

Excellence Awards are of significant importance



His Excellency The President Seretse Khama Ian Khama officiating at the 5th Annual Excellence Awards

By Charles Keikothlae

With only fifteen months left before the Botswana nation celebrate the Vision 2016, the Vision 2016 Council held its second National Stakeholder Conference and Exhibition which was conducted under the theme "The journey so far: In Pursuit of prosperity for all by 2016" which took place at fairgrounds. The first Conference was in May 2004 and was officially opened by the former president Dr. Festus Mogae

under the theme "Vision 2016: Where are we?".

The National Stakeholder Conference and Exhibition ran from the 28th July to the 30th July 2015. It attracted participation from public sector; private sector and civil society, trade unions and the media. The focal point of this conference was to reflect on the journey which started in 1996 when the government of Botswana and its peo-

ple set goals to achieve by 2016. They discussed all pillars of Vision 2016; the success and challenges faced in each pillar.

When officially opening the 2015 Conference His Honour The Vice President Mokgweetsi Masisi said he was happy because the celebration of Vision 2016 will take place in the year in which Botswana will be celebrating 50 years of

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Charles Keikotlhae
Senior Corporate
Communications Officer

Welcome to Volume 1 issue number 6 of our newsletter, "Maduo". A lot of changes have taken place since the last issue of "Maduo".

The appointment of Professor Brain Mokopakgosi as the Executive Secretary is indeed a welcome move. Without a substantive head to drive the strategic direction of the Council, BEC would drift into uncertainties and lose sight of its mission and vision.

In order to offer quality products and services, BEC continues to improve in a number of ways. One such area of improvement is preparations for ISO9001:2008 certification. The process will help BEC to have in place processes, procedures, and standards that will ensure business continuity and quality service.

Another area that BEC continues to improve on is research. The Council in collaboration with the parent Ministry of Education and Skills Development (MoESD) recently held information dissemination- workshop on Trends in International Mathematics and Science Studies (TIMSS), Progress in International Reading and Literacy Studies (PIRLS) and Southern and Eastern Africa Consortium for Monitoring Education Quality (SACMEQ), the most important milestones in the research cycles of studies. The information dissemination workshop

was later followed by a Public Lecture themed, "The New Goals of Education: Implications for Assessment" that was presented by Professor Jaap Kuiper (PHD), a Senior Education Advisor & Consultant within MoESD. Professor Kuiper revealed some research findings on the decline of performance during national examinations. Further, two officers from BEC directorate of Research and Policy Development were sent to attend Item Response Theory training under the auspices of the International Association of Educational Assessment in order to empower them in research skills.

As a critical step, BEC continues to forge partnerships and collaborations by participating in events like the annual Tertiary Education Conference and Fair, Vision 2016 Awareness month launch, schools Price Giving Ceremonies and Celebrations and hosting of the annual Excellence Awards. The latter have grown and remain a highlight in BEC calendar of events; a pinnacle of the Council's Community Social Responsibility efforts. Meanwhile, BEC Transformation Project is gaining momentum with the introduction of "Change Fridays" that are intended to motivate staff.

Enjoy and let us have feedback from you.

Mission

Provision of a credible and responsive assessment and examination system.

Mission Commentary

Credible: Trustworthy and Error free assessments and examinations that conforms to both the local and international standards.

Responsive: Examination and Assessment system that is affiliated to the national curriculum, takes into cognisance candidates with special needs and is not detached from current issues in the environment, also relevant to the local market.

Vision

To be a provider of accessible and globally competitive qualifications.

Core Values

- Excellence
- Integrity
- Transparency
- People Focus

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BEC at Vision 2016



The Vice President, Mr Mokgweetsi Masisi

By Jacqueline Monei

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When officially opening the 2015 Conference His Honour The Vice President Mokgweetsi Masisi said he was happy because the celebration of Vision 2016 will take place in the year in which Botswana will be celebrating 50 years of independence and this will add value to the celebrations. He further said significant

progress has been achieved across seven pillars of vision 2016. When talking about the pillar of 'An Educated and Informed Nation', Masisi said universal access to education with primary School Net Enrolment Rate reached 93.1% in 2013 while Adult literacy rates improved from 69% in 1993 to 84.1% in 2009.

Making a presentation on the pillar of 'An Educated and Informed Nation' as the Deputy Chairperson of the pillar, BEC's Corporate Communications Manager Ms. Fingile Makgalemele said a lot strides have been achieved in the education sector since 1996. She further went on the underscore the importance and the involvement of all the relevant stakeholders in the education sector, citing it as the only way of achieving the results of an educated and informed nation.

On the last day of the conference former Vice President Dr P. H.K. Kedikilwe toured the stalls. BEC took part as one of the drivers of "An Educated and Informed Nation". The Corporate Communications Officers educated the public about its mandate and services which are Internal and External Examinations, Private Candidates, Replacement of lost and damaged Certificates, Special Needs Students and the Annual Excellence Awards. As part of the Conference.

