

## Ninth Stars urged to keep eyes on the ball



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*Lefika Matlho*

The Sum of:  
Madi a kana ka:.....

*Twenty Thousand  
Pula*

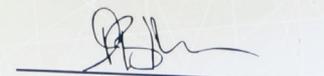
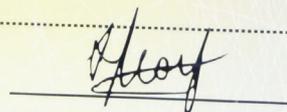
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**Fingile Makgalemele**  
Corporate  
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Manager

**T**his edition of BEC Maduo Newsletter is a very exciting edition with a variation of news from the busy season with the Annual Excellence Awards being the highlight of the season and also features stakeholder engagement activities like the dissemination of Trends In Mathematics and Science Studies (TIMSS) findings, Botswana Educational Achievement Monitor (BEAM) Needs Assessment Survey, Roadshow and Parliamentary Committee on Education briefing amongst others.

The BEC will next year host the 13<sup>th</sup> Southern Africa Association for Educational Assessment (SAAEA) Conference and preparations are already under way as we all look forward to hosting a very successful event in May 2019.

The Council continued with its good work of extending its hand to those in need and this time around the recipients of this noble gesture was Sebako Primary School in Kanye who celebrated 20 years of existence in September 2018.

BEC continues to be the highlight of good governance amongst its peers who from time to time visit on benchmarking missions, the latest being the Motor Vehicle Accident Fund (MVA) whose consultant recommended BEC as the dip-stick for Business Management System and Balance Score Card. BEC was also graced with a visit by Korean volunteer teachers through the Ministry of Basic Education (MoBE).

Please enjoy your read....

## Mission

To Provide a credible and responsive assessment and examination system.

## Mission Commentary

**Credible:** Trustworthy and Error free assessments and examinations that conform 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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## Motor Vehicle Accident Fund benchmarks with BEC

By Keoitse Pauline Mogotsi

**B**otswana Examinations Council as a High Performing Organisation has been hosting different local organisations and even those across the borders to benchmark on different areas of operations. Organisations such as Botswana Investment and Trade Centre (BITC) came to BEC to benchmark about the BEC Annual Excellence Awards, Public Procurement and Asset Disposal Board (PPADB), Construction Industry Trust Fund (CITF), Botswana Unified Revenue Services (BURS) are some of the organisations that came to see how BEC achieved its high performance status.

Other organisations wanted information to use to improve their functions, operations, products and services. On Wednesday 17<sup>th</sup> October 2018, a team of four officers from Motor Vehicle Accident Fund visited BEC to benchmark on the deployment of Balanced Scorecard Methodology, Business Process Improvement and Change Management.

The MVA Fund team was led by Mr. Phenyog Mogae who is the Fund's Strategy Manager while the BEC team was led by Manager Office of Strategy Management - Ms. Maipelo Sealetsa. Other officers from the BEC Office of Strategy Management (OSM) included Ms. Chedu Munyadzwe, Mr. Edward Magome, Ms. Reabetswe Koosenye, Ms. Boitumelo Motso, the Business Process Management (BPM) Project Manager – Ms. Linda Mosinyi and Compliance and Quality Assurance (CQA) Manager, Mr. Mothusi Ntau.



MVA Strategy Manager, Mr. Phenyog Mogae

Mr. Mogae revealed that in 2017/18 financial year they adopted the Balanced Scorecard Institute's Nine Steps to Success, the Balanced Scorecard Methodology and the Prosci Change Management Methodologies in strategy management and they were interested in knowing the methodology that BEC used to manage processes for effective delivery of the strategy. "MVA Fund has since sent officers for training on the methodologies as we were facing challenges in execution", said Mogae. He also mentioned that a cross-functional team was constituted to look into how the organisation can improve execution and to lead the 2018/19 strategy review exercise.

Mr. Mogae indicated that they had engaged Balanced Scorecard Solutions Africa to train their lead people in strategy management and they had also engaged the same organisation for sensitising their Board and Management team on the deployment of the methodology. "It was during these engagements that we enquired on an organisation we can benchmark, where the deployment of this

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# BEC Participate at the 2018 Business Botswana Fair



Corporate Communications Division Team presenting to the Business Botswana Northern Trade Fair adjudicators

By Keoitse Pauline Mogotsi

## MVA benchmarks with BEC

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methodology had been successful and the Balanced Scorecard Solutions Africa had recommended BEC as the benchmark organisation", said Mogae. He added that as a result, the MVA Fund Board and Management had agreed that a team be established to look into the deployment of the BSC methodology by BEC, and to advise the organisation on ways to improve the deployment for a successful implementation.

