b>Management of workload-</b> Officers have to well manage their workload, so that they can progress to implement their allocated task. Whilst, ad hoc task can be taken in regards to their priorities.</p> <p><b>Recruitment of staff-</b> HR unit has to recruit staff for the vacant positions.</p>

<ul style="list-style-type: none"> <li>✓ Email manual and regulations have been updated.</li> <li>✓ All other manual and regulations to be updated, if required.</li> <li>✓ Plan completed and in implementation.</li> <li>✓ On demands support to schools has been completed.</li> <li>✓ Support given to COVID19 response E-Learning program is completed</li> <li>✓ Network is online and accessible in all our education offices so far except</li> <li>✓ Orap support centre.</li> <li>✓ Preventive maintenance at MoET Central is completed.</li> <li>✓ First and Second Preventive Maintenance trips are completed.</li> <li>✓ Supported provided for email services to MoET staffs and schools is completed</li> <li>✓ Supported provided for VoIP service to be accessible at all times is completed</li> <li>✓ Support is completed</li> <li>✓ Server upgraded and FingerTec Clock in/out machines in all MoET offices are operational</li> <li>✓ Supported is satisfactory on all virtual machine servers</li> <li>✓ PacSIMS support is satisfactory and system is online and accessible to EAU staff at all times</li> <li>✓ Support is satisfactory.</li> <li>✓ School data entry are completed in OV and data are confirmed for official use.</li> <li>✓ Production of the MoET Statistical Digest analyses has been shared by the Data analysis on</li> </ul>	<p><b>Budget constraints</b> – referring mainly to MoET recurrent budget. If there is no recurrent budget allocated (and no donor partner support), activities may not be implemented.</p>	<p><b>According to recurrent budget-</b> Cash flow plan must be well prepared in order to implement activities as plan.</p> <p>In addition, plan activities have to be first sought funding for, before being selected for implementation.</p>
--	--	--

<ul style="list-style-type: none"><li>✓ 13th January 2022. The review of the data analyses will be done on 15th of February 2022 by MoET</li><li>✓ and VNSO review team</li><li>✓ PPD has provided technical support towards the review of the Inclusive Education Policy.</li><li>✓ NSIDP Officer’s contract has been extended with commencement date of 26th February; and Officer’s</li><li>✓ contract is funded through VESP II.</li><li>✓ Brief weekly updates provided to VESP and PPU team</li><li>✓ First 6-month report was produced and disseminated</li><li>✓ The next 6 months activity and indicative timeframe is provided to VESP</li><li>✓ Information on survey of the NSIDP Phase I implementation was disseminated to all provincial PEOs through a brief meeting on Friday, 12th March 2021, at VIT Tourism School.</li><li>✓ NSIDP implementation guideline circulated to PEOs through email and they responded positively.</li><li>✓ All education authorities have signed the MoUs with the Ministry of Education</li><li>✓ Compliance checklist tool has been developed</li><li>✓ Checklist has been completed</li><li>✓ PPD has been in consultation with the EiE officer and has provided technical support where requested.</li><li>✓ The task force has met once to discuss the plan and the processes to carry out this activity</li></ul>		
---	--	--

## Q 4 Progress Report – MoET 2021 Business Plan

<ul style="list-style-type: none"><li>✓ 2019 Policy Development Guideline has disseminated to the MoET</li><li>✓ Policy Action Plan Checklist has been built into the developed Policy Registry.</li><li>✓ The 2nd planning meeting was not been conducted in November as planned but the planning team have been liaised directly with the activity manager in units that are in need to finalize the 2022 business plan.</li><li>✓ MoET 2022 draft BP is finalized and the process of liaising with each directorate to refine their BP is done</li><li>✓ NPPs have been jointly coordinated with the finance team to complement the 2022 budget submission process.</li><li>✓ MoET 2022 BP is finalized and approved by the Hon.Minister and DG on the 17th of December 2021. The signed copy of the MoET 2022 BP has been shared with PEO's and Directors on the 3rd of January 2022.</li></ul>		
---	--	--

All efforts and commitment made towards these achievements and progresses in quarter 4 of 2021 are acknowledged and appreciated. Furthermore, our continuous collaboration is needed to continuously implement the MoET's 2021 Business Plan and to keep track of the progress we make.

Thank you all for your cooperation and understanding.

Sincerely,



**Mr. Bergmans Iati**

**Director General, Ministry of Education and Training**

### Summary of the overall performance against the 2021 KPIs, for each directorate (Jan – Mar 2021)

Table 1 provides the summary of the performance of each department according to the traffic lights indicator. Table 2 has the descriptions of the traffic lights.

**Table 1: Summary of performance by Departments (in percentage)**

Cabinet				DG's Office				AFD				PPU				ESD				TED		
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
0%	0%	0%		4%	4%	4%	35.3%	13%	6%	26%	18%	7%	10%	38%	50%	0%	3%	18%	64%	6%	0%	0%
50%	0%	25%		25%	41%	50%	0%	25%	14%	18%	56%	47%	42%	42%	20%	5%	52%	68%	4%	23%	44%	4%
50%	50%	25%		58%	46%	13%	0%	58%	16%	9%	14%	36%	25%	17%	25%	5%	37%	11%	12%	37%	44%	3%
0%	50%	0%		8%	8%	25%	29.4%	8%	28%	12%	6%	9%	17%	0%	0%	3%	29%	3%	4%	29%	11%	6%
0%	0%	0%		0%	0%	8%	0%	0%	14%	34%	3%	0%	0%	2%	0%	3%	3%	0%	4%	3%	0%	1%
0%	0%	0%		0%	0%	4%	35.3%	0%	0%	0%	3%	0%	0%	0%	5%	79%	0%	0%	0%	0%	0%	3%

Table 2: Traffic Light Descriptions

Traffic light	Description
Blue	The Key Performance Indicator (KPI) has been achieved
Green	There is solid progress against agreed KPI. The KPI is more than likely to be achieved within the timeframe of 2021 BP
Yellow	The KPI is progressing, but some issues need to be addressed. Likely the KPI will be achieved
Red	The KPI is facing challenges and may not be able to be achieved unless circumstances change, or action is taken
Purple	The KPI is recurring and/or ongoing
White	The KPI has not given any progress updates

## 2. MoET Q1 Overall Performance against KPIs of the 2021 Business Plan Activities, July to September 2021

This section outlines the details and overall performance against the key performance indicators of the 2021 Business Plan during this reporting period.

### MEG: MoET CABINET SUPPORT SERVICES

---

#### *Operational performances*

Table 3: MoET Cabinet Support Services Planned Activities

Activities	Key Performance Indicators (KPI)	Progress made against Key Performance Indicators (KPI)	Main Issues/Challenges Affecting Progress of KPIs	Way forward	TL
1. Planned Provincial and school visits are carried out	Planned Provincial and school visits are carried out	•	•	•	
2. Planned Ministerial conferences are attended	Planned Ministerial conferences are attended	•	•	•	
3. MoET Plan activities implemented and reported on	MoET Plan activities implemented and reported on		•	•	
4. MoET Policies are well informed & approved	Policies are well informed & approved		•	•	



## MEI: OFFICE OF THE DIRECTOR GENERAL

**Operational performances**

Table 2: Office of the DG's Planned Activities

Activities	Key Performance Indicators (KPI)	Progress made against Key Performance Indicator (KPI)	Main Issues/Challenges Affecting progress	Way forward	TL
1. Grants disbursed each year and reported on	77 schools are audited and reported on	<ul style="list-style-type: none"> <li>52 schools' audits have been completed and audit reports submitted to stakeholders</li> <li>6 other schools have been Audit and audit reports have to be finalised and submitted.</li> <li>19 school audits out of 77 were not audited</li> <li>Joint audit, (MoET &amp; External auditors have covered other 60 schools to review of use of 2019/2020 used of DFAT grant in ECCE and primary schools.</li> </ul>	<ul style="list-style-type: none"> <li>Auditees (school's Principal) did not provide documents (evidence of payments) on time.</li> <li>IAU budget is not sufficient to carry out audit work planned.</li> </ul> <p>Delay on the issuance of school audit reports.</p>	<ul style="list-style-type: none"> <li>Increase Operational budget for IAU by Vt1,500,000 to finance school visits.</li> <li>Reduce number of school audit visits per year and introduce Desktop Audit and Spot audits.</li> <li>Encourage School Management to have proper building for school administration to maintain all accountable documents</li> </ul>	
2. Provide regular communication with community members participating in governance bodies	Provide regular communication of information schools communities				
3. Review of communication strategy	Communication strategy endorsed and implemented				
	Develop an overall emergency				

Q 4 Progress Report – MoET 2021 Business Plan

	communication strategy				
4. Vanuatu participation to the 41 <sup>st</sup> UNESCO General Conference if mobility restrictions are lifted	Finalization of participation report	<ul style="list-style-type: none"> <li>Given the Covid-19 pandemic resulting to the SOE along with the close of borders and restrictions of travelling the activity was not implemented</li> <li>The non-implementation of the activity is entirely due to external factors</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
	Report to be submitted to PSC and DG MoET	<ul style="list-style-type: none"> <li>Not applicable since the activity was not implemented</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
5. Implementation of all projects funded under the UNESCO Participation Program	Reporting of projects completion	<ul style="list-style-type: none"> <li>Reporting of projects completion</li> </ul>	<ul style="list-style-type: none"> <li>The implementation of all projects is in good progress</li> <li>Upon request UNESCO has exceptionally authorized an extension of the implementation deadline up to <b>30<sup>th</sup> June 2022</b></li> <li>The submission of the evaluation and financial report should be submitted by <b>31<sup>st</sup> July 2022 at the latest</b></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
	Endorsement of reports by UNESCO	<ul style="list-style-type: none"> <li>Endorsement of reports by UNESCO</li> </ul>	<ul style="list-style-type: none"> <li>Towards end of 2022</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
6. Coordinate and review all MoET policies	Policies finalized and implemented				
7. Coordinate and review all MoET agreements with stakeholders	Agreement finalized and implemented				

Q 4 Progress Report – MoET 2021 Business Plan

8. Review Education Act	Education act reviewed by end of June 2021				
9. Refresher training for PEO and HR tools, policies and activities	Training conducted to heads of units and head of provincial offices				
10. Planned audit carried out at MoET central level	7 of central audits planned project carried out	<ul style="list-style-type: none"> <li>• 2 audits planned carried out:                             <ul style="list-style-type: none"> <li>a) Procurement for goods &amp; services 2018 to 2020)</li> </ul> </li> <li>• Accountable impress audit (2018 to 2020)</li> </ul>	<ul style="list-style-type: none"> <li>• Auditees did not provide documents requested on time.</li> <li>• Delegated other auditing responsibilities to central auditor Vacancy for assistant auditor not fill in till end of October.</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment of assistant central auditor expected for 2022.</li> <li>• Refresher training for all auditor on audit teammate software and other audit related field.</li> </ul>	
	Audit reports submitted to auditee and interested stakeholders				
11. Conduct special investigation upon request	Number of investigations conducted	<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>	
	Complete and submit audit investigation report to interested stakeholders	<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>	
	Minimise number of fraud / misuses of fund at MoET Central level	<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

<p><b>12.</b> Secure 2 license of TeamMate audit software from National Audit Office</p>	<p>TeamMate license fee paid annually</p>	<ul style="list-style-type: none"> <li>Journal has been raised to clear outstanding fees.</li> </ul>	<ul style="list-style-type: none"> <li>Insufficient budget to pay for the 2 licenses fee</li> </ul>	<ul style="list-style-type: none"> <li>Increase IAU budget to cater for Teammate License fees.</li> </ul>
<p><b>13.</b> Identify training on TeamMate audit software and other training related to auditors needs</p>	<p>Appropriate training provided to auditors on TeamMate software</p>	<ul style="list-style-type: none"> <li>Teammate champions and user have attended 1 week training with National Audit Staff.</li> </ul>	<ul style="list-style-type: none"> <li>Auditors have often faced technical issues with the software</li> <li>Time consuming for IT responsible for Teammate to fix teammate technical issues</li> </ul>	<ul style="list-style-type: none"> <li>Auditors have to hands on Teammate + and use it.</li> <li>As from 2022, ALL audit projects activities will be coordinated and monitored through Teammate +</li> </ul>
	<p>Other trainings related to the work of audit</p>	<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>
<p><b>14.</b> Awareness of procurement policy and manual developed to Schools Principals</p>	<p>Awareness carried out in all provinces</p>	<ul style="list-style-type: none"> <li>Procurement policy and procedures final consultation in progress pending finalisation of review tender and contracts regulation.</li> <li>20 RFQs launch with contract sign to successful bidders.</li> <li>37 Urgent Procurement Issued.</li> <li>2 RFTs, tender process.</li> <li>Up skilling of staffs on going.</li> <li>Duty Exemption granted to over 50 MoET stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Tenders and Contract regulation currently in transition period, therefore, needs to be finalise in order to finalise other MoET Procurement documents.</li> <li>Urgently need to recruit SEO Procurement.</li> <li>No proper planning to activities.</li> <li>Regular capacity building to adapt to changes in procurement functioning.</li> </ul>	<ul style="list-style-type: none"> <li>Central Tender Office to urgently approve and finalise the review tender and contract regulation.</li> <li>SEO Procurement Post to be finalised.</li> <li>Register with Procurement Institution for the upskilling of MoET Procurement Staffs.</li> <li>Increase operational budget.</li> <li>Reviewing of MoET Procurement Unit Structure -To include a SEO</li> </ul>