Excellence Awards Honours 6th Stars



His Excellency The President Seretse Khama Ian Khama officiating at the 6th Annual Excellence Awards

By Lesego Ntuluki

Botswana Examinations Council in Collaboration with the Ministry of Education and Skills Development (MoESD) have for the sixth consecutive year awarded excelling students in basic education national examinations. Students from PSLE, JCE and BGCSE were on the 16th of July honoured for their outstanding performances in the 2014 examinations.

The Annual Excellence Awards are a Corporate Social Investment by BEC in collaboration with their custodian; MoESD. BEC and MoESD initiated these awards in an effort to help improve academic performance at national examinations level and to inspire upcoming generations to put more effort on their studies so that they also make it to the Excellence Awards podium by doing exceptionally well in their final examinations.

Speaking at the ceremony the guest of honour, His Excellency Lt. Gen. Seretse Khama Ian Khama implored awards recipients to be pacesetters not only in academic excellence but positive attitude and behavior. "I take it that awards recipients here today are a testimony that they have overcome the challenges that

others succumb to while in school and it is my sincere hope that they continue to be exemplary in the next phase of their schooling", he noted. President Khama further advised that discipline should be embodied early, at home, at school and at the workplace.

For her part the Minister of Education and Skills development Hon. Dr. Unity Dow while delivering her remarks, challenged the award recipients invest more time in reading and writing as this practice will help not only to polish their writing skills but will equip them with knowledge.

A total of thirty six students (36) from four (4) categories received awards. The recipients included students from PSLE, JCE and BGCSE. The categories were sponsored by Incredible Connections, Dimension Data, Stanbic Bank and Orange Botswana.

The overall winner Dimpho Gosenyang from Naledi Senior Secondary School walked away with a P20 000.00 cheque, Mater Spei College's Nonofu Maikano took home P10 000.00 for finishing second and Shato Willie of St Josephs College bagged P5 000.00 in third position.



Naledi Senior Secondary School Dimpho Mme Gosenyang emerged a Golden Star and walked away with P20,000 cash prize.

Uncollected Certificates A Concern



Certification Supervisor Ms. Tapologo Ditshego expressing worry about uncollected certificates.

By Lesego Ntuluki

An academic certificate is a very important document, not only for the obvious reasons of helping one progress academically or seek employment. This official document is tangible proof that one has successfully completed an examination, never mind the results.

Botswana Examinations Council conducts and administers three examinations; PSLE, JCE and BGCSE after which they issue certificates for these three examinations. Despite the importance of these certificates BEC is worried by a growing trend of people not collecting their certificates. Certification supervisor Ms. Tapologo Ditshego says they have many uncollected certificates in their possession from previous academic years. "People do not seem to appreciate the value of having their certificates until they have reasons forcing them to come collect them", expressed Ditshego. She said they register an influx of people coming to collect their certificates usually when tertiary institutions and vocational colleges call for applications for further studies, and when institutions that employ in large numbers like the BDF start recruitment.

Ditshego also expressed concern on the escalating number of people who lose or misplace their certificates after

collecting them. She further noted that in some instances people claim to have lost their certificates and have a Certifying Statement issued to them, and warned that this is illegal as they go under oath and sign affidavits to confirm that they have lost their original certificates.

Certificates are issued several months after the results have been published and in the interim, a statement of results is issued to candidates while awaiting their certificates. However a statement of results is a provincial document and immediately becomes null and void once the certificates are printed. "Some people make copies of statements of results and use them continuously without coming for their certificates, but this is wrong," Ditshego warned.

All certificates are sent to schools, where candidates sit for their examinations and they can collect them there, failing which after two years all certificates are recalled to BEC for safe storage. Not collecting certificates puts candidates at a disadvantage as they will have to travel hundreds of kilometres to BEC offices in Gaborone to collect certificates. This poses a threat to storage space as many certificates are returned. Private candidates can collect their certificates from BEC offices.

JCE Results Show Improvement

By Jacqueline Monei

Botswana Examinations Council released the 2014 JCE results on Friday the 23rd January 2015. Overall performance indicates that 14 045 (34.63%) candidates have been awarded Grade C or better compared to 13 739 (35.2%) in 2013.

Two candidates have satisfied the requirement for the award of Merit, while there were no candidates obtaining Merit in 2013. There are 367 candidates at Grade A and 4 007 candidates at Grade B, showing an insignificant increase of 0.11% and 0.18% respectively compared to 2013.