During the interactions, MVA Fund officials were made aware that BEC has adopted a similar change management methodology (Prosci) and BEC shared tips on how it was able to successfully implement Change Management for successful project delivery.

The BPM Project Manager shared

the methodology adopted and how it is expected to improve process efficiency. The CQA Manager whose division will take over the roll out of the BPM within BEC highlighted the role they will play during the BPM implementation. He also explained the Quality Management System and how it had helped to improve efficiency and transparency within the Council.

At the end of the interactions, BEC pledged to assist MVA Fund in their endeavours. They also pledged to find ways in which they can collaborate, particularly in the area of capacity building seeing that the two organisations found themselves in financial constraints that resulted from budget cuts by the Government of Botswana as a result of the economic recession.

**B**otswana Examinations Council was among the government and private institutions which participated in the 2018 Business Botswana Fair which took place in Francistown from the 22nd to the 27th May 2018. The fair which was officially opened by the Managing Director of Okavango Diamond Company Mr Marcus Ter Haar attracted more than 120 organisations.

When welcoming guests during the official opening ceremony Business Botswana President, Mr Gobusamang Keebine told the audience that the fair has been in existence since 1994 and it has grown to be a national networking platform.

He said that many businesses from micro, medium to large scale have benefited from this initiative as some of them started out by merely trading at a stall at this trade fair and they are now proud contributors to Botswana's economy. "Although there is progress, I believe we can achieve more if companies can

cooperate and collaborate on issues of doing business”, said Keebine.

When commenting on the 2018 Business Botswana Fair theme ‘Is tourism, Botswana’s hope amidst dwindling mining fortunes’, he said Francistown as a host is still reeling from effects of the closure of the Tati Nickel Mine and it is time to make it the best city to do business. He said this can only be achieved through collective efforts in profiling Francistown as the investment destination of choice by producing quality goods and services to attract investors. He encouraged the business community not to limit themselves to the tourism industry as depicted by the theme. He encouraged them to diversify into other sectors in order to build a broad based economy.

Business Botswana Acting CEO, Mr Norman Moleele said they will continue to seek areas of improvement and look beyond Botswana borders to attract potential partners, investors, and skills for entrepreneurs.

Botswana Examinations Council benefited a lot from this fair as it is not often that it meets its main stakeholders from the northern part of Botswana. This was an opportunity to interact as well as to showcase and explain various BEC services to customers such as how to prepare for examinations, how to replace lost or damaged certificates, who qualifies for BEC Excellence Awards, how to register and pay for Examinations online, and many others. Schools sent their students to the fair to meet and discuss issues that they feel need to be addressed or clarified by BEC.

Amongst those who attended the Business Botswana Fair opening ceremony were, the Mayor of Francistown, Kenya High Commissioner, the Secretary in the Namibian High Commission, Former President of Business Botswana, Member of Parliament for Francistown East, Member of Parliament for Francistown South and many other high profile members of the society.



Assistant Corporate Communications Officer Ms. Mogotsi conducting a mock exam to the students who attended the Fair



Assistant Corporate Communications Officer Mr. Ntuluki disseminating information about Excellence Awards



Assistant Corporate Communications Officer Ms. Monei explaining BEC products & services to customers

# Sebako Primary School Prize Giving and 20 years Celebrations



Top Table: Prof Brian Mokopakgosi flanked by Sebako Primary School Head and other dignitaries



Prof Brian Mokopakgosi unveiling the 20th Anniversary Plaque

By Karabo Morule-Segobye

**T**he 20<sup>th</sup> of September 2018 saw jubilant celebrations as the staff and pupils of Sebako Primary School in Kanye held a prize giving ceremony on their 20<sup>th</sup> year of existence. In presence were many dignitaries including the inaugural School Head, former teachers, Kgosi Sebati and the Executive Secretary of Botswana Examinations Council Professor Brian Mokopakgosi who was the key note speaker.