Q 4 Progress Report – MoET 2021 Business Plan

			<ul style="list-style-type: none"> <li>• Short term technical advisor will be very beneficial.</li> <li>• Increase operation budget to strengthening procurement compliance at provincial and school level.</li> </ul>	Procurement School and project Officer.	
15. Consultation with MoET suppliers with market analysis in provincial level	# of consultation with suppliers in all provinces	<ul style="list-style-type: none"> <li>• Identifying suppliers and their capabilities in their supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>• Accessing and Assessing of all supplier's data at Provincial Level.</li> </ul>	<ul style="list-style-type: none"> <li>• Accessing all supplier's data at provincial level via OV will be very beneficial to MoET.</li> </ul>	
16. Identify gaps, review and recommend to Directors and DG/alignment to GRT Determination	PSC Approval of the MoET reviewed structure	<ul style="list-style-type: none"> <li>• Continuation of discussion and recommendation request to PSC</li> <li>• Request of SLO for advice</li> <li>• Email to PSC for progress update on MoET Request</li> <li>• Arrange meeting with PSC to present proposed MoET structure.</li> </ul>	<ul style="list-style-type: none"> <li>• PSC lack of understanding on the SLO advise resulting in slow response to the MoET</li> <li>• Funding unavailability to ensure positions are all filled and structure reviewed accordingly</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• DG and Directors intervention in discussion</li> </ul>	
17. Identify priority positions, and obtain approval for recruitment	PSC appointment letters	<ul style="list-style-type: none"> <li>• 35 appointments done by PSC</li> <li>• 22 positions recruitment process have started</li> <li>• 15 positions still to proceed to step 1 of recruitment process</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment delayed caused from unavailability of panel members</li> </ul>		

			<ul style="list-style-type: none"> <li>Pro-longing of recruitment; Panel recommendations declined by PSC forcing MoET to re-advertise or go into discussion for relevant solutions</li> </ul>	
--	--	--	---	--

## MEI: ADMINISTRATION AND FINANCE DIRECTORATE

### *Operational performances*

Table 3: Admin & Finance Directorate’s Planned Activities

Activities	Key Performance Indicators (KPI)	Progress made against Key Performance Indicators (KPI)	Main Issues/Challenges Affecting progress of KPI	Way forward	TL
1. Revise the School Financial Management Manual to include new administrative functions	Approved School Financial Management Manual by first quarter of 2021	<ul style="list-style-type: none"> <li>Good progress after gazette of PFEM Regulations Order.</li> </ul>	Await gazette of PFEM Regulations Order to enable SFMM to be aligned with it.	<ul style="list-style-type: none"> <li>Complete SFMM by 1st quarter 2022.</li> </ul>	
2. Provide support and training on School Financial Management Manual to improve capacity and performance	Training and awareness on the approved School Financial Management Manual is conducted with 80% of government and non-government assisted schools and PSET providers, by	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Budget constraints to carry out training for all schools.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to carry out training at the school level.</li> <li>To secure budget support to carry out this activity.</li> <li></li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

	third quarter of 2021				
	Mentoring and monitoring support on the approved School Financial Management Manual is provided to all government and non-government assisted schools and PSET providers, by third quarter of 2021	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Budget constraints to carry out training for all schools.</li> <li>New principals need more support.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to carry out training at the school level.</li> <li>To secure budget support to carry out this activity.</li> <li></li> </ul>	
3.	Government and non-government assisted schools and training providers' grants are disbursed and reported	100% of registered government and non-government assisted schools and training providers use National Bank of Vanuatu for banking purposes by January, April and July 2021	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Administrative delays to confirming bank accounts;</li> </ul>	<ul style="list-style-type: none"> <li>Continue to ensure all registered schools have bank accounts.</li> </ul>
		Report on compliance with school grant criteria by government and non-government assisted schools and training providers	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Principals are not updating records in a timely manner;</li> </ul>	<ul style="list-style-type: none"> <li>Continue to ensure that all schools comply with the school grant criteria.</li> </ul>
4.	Extraction of grants from Open VEMIS and disbursement to	School grants to Government and Non-Government	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Open VEMIS tranche calculator to be updated</li> </ul>	<ul style="list-style-type: none"> <li>Open VEMIS tranche calculator to be updated.</li> </ul>

Q 4 Progress Report – MoET 2021 Business Plan

schools and training providers	Assisted Kindergartens, Primary, Secondary schools are extracted from Open VEMIS by January, April and July 2021		to capture new criteria or calculations.	
	Grants to training providers (Vanuatu Institute of Technology, Vanuatu Institute of Teacher Education and Vanuatu National University) are extracted from Open VEMIS by July 2021	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Open VEMIS tranche calculator to be updated to capture new criteria or calculations.</li> </ul>	<ul style="list-style-type: none"> <li>Open VEMIS tranche calculator to be updated.</li> </ul>
	School grants are paid to all kindergartens, primary and secondary schools by end of January (30%), April (30%) and July (40%)	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Delayed grant payment to ECCE centres due to late registration.</li> </ul>	<ul style="list-style-type: none"> <li>Grants are only paid to ECCE centres that are registered.</li> </ul>
	Institution grants are paid to training providers (Vanuatu Institute of Technology, Vanuatu Institute of Teacher Education	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Delay for Auditor General to complete audit report before due date of grant payment.</li> </ul>	<ul style="list-style-type: none"> <li>Grants are paid but institutions must still provide audit reports.</li> </ul>



Q 4 Progress Report – MoET 2021 Business Plan

	and National University of Vanuatu) January (30%), April (30%) and July (40%)				
5. Provide support and training on Grant Code to improve capacity and performance	Approved Grant Code by first quarter of 2021	<ul style="list-style-type: none"> <li>• Archived</li> </ul>	<ul style="list-style-type: none"> <li>• Delayed due to late gazetting by SLO.</li> </ul>	Grant Code has been approved and circulated to the provinces and Principal emails and on Open VEMIS.	
	Awareness on the revised Grant Code is conducted with all government and non-government assisted schools and PSET providers, by third quarter of 2021	<ul style="list-style-type: none"> <li>• Archived</li> </ul>	<ul style="list-style-type: none"> <li>• Budget constraints for more awareness.</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness to Principals were piggy-back on other workshops.</li> </ul>	
	Mentoring and monitoring support is provided to all government and non-government assisted schools and PSET providers to ensure compliance with Grant Code, by third quarter of 2021	<ul style="list-style-type: none"> <li>• Archived</li> </ul>	<ul style="list-style-type: none"> <li>• Budget constraints for more support.</li> </ul>	<ul style="list-style-type: none"> <li>• Provincial offices will share information to all schools.</li> </ul>	
6. Finalize Minimum Infrastructure	Approved Minimum Infrastructure	<ul style="list-style-type: none"> <li>• Progress with challenges</li> </ul>	<ul style="list-style-type: none"> <li>• Continue in 2022 activity plan</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

Standards for all levels of education	Standard by third quarter of 2021				
<b>7.</b> Build infrastructure facilities for schools and training providers	Number of Request for Quote (RFQ) and Request for Tenders (RFT) advertised	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Solid progress and will continue under 2022</li> </ul>	
	Number of signed contracts with contractors	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Solid progress and will continue under 2022</li> </ul>	
	Supervision and progress reports for each project site				
	Number of types of school buildings built under different facilities work programs				
<b>8.</b> Support internet connectivity to all schools	Support and maintenance provided to schools on internet connectivity queries and issues	<ul style="list-style-type: none"> <li>Support provided to schools on their internet connectivity is completed.</li> <li>Support given to those schools already as per their request:</li> <li>Overseeing the MoET &amp; Vodafone contract to install internet access in 11 schools in Torba. So far, 7 schools are installed already.</li> </ul>	<ul style="list-style-type: none"> <li>Limited Human resource at ITU available to assist schools on a timely manner</li> </ul>	<ul style="list-style-type: none"> <li>Review ITU organization structure</li> <li>Follow up with Vodafone on remaining 4 schools to be connected;</li> </ul>	
	Government Broadband Network (GBN) connectivity support to VITE, VIT and VNU, Malapoa College, Lycée LAB,	<ul style="list-style-type: none"> <li>Implementation of this activity is placed on hold due to contract being expired</li> </ul>	<ul style="list-style-type: none"> <li>Contract between MoET and provider has expired.</li> <li>Senior Management decision not to renew</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

	Central School, Epauto School and Lycée de Montmartre				
9. Revise the School Maintenance Manual to include new infrastructure requirements	Approved School Maintenance Manual is finalised by third quarter of 2021	<ul style="list-style-type: none"> <li>Progressing with Challenge</li> </ul>		<ul style="list-style-type: none"> <li>Finalise under 2022 activity plan</li> </ul>	
	Support and training are provided to improve capacity of Provincial Maintenance Officers in implementing the School Maintenance Manual by fourth quarter of 2021	<ul style="list-style-type: none"> <li>Progressing with Challenge</li> </ul>		<ul style="list-style-type: none"> <li>More training in 2022</li> </ul>	
10. Develop Primary, Secondary and Asset Master Plan	Primary and Secondary school Asset Master Plan is completed by fourth quarter of 2021	<ul style="list-style-type: none"> <li>Not archived</li> </ul>	<ul style="list-style-type: none"> <li>Capacity issue, activity could not be completed.</li> </ul>	<ul style="list-style-type: none"> <li>Confirmed VESP is funding and providing TA under the 2022 work plan</li> </ul>	
11. Update MoET Central and Provincial Asset Registry on Smart Stream	Report on the MoET Central and Provincial Asset Registry at the end of July and November 2021	<ul style="list-style-type: none"> <li>Reoccurring exercise</li> </ul>	<ul style="list-style-type: none"> <li>Updated quarterly</li> </ul>		
12. Delivery of School Land Management for registered government	Report on School Land Management for registered	Achieved	<ul style="list-style-type: none"> <li>IT has developed the land module in open Vemis</li> </ul>		

Q 4 Progress Report – MoET 2021 Business Plan

and government assisted schools	government and non-government assisted schools at the end of July and November 2021				
<b>13.</b> Maintain updated data of Primary and Secondary schools' surveys (based on school asset & facilities surveys)	Updated data of school surveys (based on school asset & facilities surveys) by third quarter of 2021	<ul style="list-style-type: none"> <li>Progress with challenges</li> </ul>	<ul style="list-style-type: none"> <li>Need field survey With staffing capacity</li> </ul>	<ul style="list-style-type: none"> <li>New recruitment</li> </ul>	
<b>14.</b> Improve WASH facilities in schools	Rollout WASH program to TORBA and at least 1 other province	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>M&amp;E in progress</li> </ul>	
<b>15.</b> Review and establish MoU between the Government and the National Bank of Vanuatu	Signed MoU between the Government and the National Bank of Vanuatu by January 2021, on school's bank accounts	<ul style="list-style-type: none"> <li>Archived</li> </ul>	<ul style="list-style-type: none"> <li>Delay in signatories.</li> </ul>	<ul style="list-style-type: none"> <li>MoET to implement MoU.</li> </ul>	
<b>16.</b> Increase collaboration with Office of the Government Chief Information Officer (OGCIO) and Telecommunication Radio Broadcasting Regulator (TRBR)	Minutes on TAG meeting conducted by OGCIO	<ul style="list-style-type: none"> <li>Minutes on TAG meeting conducted by OGCIO</li> </ul>	<ul style="list-style-type: none"> <li>One TAG Meeting conducted</li> <li>Cyber Security Meeting attended</li> <li>National Information and Communication Technology Development Committee (NIDC) attended</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