The number of candidates awarded Grade C is 9 669 (23.8%) compared to 9 626 (24.7%) in 2013. At Grade D, there are 12 914 (31.8%) candidates compared to 13 662 (35.1%) in 2013 while there are 6 201 (15.3%) candidates awarded Grade E compared to 5 540 (14.2%) in 2013. The proportion of candidates at Grade D decreased by 3.26% while at Grade E there has been an increase of 1.09%.

Furthermore, in 2014, 6 395 (15.77%) candidates obtained Grade U compared to 5 592 (14.4%) in 2013, which is an increase of 1.37%.

A total of 40 559 candidates wrote the 2014 examination showing an increase in candidature of 4.2% from the 2013 candidature of 38 944. There were 19 963 male candidates and 20 596 female candidates sitting for the 2014 Junior Certificate Examination.

Honourable Goya implores Shakawe Senior Secondary School Students



Assistant Minister of Education and Skills Development Hon. Moiseralele Goya.



Corporate Communications staff Mr Charles Keikotlhae and Mpho Moilwa explaining BEC mandate to Assistant Minister of Education and Skills Development Hon. Moiseralele Goya.

By Charles Keikotlhae and Mpho Moilwa

The Assistant Minister of Education and Skills Development responsible for Basic Education Hon. Moiseralele Goya has implored Shakawe Senior Secondary School students not to rest on their laurels due to some relative success in extra Curricula activities as noted earlier by the school's headmaster.

Officiating at the school's Career Fair on Thursday, 20th August 2015 in which Botswana Examinations Council (BEC) also participated in, Hon. Goya urged the students to put more efforts in their studies so as to improve the school's results.

He stated that the Career Fair offered a window of opportunity in which one can see what s/he aspires for in future but advised them to consider the blue color jobs career path as it is not over subscribed for unlike the white color jobs career path.

Earlier on when giving welcoming remarks, the Shakawe Senior Secondary School Headmaster Mr. Petrus Mosomane noted that the school has been doing well in extracurricular activities regionally and nationally as a testament of the good work at the school.

When giving vote of thanks, the area Member of Parliament Hon. Bagalatia Arone encouraged the school students to continue working hard to improve their academic performance. He stated that last year he took some students who did well during the price giving ceremony to Gaborone and stayed with them at his House, adding that when in the capital city, he took them to the office of the President where they met the former Vice President Dr. Ponatshego Kedikilwe.

Honourable Arone posited that the Gaborone trip was aimed at

motivating the students so that they study hard knowing that hard work pays. He promised to do the same thing in future. When giving an appreciation speech at the end of the Career Fair the School's Head Boy Paul Motshidisi expressed satisfaction at the way the event rolled out. He stated that as students the Career Fair gave them a platform to chart the way forward in their future careers, and that entities like BEC assisted them with a lot of vital information which they will put to good use.

Amongst others, the Career Fair attracted both private and public institutions such as BEC, HRDC, LEA, ABM University, Limkokwing University and the Department of Tertiary Education Financing. The Fair took place from the 20th to the 21st August 2015.

Jan Wiegers educates the public about e-assessment



Wiegers presenting on E-Assessment at a public lecture held at Botswana Exam

By Keoitse Pauline Mogotsi

Botswana Examinations Council hosted The Director at Cito, Institute for Educational Measurement, Mr. Jan Weigers for a public lecture on e-assessment during a seminar entitled E-Assessment, Innovations for the 21st Century.

Based in Arnhem, The Netherlands Cito is one of the world's leading testing and assessment institutions. It was founded in 1968 by the Dutch government. Cito serves both the public and the business community. Although best known as one of the leading makers of tests and examinations, Cito also develops monitoring and evaluation systems, conducts research into performance levels and measurement, and assists with a wide range of training programmes. In addition to serving many groups, organisations and individuals in the Netherlands, Cito acts as an advisor to the international educational community - providing

advice on the introduction and modernisation of standardised testing and examination systems, training for international educators and support for educational reform.

According to Weigers, Cito has more than 2000 freelancers who work for educational institutions, government and companies. It has offices in Germany, USA and Turkey. Its agencies are in Japan and Korea and it has international consultancy and training in many countries such as Nigeria, Ghana, Singapore, Vietnam, Brazil, Kazakhstan, Azerbaijan, UK, and Germany.

As the focal aim of the seminar was about sharing with Batswana the benefits of computer based testing, Mr. Wiegers disclosed that it took Cito ten years to develop Questify, an E-assessment software that is now on its fifth generation version. He said through this software students are

able to write any kind of examinations through computers online or offline and it has many benefits to any educational institution. Through the demonstrations that Mr. Weigers made at the lecture, he showed the tools incorporated in the software that caters for students with disabilities such as calculator, Sound (for students with hearing impairment), Voice (for students with reading problems or dyslexia), magnifying glass and symbols (for Mathematics).