The current School Head Mr. Justice Kgabeng gave a brief history stating that the school opened on 15<sup>th</sup> July 1998 with 262 learners being 132 boys and 130 girls. The first group set for PSLE examination in the year 2000. The school has continued to have more boys than girls and the School Head noted that having more boys does not mean more problems. He vowed to turn the school into a high performing one and maintain good academic standing.

He highlighted that there is a challenge of parents not encouraging their children to do school work and as a result the school is going to start a new academic performance program that they intend to roll out

in the coming year. In this program parents will be expected to sign every year showing their commitment to working with the school through the PTA in assisting their children to produce better results.

The school's first prize giving ceremony was held in 2014 where guest of honour DeskTop connected Wi-Fi in the school. This was an effort to assist the school in achieving their goals of producing globally competitive students. The Wi-Fi connection is still running to date.

Former student Morapedi Kgosithebe who studied at Sebako from 1998 to 2001 encouraged the students to stay away from gangsterism, work hard and respect their elders. He also requested parents to take care of their children and assist them with their school work. Ms. Lady Kgekong, first School Head of the school encouraged all stakeholders of the school to work together to improve their school results. She expressed her pride in having been a part of building the school to what it is today and that she loves the school dearly.

In his keynote address the Executive Secretary of Botswana Examinations

Council Professor Brian Mokopakgosi expressed his sincere gratitude to Sebako School Head for inviting him to officiate at the prize giving and 20 years celebrations.

He said that prize giving ceremony provides an opportunity to reward and celebrate outstanding performance. He went on to talk about the BEC annual excellence awards stating that they are designed to motivate those still in the school system to emulate the recipients. However he was disheartened by the fact that every year there are very few or none from the Southern District.

He then encouraged the school to take a slightly deeper analysis of their performance trends rather than just the percentages of quality grades as it is essential to determine if the learners are performing well in the right syllabi.

The Executive Secretary went on to donate some items which included a laptop to a former student who was the best performer in the school for her PSLE which she sat in 2017. Other items were printing paper, HB pencils, erasers, a printer and some reference materials.

# Business Process Management (BPM) project roll out nearer than ever



Ms. Linda Mosinyi, BPM Project Manager dishing out information to BEC Staff during a Change Friday session

By Mpho Moilwa

**B**NEPS II project team invited BEC staff for a Change Friday session on the 13<sup>th</sup> July, 2018 to share with the BEC community the progress of the Business Process Management (BPM) Project.

It was a divergent Change Friday in contrast to what we are used to with the BEC choir opening with their mesmerising melodies before business of the day commenced. The Project Manager, Ms. Mosinyi started by explaining to the audience that BPM is a management discipline that integrates the strategy and goals of an organisation with the expectations and needs of customers by focusing on end to end business processes. "The Project started in 2014, the Project Architecture was finalised in 2016 and four (4) Core processes were identified and mapped, Simulation is on-going and Project roll out plan is also on-going" she elaborated.

The Project Manager also pointed out that mapped processes are still at

Projects Steering Committee (PSC) for vetting. She further explained that simulation is whereby the processes are tested, how long they take and that simulation is always ongoing (to improve processes), and the roll out plan that is where the processes will be operational.

Ms. Mosinyi said the processes were selected looking at their Strategic importance, that is how important the processes are in the plan of the overall scheme of the BEC work, Customer impact, Performance status, Changeability and Resources required for re-design.

Ms. Mosinyi further explained to staff how the Business Process Modeling works, it starts with a business process, the building (modeling), then analysing its requirements, improve/redesign the process, simulate the process then implementation.

She said for processes to run smoothly process waste must be removed.

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# Masisi commends the business community's partnership with BEC

By Lesego Ntuluki

**T**he country's first citizen His Excellency Dr. Mokgweetsi Eric Masisi has applauded the business community for their continued support of the BEC Excellence Awards.

Speaking at the recently held annual event the President said the government does not take for granted the noble gesture. "The Government is highly appreciative of your contribution to the improvement of education in this country" he highlighted. President Masisi went on to emphasise that all citizens are duty bound to play a role in seeing the education of Botswana improve.

However, the President also expressed some discontent with some business entities that continue to be absent from Corporate Social Responsibility or Investments initiatives. "Some of you are supposed to be here supporting this initiative but they are not, we see you and to those who are here we also see you" he noted.