	Consult and liaise with OGCIO, TRBR, Telecommunications /Internet Providers and Donor Partners on options to connect all schools to the internet (better access of OV)	<ul style="list-style-type: none"> <li>Consult and liaise with OGCIO, TRBR, Telecommunications/Internet Providers and Donor Partners on options to connect all schools to the internet (better access of OV)</li> </ul>	Worked collaboration with OGCIO, TRBR & Vodafone in the Agreement to install internet access in 11 schools in Torba province was successful	<ul style="list-style-type: none"> <li>Activity needs more scoping to be done and also activity must be guided by IT Policy.</li> <li>Some agreements are done without full MoET consultation, resulting in a lot of delays and unplanned expenditure.</li> </ul>	
	MoET agreement with ISP providers (Vodafone & Digicel) to keep Open VEMIS zero-rated on their network	<ul style="list-style-type: none"> <li>MoET agreement with ISP providers (Vodafone &amp; Digicel) to keep Open VEMIS zero-rated on their network</li> </ul>	<ul style="list-style-type: none"> <li>Agreement is still maintained</li> </ul>		
<b>17.</b> Increase collaboration with development partners, both bilateral and multilateral to support Ministry strategic plan through a Joint Partnership Agreement; and open new dialogue with non-traditional donor partners	Monthly meetings with key development partners on Direct Funding of project activities within the education and training sector	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Continue to further dialogue with donor partners to support Ministry.</li> </ul>	
<b>18.</b> Review IT Policies and procedures	Approved IT policy is reviewed by December 2021	<ul style="list-style-type: none"> <li>IT TA is recruited September 2021 and started assisting ITU on this activity remotely, so activity is on-going and moved to 2022 plan.</li> </ul>	<ul style="list-style-type: none"> <li>Border is closed yet.</li> <li>Activity will be slightly delayed.</li> </ul>	<ul style="list-style-type: none"> <li>Communication with the TA has started to get him to start working on the activity remotely</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

		•		awaiting his travel arrangement to be completed;	
	Model overview of Open VEMIS architecture is in place and accessible to IT staff by October 2021	• Few drafted sections of the documentation have been developed already but not finalized yet			
	Existing IT Technical and user documentation is reviewed and updated quarterly	<ul style="list-style-type: none"> <li>• Email manual and regulations have been updated.</li> <li>• All other manual and regulations to be updated, if required.</li> </ul>			
	Approved MoET IT Equipment Replacement Plan by March 2021	• Plan completed and in implementation.			
	Technical documentation for the MoET network Infrastructure from central to provinces is developed by October 2021	• Documentation is in draft version and progressing well.			
<b>19.</b> Increase use of IT in schools through multiple actors, and manage establishment of computer labs in schools where possible	Support given to schools on IT queries and issues	On demands support to schools has been completed.	<ul style="list-style-type: none"> <li>• On-demand support given to schools on IT queries and issues is progressing well but slow due to human resource constraint at ITU</li> </ul>	<ul style="list-style-type: none"> <li>• Request received needs to be prioritized depending on staff workload and availability</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

	<p>Technical Support provided to the E-Learning program coordinated by Education Services with assistance from Commonwealth of Learning (CoL)</p>	<ul style="list-style-type: none"> <li>Activity is put on hold as the activity depends on National Programme Unit under Education Services Directorate plans</li> </ul>	<ul style="list-style-type: none"> <li>This activity is dependent on ESD commitment.</li> </ul>	<ul style="list-style-type: none"> <li>Not applicable, as activity is dependent on ESD commitment to the activity.</li> </ul>
	<p>Technical support provided to the COVID19 response E-Learning program</p>	<ul style="list-style-type: none"> <li>Support given to COVID19 response E-Learning program is completed</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>On-demand technical support provided to the COVID19 response E-Learning program is progressing but slow due to human resource constraint at ITU</li> </ul>	<ul style="list-style-type: none"> <li>Support at the moment will be by providing some funding for training for schools on setting up their e-learning platforms</li> </ul>
<p><b>20.</b> IT support and infrastructure coordination provided from the MoET central level to provincial and school levels</p>	<p>Government Broadband Network (GBN) connectivity is 98% operational and accessible to staff at MoET central offices and the six provincial education offices throughout the year</p>	<ul style="list-style-type: none"> <li>Network is online and accessible in all our education offices so far except Orap support centre.</li> </ul>	<ul style="list-style-type: none"> <li>Orap Support Centre in Malekula connection to be fixed requires OGCIO as the issue is at the tower.</li> </ul>	<p>ITU has purchased replacement antenna and given to OGCIO to fix the connection at the tower.</p> <ul style="list-style-type: none"> <li>OGCIO promised to get it fixed by October</li> </ul>
	<p>Preventive maintenance has been carried out at all MoET Central Offices in Port Vila and their reports submitted by July 2021</p>	<ul style="list-style-type: none"> <li>Preventive maintenance at MoET Central is completed.</li> </ul>		

Q 4 Progress Report – MoET 2021 Business Plan

	<p>At least two preventive maintenances have been carried out at each of the six MoET Provincial Offices and their reports submitted in May &amp; October 2021</p>	<ul style="list-style-type: none"> <li>• First and Second Preventive Maintenance trips are completed.</li> </ul>			
	<p>Replacement of MOET Public Website by June 2021</p>	<ul style="list-style-type: none"> <li>• With the assistance of the IT TA, the development of the website has started</li> </ul>	<ul style="list-style-type: none"> <li>• ITU capacity cannot deliver the completed task by due date.</li> </ul>	<ul style="list-style-type: none"> <li>• Activity is moved to 2022 plan</li> </ul>	
	<p>Support and maintenance provided to keep government email service 98% online and accessible to users at all times</p>	<ul style="list-style-type: none"> <li>• Supported provided for email services to MoET staffs and schools is completed</li> </ul>			
	<p>Support and maintenance provided to keep government VoIP service 98% online and accessible to users at all times</p>	<ul style="list-style-type: none"> <li>• Supported provided for VoIP service to be accessible at all times is completed</li> </ul>			
	<p>Support and maintenance provided to keep MoET Management Intranet website 98% online and</p>	<ul style="list-style-type: none"> <li>• MoET Intranet website is offline at the moment needing to be upgraded. The webserver has been setup awaiting the website to be upgraded.</li> </ul>	<ul style="list-style-type: none"> <li>• ITU capacity cannot deliver the completed task by due date.</li> <li>• ITU need one to build the platform.</li> </ul>	<ul style="list-style-type: none"> <li>• Developer needs capacity building in Content Management System development</li> </ul>	



Q 4 Progress Report – MoET 2021 Business Plan

	accessible to MoET users at all times				
	Support and maintenance provided for MoET File servers and backup servers to be 98% operational and accessible to MoET staffs at all times	<ul style="list-style-type: none"> <li>Support is completed</li> </ul>			
	Support and maintenance provided for MoET Time Attendance system to be 98% operational and accessible to MoET staffs at all times and produce timely attendance reports when needed	<ul style="list-style-type: none"> <li>Server upgraded and FingerTec Clock in/out machines in all MoET offices are operational</li> </ul>		<ul style="list-style-type: none"> <li>Setup at least two backup options for backing up staff attendance data</li> </ul>	
	Support and maintenance provided to keep MoET Virtual servers 98% online and accessible to MoET users at all times	<ul style="list-style-type: none"> <li>Supported is satisfactory on all virtual machine servers</li> </ul>			
	Support and maintenance provided for PacSIMS application system and its	<ul style="list-style-type: none"> <li>PacSIMS support is satisfactory and system is online and accessible to EAU staff at all times</li> </ul>			

Q 4 Progress Report – MoET 2021 Business Plan

	server to be 98% online and accessible to EAU users at all times				
	IT Helpdesk support to MoET staffs at the central offices down to the province and school level on network issues, equipment issues and other ICT issues is 98% satisfactory throughout the year	<ul style="list-style-type: none"> <li>Support is satisfactory.</li> </ul>			
<b>21.</b> Planning & Finance Units conduct trainings at the central and provincial level on the budget and reporting cycle of the Ministry	Managers and senior staff at the central and provincial level are trained on the budget and reporting cycle of the Ministry by May 2021	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			The activity is for the Policy and Planning Directorate. Finance and Administration will be facilitators.
<b>22.</b> Implementation of 2021 MoET appropriated budget.	All MoET staffs are informed of the 2021 appropriated budget, by January 2021	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
	All active project budgets are rolled over to be used in the following year by January 2021	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			

Q 4 Progress Report – MoET 2021 Business Plan

	Implementation of the MoET Budget in accordance with the PFEM Act, Regulation and approved financial procedures, by December 2021	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		.	
23. Provision of 2021 MoET appropriated budget reports	All project narrative report, acquittal statements & financial reports are prepared and donors refunded at the end of project life, throughout the year.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
	Monthly budget reports, inclusive of development fund reports, are completed and circulated to Education Users by first week of each month	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		.	
	Quarterly budget reports, inclusive of development fund reports, are completed and uploaded onto the management	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			

Q 4 Progress Report – MoET 2021 Business Plan

	website, in the first week after the end of each quarter (April, July, and October)				
	Overview Report of 2020 MoET Budget and Expenditure report is submitted by March 2021 to DoFT and PPU	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
	UIS Report of 2020 MoET Budget and Expenditure report is submitted by March 2021 to UIS & PPU.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
<b>24.</b> Develop and submit the Review of 2021 Staff Work Development Plan and Director's Performance Agreement and 2022 Staff Work Development Plan and Director's Performance Agreement	Submit Mid-Year Review of 2021 Staff Work Development Plan and Director's Performance Agreement, by July 2021	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
	Submit End-of-Year Performance Appraisal of 2021 Staff Work Development Plan and Director's Performance Agreement, by December 2021	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			

Q 4 Progress Report – MoET 2021 Business Plan

	Final 2022 Directorate of Finance and Administration Staff Work Development Plan (PSC Form 10-2) is completed by November 2021.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
25. Updated leave balances for all MoET staff on Smartstream	Report on updated staff leave balances for 2020 each quarter.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Staff leave is managed</li> </ul>	
	2021 Leave Plan for the Directorate of Finance & Administration is completed by February 2021 and July 2021.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Staff leave is managed</li> </ul>	
26. Development of Annual Business Plan 2022 and reporting of the 2021 Annual Business Plan.	Final Directorate of Finance and Administration 2022 Business Plan is completed by November 2021.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
	Quarterly, half-yearly and annual reports of the 2021 Annual Business Plan.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
27. Standard financial and accounting services are provided to deliver	100% relevant documentation is prepared to process	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>For EAU and TSC to provide reports on receivables.</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

efficient and effective services.	all receivables for the Ministry throughout the year			
	100% relevant documentation is prepared to process all payables for the Ministry throughout the year.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<p>Late submissions of payment requests; Unplanned activities arising.</p> <ul style="list-style-type: none"> <li>To remind all staff on timely submissions for payments.</li> </ul>
	100% staff cash advances/imprest are verified and confirmed when applying or acquitting public funds throughout the year	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<p>Staff send imprest acquittals late resulting in late verification checks of accountable imprests.</p> <ul style="list-style-type: none"> <li>Unjustified expenses and no submission of acquittal are processed to Dept of Finance for deduction.</li> </ul>
	Support is provided to the provincial education offices throughout the year.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Mentoring and monitoring support are provided to PEO staff especially Provincial Finance Officers.</li> </ul>
	100% necessary journal entries are prepared for charges to incorrect chapter heads throughout the year.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>DoFT need to progressively input journals on a regular basis.</li> </ul>

Q 4 Progress Report – MoET 2021 Business Plan

	100% monthly cash flows are prepared and reviewed for the Ministry by February 2021.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Activity managers may amend their cashflow due to emerging priorities throughout the year.</li> </ul>
	100% financial documents are filed and scanned throughout the year.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Almost up to date scan and filing despite staff workload.</li> </ul>
<b>28.</b> Managers actively participate in the planning and budgeting processes.	MoET 2022 Budget and Annual Business Plan is submitted to the Ministry of Finance and Economic Management by July 2021	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Budget 2022 has been submitted following the revised timeline to meet Parliament timeframe.</li> </ul>
<b>29.</b> Review and implement the M&E Results Framework	Report on the MoET Results Framework is submitted by PEO Finance to the Director by third week of February 2021.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>Quarterly Reports on Business Plan are submitted to Policy and Planning Directorate.</li> </ul>
<b>30.</b> Planning & Finance Units conduct trainings at the central and provincial level on the budget and reporting cycle of the Ministry.	Number of managers and senior staff at the central and provincial level are trained on the budget and reporting cycle of the Ministry by May 2021.	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		

Q 4 Progress Report – MoET 2021 Business Plan

<p><b>31.</b> Policies are considered in the planning and budgeting processes in order to be properly resourced</p>	<p>Managers and senior staff at the central and provincial level prioritize policies to be resourced by May 2021.</p>	<ul style="list-style-type: none"> <li>Achieved</li> </ul>		<ul style="list-style-type: none"> <li>New Policy Projects have been included in the submitted Budget 2022.</li> </ul>	
<p><b>32.</b> Conduct capacity building on planning, budgeting and reporting at provincial level</p>	<p>Managers and senior staff at the central and provincial level are trained on the budget and reporting cycle of the Ministry by May 2021</p>	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
<p><b>33.</b> Develop specific offline version of Open VEMIS modules to increase and encourage use of Open VEMIS</p>	<p>Remote schools in West Coast Santo, Big Bay Bush Santo &amp; North Malekula trial use of off line version of Open VEMIS Finance Module by third quarter of 2021. Open VEMIS offline module requirement analysis finalized.</p>	<ul style="list-style-type: none"> <li>Achieved</li> </ul>			
<p><b>34.</b> Further development, improvement and upgrade of relevant Open VEMIS modules which impact on payment of school</p>	<p>Upgraded Open VEMIS Finance modules for monitoring and decision making by December 2021.</p>				



Q 4 Progress Report – MoET 2021 Business Plan

grants, and keep accurate and up-to-date scholarships / PSET data in order to be transparent and accessible for monitoring and decision making	Upgraded Student module including Verification Tool, using the Civil Registry data, is developed on Open VEMIS				
	Open VEMIS Teacher Attendance module is fully functional and accessible.				
	Connection is established and data from PacSIMS is displayed in Open VEMIS				
	MQS and SIP reports developed				
	School grant tranche calculator for PSET and ECE are developed and used.				
	Additional reports developed for Directors and Managers to use for decision making.				
	Support and maintain existing Open VEMIS modules to be functional and accessible to all				

Q 4 Progress Report – MoET 2021 Business Plan

	MoET staffs and schools at all times.				
	Open VEMIS Webservers and database servers are 98% operational and secured throughout the year.				