When comparing Computer Based Testing (CBT) with paper written examinations Mr. Weigers said it showed that the CBT has an upper hand in producing better pass rate compared to paper written examinations. He also said it takes a shorter time for CBT to be graded and as such candidates need no to wait a long time to get their grades and a lot of assessment errors can be eliminated by the system.

BEC Partakes in the 10th Annual Consumer Fair 2015



Assistant Corporate Communications Officer Keoitse Mogotsi assisting clients during the fair.

By Jacqueline Monei

The Botswana Examinations Council took part in the 10th Botswana Anniversary Consumer fair. The Fair is an all inclusive platform whose objectives are to create an interactive forum for exhibitors and their clients. It offers opportunities for diversification of the economy and promotes service sectors.

The Botswana Consumer fair goes by the tagline; Shop Discover and Explore as the majority of the public comes to the consumer fair to Shop, Discover the latest product innovations as well as Explore networking possibilities. The consumer fair is the biggest fair in Botswana it has recorded the highest attendance of more than 60 000 people to date, therefore making it the biggest platform for exhibitors to display and sell products off the stand.

This year the fair has managed to attract over 550 exhibitors including 30 local companies, 21 exhibitors from 11 foreign countries such as China, Egypt, Japan, Kenya, Lesotho, Namibia, Nigeria,

Pakistan, South Africa, Swaziland and Zambia representing 5% of total number of exhibitors.

The Botswana Consumer Fair serves as an immense platform where BEC staff meets with stakeholders from around the country and conduct public education sessions. The fair was attended by a vast amount of our stakeholders which gave us a chance for face to face interaction. BEC personnel were also able to disseminate information about BEC's mandate, services and ongoing activities. The fair presented a great opportunity for BEC to sell itself to the public and stakeholders.

BEC Executive Secretary Prof Brian Mokopakgosi took time to visit our stall and show appreciation, he also visited other departments of the MOESD such as the Public Relations Unit, National Parents and Teacher A unit, Special Unit Division, Pudulogong Rehabilitation Centre, Education Hub and Human Resources Development Council.

By Otsile R. Tapson

BEC Implements Online Registration and Payment for Private Candidates

Botswana Examinations Council (BEC) rolled out an online registration and payment of national examinations for BGCSE private candidates for the first time in 2015. This latest development is one of the many functions that are being implemented using the Botswana National Examination Processing System (BNEPS).

According to Manager, Data Processing, Mr Oduetse Setlhare BEC has partnered with Orange to enable the payment of examinations fees via Orange Money. He said to be able to register and pay online, private candidates will require Internet access, an Orange Money Account and sufficient Orange network coverage.

Setlhare said students would register for the examinations using MALEPA. The system will then issue candidates with a Provisional Statement of Entry showing; the candidate details, the amount due and the application number which the candidate will use to pay using Orange Money at an authorised outlet.

He further added this latest development would go a long way in improving the delivery of BEC services and saving students time and money to always travel to satellite centres for their registration.

Reached for comment, Orange Money Product Manager Ms. Yvonne Abram said they were very delighted to partner with BEC to bring this service to its customers. 'We have a large customer base and a number of them are students, and to be able to bring this service to them is a sign of our commitment of delivering a world class service' she said. She further said Orange Money service is a convenient, safe and secure way of sending and receiving money, paying for services and is widely available at Orange and authorised outlets.

BEC started using MALEPA system to process the national examinations in 2012.

BEC disseminates 2014 national examinations reports



Participants attending the 2014 National Dissemination workshop in Gaborone.



RPD Director Dr. M. Thobega directing the proceedings at the dissemination workshop.



Senior Research Officer Mrs C. Mudongo making a presentation at the workshop.



Executive Secretary Professor Brian Mokopakgosi welcoming participants at the dissemination workshop in Gaborone.



Senior Research Officer Dr. Kgosi Motshabi making a presentation at the workshop.



Research Officer Tshepiso Masokusuku making a presentation at the workshop.

By Charles Keikotlhae

With the aim of providing interactive feedback on the performance of 2014 national examinations, Botswana Examinations Council (BEC) Directorate of Research and Policy Development (RPD) recently held the information dissemination workshops across the country between the months of May to September 2015 with the last one held in Gaborone on the 1st of September 2015.

During the workshops, although appreciating the BEC efforts, participants highlighted the need to have the dissemination workshops earlier, probably in April, to give teachers enough time to prepare their students for examinations.

Participants also requested that teachers should be equipped with skills on assessment issues especially item writing skills.

RDP has indicated that other recommendations which were not related to the presentations will be shared with relevant directorates or departments in BEC and the Ministry of Education and Skills Development.

The aim of the dissemination workshop was to interactively discuss the 2014 results with stakeholders for feedback and remedial purposes, highlight the trend in performance and indicate subjects which were mostly affected by the decline in performance, discuss the performance at subject

level and marking observations and to compare the 2014 BGCSE candidates' performance in Setswana, English and Mathematics with their 2012 JCE performance.