The 9<sup>th</sup> Annual BEC Excellence Awards sponsors included amongst others were Dimension Data, Debswana, Stanbic Bank, Orange Botswana, Virtual Business Network, Collegium, Global Printers, Department of Broadcasting Services, Oasis Motel, HRDC, BQA, Way Guard Security, Ranos Picturesw and Choppies.

# BEC debuts at Gaborone Marathon



BEC Staff members at the Gaborone Diacore Marathon



BEC Staff member Lesego Ntuluki celebrating after completing 42.2km race at the Diacore Gaborone Marathon

By Lesego Ntuluki

**F**or four (4) weeks the popular Western Bypass side walk became home to eighteen BEC employees as they trained for the Diacore Gaborone Marathon.

Despite the low temperatures on the 13<sup>th</sup> of May 2018, the team showed determination as they braved the cold weather for their long awaited 10km, 21.1km and 42.2km races. Team spirit reigned amongst team members as they assembled at Puma Filling Station next to Grand Palm before proceeding to the latter for their respective races.

The 42km and 21km races which had one (1) representative each started at 6am and the 10km which had sixteen BEC team members started 30 minutes later. The 21.1km and 42.2km followed the same route, with the 21.1km runners going for the

finish line after completing the first round while the 42.2km runners had to endure the uncompromising terrain twice to reach home.

Though none of the team members were seeded for a competitive finish, it proved the training plan went very well as everyone finished their race with two (2) 10km runners finishing under an hour registering a time of 0:58:43, the 21.1km runner finished in 3:33:23.

Despite having finished their races early in the day the team waited at the finishing line for one of their own to finish the taxing 42.2km and after 05:04:47 there was a big uproar from the crowd as Team BEC could not hold back their excitement as one of their own had defied the odds to the finish.

BEC HR Officer Mrs. Dolly Madisakwane was left impressed by

the turn out and team spirit. "The marathon was not only for physical benefits it has also accorded employees with good quality time together and allowed employees to get to know one another better," she noted.

She said they hope to formalise the BEC Running Club and recruit more staff members into the club and participate in more marathons. Madisakwane further said those who want to be part of the Club are welcome.

The team will keep fit by running every Wednesday in the absence of an event and Tuesday, Wednesday and Thursdays if there is an upcoming event. The BDF half marathon is up next in August in Gaborone, and the team had also on their 2018 wish list the Old Mutual Soweto Marathon in Johannesburg, South Africa on the 4<sup>th</sup> of November.



Representatives of BEC at the Gaborone Diacore Marathon

# BEC going Electronic in Records and Documents Management



ERDMS Project Manager Ms. Linda Mosinyi presenting the project to BEC Staff



ERDMS Project Sponsor Ag. Director ICT Mr. Ratio Balositse giving his opening remarks during a Change Friday project presentation

centralised corporate repository where data can easily be retrieved through an access-control system. It forms the single source of the truth for all records and documents as they progress through the record and document lifecycle.

The developed records and documents classification policies will certify correct classification of records and documents thereby ensuring the correct cataloguing and taxonomy are applied to each record or document and implement approval and escalation workflows for document approval.

She said this system will benefit BEC with better management of information, it will help to reduce the data duplication within the organisation, improve business productivity, decrease organisational risks, comply with national and international regulatory bodies, provide an enhanced retention knowledge base and facilitate Project Documents Upload and Approvals (Integrated Workflow).

After taking the baton from Mrs. Mosinyi, Mr. Slumber Ramadi shared with staff the benefits of having a Central Document/Records Repository, Records Archiving – adherence to retention Schedule. He said the system has a version control, therefore staff would not struggle when looking for a certain file or record. He said the system also has an Audit Trail, a varying Access Profiles for security and a Document Recovery/ Backup to name a few.

In closing the Project Manager explained that when benchmarking they realised that for a big organisation like BEC they will need two systems, the records management system and documents management system.

By Mpho Moilwa

**E**lectronic Records and Documents Management System (ERDMS) Team on Friday the 9th March, 2018 called Botswana Examinations Council Staff to a presentation about the ERDMS system.

The presentation started with a word of prayer from Internal Audit Manager Mrs. Keramile Masire. The project sponsor Mr. Ratio Balositse in his introductory remarks was very creative as he engaged with the audience in an uncommon manner with a questions and answer session probing to get a clear picture of their understanding of BNEPS II projects that BEC is currently working on.