## MEI: POLICY AND PLANNING DIRECTORATE

**Operational performances**

Table 4: PPD's Planned Activities

Key Activities	Key Performance Indicators (KPI)	Progress made against Key Performance Indicators (KPI)	Main Issues/Challenges Affecting progress of KPI	Way forward	TL
1. Quality data collected on all relevant groups (including, but not limited to, women and girls, boys and men, those impacted by poverty, pupils with special educational needs, gifted and talented pupils, pupils in outlying areas, out of school pupils, and persons living with disabilities) and collated within EMIS, including data on Attainment and Progress ensuring equity is taken into consideration, drawing on disaggregated data on access, attainment,	OV implementation Plan is coordinated	<ul style="list-style-type: none"> <li>OV implementation plan are slowly progressing</li> </ul>	<ul style="list-style-type: none"> <li>Most of the task are technical especially on the development of the system that depends on the progress of the job done by IT personal</li> </ul>	<ul style="list-style-type: none"> <li>Need more technical expertise on system development to fully implement the plan</li> </ul>	
	Data collection is managed according to the data collection cycle	<ul style="list-style-type: none"> <li>School data entry are completed in OV and data are confirmed for official use.</li> </ul>	<ul style="list-style-type: none"> <li>Network is an issue for some schools in remote area that sometimes delay the data submission</li> <li>Some schools with new principals delay the submission of data</li> </ul>	<ul style="list-style-type: none"> <li>Network coverage need to improve for remote areas.</li> <li>Newly posted principals require OV training</li> </ul>	
	School data are validated	<ul style="list-style-type: none"> <li>All school data are validated</li> </ul>	<ul style="list-style-type: none"> <li>Otherwise, lateness in updating school data in OV is still an issue with few principals that causes delay in grant payment</li> </ul>	<ul style="list-style-type: none"> <li>Principals must always comply with school census cycle and timeframes</li> </ul>	
	Statistical table is produced	<ul style="list-style-type: none"> <li>Statistical finalised and approved</li> </ul>	<ul style="list-style-type: none"> <li>It always depends on the finalisation of data in OV</li> </ul>	<ul style="list-style-type: none"> <li>The quicker the finalisation of school</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

and progress, as gathered				data the sooner the release of the report	
	Statistical digest is produced (based on M&E indicators)	<ul style="list-style-type: none"> <li>Finalised and approved</li> </ul>	<ul style="list-style-type: none"> <li>The current report has been outsourced and contracted by VESP</li> </ul>	<ul style="list-style-type: none"> <li>MoET will be fully responsible for developing the report in the coming years.</li> </ul>	
	Continued necessary technical support on OV is provided to province and schools	<ul style="list-style-type: none"> <li>Training has been successfully conducted in respective provinces and ongoing training are conducted by VEMIS officers with schools that require further assistance</li> </ul>	<ul style="list-style-type: none"> <li>Depends on the availability of funding to organise OV training in Provinces or schools</li> </ul>	<ul style="list-style-type: none"> <li>Seek assistance from donor partners</li> </ul>	
	UIS Questionnaires are completed	<ul style="list-style-type: none"> <li>Section A was completed by December 2021 and Section C for the teachers Data will be completed by January 2022</li> </ul>	<ul style="list-style-type: none"> <li>New Officer has been recruited but the issue now is the data providers has to update and share data on time</li> </ul>	<ul style="list-style-type: none"> <li>A UIS taskforce must be established so that we can deliver the report on time</li> </ul>	
<b>2.</b> Inclusive Education Policy reviewed and implemented	Required technical support and coordination is provided to the unit responsible on the review of the IE policy	<ul style="list-style-type: none"> <li>PPD has provided technical support towards the review of the Inclusive Education Policy.</li> </ul>	<ul style="list-style-type: none"> <li>Due to unplanned delays in the government financial processes, access to funds was not possible until recently thus the IE Policy review consultations began later mid-year</li> <li>NPU to share IE Policy Review plan to PPD</li> </ul>	<ul style="list-style-type: none"> <li>PPD continue to provide technical support to the National Programs Unit</li> <li>Activity is highly likely to roll over into</li> </ul>	
<b>3.</b> Develop and implement the NSIDP Policy framework	Education Authority and School Registration policy is reviewed to incorporate NSIDP	<ul style="list-style-type: none"> <li>Timeline prepared for Consultation</li> <li>First Consultation with PPU team to identify issues/ gaps and solution to address the issue</li> </ul>	<ul style="list-style-type: none"> <li>Other Activities which involve domestic travelling has resulted in further delays</li> </ul>	<ul style="list-style-type: none"> <li>Best for the Education act Review to complete before the registration policy</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

	policy directive and related mechanisms.	<ul style="list-style-type: none"> <li>• First draft sends out to PPU Team</li> <li>• Feedback from the consultation received</li> </ul>	<ul style="list-style-type: none"> <li>• Delay of Education Act review</li> </ul>	<p>for proper alignment</p> <ul style="list-style-type: none"> <li>• Next Consultation will be for the MoET central staff, PEO, RC, SM</li> </ul>	
4. Finalize and implement the National School Infrastructure Development Plan	NSIDP finalized	<ul style="list-style-type: none"> <li>• Review works on NSIDP started in late February 2021</li> <li>• Baseline Survey for phase 1 completed for 5 provinces in May 2021, data analysis commenced and completed in June and reports are produce and submitted to TA Rhys to simplify plan and amend COM paper.</li> <li>• phase 2 survey in Tongoa completed and report provided</li> <li>• Draft COM Paper on NSIDP prepared and ready to be presented</li> <li>• Presentation to stakeholders and preparing for the SMT presentation.</li> </ul>	<ul style="list-style-type: none"> <li>• Lengthy processes required by VESP in order to provide the necessary support towards NSIDP</li> </ul>	<ul style="list-style-type: none"> <li>• Effective collaboration with VESP is needed to fast-track processes of meeting VESP requirements</li> <li>• Presentation to the SMT before final documents are presented in the COM meeting</li> </ul>	
	Contract extension for NSIDP officer is extended	<ul style="list-style-type: none"> <li>• NSIDP Officer’s contract has been extended with commencement date of 26<sup>th</sup> February; and Officer’s contract is funded through VESP II.</li> </ul>	<ul style="list-style-type: none"> <li>• NSIDP Officer’s contract extension achieved</li> </ul>	<ul style="list-style-type: none"> <li>• NSIDP Officer is implementing the NSIDP tasks</li> </ul>	
	Reports on NSIDP implementation is provided	<ul style="list-style-type: none"> <li>• Brief weekly updates provided to VESP and PPU team</li> <li>• First 6-month report was produced and disseminated</li> </ul>	<ul style="list-style-type: none"> <li>• Reports provided without any challenges</li> </ul>	<ul style="list-style-type: none"> <li>• Final report will be provided by end of the year</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

		<ul style="list-style-type: none"> <li>The next 6 months activity and indicative timeframe is provided to VESP</li> </ul>			
	NSIDP information is communicated by all means	<ul style="list-style-type: none"> <li>Information on survey of the NSIDP Phase I implementation was disseminated to all provincial PEOs through a brief meeting on Friday, 12<sup>th</sup> March 2021, at VIT Tourism School.</li> <li>NSIDP implementation guideline circulated to PEOs through email and they responded positively.</li> </ul>	<ul style="list-style-type: none"> <li>Delay to present to the SMT due to the availability of the SMT.</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with MOET’s SMT &amp; staff, PEOs &amp; staff in the provinces and VESP to ensure NSIDP is communicated and understood at all levels</li> </ul>	
5. Review and establish agreements (MOAs) / MOUs with EAs, NGOs, line ministries, external Governments and agencies; and monitor operations of Education Authorities	MOAs with Education Authority signed (Ministry & EA)	<ul style="list-style-type: none"> <li>All education authorities have signed the MoUs with the Ministry of Education</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
	Compliance checklist tools are developed	<ul style="list-style-type: none"> <li>Compliance checklist tool has been developed</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
	MOA compliance Checklist report is produced	<ul style="list-style-type: none"> <li>Checklist has been completed</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	
6. Increase collaboration with development partners, both bilateral and multilateral to support Ministry strategic plan through a Joint Partnership Agreement; and open new dialogue with non-traditional donor partners	Joint Planning exercise is conducted	<ul style="list-style-type: none"> <li>The joint planning exercise with the development partners is yet to be conducted</li> </ul>	<ul style="list-style-type: none"> <li>Need to confirm date &amp; program for the event.</li> </ul>	<ul style="list-style-type: none"> <li>The propose date of the joint planning exercise is yet to be confirmed. The last week of November and the first week of December has been marked for this event</li> </ul>	
	Support provided to review JPA	<ul style="list-style-type: none"> <li>Progressing</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>A meeting to be call by director in order</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

				to review the JPA with the stalk holder.	
<b>7.</b> Raising awareness in schools and provinces of relevant policies	VETSS is communicated to all stakeholders (province/school)	<ul style="list-style-type: none"> <li>• VETSS has been communicated through various forms of media (newspaper, radio, TV and MoET Facebook page)</li> <li>• VETSS was also presented to the Kolisen Blong Leftemap Education multi-stakeholder forum on April 8<sup>th</sup> 2021.</li> <li>• VETSS presented to all key provincial officers on the 28<sup>th</sup> of September.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• E-copy of the VETSS document has been delivered to ICT team for uploading to the MoET website.</li> </ul>	
<b>8.</b> Review and implement Education in Emergency Policy	Required technical input/support is provided to the unit responsible on the review of the EiE policy	<ul style="list-style-type: none"> <li>• PPD has been in consultation with the EiE officer and has provided technical support where requested.</li> </ul>	<ul style="list-style-type: none"> <li>• National Program Unit awaiting recruitment of a local and international consultant by UNICEF.</li> </ul>	<ul style="list-style-type: none"> <li>• Roll over activity to 2022</li> </ul>	
<b>9.</b> Data on Out of School Children monitored closely, with effective mitigation strategies adopted to rapidly ensure all children have equitable access to quality education	Out of School Children census data is obtained from VNSO (post 2020 census)	<ul style="list-style-type: none"> <li>• Data obtained and completed</li> </ul>	<ul style="list-style-type: none"> <li>• Staff shortfall and workload</li> </ul>	<ul style="list-style-type: none"> <li>• Completed</li> </ul>	
	Brief analysis on the out of school census data is produced	<ul style="list-style-type: none"> <li>• To be yet undertaken</li> </ul>	<ul style="list-style-type: none"> <li>• Staff shortfall and workload</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing and detailed reports will be provided before April 2022</li> </ul>	
<b>10.</b> Review the existing Vanuatu National language policy and	Design of the Curriculum Implementation	<ul style="list-style-type: none"> <li>• Design of the Curriculum Implementation Monitoring Study is coordinated</li> </ul>	<ul style="list-style-type: none"> <li>• still to be undertaken</li> </ul>	<ul style="list-style-type: none"> <li>• Awaiting CDU to initiate the processes towards</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

implement new Vanuatu National Education Language Policy	Monitoring Study is coordinated			conducting the study	Yellow
	Development of the study tools are coordinated	<ul style="list-style-type: none"> <li>Development of the study tools are coordinated</li> </ul>	<ul style="list-style-type: none"> <li>Still to be undertaken</li> </ul>	<ul style="list-style-type: none"> <li>Awaiting CDU to initiate the processes towards conducting the study</li> </ul>	
<b>11.</b> Development and implementation of a bilingual/plurilingual education policy and system	Draft policy is developed.	The 2 <sup>nd</sup> meeting of the taskforce held on 27 <sup>th</sup> October 2021 has decided to discuss some of the MoET data reports that are aligned to Bilingual Education.	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Next meeting of the taskforce will be held to discuss the detail plan that will be presented to DG &amp; SMT with three recommended options</li> </ul>	Yellow
<b>12.</b> Finalize and implement Policy Development Guidelines	Central level awareness on policy guideline is conducted	2019 Policy Development Guideline has been finalized by outgoing Policy Development Officer	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Policy Development guideline to be reviewed by Q1 of 2022</li> </ul>	Blue
	Policy guideline is disseminated	<ul style="list-style-type: none"> <li>2019 Policy Development Guideline has disseminated to the MoET</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Policy Development guideline to be reviewed by Q1 of 2022</li> </ul>	Blue
	Compliance Checklist for policy development is developed and used	<ul style="list-style-type: none"> <li>The activity is pending the review of the Policy Development Guideline</li> </ul>	<ul style="list-style-type: none"> <li>Recommended review and finalization of the guideline to be held before the document is to be shared.</li> </ul>	<ul style="list-style-type: none"> <li>A Policy Development Training has been planned for October 13<sup>th</sup>-15<sup>th</sup> 2021.</li> <li>After the Policy Development Workshop, the policy and planning</li> </ul>	Red