The information dissemination workshop targeted the Ministry of Education and Skills Development (MOESD) management and its regions and participants included but were not limited to: BEC staff, Regional Education Officers, school heads and teachers.

About 444 participants from the 8 educational regions; Kgalagadi, Kgatleng, Kweneng, Southern, North West, North East, Ghanzi, Chobe and Gaborone (Grand Dissemination) attended the workshops.

HR beomes a Directorate



HR Director Mr. Jenamiso Nthele



Mr Nthele pictured with the newly established HR Directorate staff.

By Keoitse Pauline Mogotsi and Lesego Ntuluki

As a way of gearing towards being a High Performance Organisation (HPO) Botswana Examinations Council (BEC) has made a separation of Human Resources from Corporate Services Directorate to be a stand alone Directorate. This was implemented at the beginning of the 2015/16 financial year.

The consideration and ultimately a decision to make Human Resources a standalone directorate came about following recommendations by Global Consultancy which conducted the 2009 Salary Review Survey and the 2013 Internal Investigations which initially focused on the JCE examinations results but later extended to governance of the council. The 2009 Global Consultant Salary Review found out that the CS required a mixture of skills so there was need to restructure and separate HR from the Corporate Services Directorate. On the other hand the 2013 Internal Audit Investigations which was primarily to investigate examinations, but later extended to governance of the council found out that HR cannot play a strategic role while reporting to the CS directorate and it recommended that it be elevated. It was then resolved that for performance management to function well it has to report directly to HR not CS.

This Directorate is tasked with responsibilities such as monitoring, evaluating and making

recommendations to Council with respect to policies and strategic matters related to the BEC human resource. It is also duty bound to ensure that BEC is staffed with appropriate qualified personnel to achieve strategic goals.

When commenting about the staff retention, the HR director Mr. Nthele said that for the past few years employees left BEC to other parastatals because of better packages. To curb this he said BEC benchmarked from other parastatals and reviewed salaries in line with government salary policies. He said it has helped attract and retain staff, and only one person has left since. The directorate is always participating in market surveys to compete with other parastatals. Nthele explained that to reward employees the Rigid Reward System is used and it is a challenge as the system needs to be reviewed continuously. Another challenge that BEC is facing is financial constraints which hinder the organisation to take staff for training for development, amongst others. He said learning is a reward and development; and a lot has to be done on training to compensate for people with inadequate skills. He further said tight schedule of events makes it difficult for BEC employees to do full time studies but they are encouraged to do part time studies and employees get a full refund of tuition fees after completing the studies.

Despite experiencing financial constraints,

and dwindling government funding BEC is trying hard to equip its staff as some training has been taking place because of running projects such as BNEPS, Strategy, ISO 9001:2008 and Balance Scorecards. "It is not a total dead end as workshops and seminars also help" noted Nthele. So far nineteen (19) Product Development and Standards officers are pursuing master's degree programmes with the University of Botswana.

Another challenge is frozen vacancies owing it to the shoe string budget faced by the council. The Director said relations with employees were not good in the past but they have now engaged stakeholders like unions and it has since improved and directorates also invites HR to meetings to answer face to face questions as general staff meetings are mainly meant to inform and not to get feedback. He said they signed memorandum of agreement with unions such as BOSETU, BTU and the dividends have been positive to this extent.

In conclusion Mr. Jenamiso Nthele said he is aware that there are some perceptions that the BEC transformation project wants to get rid of some employees from BEC which is not true. He said it's meant to strengthen BEC capacity to deal with education reforms as the mandate will increase. The other reason is that they want BEC to be a High Performance Organisation.

Private candidates utilises BEC Resource Centre



Private candidates using the BEC resource centre to study and prepare for their examinations

By Lesego Ntuluki

Botswana Examinations Council resource has become a rather popular spot for private candidates, particularly those that are re-sitting for the BGCSE examinations.

Thought its principal clientele are staff members of BEC who are allowed to borrow material that is not for reference

use, it also caters for the external audience who can come read and or study at the resource centre but are not allowed to borrow materials unless it is an Inter Library Lending.

Every year BEC receives applications from private candidates showing interest in writing examinations offered by the

council. However the council does not offer tutorials or any form of teaching to prepare these candidates for their examinations perhaps the extended courtesy to allow them to use the resource centre to study for their e x a m i n a t i o n s .

BEC Coordinator Resource Centre Miss Gaone Pelotona said she is happy to see the number of their clientele going up and credited it to private candidates who visit during working hours. "It is pleasing to see that this investment is not turning into a white elephant," expressed Pelotona. She added that this will help the resource centre to grow as there is now more reason to procure more material so that they can conveniently cater for the growing numbers.