When she took to the podium Mrs. Linda Mosinyi, the BNEPS II Project Manager updated staff on the project status, its team members, core activities of the project and the

system's benefits to BEC. Mrs. Mosinyi explained that Electronic Document Management System (EDMS) is a collection of technologies that work together to provide a comprehensive solution for managing the creation, capture, indexing, storage, retrieval, and disposition of records and information assets of the organisation. She pointed out how ERDMS will affect staff, what it will do to the organisation and its benefits.

She said documents and records may sound alike but there is a big difference between the two. Documents are created by planning what needs to be done and records are created when something is done. Documents can change and records don't (must not) change. She then explained further what this system will do for the BEC.

She said ERDMS system offers a

# Ninth Stars urged to keep eyes on the ball

By Lesego Ntuluki



His Excellency, the President of the Republic of Botswana Dr. Mokgweetsi E.K. Masisi delivering his speech at the 9<sup>th</sup> BEC Annual Excellence Awards

**T**he ninth generation of the BEC Annual Excellence Awards recipients have been encouraged to keep their eye on the ball.

Speaking at the Annual Excellence Awards ceremony held at Mogoditshane Senior Secondary School the Guest of Honour His Excellency the President of the Republic of Botswana Dr. Mokgweetsi Eric Masisi challenged the recipients to remain focused.

"Winning the award this year should not mean that you have accomplished all that you are capable of as an individual", advised His Excellency. He further drove his point home by saying that the recipients should take it as an encouragement to them personally and to others who would want to emulate them. "My advice to you is to stay focused, stay away from behaviours that may distract you from pursuing your dreams" he advised.

The President also encouraged the ninth stars to choose careers that the country needs most. He assured them continued government support. He

## Business Process Management

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Waste is anything that adds cost and time without adding value e.g. over-production, waiting, unnecessary transport, over processing, excess inventory, unnecessary movement and defects.

During the BEC Project Architecture, BPM project team conducted a workshop and identified the following as the core BEC processes, Develop Assessments and Examinations - under it there is Develop Assessment Syllabi and Develop Question Papers. The second process is to Administer Examinations which entails Develop Schedules, Center Registration, Candidate Registration, Print Examinations materials, Distribute Examinations materials and Conduct Examinations. These processes cut across the organisation and the process owners were identified as PDS and EAC directors.

He capped his wisdom dose to the recipients by encouraging them to strive for excellence in all that they do and wished them success in their future endeavours.

His Excellency's words were given backing by BEC Executive Secretary Prof. Brian Mokopakgosi who said though the number of awards against the total number of candidates is only a drop in the ocean, he said top achievers are a small group upon which we can build a solid foundation to transform this country into a high income one, that is, if they continue to work hard.

A total of thirty seven students across all the three levels of basic education, PSLE, JCE and BGCSE including both mainstream and special education were awarded.



An overwhelming moment of confetti blast as Lefika Matlho, the 9<sup>th</sup> Annual Excellence Awards Golden Star and his family receive the Golden Star Award from the President

# Launch of Botswana's National Implementation Plan for SDG 4



Director Research Policy & Development Dr. Moreetsi Thobega presenting at the SDG 4 launch



BEC Executive Secretary Professor Brian Mokopakgosi was among the attendees at the SDG 4 launch

By Karabo Morule-Segobye

**The Sustainable Development Goal (SDG) 4 is described as an ambitious and specific goal to drive the education development agenda from 2016–2030 and a means through which all the seventeen (17) SDGs will be achieved.**

The launch of the implementation plan for SDG 4 was held at Avani Hotel on Tuesday 4<sup>th</sup> September, 2018 hosted by the Ministry of Tertiary Education, Research, Science and Technology in conjunction with United Nations Educational, Scientific and Cultural Organisation (UNESCO).

In attendance were Ministers from the Ministry of Tertiary Education Hon. Ngaka Ngaka, Ministry of Basic Education Hon. Bagatia Arone, Ministry of Employment, Labour and Skills Development Hon. Tshenolo Mabeo and the United Nations Resident Representative to Botswana Her Excellency Madam Jacinta Barrins.

Dr. Moreetsi Thobega who is the lead

facilitator of the SDG 4 development team in his presentation said the plan emanated from the immediate past education agenda of 2015. It had six key education goals and the overall aim was to meet the learning needs of all children, youth and adults by 2015.