Q 4 Progress Report – MoET 2021 Business Plan

				officers will be equipped with knowledge to advise come the review of the Policy Development Guideline.	
<b>13.</b> Review and develop action plans for all existing policies	Policy action plan checklist is developed and use for reporting on all existing approved policies	<ul style="list-style-type: none"> <li>Policy Action Plan Checklist has been built into the developed Policy Registry.</li> <li>All existing policies with implementation plans have been screened and documented in the Policy Registry.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Policy Audit to take place in 2022</li> </ul>	
<b>14.</b> Annual Plan budget and reporting cycle is implemented at central, provincial and school level	Joint Planning & review meetings are coordinated and conducted	<ul style="list-style-type: none"> <li>The 2<sup>nd</sup> planning meeting was not been conducted in November as planned but the planning team have been liaised directly with the activity manager in units that are in need to finalize the 2022 business plan.</li> </ul>	<ul style="list-style-type: none"> <li>Workload</li> </ul>	<ul style="list-style-type: none"> <li>Activity completed</li> </ul>	
	1st draft of 2022 Business Plan produced for budget submission	<ul style="list-style-type: none"> <li>MoET 2022 draft BP is finalized and the process of liaising with each directorate to refine their BP is done</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Completed</li> </ul>	
	NPPs are coordinated	<ul style="list-style-type: none"> <li>NPPs have been jointly coordinated with the finance team to complement the 2022 budget submission process.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Activity completed.</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

	Project proposal development are coordinated	<ul style="list-style-type: none"> <li>• 38 MoET project proposals submitted to DSPPAC</li> <li>• 24 project proposals have secured funding in place</li> <li>• 4 MOA</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate with MoET staff, Development partners and DSPPAC staff, SLO staff in coordinating the development of project proposals, MOAs</li> </ul>	
	Budget narrative developed	<ul style="list-style-type: none"> <li>• Budget narrative has been produced and submitted to the finance team.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Activity completed</li> </ul>	
	2022 BP finalized	<ul style="list-style-type: none"> <li>• MoET 2022 BP is finalized and approved by the Hon. Minister and DG on the 17<sup>th</sup> of December 2021. The signed copy of the MoET 2022 BP has been shared with PEO's and Directors on the 3<sup>rd</sup> of January 2022.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Activity completed</li> </ul>	
	Corporate plan 2021 – 2023 is reviewed and updated	<ul style="list-style-type: none"> <li>• The review of the MoET Corporate Plan is finalized and approved by the Hon. Minister and the DG on the 17<sup>th</sup> of December 2021. The signed copy of the MoET Corporate Plan has been shared to Directors and Senior Managers on the 4<sup>th</sup> of January 2022.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Activity completed</li> </ul>	
	Project guideline is reviewed and finalized	<ul style="list-style-type: none"> <li>• Project Guideline has been completed and signed.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Activity completed</li> </ul>	
<b>15.</b> Policies are considered in the planning and	Policy action plan checklist, is	<ul style="list-style-type: none"> <li>• Checklist is complete</li> </ul>	<ul style="list-style-type: none"> <li>• Need verification</li> </ul>	<ul style="list-style-type: none"> <li>• Registry to be distributed to</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

budgeting processes in order to be properly resourced	developed and used to inform and guide planning process			activity managers to verify the data.	
<b>16.</b> Managers actively participate in the planning and budgeting processes	All directorates developed and submit draft BP 2022	<ul style="list-style-type: none"> <li>All draft BP matrix from each directorate has been received and compiled (to form the draft 2022 MoET BP).</li> </ul>	<ul style="list-style-type: none"> <li>Plans needs refining to be SMART (especially the output/service target &amp; the Targets)</li> </ul>	<ul style="list-style-type: none"> <li>Planning team liaise with each directorate to improve the plan-ongoing.</li> </ul>	
<b>17.</b> Review and implement the M&E Results Framework	M&E Results Framework reviewed and finalized	<ul style="list-style-type: none"> <li>Completed</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>		
<b>18.</b> Carry out regular monitoring and periodic assessment of plans/policies	Annual report is coordinated and finalized	<ul style="list-style-type: none"> <li>2021 annual report development in progress</li> </ul>			
	ADR is submitted	<ul style="list-style-type: none"> <li>2020 ADR was submitted to DSPAC in December 2021</li> </ul>			
	COM decisions reported on				
	Quarterly progress reports produced	<ul style="list-style-type: none"> <li>Progressing well</li> </ul>			
	Reports on project 10mil > is reported on				
	Other projects matrix is updated				
	OV implementation plan is reported on				
	Education Sector Plan Implementation Grants are monitored (GPE)	<ul style="list-style-type: none"> <li>Complete the baseline study for ESPIG. Other GPE M&amp;E activities are progressing well</li> </ul>		<ul style="list-style-type: none"> <li>Continuous collaboration with the Project Support Unit team (PSU)</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

19. Conduct capacity building on planning, budgeting and reporting at provincial level	Workshop on Planning, budgeting and reporting is conducted at provincial level				
20. Develop a Research Policy guideline for MoET	MoET research Guideline is reviewed	<ul style="list-style-type: none"> <li>Finalised and approved</li> </ul>	<ul style="list-style-type: none"> <li>Completed</li> </ul>	<ul style="list-style-type: none"> <li>Completed</li> </ul>	Blue
	Central level awareness on research guideline is conducted	<ul style="list-style-type: none"> <li>Still to be undertaken</li> </ul>	<ul style="list-style-type: none"> <li>Still to be undertaken</li> </ul>	<ul style="list-style-type: none"> <li>To be conducted between Q2 and Q3 of 2022</li> </ul>	Yellow
	Research guideline is disseminated	<ul style="list-style-type: none"> <li>Waiting for the translation into French version before disseminating to stakeholders and provincial levels</li> </ul>	<ul style="list-style-type: none"> <li>This activity is progressing well.</li> </ul>	<ul style="list-style-type: none"> <li>To be disseminate before March 2022</li> </ul>	Green
	Compliance Checklist for research development is developed and used	<ul style="list-style-type: none"> <li>Still to be undertaken</li> </ul>	<ul style="list-style-type: none"> <li>Still to be undertaken</li> </ul>	<ul style="list-style-type: none"> <li>To be conducted between Q2 and Q3 of 2022</li> </ul>	Yellow
	All research initiatives for MoET are coordinated	<ul style="list-style-type: none"> <li>Gender Audit Study: Completed and ready to disseminate the final report to Senior Management Team for the approval</li> <li>Cost of education and teacher demand: The report analysis is undergoing.</li> </ul>	<ul style="list-style-type: none"> <li>Report finalize and Completed</li> <li>The cost of education and Teacher demand is progressing well.</li> </ul>	<ul style="list-style-type: none"> <li>Completed.</li> <li>Ongoing and detailed reports will be provided before March 2022.</li> </ul>	Green

MEJ: EDUCATION SERVICES DIRECTORATE

---

**Operational performances**

Table 5: ESD's Planned Activities

Activities	Key Performance Indicators (KPI)	Progress made against Key Performance Indicators (KPI)	Main Issues/Challenges Affecting Progress of KPIs	Way forward	TL
1. Representative sample based external benchmarking to be introduced to ensure that all pupil groups are making strong attainment and	Assessment Data upload to OV	<ul style="list-style-type: none"> <li>100% of 2019 VANSTA data uploaded into OV</li> <li>0% of year 13 data uploaded into OV</li> <li>0% of 2021 VANSTA Data uploaded into OV</li> </ul>	<ul style="list-style-type: none"> <li>Human resource</li> </ul>	<ul style="list-style-type: none"> <li>Assistance needed to push load at IT Unit</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

<p>progress, with quality data informing interventions and pedagogy. (What does this mean, as VANSTA is not sampling but census. Only PILNA is sampling used.)</p>					
<p><b>2.</b> Ensure 100% of teachers are making demonstrable use of assessment data in planning learning and teaching activities, catering the specific needs of individual pupils, and groups of pupils.</p>	<p>Report of Primary Schools apply the Curriculum and Assessment and Reporting guideline</p>	<ul style="list-style-type: none"> <li>• Complete: The assessment and reporting Guideline has been finalized printed and distributed to 52 newly appointed Principals, Tafea and Sanma Principal during the Principal’s induction training.</li> <li>• Classroom Assessment and Reporting Workbooks (in both English and French) have been developed and printed for every Primary teacher in Vanuatu.</li> <li>• Torba, Malampa, Shefa and Penama Principals have received the Guidelines.</li> <li>• Training of Trainers on the Classroom Assessment and Reporting Workbook in Six (6) Provinces delivered.</li> <li>• Report produced</li> </ul>			
<p><b>3.</b> Inclusive Education Policy reviewed and implemented</p>	<p>Review Inclusive Education Policy approved</p>	<ul style="list-style-type: none"> <li>• Completed</li> </ul>			

Q 4 Progress Report – MoET 2021 Business Plan

<p><b>4.</b> Scale up WinS (WASH in Schools) national framework (develop and implement WinS policy, standard, guidelines, curriculum</p>	<p>HSP policy implement in schools report</p>	<ul style="list-style-type: none"> <li>Completed</li> </ul>			
<p><b>5.</b> Finalize and implement communication strategy (inclusive of communication before/during/after disaster)</p>	<p>Communication strategy approved</p>	<ul style="list-style-type: none"> <li>In progress</li> </ul>			
<p><b>6.</b> Review and implement Education in Emergency Policy</p>	<p>Review Education in Emergency Policy approved</p>	<ul style="list-style-type: none"> <li>Completed</li> </ul>			
<p><b>7.</b> Implement the Ministry Contingency Plan through Strengthening coordination amongst Ministry and other line ministries and stakeholders to be better prepared to respond effectively to disasters</p>	<p>Review Contingency Plan approved</p>	<ul style="list-style-type: none"> <li>Completed</li> </ul>			
<p><b>8.</b> Increase Ministry leadership of Education and Training cluster activities; including strengthening the Education Cluster</p>	<p>Review MoET Cluster TOR approved</p>	<ul style="list-style-type: none"> <li>In progress</li> </ul>			

Q 4 Progress Report – MoET 2021 Business Plan

<p><b>9.</b> Provision of training and support to schools and teaching staff to ensure appropriate support of children re-entering the education system</p>	<p>TVET in School and ODL policy approved</p>	<ul style="list-style-type: none"> <li>• In progress</li> </ul>			
<p><b>10.</b> Awareness campaign to ensure all teachers are aware that grade repetition is to be eliminated (Do check the legislations and policies relating to this. The NARP makes provision for repetition. A child centred approach in teaching and learning is in conflict with this. Children have different paces in learning.</p>	<p>Awareness &amp; Consultation on Child Safe Guarding Policy/Student Welfare Policy Report</p>	<ul style="list-style-type: none"> <li>• Completed</li> </ul>			
<p><b>11.</b> Review the existing Vanuatu National Language Policy and Implement the new Vanuatu National Education Language Policy</p>	<p>Research finding of the effectiveness of the current policy and ways to improve it. Final Report and recommendations about the NLP delivered to MoET Senior Management</p>	<ul style="list-style-type: none"> <li>• In progress</li> </ul>			



Q 4 Progress Report – MoET 2021 Business Plan

<p><b>12.</b> Review the National Assessment and Reporting Policy</p>	<p>Review National Assessment Policy Approved</p>	<ul style="list-style-type: none"> <li>• <b>Complete:</b> Finalisation of concept paper and development of the survey questionnaires</li> <li>• Vanuatu Curriculum Assessment and Reporting Guidelines developed, printed and distributed to all Principals in Schools</li> </ul>		
<p><b>13.</b> Review Supervision Manual &amp; Finalize and implement Assessment Manuals</p>	<p>Supervision Manual review approved. Accreditation/ Verification/ Moderation/ IA Approval manuals approved</p>	<ul style="list-style-type: none"> <li>• 100% completed</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum and Assessment Board will need to approve</li> </ul>	
<p><b>14.</b> Implement relevant assessment mechanisms (PacSIM, 4D, TITAN, etc.)</p>	<p>Report of relevant assessment mechanisms utilised and uploaded to OV</p>	<ul style="list-style-type: none"> <li>• 100% report of PacSIMS activities for year 12 and year 13 Francophone.</li> <li>• 100% if Titan Report of year 10 Item Analysis. 0% uploaded to OV</li> <li>• 100% of year 10 results published</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and skills to do the task remains a challenge</li> </ul>	<ul style="list-style-type: none"> <li>• Training of new staff</li> </ul>
<p><b>15.</b> Implement Y.13 common examination and assessment</p>	<p>Y.13 Francophone results is reported using PacSIMS</p>	<ul style="list-style-type: none"> <li>• 100% completed</li> </ul>	<ul style="list-style-type: none"> <li>• Vacancy of post after officer left. Internship program is not sustainable with regards to experience and knowledge required to successfully do the work</li> </ul>	<ul style="list-style-type: none"> <li>• Advice HR to speed up recruitment process</li> </ul>
<p><b>16.</b> Harness VANSTA, PILNA, ARTTLe in primary schools.</p>	<p>Report of ARTTLe/VANSTA/PINA implementation</p>	<ul style="list-style-type: none"> <li>• 100% completed. Reports are on final staged to be released</li> </ul>	<ul style="list-style-type: none"> <li>• On schedule</li> </ul>	<ul style="list-style-type: none"> <li>• Stick to schedule</li> </ul>