The resource centre offers amongst other services; Inter Library Lending, Referral Services, Photocopying of RC material and WIFI. It has a vast collection ranging from Text books, Periodicals, Reports, Official Reports, Fiction and past examinations papers. Operating hours for the resource centre are 0800hrs to 1630hrs from Monday to Friday and it is closed on weekends and holidays. The resource centre is a unit under the directorate of Research and Policy Development (RPD).

BEC soccer team in 5 aside League

There are a couple of ways and habits to kick away boredom and pass time. Botswana Examinations Council football team has registered for the afterhours Stanbic Bank Super Fives Football Centre at Molapo Crossing in Gaborone.

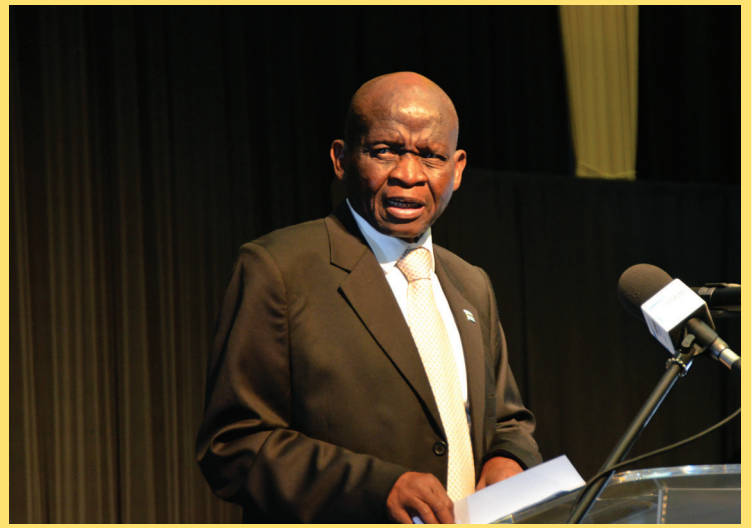
Stanbic Bank SuperFives Football Centre is the first of its kind 5-aside football facility in Botswana. It comprises of 2 astro turf pitches, fully enclosed with netting and fitted with flood lights to facilitate evening events. The nine weeks long league uses a point system which will see teams promoted or relegated between the Premier and Division 1 at the end of their nine matches.

This is not only an entertainment or pass time initiative it is also a way to keep fit, the pitch is relatively small compared to the standard eleven aside pitch, those that have been on it will tell you it knows how to get a man sweating and running out of steam. BEC team captain Motswaledi Monaiwa who is a fitness fanatic reckons it is a great work out. "We are in the league to compete but the biggest reward is the fitness that comes with it," Monaiwa expressed. To prepare for this stamina challenging matches the squad has subscribed for the BEC social club which comes with GYM access at Super Fit GYM in Molapo and some couple the GYM routine with jogging along the Western Bypass.

To get registered in the league a team must pay registration fee of P3200.00 and a team must register at least one kit that will differentiate them from their opponents on match day. Team Captain Motswaledi Monaiwa said the team is very committed and they have shown this by always making contributions to register for the league and also take care of the team's welfare. He however said sponsors are welcome to help the team, adding that they hope the organization's financial situation will improve so that they can be able to help the team and maybe even see a ladies team taking part in the league and fly the BEC flag high.



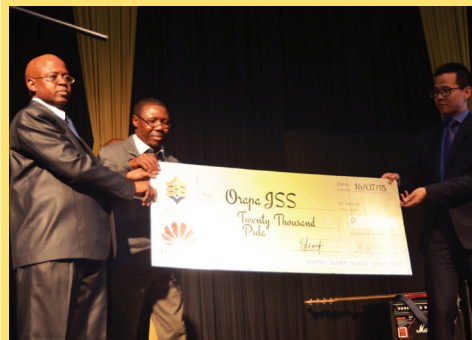
2013 BGCSE Presidential Award recipient Kago Goveya getting his hard earned presidential hug from His Excellency the President Seretse Khama Ian Khama.



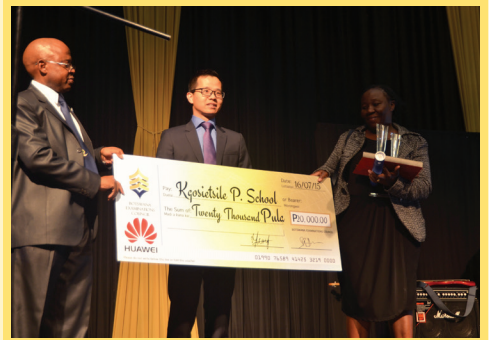
Orange Botswana Director Corporate Affairs Ms. Lepata Mafa presenting a gift to Tryphinah Tsaone Mosweu for JCE top achiever (Special needs - Visual impairment)



Kalamare Primary School standard seven students during the 2014 PSLE trial examinations session.



