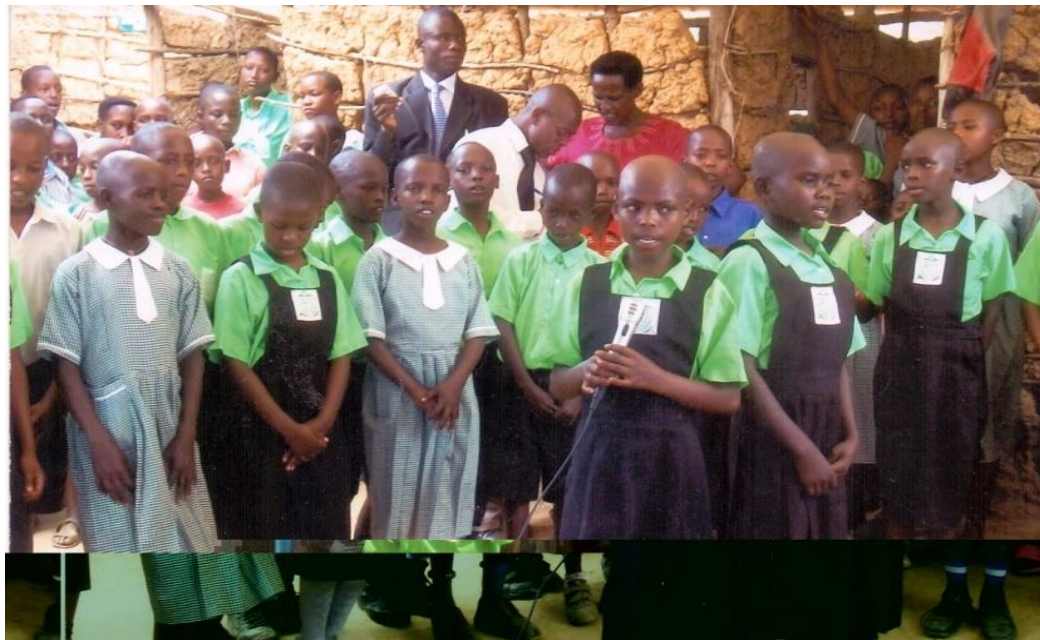


KAMULI CHILD CARE NURSERY AND PRIMARY SCHOOL

School Development Plan 2015-2018



**Kamuli Trading Centre
Kibanda Sub County**

Rakai District

Tel. +256 789111975

Email: kamulichildcare5@gmail.com

Executive Summary

This school Development plan was developed by the school Board of Directors of Kamuli Child care nursery and primary school guided by Venus Consult Limited and assisted by the school management committee in close cooperation of the parents and community of Kamuli.

This school is not yet registered by the Ministry of Education and Sports (MOES) and Rakai District Education office (DEO). The reason is that the school has not yet met all the registration requirements meanwhile, many of them could be met in due course by the time of implementation of this development plan 2015-2018.

The school has 3 major development areas in 2015-2018n estimated to cost UGX 110million (Euros 32352). These measures are:

- Construction of a classroom block with 4 classes
- Construction of a 3 room administration block with a Library and staff room
- Increase school enrollment from 400 to 700 in the next 3 years

The school management committee has submitted and discussed this development plan together with the parents and well wishers of the school for Development and implementation.

It was agreed that once the plan is implemented, registration of the school should follow and the application for registration should be handed in not later than June 2016.

This plan will serve as the basis for fundraising and annual requests for funding from donors and friends in Australia, Netherlands and Germany.

The Board is expected to make annual reports about the progress in the implementation of the Development plan and will be based on the progress.