Q 4 Progress Report – MoET 2021 Business Plan

<p>17. Improve Year 10 Mathematics performance</p>	<p>Report Year 10 Mathematics National Examination Raw mean is above 40</p>	<ul style="list-style-type: none"> <li>• 100% of maths trend analysis produced and reported</li> <li>• 100% Consultation with Efate and offshore island maths teachers on findings and identification of concern areas are out forward for schools to work in preparation for 2021 exams</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Original KPI has been improve to be realistic and achievable</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to advance consultation to the province</li> </ul>
<p>18. Development and implementation of the reviewed national and secondary school curriculum – Provision of relevant and appropriate National Curriculum to all schools – Professional Development of key curriculum reform indicators</p>	<p>Report Primary &amp; Secondary Schools implementing the new curriculum as intended</p>	<ul style="list-style-type: none"> <li>• <b>Complete:</b> Curriculum implementation monitoring tool with the new MQS developed</li> <li>• Curriculum Implementation Monitoring study survey questionnaires developed</li> <li>• Survey carried out in selected schools in 6 Provinces</li> <li>• All quantitative data entered</li> <li>• Qualitative data entry finalized</li> <li>• Quantitative and Qualitative Data analysed</li> <li>• Report produced</li> </ul>		
	<p>Year 7 - 10 syllabi developed</p>	<ul style="list-style-type: none"> <li>• <b>Complete:</b> Junior secondary teachers panel members selected</li> <li>• Year 7 syllabus &amp; teacher guides for 5 Core subjects reviewed</li> <li>• Members of subject group panel</li> <li>• Content review of Year 7 syllabus &amp; teacher guides for 5 Core subjects contracted</li> </ul>		

Q 4 Progress Report – MoET 2021 Business Plan

		<ul style="list-style-type: none"> <li>• Year 7 Syllabus for 5 core subjects printed</li> <li>• Year 7 Teacher Guides for 5 core subjects printed</li> </ul>			
	Curriculum Training and support to provincial officers Report	<ul style="list-style-type: none"> <li>• <b>Complete:</b> Training of Senior Secondary Teachers on the Year 12 &amp; 13 Syllabus in provinces completed</li> <li>• Year 11-13 Syllabus (French) reviewed and finalized</li> <li>• Reviewed 11 to 13 senior syllabus validated by curriculum validation committee</li> <li>• Senior Curriculum Monitoring Tool developed</li> <li>• Orientation framework for French-speaking Senior Syllabus developed</li> <li>• Senior secondary French documents uploaded to CDU workspace Drive accessible to teachers</li> <li>• E-versions of senior teaching resources purchased and uploaded on CDU workspace</li> </ul>			
	Science, Mathematics and Language Subject Panel workshop	<ul style="list-style-type: none"> <li>• Complete</li> </ul>			
	Consultation report Strengthening Design and Technology	Complete			

Q 4 Progress Report – MoET 2021 Business Plan

	(Specialize) Subjects in secondary schools				
	Reviewed Subject choice policy approved (Year 7 - 13)	<ul style="list-style-type: none"> <li>• <b>Complete:</b> Draft Policy edited</li> <li>• Discussion and option on time tabling policy</li> <li>• Consultation carried out on proposal of Time Tables</li> <li>• Policy finalized and shared with junior secondary schools</li> </ul>			
	Phonics training for ECCE - Yr3 Teachers (Tafea & Torba)	<ul style="list-style-type: none"> <li>• Completed</li> </ul>			
19. Finalise and implement School Improvement Unit Policy	30% Teachers (Primary & Secondary) Observation Report	<ul style="list-style-type: none"> <li>• 33% of Teachers has been observed in Sanma</li> <li>• 80% of Teachers has been Observed in Penama</li> <li>• Some particular schools have also observed their teachers and uploaded in to OV for example 100% in Central School (check into OV)</li> </ul>	<ul style="list-style-type: none"> <li>• The challenge for other Provinces is that SIOs have been removed and did not submit their reports.</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen the compliance in the provinces.</li> </ul>	
20. Support schools to develop and implement their SIPs	Harmonize School Standards awareness report	<p><b>Completed</b></p> <p>The Awareness of the Harmonised Minimum Quality Standards has been included in the Principals Training. These % show the level of awareness done in each province</p> <ul style="list-style-type: none"> <li>• 100% done in Sanma</li> <li>• 100% done in Tafea</li> <li>• 100% done in Torba</li> <li>• 100% done in Malampa</li> </ul>		<ul style="list-style-type: none"> <li>• Need more funding for the support and compliance checks.</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

		<ul style="list-style-type: none"> <li>• 100% done in Penama</li> <li>• 100% done in Shefa</li> </ul>			
	Harmonize School Standards Approval	<p><b>Done</b> The senior Management Team has Approved</p> <ul style="list-style-type: none"> <li>• The Harmonized Minimum Quality Standards</li> <li>• Launching date <b>30 March 2022</b></li> </ul>			<ul style="list-style-type: none"> <li>• ECCE will have training on standards in 2022</li> <li>• Need more funding for the monitoring of implementation</li> <li>• Need Compliance officers on the ground</li> </ul>
	Report of the implementation of Harmonize Standards in schools that have the 52 TSC appointed Principal.	<p><b>Done</b> The senior Management Team has Approved</p> <ul style="list-style-type: none"> <li>• The Harmonized Minimum Quality Standards</li> <li>• Launching date <b>30 March 2022</b></li> </ul>			<ul style="list-style-type: none"> <li>• ECCE will have training on standards in 2022</li> <li>• Need more funding for the monitoring of implementation</li> <li>• Need Compliance officers on the ground</li> </ul>
<b>21.</b> Implement ECCE Policy and Minimum Quality Service Standards to monitor and improve quality of pre-school education	ECCE standards data report upload into OV	<ul style="list-style-type: none"> <li>• In progress</li> </ul>			
	Facilitation of 10 Hybrid ECCE Centres construction in SANMA and PENAMA report (TC Harold Response).	<ul style="list-style-type: none"> <li>• Not done due to Donor partner redirect of priority</li> </ul>			
	Review ECCE grant policy	<ul style="list-style-type: none"> <li>• Completed</li> </ul>			
	Training of ECCE Committee	<ul style="list-style-type: none"> <li>• Not done</li> </ul>			

Q 4 Progress Report – MoET 2021 Business Plan

<p><b>22.</b> Implementation and timely reporting of school improvement plans, with accountability of school council, into OV</p>	<p>SIP template built in OV</p>	<ul style="list-style-type: none"> <li>• Discussion has been done and this activity has become one of the 2022 priority.</li> </ul>		<ul style="list-style-type: none"> <li>• Need ICT expertise</li> </ul>	
<p><b>23.</b> Strengthening &amp; monitoring School Improvement Plan (SIP)</p>	<p>30% Principal (Primary &amp; Secondary) attended Leadership training</p>	<p><b>Completed</b> All Principals have been trained.</p> <ul style="list-style-type: none"> <li>• 100% done in Sanma</li> <li>• 100% done in Tafea</li> <li>• 100% done in Torba</li> <li>• 100% done in Malampa</li> <li>• 100% done in Penama</li> <li>• 1000% done in Shefa</li> </ul>		<ul style="list-style-type: none"> <li>• Need more Funding for monitoring</li> <li>• Need compliance officers on the ground</li> </ul>	
	<p>50% principal (Primary &amp; Secondary) attended Principal forum)</p>	<p><b>73% Completed</b> This activity has been incorporated in the Principals Training</p> <ul style="list-style-type: none"> <li>• 100% in Sanma</li> <li>• 100% in Penama</li> <li>• 100% in Torba</li> <li>• 100% in Sanma</li> <li>• 70% in Shefa</li> </ul>	<ul style="list-style-type: none"> <li>• Bad weathers have affected travelling for MoET’s Officers to be part of the forum.</li> </ul>	<ul style="list-style-type: none"> <li>• Principals’ forum needs to be budgeted and organised every three years.</li> </ul>	
<p><b>24.</b> The use of Open VEMIS in school planning</p>	<p>Teacher attendance tab build in OV</p>	<ul style="list-style-type: none"> <li>• Not done due to the busy schedule of the IT officers</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	
	<p>Inspection tab build in OV</p>	<ul style="list-style-type: none"> <li>• Not done due to the busy schedule of the IT officers</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	
<p><b>25.</b> Develop and implement School Inspector Guideline</p>	<p>30% Teachers (Primary &amp; Secondary) Inspection Report</p>	<ul style="list-style-type: none"> <li>• 5% have been done</li> <li>• The priority focus of 2021 was on the training of new monitoring tools</li> </ul>	<ul style="list-style-type: none"> <li>• Inspectors have been removed</li> <li>• Penama, Sanma, Torba did not have inspectors.</li> </ul>	<ul style="list-style-type: none"> <li>• Need compliance officers on the ground</li> <li>• Need budget for these activities</li> </ul>	

				<ul style="list-style-type: none"> <li>Digital monitoring tools available.</li> </ul>
--	--	--	--	---

MEJ: TERTIARY AND HIGHER EDUCATION DIRECTORATE

**Operational performances**

Table 6: THED’s Planned Activities<sup>1</sup>

**Table 4: THED’s Planned Activities**

Activities	Key Performance Indicators (KPI)	Progress made against Key Performance Indicators (KPI)	Main Issues/Challenges Affecting progress of KPIs	Way forward
1. Data on Out of School Children monitored closely, with effective mitigation strategies adopted to rapidly ensure all children have equitable access to quality education	Drafted TVET in school developed		<ul style="list-style-type: none"> <li>1. Land registration</li> <li>2. Schools/Institution need to understand the concept TVET in School</li> </ul>	<ul style="list-style-type: none"> <li>Awareness to schools (roll over)</li> </ul>
2. Provision of training and support to schools and	Senior Secondary Schools registered	<ul style="list-style-type: none"> <li>Solid Progressing</li> </ul>	<ul style="list-style-type: none"> <li>Registration of senior school</li> </ul>	<ul style="list-style-type: none"> <li>Awareness</li> </ul>

<sup>1</sup> THED Quarter 3 report has not been submitted

<p>teaching staff to ensure appropriate support of children re-entering the education system</p>	<p>as TVET in school provider</p>		<ul style="list-style-type: none"> <li>• VQA Requirements</li> </ul>	
<p>3. Development and implementation of a bilingual/plurilingual education policy and system</p>	<p>Establish a bilingual/Plurilingual education Policy</p>	<ul style="list-style-type: none"> <li>• NUV Language Centre established</li> <li>• Workshops run by SOE teachers in the islands under the FSPI funding (French Embassy)</li> <li>• Hiring of a consultants' team to develop a NUV language strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Update needed from the workforce appointed by the Policy and Planning Department</li> </ul>	<ul style="list-style-type: none"> <li>• Organize a presentation of the results of the NUV language strategic plan in order to guide in the setting up of a clear bilingual higher education policy</li> <li>•</li> </ul>
<p>4. Increase use of ICT in schools through multiple actors, and manage establishment of computer labs in schools where possible</p>	<p>PSET Providers uploading modules on line</p>	<ul style="list-style-type: none"> <li>• Progressing</li> </ul>	<ul style="list-style-type: none"> <li>• Most Intuitions in Vila, Santo</li> <li>• However most rural areas not really started due to internet access</li> <li>• ICT AFD project agreement finalized (100 M VT) and approved by the COM.</li> <li>• Includes 5 components with the equipment of 5 computer LABs at NUV, SOE, VIT and VAC, solutions for</li> </ul>	<ul style="list-style-type: none"> <li>• More meeting and encouraged the rural areas of the benefit</li> <li>• Delay in the Recruitment of the NUV IT Manager who will be in charge of implementing the project with the support of a project manager</li> </ul>