He further explained what SDG 4 means saying it entails provision of 12 years of free, inclusive and equitable, quality primary and secondary education of which at least 10 years are compulsory, leading to relevant learning outcomes.

Challenges that are being met include the fact that education is perceived to be free, however, there are still cost sharing fees which may act as a push out factor for some learners and inadequate monitoring of policies and programmes implementation.

The SDGs aim among others, to end poverty, hunger and inequality, take action on climate change and

the environment, improve access to health and education.

To ensure adequate attention to the different thematic areas of education, SDG 4 has been broken down into seven targets and three means of implementation. The targets and the means of implementation are crafted in such a way that all the critical areas of education, both emerging and the unfinished Education For All (EFA) business could be addressed in some way through the global education agenda.

Dr. Thobega concluded by highlighting that to the best of its judgement, Botswana SDG 4 planning committee believes the implementation plan has adequately addressed ideals of the SDG 4 as outlined in the ten targets of the goal. The planning process was done in such a way that the plan is in consonance with the Country's implementation strategy for the seventeen SDGs – the Botswana SDGs Road Map of 2018.

# BEC Excellence Awards in Pictures



His Excellency the President of the Republic of Botswana Dr. Mokgweetsi E.K. Masisi arriving at the 9<sup>th</sup> BEC Annual Excellence Awards Ceremony



Botswana Examinations Council Executive Secretary Professor Brian Mokopagosi giving an overview at the Excellence Awards Ceremony



Orange Botswana PR Manager, Boga Chilinde-Mabesu giving a Special Needs recipient an award



Internal Audit Manager Keramile Masire blessing the ceremony with a prayer



Debswana Managing Director Mr Balisi Bonyongo congratulating a recipient



St. Joseph's College walked away with the Best BGCSE Twenty Thousand School Award



A JCE recipient and his family receiving an award from Dimension Data representative



His Excellency Dr. Mokgweetsi E.K. Masisi, First Lady Neo Masisi & Permanent Secretary of MOBE Dr. Coley Monkge singing the National Anthem



Stanbic Bank representative posing for a picture with a BGCSE recipient Katlo Galefete and her family



First Lady, Neo Masisi receiving a token of appreciation from Ass. Corporate Communications Officer Jacqueline Monei



Dr Coley Monkge, Permanent Secretary of MoBE giving Vote of Thanks

# BEC Excellence Awards in Pictures



Thulaganyo Retshabile ushering awards and gifts to the stage



Guests at the 9th Annual Excellence Awards



BEC Board Chairman giving a short motivational speech before awarding the Chairman's Award



The Ministerial Award went to Palesa Baraki



Btv presenter Bakang Keitumetse interviewing one of the PSLE award recipients



His Excellency Dr. Mokgweetsi E.K. Masisi taking a selfie with the Golden Star Lefika Matlho and his family



Dr. Joseph Tsonope posing with Refilwe Rebaagetse after awarding her the Chairman's Award



Golden Star Lefika Matlho giving an appreciation and motivational speech



Recipients posing for a group picture



Botswana Prison Band providing entertainment at the Excellence Awards Ceremony



The evergreen BEC choir serenading guests

# BEC TIMSS Team takes 2015 Findings



BEC TIMSS Team at the TIMSS regional dissemination workshop in Jwaneng



Audience at the TIMSS regional dissemination workshop in Jwaneng

By Mpho Moilwa & Jacqueline Monei

**O**n the 13th-14th and 25th-26th of June, 2018 BEC Trends In Mathematics and Science Study (TIMSS) Team held Regional dissemination workshops at Jwaneng and Francistown respectively. This was to give the stakeholders findings of the 2015 study by the BEC researchers.

TIMSS is conducted by International Association for the Evaluation of Educational Achievement (IEA) Netherlands. TIMSS Studies targets fourth and eighth graders, to find out what students know or are able to do in Mathematics and Science. TIMSS is carried out every four (4) years. TIMSS 2015 involved 57 countries and Botswana participated for the fourth consecutive time since 2003.

The Executive Secretary of Botswana Examinations Council Professor Brian Mokopagosi on his welcome remarks mentioned that political representation is very important for workshops like this one because they need to have an insight on why our students performance is declining so that they take it to their electorates. He also gave the background of BEC's participation in TIMSS and that assessment studies such as this one has become part of the organisation's core business.