30th August 2015

Mr Kalanzi Kizito

Headmaster/ secretary to School management

Mr Kinyata Denis

Chairman School Management Committee

Mr Kasadha Godfrey

Chairman –Parents Teacher Association

Mr Bukenya Godfrey

Chairman Board of Directors

1. Introduction

The name of the school is Kamuli Child care and Nursery primary School (KCNPS)

Location

Village: Kamuli

Parish: Kyabiwa

Sub County: Kibanda

County: Kakuuto

District: Rakai

To reach the school from Masaka side, You Branch off from Kabonera Trading Centre on Kyotera –Mutukula High way towards the Tanzanian border. The school is located 20 Kms from Kabonera and 35Km from Kyotera.

1.2 Ownership and management

The school is owned by three Directors and supervised by the community.

Contacts

- Mr Kalanzi Kizito - Headmaster Mobile +256 kamulichildcare5@gmail.com
- Mr Kinyata Denis- Chairman school management Committee Mobile +256 782513216
- Kasadha Godfrey –Chairman Parents teachers Association (PTA) mob. +256779516270
- Mr Bukenya Godfrey- Director Mobile +256772525349 e-mail bukenyagoddie@gmail.com

2. History

The school started in 2005 on the initiative of three people who are the school directors who worked with the community to establish the school. The school began with the nursery section. Led by Mr Kalanzi Kizito the

Headmaster of the school, the group looked down into the many problems that were hindering their community particularly the young generation. Some of the problems encountered included:

- High level of illiteracy
- Lack of quality education in the area
- Distance covered by Children to reach nearby schools
- Low household income

The resulting challenges were many and many children were not going to school and many were so needy. To address this situation, the school initiators resolved to start a school in the community to care for the needy children and OVCs and children in the age bracket of 3-16 years.

The school started with 4 teachers where only 2 were paid and the others were volunteers. The school was being headed by Mr Kalanzi a veteran Teacher and one of the founding Directors.

From 2012 the school registered good performance in PLE examinations and parents were impressed and brought more pupils.

In 2014 the school received a donation from Tusaidiane -Uganda an assortment of books and two water storage tanks which boosted their academic performance and sanitation at the school.

3. Vision Mission and Objectives

Vision: To create a sense of COMMUNITY, belonging and pride in our school.

Mission: To provide the OPPORTUNITY for all pupils and staff to achieve their full potential. We strive for EXCELLENCE in all areas of school life and will achieve this through encouragement and motivation.

3.1 Objectives

- To create a community spirit, with parents, pupils and staff working in partnership and with respect for each other.
- To establish a modern, vibrant and challenging learning environment.
- To encourage and praise all achievement, creating a happy, caring school.
- To strive for excellence and set the highest expectations

3.2 School Motto

Knowledge is Treasure

3.3 Core Values of our school

- ❖ Excellence in teaching
- ❖ Collaboration
- ❖ Respect for human differences
- ❖ Education equity

3.4 Development of Goals

a) To create a community spirit with parents, pupils and staff....

- To seek to keep parents fully involved with the school and education.
- To inform parents about their child's academic and social development regularly.
- To support our parents in the development of their child. Involve the parishes in the Spiritual, Moral, Social and Cultural life of the school
- Foster and promote community cohesion.
- Welcome more representatives of the community into the school, eg. Farmers' religious representations and contribute to the sub county development plan.

b) Establish a modern and more vibrant learning Environment

- To construct and manage new school buildings and establish high quality permanent buildings

within the school and have high quality permanent accommodation for children.

- Excellent ICT facilities across the school and improved use for teach learning.
- To use the facilities efficiently both within the school and for the community.
- To ensure resources are used for the improvement of pupils' learning and that all pupils are stretched and challenged.
- Construct new build, permanent classrooms and site re-development

c). to encourage and praise all achievements creating a happy caring school

- To encourage pupils to view their learning as a lifelong commitment in order to realize their potential.
- To foster self-esteem in pupils so that they may appreciate the contribution they and others can make to the community.
- To provide pupils with opportunities for self-fulfillment and development.
- To celebrate the achievements of individual pupils in assembly and 'prize-giving' and encourage all pupils to share in and fully appreciate the achievement of others.
- To celebrate the achievement of all pupils through an effective rewards system.
- To foster a joy in learning and discovery.
- To develop personal, moral values and respect for others, creating a caring community.

d). To strive for excellence and set high expectations

- To encourage all children to give their very best in all areas.
- For pupils to achieve the highest standards in national examinations.
- For staff to have high expectations of pupil achievement and encourage pupils to achieve high standards.
- To vastly improve all vocational subjects and improve PLE results.
- To share our outstanding practice with wider educational partners and local schools.
- To achieve excellence as a Teaching School.