Q 4 Progress Report – MoET 2021 Business Plan

			better connectivity, data centre...		
5. ICT support and infrastructure coordination provided from the MoET central level to provincial and school levels	Stock take and assessment of existing equipment in RTCS is conducted	<ul style="list-style-type: none"> <li>Progressing</li> </ul>	<ul style="list-style-type: none"> <li>Training Centres Managers need upgrading and have the knowledge to conduct assessment</li> </ul>	<ul style="list-style-type: none"> <li>Need provincial Training Centres to work with Training Centres Managers</li> </ul>	
6. Use Open VEMIS to improve and strengthen the management of examination and assessment database and improve reporting of assessment back to schools and parents	ALL PSET institutions are enter data on Open VEMIS	<ul style="list-style-type: none"> <li>Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>Not Registered Providers – trying to sort out</li> <li>Internet in the rural Areas</li> </ul>	All providers must register all programs	
	Create an Open VEMIS TED focal point officer within TED	<ul style="list-style-type: none"> <li>Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>Senior Staff undertake the responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>Director TED/HR To appoint an officer to be the focal point officer</li> </ul>	
7. Develop and enact legislation for higher education including national university and other institutions	Establish a Higher Education Policy and a Strategic Plan for National University of Vanuatu (NUV)	<ul style="list-style-type: none"> <li>NUV strategic plan finalized and endorsed by the NUV Council in February 2021</li> <li>Translation and design of the plan finalized</li> <li>Transitional plan produced by SOE and presented to the Senate of NUV</li> <li>First draft of their transitional plan</li> </ul>	<ul style="list-style-type: none"> <li>No feedback from VIT</li> </ul>	<ul style="list-style-type: none"> <li>NUV Strategic Plan should be launched before the end of November 2021</li> <li>Endorsement of the SOE transitional plan by the Council of NUV</li> <li>Support provided by NUV to VAC to upgrade their qualification and</li> </ul>	

		produced by VAC and reviewed with NUV team		develop their transitional plan	
8. Regulate the payment of grants to PSET providers and other institutions	Establish MOU with PSET Providers	<ul style="list-style-type: none"> <li>On going</li> </ul>	<ul style="list-style-type: none"> <li>All PSET Providers need to understand the benefits of the MOU</li> <li>MOU signed between NUV and VAC on the FSPI project – 6 M VT grant for 2021</li> <li>MOU in progress between NUV and SOE on the FSPI funding – 6 M VT grant for 2021</li> </ul>	<ul style="list-style-type: none"> <li>More Awareness</li> <li>No feedback from VIT regarding their grant</li> </ul>	
	PSET Provincial Institution to be under Provincial Board	<ul style="list-style-type: none"> <li>Ongoing discussion</li> </ul>	<ul style="list-style-type: none"> <li>Provincial Education Board MUST Owned the Training Centres to provide good and Transparency governance</li> </ul>	<ul style="list-style-type: none"> <li>More Awareness consultation and negotiation with Providers</li> </ul>	
	A COM paper on the governance of PSET institutions is developed	<ul style="list-style-type: none"> <li>Is facing challenge and many be not be achieved)</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	
	Grant Code to be finalised	<ul style="list-style-type: none"> <li>Solid Progress completed in collaboration with MOET Finance Team</li> </ul>	<ul style="list-style-type: none"> <li>More collaboration with other stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Awareness with all stakeholders</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan







<p><b>9.</b> Develop Provincial Skills Centres in remaining provinces (Shefa and Penama)</p>	<p>SM paper /DCO/COM Paper</p>	<ul style="list-style-type: none"> <li>• Solid Progress for Penama</li> </ul>	<ul style="list-style-type: none"> <li>• Under DIFAT/VSP</li> </ul>	
<p><b>10.</b> Ensure all Provincial Skills Centres are adequately funded with suitable infrastructure and facilities</p>	<p>Review of MOU with VSP and establish a joint work plan with TED and VSP</p>	<ul style="list-style-type: none"> <li>• Solid Progress</li> <li>• Preparation for 2022 cost centre</li> </ul>	<p>All Provincial PFO To prepare code activation – All good</p>	<ul style="list-style-type: none"> <li>• All commitment be under PFO and Provincials PEO To sign</li> </ul>
<p><b>11.</b> Diversify opportunities for Open Distance Learning and other school-based skill training and develop and deliver bridging programs to facilitate pathways to PSET</p>	<p>Participate in the National ODL conference</p>	<ul style="list-style-type: none"> <li>• on going</li> </ul>	<ul style="list-style-type: none"> <li>• Still need to accommodate the activity under a focal point officer</li> <li>• Launching of 2 studies on the development of 2 new diploma programs at NUV which will be accessible online and propose a pathway toward a Bachelor’s Degree program:                             <ul style="list-style-type: none"> <li>- ICT</li> <li>- Humanitarian Action and Climate resilience</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Need for Senior Management to provide directives on this agenda</li> </ul>
<p><b>12.</b> Review PSET Policy</p>	<p>Mapping of policy implementation</p>	<ul style="list-style-type: none"> <li>• Solid Progress)</li> </ul>	<ul style="list-style-type: none"> <li>• Awaiting Director Tertiary Education Consultative Process</li> </ul>	<ul style="list-style-type: none"> <li>• Consultation Budget for all the 6 provinces</li> </ul>

				<ul style="list-style-type: none"> <li>74 Area Councils in 2022</li> </ul>	
<p><b>13.</b> Implement the Language, Literacy and Numeracy (LLN) strategy (Nov 2018)</p>	<p>Recruitment of LLN coordinator</p>	<ul style="list-style-type: none"> <li>Facing challenges and may not be able to achieved</li> </ul>	<ul style="list-style-type: none"> <li>Senior Management to approved through Director Tertiary Education Division</li> </ul>	<ul style="list-style-type: none"> <li>Director to Nominate a coordinator from the TED Division and provision for extra responsibility through MOET HR unit</li> </ul>	
<p><b>14.</b> Ensure scholarships meet NSDP priorities and National Human Resource Development (NHRD) plan</p>	<p>Implement the proposed realignment that is linked to the occupational requirements in each NSDP objective, and to identified skill shortages and gaps in the private and public sector</p>	<ul style="list-style-type: none"> <li>70% progress on selection progress</li> <li>50% progress on occupational requirements.</li> <li>80% progress on allocation funding</li> </ul>	<ul style="list-style-type: none"> <li>Interference of selection process from other stakeholders.</li> <li>Financial constraint</li> <li>Limitation of Work Avenue and employment.</li> </ul>	<ul style="list-style-type: none"> <li>Scholarship Office to liaise with 13 ministries to provide their Human Resource Development Plans</li> </ul>	
<p><b>15.</b> Strengthen recognition of prior learning (RPL) and develop training pathways for Higher Education including: (i) the development and implementation of a Policy for Partial Scholarship (PPS)</p>	<p>MESS guidelines developed and implemented Support Scheme</p>	<ul style="list-style-type: none"> <li>50% progress on the PPS-Policy of the Partial Scholarship with MESS/VNPF.</li> <li>12% progress on bilateral award provided.</li> </ul>	<ul style="list-style-type: none"> <li>MESS/VNPF not recognize final year 13 and 14 students.</li> <li>Bilateral scope of cooperation and MOUs with institutions were not reviewed annually.</li> </ul>	<ul style="list-style-type: none"> <li>MESS/VNPF must also recognize final year 13 and 14 students.</li> <li>Bilateral scope of cooperation and MOUs with</li> </ul>	

<p>and (ii) increase collaborations with other training institutions to offer more tertiary opportunities</p>		<ul style="list-style-type: none"> <li>• 15% collaboration progress with other training institutions for Tertiary opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• MESS/VNPF have their own board decision.</li> <li>• Support scheme not recognized by DCO and COM</li> </ul>	<p>institutions to be reviewed annually.</p> <ul style="list-style-type: none"> <li>• MESS/VNPF must comply or abide with the NSTB decision.</li> <li>• VNPF/MESS to provide full funding support to scholarships students</li> <li>• Support scheme MUST be recognized by DCO and COM</li> <li>• Urgent appointment of a taskforce to revisit/review PPS (TOR for 60 days)</li> </ul>	
<p><b>16.</b> Encourage scholarship access for teachers willing to be upskilled in Inclusive Education</p>	<p>Upgrade the qualifications of the underqualified teachers teaching in Inclusive Education</p>	<ul style="list-style-type: none"> <li>• 10% achievement on Applications for upgrading of teachers teaching in Inclusive Education</li> </ul>	<ul style="list-style-type: none"> <li>• Limited teachers applying for inclusive Education.</li> <li>• APTC also offered the inclusive education program.</li> </ul>	<ul style="list-style-type: none"> <li>• Need more awareness to advocate the importance of inclusive education.</li> <li>• Inclusive Education should be a priority program under NHRDP.</li> </ul>	

				<ul style="list-style-type: none"> <li>• Liaise and need more discussion with SOE and CDU on Inclusive Teaching.</li> <li>• Appointment of 6 Inclusive coordinators for each province and 1 at the central office.</li> </ul>	
	A qualification in inclusive education teaching is developed	<ul style="list-style-type: none"> <li>• Soft copy of Application documents and processes of inclusive teachings is being developed.</li> </ul>			
<b>17. Develop and implement the National Teacher Development Policy Framework and finalise and implement the National Teachers Development Plan (NTDP)</b>	National Teacher Development Policy is finalised	<ul style="list-style-type: none"> <li>• Implementation of working group/Consultation meetings x3 (6 Aug/12<sup>th</sup> Nov 2021)</li> <li>• MoET Senior Management presentation &amp; Approval of Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of manager to coordinate the Teachers Development Unit for the last 2.5 years.</li> <li>• Lack of Collaboration between stakeholders during consultations</li> <li>• Lack of data – Teachers Qualification reports</li> </ul>	<ul style="list-style-type: none"> <li>• Urgent MoET Senior Management Presentation &amp; Approval of Policy</li> <li>• Have few more consultations with stakeholders</li> <li>• Work with TSC and PPU to produce a Teacher Qualification Report</li> <li>• Awareness in 6 provinces</li> </ul>	





Q 4 Progress Report – MoET 2021 Business Plan

<p><b>18.</b> Develop and implement the National Teacher Development Policy Framework and finalise and implement the National Teachers Development Plan (NTDP)</p>	<p>The National Teachers Development Plan (NTDP) is developed</p>	<ul style="list-style-type: none"> <li>• Implementation of a National Planning Workshop on the 2<sup>nd</sup> of November at holiday Inn Port Vila</li> </ul>	<ul style="list-style-type: none"> <li>• A mapping Exercise not fully participated by workshop participants</li> </ul>	<ul style="list-style-type: none"> <li>• Identifying key elements to the National Teacher Development Plan</li> </ul>	
<p><b>19.</b> Develop and implement Bachelor in ECCE/ Primary and Secondary education (VITE)</p>	<p>The Cert IV ECCE is accredited</p>	<ul style="list-style-type: none"> <li>• Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>• Awaiting VQA approval to deliver</li> </ul>		
<p><b>20.</b> Annual Plan budget and reporting cycle is implemented at central, provincial and school level</p>	<p>Reports from PTC's are submitted to the central office</p>	<ul style="list-style-type: none"> <li>• Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>• All PTC's presents their reports accordingly</li> </ul>	<ul style="list-style-type: none"> <li>• All good</li> </ul>	
<p><b>21.</b> Managers actively participate in the planning and budgeting processes</p>	<p>PTCs submit their plan and budget to the central office</p>	<ul style="list-style-type: none"> <li>• Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>• 2021 submitting for 2022 activities</li> </ul>	<ul style="list-style-type: none"> <li>• All good</li> </ul>	
<p><b>22.</b> Conduct capacity building on planning, budgeting and reporting at provincial level</p>	<p>Capacity building workshop for PTC's is conducted</p>	<ul style="list-style-type: none"> <li>• Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>• Every year Capacity building with other TED Staff</li> </ul>	<ul style="list-style-type: none"> <li>• All good</li> </ul>	
<p><b>23.</b> Allocate Academic Research scholarships for Masters and PHD</p>	<p>Create an annual budget line for Masters and PhD Scholarships, a Doctoral Unit is established within (NUV)</p>	<ul style="list-style-type: none"> <li>• Development of a research project in collaboration between NUV and UNC through PIURN (Pacific Island Universities Research network)</li> </ul>	<ul style="list-style-type: none"> <li>• Delays to Covid19 and difficulties to reach the partners</li> </ul>	<ul style="list-style-type: none"> <li>• Finalisation of the agreement for the development of a Doctoral unit at NUV</li> </ul>	