Mrs. Chawangwa Mudongo, Manager Research Policy & Development

gave the overview of the study, she said Education for Kagisano (1977) suggested action to improve quality of education hence conduct of large scale assessment studies such TIMSS, PIRLS, SACMEQ, PISA, MLA. Regional Directors were encouraged to implement recommendations from TIMSS at their respective regions and update BEC on the status of the recommendations implementation.

Dr. Trust Masole, the study team leader then took over the proceedings of the day by introducing TIMSS to the audience. He presented TIMSS major objectives, which are;

- To assess the level of learning in Mathematics and Science.
- To identify factors that impact on teaching and learning
- To detect trends in the learning achievement as well as the education system in general
- To compare achievement in relation to teaching and learning conditions among participating countries.
- To provide a rich source of information to policy makers and other stakeholders.

He further pointed out that Botswana used the ninth graders (Form 2) for TIMSS 2015 and 2011 while other countries used eighth graders (Form 1). Botswana also sampled 160 schools, and one class per school and excluded students with special needs. The exclusion of students with special needs was unpalatable to the

participants. It was explained that the issue was once discussed with the TIMSS office and it was concluded that special needs are different and the students were fewer in number but will however try as BEC to cater for special needs in the BEAM project.

He said for a country to be allowed to participate in TIMSS, its curriculum should match at least 70% of the IEA framework and Botswana curriculum-frameworks fit for Maths and Science was 94% and 88% respectively.

In comparison with other countries which took part in TIMSS 2015, Botswana was ranked one of the low performing nations with its fellow African nations, South Africa and Morocco, with the highest performing countries being Singapore and Hong Kong in both subjects though Botswana used older students at grade 9 level (Form 2) compared to other countries which used grade 8 students.

TIMSS total score is 1000 with a centre point of 500 but Botswana's average performance in both subjects was below centre point 391 in Mathematics and 392 in Science. 53% of students in Maths and 49% of students in Science were below Low International Benchmarks, implying that they needed extensive enrichment programmes to at least bring them to Low International Benchmark. Public schools seem to be contributing the most to these low

# ings to Stakeholders



BEC Senior Research Officer Dr. Trust Masole doing a television interview with Botswana Television

performances, as Botswana private schools performance on benchmarks was comparable to top performing countries like Singapore. South East part of the country was comparatively the best performing region overall and on benchmarks over, even after factoring out Private schools. Kgalagadi was the worst performing region. Reasons advanced as lack of resources, teacher demotivation, unfriendly schools and demotivated students due to various factors. Regions basically performed the similar in Mathematics and Science content domains. Some items students came across were left omitted because they had not yet covered them and some items could have distracted the students from understanding.

Research has also shown that some topics were difficult for both students and teachers e.g. Geometry – rotation, construction, plans and elevations in Mathematics and Physics - measurement (volume of floating objects), electricity and resistance, force and motion, energy changes, space exploration, atmospheric pressure to mention a few.

Senior Development Product Officer, Mr. Moribola Pharithi whose presentation was based on Curriculum implementation and availability of resources, said findings highlighted that commitment of teachers' matters more than the teacher qualification. However, no single factor was contributing to

performance on its own but rather an interaction of factors. He said there are factors that contribute significantly to this low performances though, which are shortages of general school Infrastructure, lack or shortages of resources for teaching, lack of human resources, lack of accommodation for the teacher/students etc.

JCE Assessment Officer Mr. Thanks Guga also shared his research that was more focused on the school environment. He said students are self doubting because of situations they find themselves in, e.g. rural areas vs urban areas. He pointed out that students are demotivated because they are taught by some teachers who are themselves demotivated reason being that they took teaching profession as the last resort. Attitudes of the students towards English has a huge bearing in their performance because other subjects are taught and sat in English. But as long as examinations are sat in English, students should be encouraged to go to libraries and read so that they can learn more vocabulary and be able to compete globally.

Mr. Mmokoki Gabalebatse, Research Officer continued the dissemination with his research that was about parental involvement. His findings showed that most students (38%) stayed with parents/guardians who were in the 30-39 years range. Followed by those whose parents/guardians were in the 40-49 age range with 34%. The least number of students (1%) stayed with parents/guardian who were in the under 20 age category.