4. Ministry of Education and Sports (MOES) Registration Requirements

The following registration requirements have to be met.

A proper school site plan.

4.1 A land title or land agreement.

4.2 Structures: class rooms (permanent/semi-permanent; toilets for boys, girls and staff; library; kitchen and store; dormitories, administration offices (HT office/staff room).

4.2 Furniture: desks, teacher's chairs and tables, office furniture.

4.3 Dust bin pit

4.4 School enrolment (number of boys and girls)

4.5 Play/sports ground

4.6 Teaching aids/equipment

4.7 Teaching and non-teaching staff and their qualification documents.

4.8 Memorandum and Articles of Association (duly signed).

4.9 List of members of the Board

4.10 Report of the Districts Health Inspector.

4.11 Report of the District Inspector of Schools.

4.12 Copy of the School Rules & Regulations.

4.13 3 passport size photographs for each of the proprietors.

4.14 Recommendation of the local authorities.

5. Actual Situation and Expected development 2015-2018

5.1 Enrolment

Now in 2015, the number of pupils is 423 including with 40 non paying orphans

Distribution

Section	Boys	Girls	Total
Nursery	63	60	123
P 1	30	20	50
P2	25	26	51
P3	20	22	42
P4	30	29	59
P5	15	29	44
P6	13	20	33
P7	9	12	21
	205	218	423

The growth in the number of pupils is limited by the availability of structures.

Income

6. Income for operational expenses

The table below shows income for the school

Ushs	School fee paying pupils			Orphans – no fee payments		
	Number	fee	Amount	Number	fee	Amount
Nursery	123	23000	2,829,000	0	0	0
P1-P2	101	26000	2,626,000	10	0	0
P3-P4	75	43000	3,225,000	12	0	0
P5-P6	66	45.000	2,970,000	11	0	0
Boarders (P7)	23	193.000	4,439,000	7	0	0
Total	388		16.089.000	40		0

7.0 Staffing

The number of teacher currently is 14 and 2 Non teaching staff

Teacher	Female	Male	Total
Qualified	3	3	5
Un trained	3	6	9
Non teaching	2		2
	9	9	16

Due to the insufficient income for operations the policy the school hires mostly unqualified secondary school leavers for the teaching jobs.

The current staffs are made up of 6 qualified teachers and 8 untrained teachers. However the school started with one qualified teacher who is also the Headmaster. We hope to start sponsoring 2 teachers per year to go for training in- service Grade 3 certificate. One teacher as of now is undergoing training.

The number of teaching staff of 14 is sufficient for the expected development 2015-2018.

We aim at having 100% qualified teachers as soon as financially feasible, either by putting the remaining 8 untrained ones on study courses or by hiring qualified teachers (Grade 3 or CEC).

The preference of school management is to hiring qualified teachers and to pay them properly.

Educating untrained teachers has a number of serious disadvantages, such as:

- It takes long during which pupils lack training from qualified teachers.
- Management and supervision of “teachers in training” is a difficult job and takes substantial time and expenses, if done properly.
- After graduation school income is still insufficient to pay teachers properly.
- Improper payment results in teachers, who are eager to moving out for better salary.
- Bonding a teacher for 3-5 years after completion of their study paid by donors is no guarantee at all that they really stay for the “bonded period”.

8. Compound and structures

The school is yet to develop a school site plan but the land occupied by the school belongs to one of the school founders Mr Kalanzi Kizito and the sale agreement is available.