		<ul style="list-style-type: none"> <li>• Development of a research project on medicinal plants with French Polynesia, New Caledonia and the Herbarium of Vanuatu</li> <li>• Review of the agreement between UNC and NUV to develop a Doctoral Unit at NUV</li> </ul>			
<p><b>24.</b> Conduct tracer studies for graduates to ensure efficient and responsive PSET provision and a coherent labour market training strategy</p>	Tracer study is conducted	<ul style="list-style-type: none"> <li>• On going</li> </ul>	<ul style="list-style-type: none"> <li>• All PSET providers need update record of graduates</li> <li>• Tracer Study funded on the FSPI funding has started</li> </ul>	<ul style="list-style-type: none"> <li>• Create a format in place for PSET providers for tracer studies.</li> <li>• Principals/Managers /staff to keep records of all graduates.</li> <li>• Collaborate with VSP Training providers on conducting tracer studies.</li> <li>• Difficulty to reach SOE and VIT graduates</li> </ul>	
<p><b>25.</b> Support schools to develop and implement their SIPs</p>	Support PSET Providers with QMS	<ul style="list-style-type: none"> <li>• Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>• All PSET Providers are supported with QMS and Registration</li> </ul>	<ul style="list-style-type: none"> <li>• All good</li> </ul>	



Q 4 Progress Report – MoET 2021 Business Plan

<p><b>26.</b> The use of Open VEMIS in school planning</p>	<p>PSET providers are coached on the use of Open VEMIS</p>	<ul style="list-style-type: none"> <li>• Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>• All PSET Managers need to know how to use the ICT</li> </ul>	<ul style="list-style-type: none"> <li>• More ICT Training</li> </ul>	
<p><b>27.</b> Introduce use of Open VEMIS as part of the Management and Leadership course program at VITE</p>	<p>Open VEMIS is integrated and delivered in the Management and Leadership course content at VITE</p>				
<p><b>28.</b> Provide guides, materials, tools to support use of Open VEMIS, and provide ongoing training support</p>	<p>PSET providers are coached on the use of Open VEMIS</p>	<ul style="list-style-type: none"> <li>• On going</li> </ul>			
<p><b>29.</b> Ensure all school principals and administrators are trained to use Open VEMIS as the exclusive tool to manage school data</p>	<p>Training/Workshop for all PSET Providers in OV Phase 2 &amp; 3</p>	<ul style="list-style-type: none"> <li>• Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>• Phase 2 &amp; Phase 3 for OV good undertake BUT need more improvement financial input on Financial Expenditure</li> </ul>	<ul style="list-style-type: none"> <li>• More training needed and continue to upskill the providers</li> </ul>	
<p><b>30.</b> Further development, improvement and upgrade of relevant Open VEMIS modules which impact on payment of school grants, and keep accurate and up-to-date scholarships / PSET data in order to be transparent and accessible</p>	<p>All PSET Providers Uploading of Data</p>	<ul style="list-style-type: none"> <li>• Solid Progress</li> </ul>	<ul style="list-style-type: none"> <li>• Up loading with Data, however there are few institutions need to be reminded of the followings                             <ol style="list-style-type: none"> <li>1. School grant</li> <li>2. VNU Data</li> <li>3. Scholarship Data</li> <li>4. And others</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>• More Trainings</li> </ul>	

for monitoring and decision making				
<b>31.</b> Development of NUV infrastructure and governance	Supports through: 1. allocated FICOL 1 Funding – 140 M VT 2. Approved FICOL 3 funding for the construction of a platform in molecular biology – 200 M VT 3. Approved AFD funding – 400 M VT  Accreditation of NUV by VQA	<ul style="list-style-type: none"> <li>• FICOL 1 Building under construction</li> <li>• FICOL 3: agreement to be finalized by the Government of New Caledonia</li> <li>• AFD grant: Endorsement by AFD and the COM</li> <li>• NUV Intent to register to VQA approved in July 2021</li> </ul>	<ul style="list-style-type: none"> <li>• Difficulties to interact with the different stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Appointment of MOET focal point in charge of following these 3 projects in coordination with the TA for Higher Education</li> </ul>
<b>32.</b> Development of NUV programs	Implementation of a bachelor degree in Environmental Science in partnership with James Cook University and University of New Caledonia	<ul style="list-style-type: none"> <li>• Bachelor started in April 2021 with 29 students enrolled</li> <li>• Development of a homegrown Bachelor in Environment and NUV school of science strategic plan approved by the NUV Senate</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment of university lecturers</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of the NUV School of Science strategic plan</li> </ul>

## MEH: TEACHING SERVICE COMMISSION

**Operational performances**

Table 7: TSC Planned Activities

Activities	Key Performance Indicators (KPI)	Progress made against Key Performance Indicators (KPI)	Main Issues/Challenges Affecting Progress of KPIs	Way forward	TL
1. Develop the National Teacher Quality Framework	National Teacher Quality Framework Plan is developed			.	
2. Develop and implement the National Teacher Development Policy Framework and finalise and implement the National Teachers Development Plan (NTDP)	National Teacher Development policy developed			.	
3. Creation and maintenance of	Registration and licencing system active, Secured and Reliable, Percentage of	<ul style="list-style-type: none"> <li>The Development of the Teacher Registration and Licensing system is</li> </ul>	<ul style="list-style-type: none"> <li>Delay in the approval of TSC Policies</li> </ul>		

Q 4 Progress Report – MoET 2021 Business Plan

a register of all teachers	Registered Teachers in Open-VEMIS	<p>at the Stories Requirement Phase and is progressing well</p> <ul style="list-style-type: none"> <li>• Users' stories have been gathered and submitted to TA</li> <li>• TSC Policies are in drafts and will be finalised by the end of 2022</li> <li>• 4900 Total registered teachers inside OV</li> </ul>			
<b>4.</b> Establishing standards for issuance of licenses	Number of Teaching License issued on Yearly, Triennium	<ul style="list-style-type: none"> <li>• 49 Teaching License issued</li> </ul>	<ul style="list-style-type: none"> <li>• Delay in Teaching License fee payments</li> <li>• Difficulty in making payments of Teaching License due to limited access. (FSBs are only located in some places)</li> </ul>		
<b>5.</b> Cancellation of licenses through under-performances and code of conduct breaches	Input to registration appeals process & Report on registration breaches	<ul style="list-style-type: none"> <li>• Procedures are developed and approved</li> <li>• No records of Teaching License Cancellation</li> <li>• No records of appeals</li> </ul>	<ul style="list-style-type: none"> <li>• Delay on reports of Breaches reported by the provincial Education Officers</li> </ul>	<ul style="list-style-type: none"> <li>• Trained Provincial Education officers on TSC reporting Templates</li> <li>• Conduct awareness on TSC Disciplinary Procedures to Provincial Education Offices</li> </ul>	
<b>6.</b> Setting standards for professional performance and ethical conduct	Teaching Service Commission Appraisal Policy and System	<ul style="list-style-type: none"> <li>• The draft Teaching Service Commission Appraisal Policy and System will be finalised in 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Finance</li> <li>• Lack of Human Resources</li> <li>• MoET / TSC Overall Restructuring Approval (Inspectors Positions at the Provincial Levels)</li> </ul>	<ul style="list-style-type: none"> <li>• Increased 2022 TSC Operation Budget</li> <li>• MoET Restructuring in 2022 for the purpose of strengthening the overall structure of TSC</li> </ul>	
<b>7.</b> Implement the Teaching Service Staff Manual and Principals	Implementation Report and Principals and Teachers Minimum Standards	<ul style="list-style-type: none"> <li>• The Review of the Vanuatu Teaching Service Staff Rules (Manual) is at its final consultation process at the level of the Commission Board and will be finalised in 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of Human Resource</li> <li>• Finance</li> </ul>	<ul style="list-style-type: none"> <li>• MoET Restructuring in 2022 for the purpose of strengthening the</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

and Teachers Minimum Standards		<ul style="list-style-type: none"> <li>Teachers and Principals Minimum Standards were finalised and will set as platform and framework for the TSC Performance Teachers Policy which will be finalised in 2022.</li> </ul>		overall structure of TSC	
<b>8.</b> Strengthen alignment between Teaching Service Commission (TSC) and PSC structures	PSC staff Manual and TSC Staff Manual Alignment Report	<ul style="list-style-type: none"> <li>The Commission is yet to complete its consultation on the review of the Vanuatu Teaching Service Staff Rules (Manual)</li> <li>The Alignment for the PSC and TSC Staff is considered and will be reported on once the review of TSC Staff Manual is endorsed in 2022</li> </ul>	<ul style="list-style-type: none"> <li>Lack of Human Resource</li> <li>Finance</li> </ul>	<ul style="list-style-type: none"> <li>MoET Restructuring in 2022 for the purpose of strengthening the overall structure of TSC</li> </ul>	
<b>9.</b> Implement teachers code of conduct/ethics	Code of Conduct Implementation Process and Report	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li>Lack of Human Resource</li> </ul>	<ul style="list-style-type: none"> <li>Due to Insufficient fund the Awareness will be carried out next year 2022</li> </ul>	
<b>10.</b> Establish teachers /trainers/ lecturer's succession plan with clear costing (TSC)	Teaching Service Commission Succession Plan		<ul style="list-style-type: none"> <li>Lack of Human Resource</li> </ul>	<ul style="list-style-type: none"> <li>TSC needs to consult with Stakeholders to finalised this activity in 2022</li> </ul>	
<b>11.</b> Develop TSC Strategic Plan (2021 – 2030)	TSC 2021 – 2030 Strategic Plan developed		<ul style="list-style-type: none"> <li>Lack of Human Resource</li> </ul>	Consult with PPU to developed TSC 2022 – 2030 Strategic Plan	
<b>12.</b> Develop and implement School Inspector Guideline	School Inspector Guidelines and Implementation Report			<ul style="list-style-type: none"> <li>SBM to respond to this Activity</li> </ul>	

Q 4 Progress Report – MoET 2021 Business Plan

<p><b>13.</b> MoET structure reviewed and implementation of devolution</p>	<p>TSC structure / Job descriptions/ reviewed</p>	<ul style="list-style-type: none"> <li>Major work done with the assistance of the HR Unit MoET and PSC.</li> <li>A Draft TSC Structure was presented to PSC</li> <li>PSC has identified the importance to have the overall MOET structure to be reviewed in 2022.</li> </ul>	<ul style="list-style-type: none"> <li>Lack of Human Resource</li> </ul>	<ul style="list-style-type: none"> <li>MoET Restructuring in 2022 for the purpose of strengthening the overall structure of TSC</li> </ul>	
<p><b>14.</b> Strengthen the compliance of policy through devolution strategy</p>	<p>School Inspectors Job Descriptions reviewed</p>			<ul style="list-style-type: none"> <li>SBM to respond to this Activity in 2022</li> </ul>	
<p><b>15.</b> Strengthen alignment between Teaching Service Commission (TSC) and PSC structures; and undertake periodic assessment of Ministry organizational structure</p>	<p>Publication of Alignment Report</p>		<ul style="list-style-type: none"> <li>Lack of Human Resource</li> </ul>	<ul style="list-style-type: none"> <li>The report will only made available by March 2022</li> </ul>	
<p><b>16.</b> Improve MoET’s archive storage systems; and respective units rationalizing and reviewing hard copy files to avoid</p>	<p>TSC archive storage system</p>	<ul style="list-style-type: none"> <li>The activities and its related output</li> <li>Will be achieved in phases</li> <li>Phases 1: Requirements Gathering and Analysis</li> </ul>	<p><b>Phase 1</b></p> <ul style="list-style-type: none"> <li>Collecting, organizing and structuring of hard copy and data files using the legacy system</li> </ul> <p><b>Phase 2</b></p>	<p><b>Phase 1</b></p> <ul style="list-style-type: none"> <li>Meet with TSC and TMU Team to confirm the Draft TSC records management policy</li> </ul>	

<p>duplication of what is already in OV and Ministry Website</p>		<ul style="list-style-type: none"> <li>• Consultation with National Archivist – Vanuatu National Archive (complete)</li> <li>• Consultation with the Right to Information Unit Records Management Team (RTI)-` (Complete)</li> <li>• Training of TSC Data team on proper organizing and handling of national records to be organized by the RTI team (pending Manager RTI’s Approval)</li> <li>• TSC Records Management Policy in draft (Awaiting training from RTI team and Input from TSC staff)</li> <li>• Legacy process and documents gathering (Draft documentation of TSC folder Structure Management MOET File Server – 50% completed)- Awaiting /feedback and training by officers</li> <li>• TSC data Records and Archive Information Management System Requirements (50% completed)</li> <li>• Phase 2 – Final output of phase 1</li> <li>• TSC Data and Record Management Policy (30%)</li> </ul>	<ul style="list-style-type: none"> <li>• TSC Data and Record Management System (Not Yet Started)- progress will determine after phase 1 activities are achieved</li> </ul>	<ul style="list-style-type: none"> <li>• Meet with Stakeholders to finalized policy</li> </ul> <p><b>Phase 2</b></p> <ul style="list-style-type: none"> <li>• The TSC records and Data management policy Draft reviewed and implement using TSC policy Development template</li> <li>• Achieved by Year 2022 3<sup>rd</sup> quarter</li> </ul>
--	--	---	--	--

Q 4 Progress Report – MoET 2021 Business Plan

		<ul style="list-style-type: none"><li>• TSC Data and Record archive policy (30%)</li><li>• TSC Data Management System Final product and User Manual (Not yet started)</li></ul>			
--	--	---	--	--	--