HRDC's Dr. Patrick Molutsi presenting a cheque to Orapa JSS for the 2013 Best Junior Secondary Category.



Executive Secretary Brian Mokapakgosi presenting a gift to one of the top achievers at Emang JSS in Ntlhantle.



BEC Corporate Communications staff handing over learning materials to Emang JSS.



Participants listening to Professor Jaap Kuiper giving a lecture on focused learning in Gaborone.



School Coordinators who attended the TIMSS training conducted by Botswana Examinations Council.



BEC staff during one of the staff general meeting.



Charleshill residents during Vision 2016 awareness month outreach.



Assistant Corporate Communications Officer; Jaqueline Monei attending to students at the Botswana Tertiary Education Fair.



2013 BGCSE Presidential Award recipient Kago Goveya getting his hard earned presidential hug from His Excellency the President Seretse Khama Ian Khama.



Orange Botswana Director Corporate Affairs Ms. Lepata Mafa presenting a gift to Tryphinah Tsaone Mosweu for JCE top achiever (Special needs - Visual impairment)



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BEC staff during one of the staff general meeting.



Participants listening to Professor Jaap Kuiper giving a lecture on focused learning in Gaborone.



Charleshill residents during Vision 2016 awareness month outreach.



Assistant Corporate Communications Officer, Jaqueline Monei attending to students at the Botswana Tertiary Education Fair.

Remembering Mr. Loeto Nyepetsi

By Jacqueline Monei



The late Mr. Loeto Nyepetsi

Nyepetsi who grew up in his home village of Mmathubudukwane in Kgatlang District started his career at Schools' and Broadcasting Unit as a messenger from 1982 to 1989 before being promoted to an Assistant Administration Officer in 1990. Through his sterling performance Nyepetsi was latter elevated to a position of Senior Administration Officer at ERTD. He earned a Certificate in Human Resource Management in 2005 and a Diploma in Public Administration and Management in 2010. He was appointed BEC's Programme Supervisor under PSLE in 2007 and later acted as Senior Programme Officer responsible for the PSLE level from 2012 until his demise.

He provided supervisory support for the Administration of standard 4 attainment test, PSLE, JCE, BGCSE, and miscellaneous examinations to ensure the efficiency and secure delivery of examination services in accordance with the examination administration processes and procedures.

Speaking at the memorial service EAC Programmes Manager, Mrs Lesang Puddefoot, who worked closely with Nyepetsi described him as a jolly man who was always cracking jokes, 'Hee banna!' was his common tag line in response to surprises. He would come to work very early and was equally willing to do work after hours to show his dedication and commitment to duty.

He very much enjoyed being ahead of time in delivery and was often worried when his colleagues worried less when they were issues to be dealt with. He was a principled and ethical person who never allowed unbecoming practises within the line of duty. Nyepetsi's persona earned him many nicknames, the prominent one being 'Misuse' because while employed as a Transport Officer, he made a startling observation of some officers who misused government vehicles. He would often caution his fellow colleagues against misuse of government property especially vehicles. He used to joke by saying the greatest misuse occurred when you saw one driver transporting another during the course of duty.

Mr Matlho also shared the dear moments he spent with his close colleague he met in 2011 when he joined BEC. The two became very close, after Nyepetsi introduced him to *Banna ba lekgotla*, where BEC men met every day to discuss issues that affected them. They had common interest like farming. During weekends they will meet and go farming and sometimes go out to socialise with their friends. Matlho described Nyepetsi as a generous person who was easy to associate with and a very carefree person. He was the kind of person who talked openly to everyone irrespective of age or position and was not afraid of confronting someone if he felt that person was not doing the right thing. Nyepetsi was a very playful person but when it came to work he put jokes aside. Not only was he called Misuse, Mr Matlho called him *Dr Mokento*, a name originated from the song *Mokento* by Wizards, as it was his favourite.

Mr Loeto Nyepetsi, met his untimely death at the age of 45 following a short illness. His death left the BEC family shocked and saddened.

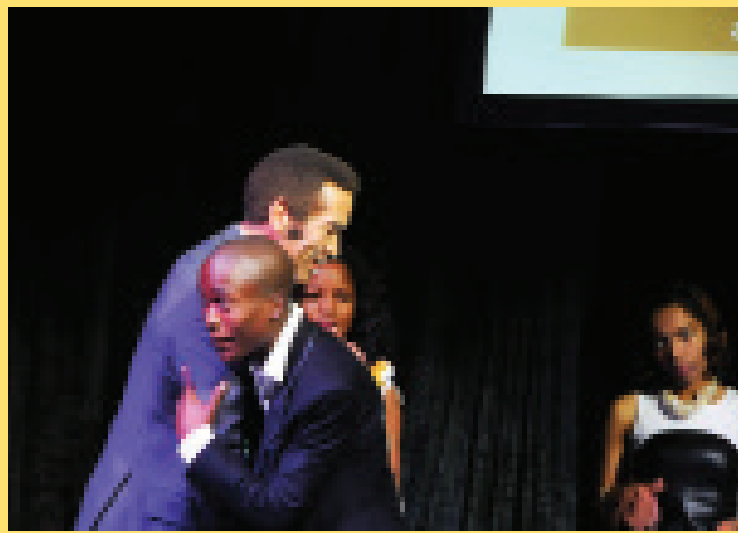
May the soul of a joyful, free and thoughtful man, loving husband, uncle and father of three rest in eternal peace, tears may fade but his memories will never fade away.