The table below shows available structures, those needed and those to be constructed.

Structures	Available	required	To be constructed	Priority	Timing
Nursery classroom	1 temporary	2 permanent	Not yet	4	2019
Primary Classrooms	4 permanent 3 temporary	7 permanent	4 permanent	1	2016
Administration block	1 temporary	1 permanent	1 with 3 rooms staffroom, library and office	1	2016

Toilets	4 stances for girls and boys	5 stances for girls, 5 stances for boys and 2 stances for staff	Not yet	5	After 2018
Kitchen and store	temporary	permanent	Up grading		2015
Compound and fencing	Live fence	yes			
Staff quarters	no	yes	Not yet	3	After 2018
Play ground	Available	upgrading	no	4	After 2018

9. Furniture

The table below shows furniture available and needed

Type	Available	required	priority	Budget
Classroom desks	100	50 x 100,000	1	5,000,000
Staffroom tables	5	10 x 50000	2	500,000
Office desks	2	5 x 200,000	2	1,000,000
Book shelves	1	20 x100,000	3	2,000,000
Total				8,500,000

10. Scholastic materials

Before 2014, the school lacked scholastic materials but Tusaidiane Uganda donated an assortment of books to the school valued at 3 million.

11. Tools and Equipment

The school had a problem of water and Sanitation and Tusaidiane Uganda donated to the school 2 water storage tanks with capacity of 12000 litres.

12. Summary of financial requirements for the Development plan

	Currency	2016	2017	2018
Construction	UGX	65,000,000	45,000.000	
	Euros	21666	15000	
Furniture	UGX	5,000,000	1,500,000	2,000,000
	Euros	1666	500	666
General Total	UGX	70,000,000	46,500,000	2,000,000
	Euros	23,333	15,500	666

School Management has submitted and discussed this School Development Plan to the Board of Directors of Kamuli Child care Nursery and primary school.

After thorough discussions and alterations the Board has accepted this Plan as the way forward for development and for registration of the school at MOES and the DEO.

The Plan will also serve as the basis for fundraising and annual requests for funding to the donors in Australia Germany and the Netherlands.

The Board has a mandate of looking for Donors and giving accountability to every Donor as well as the school management committee on the funds received the projects implemented.

ANNEX 1 STAFF LIST AND QUALIFICATIONS

	Name	since	Class/function	age	Qualification	salary
1	Kalanzi Kizito	2005	Headmaster	40	Diploma	200,000
2	Kawalya Denis	2008	P7 teacher	29	Diploma	180,000
3	Twesigye Edwin	2010	P6	29	Diploma	180,000
4	Kamwesiga Albert	2014	P5	32	Un trained Teacher with UACE/A-Level	150,000
5	Muganga Richard	2014	P4	24	Un trained Teacher with UACE/A-Level	150,000
6	Bunya Julius	2014	P3	24	Un trained Teacher with UCE/O-Level	150,000
7	Najuuko Sarah	2010	P2	30	Grade 3	150,000
8	SSewanyana Alex	2009	P1	28	On G.3 Training	150,000
9	Atwebembere Enos	2009	P1	32	Un trained Teacher with UACE/A-Level	150,000
10	Katengwa Josephine	2005	Top Class	37	Un trained Teacher with UCE/O-Level	150,000
11	Nakalema Jussy	2010	Top class	29	Un trained Teacher with UCE/O-Level	150,000
12	Nabusulwa Elizabeth	2012	Middle	27	CEC	130,000
13	Beinomigisha Ovious	2012	Baby class	28	Un trained Teacher with UCE/O-Level	130,000
14	Apio Marium	2006	Baby class	27	CEC	130,000
	NON Teaching staff					
1	Kabatesi Immaculate	2010	Cook	29	UPE	100,000
2	Naluyima Juliet	2012	Matron	28	UPE	120,000