Mr. Nyepetsi (r) pictured with colleagues during their graduation ceremony



Mr. Nyepetsi (r) pictured with some members of 'Banna ba lekgotla'



2013 BGCSE Presidential Award recipient Kago Goveya getting his hard earned presidential hug from His Excellency the President Seretse Khama Ian Khama.



Orange Botswana Director Corporate Affairs Ms. Lepata Mafa presenting a gift to Tryphinah Tsaone Mosweu for JCE top achiever (Special needs - Visual impairment)



Kalamare Primary School standard seven students during the 2014 PSLE trial examinations session.



HRDC's Dr. Patrick Molutsi presenting a cheque to Orapa JSS for the 2013 Best Junior Secondary Category.



Executive Secretary Brian Mokapakgosi presenting a gift to one of the top achievers at Emang JSS in Ntlhantle.



BEC Corporate Communications staff handing over learning materials to Emang JSS.



Participants listening to Professor Jaap Kuiper giving a lecture on focused learning in Gaborone.



School Coordinators who attended the TIMSS training, conducted by Botswana Examinations Council.



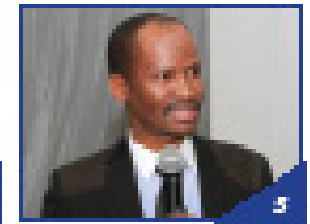
BEC staff during one of the staff general meeting.



Charleshill residents during Vision 2016 awareness month outreach.



Assistant Corporate Communications Officer, Jaqueline Monei attending to students at the Botswana Tertiary Education Fair.



1. Group of Experts, 2. Botswana Ministry of Education the Odebo (Mokhele) playing trumpet (caption), 3. Botswana Ministry of Education the Odebo (Mokhele) playing trumpet (caption), 4. Botswana Ministry of Education the Odebo (Mokhele) playing trumpet (caption), 5. Botswana Ministry of Education the Odebo (Mokhele) playing trumpet (caption), 6. Botswana Ministry of Education the Odebo (Mokhele) playing trumpet (caption), 7. Botswana Ministry of Education the Odebo (Mokhele) playing trumpet (caption), 8. Botswana Ministry of Education the Odebo (Mokhele) playing trumpet (caption), 9. Botswana Ministry of Education the Odebo (Mokhele) playing trumpet (caption).

BEC ENGAGES STAKEHOLDERS WITH DISSEMINATION WORKSHOP FOR TIMSS 2011, PIRLS 2011 AND SACMEQ III

Botswana Examinations Council (BEC) and Ministry of Education and Skills Development (MSED) recently held a dissemination workshop for Technical and Vocational Education and Training Institute (TSETI), Botswana Investment, Trade and University Centre (BITUC) and Botswana-Brazil Cooperation for Promoting Innovation Quality (BBQ-BIC), one of the co-sponsors, to share the research results of TIMSS, PIRLS and SACMEQ III.

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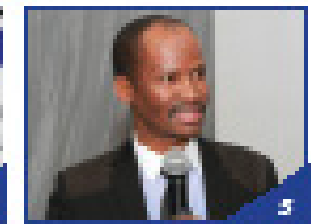
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According to the BEC Chairperson Dr Joseph Tshepo the first dissemination workshop for TIMSS research findings was held in August 2009 he said it was his understanding that from that dissemination conference, solid recommendations for actions were made, and that task teams were formed to ensure that such recommendations were pursued and implemented. He said, "Today marks the dissemination of yet another set of findings of the Trends in Mathematics and Science

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Study national research in TIMSS. Minister Molema said he had been very impressed with the findings of the study and that the study had provided a clear picture of the current state of the education system in Botswana. He said the study had identified areas where the system was performing well and areas where it needed improvement. He said the study had also identified areas where the system was performing well and areas where it needed improvement.

For his part, BEC Chairman Dr Joseph Tshepo said he was pleased to see that the study had provided a clear picture of the current state of the education system in Botswana. He said the study had identified areas where the system was performing well and areas where it needed improvement. He said the study had also identified areas where the system was performing well and areas where it needed improvement.

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