There is generally a positive relationship between home background variables and students' performance. Students with married parents seem to perform better, except in cases where parents were on separation. It showed that most students' stayed with single parents/guardians, who were mostly their mothers. He also projected that students who stay in homes where there is at least three digital devices performed better but when they have more their performance drop.

The study further showed that the majority of students (38%) stayed with parents/guardians who completed

secondary education, followed by those whose parents/guardians never attended school at 27%. The third group of students (22%) stayed with parents/guardians who completed primary education. Only 13% of students stayed with parents/guardians who managed to go beyond secondary with their education. The 13% of students whose parents/guardians had gone beyond secondary education performed best in Mathematics (448.18) and Science (470.36). The 27% whose parents/guardians never attended school performed least in both Mathematics (366.00) and Science (359.83). Generally, the higher the parent/guardian education level, the higher the students' performance in Mathematics and Science.

Further analysis stipulated by Senior Research Officer Dr. Oemetse Mogapi indicates that the factors that explain more variability in learners performance are directly related with learners themselves. He said the learners specific factors which accounts more variability to learners academic performance are mostly attitudinal, perceptions, socio economic status of their homes, bullying, safety of Schools, tutoring and extra lessons, etc. It was also indicated that the teachers' specific factors which accounted for more differences in learners academic performance are factors such as the tendency for school to emphasis on academic success and the number of learners who have difficulty understanding English in the classroom.

In conclusion it was recommended that Botswana should benchmark with the high performing countries and teachers were advised that they should desist from conducting assessment of learning, instead conduct assessment for learning. Furthermore it was recommended that Regional Offices should conduct diverse in-service workshops as they refresh teachers and also impart important skills to teachers for effective curriculum implementation. It was also recommended that Government should embark on massive individual school resource audit for effective resourcing of school as there is acute shortage of resources in schools including basic resources such as chalkboard, chalk and manila paper.

# BEC briefs Parliamentary Committee



Acting BEC Executive Secretary Dr. Moreetsi Thobega briefing members of the Parliamentary Committee on Education



BEC representatives pictured with members of the Parliamentary Committee during the parliament briefing session on Education

By Otsile R. Tapson

**B**otswana Examinations Council (BEC) concluded its stakeholder engagement initiative with Policy Makers after traversing the length and the breadth of the country addressing District and Town Councils.

The last of the series of engagement took place at the Parliament Annexure with the briefing of the Parliamentary Committee on Education.

Briefing the committee, The Acting Executive Secretary, Dr. Moreetsi Thobega said the presentation provided a platform for BEC to engage with strategic key stakeholders at a high level as part of achieving the Strategic Objective of Strengthening Stakeholder Engagement. The objective of the briefing was to share with policy makers the BEC mandate, the role of BEC in the education system, core business functionalities, assessments and examinations offered by BEC, core examination processes, research activities, projects being undertaken as well as challenges experienced by BEC.

Dr. Thobega said BEC was committed to ensuring quality and timely delivery of examinations that meets the needs of the society. He said BEC has entered into partnership with Cambridge International Examinations (CIE) to offer globally competitive qualifications. He also stressed that the CIE accreditation provides standards that BEC has to comply with in the provision of robust assessment services.

He further said BEC acquired Botswana Bureau of Standards certification of ISO 9001:2008, which provides a framework of globally recognised principles of quality management. He noted some of the challenges facing BEC as lack of internet connectivity especially in primary schools which hinders the use of the Botswana National Examinations Processing System (BNEPS).

Dr. Thobega said BEC has signed a Memorandum of Understanding (MoU) with Botswana Police to assist with security during transit of examinations, storage as well as at marking venues. He further said in a bid to improve the education system of Botswana, BEC has embarked on the Botswana Educational Achievement Monitor (BEAM), as one of the programmes that drives the National Development Plan 10 objective of 'Improving Quality of Education and Globally Competitive Human Resources'. He added that BEAM is a form of large scale assessment programme that relates students' performance in aptitude tests to students background variables under which learning takes place; it is a research based assessment programme.

For his part, the Chairperson of the Parliamentary Committee on Education, Honourable Wynter Mmolotsi expressed worry about the disagreement of marking fees between contracted teachers and BEC saying every year there were reports on the media about both parties not agreeing on the marking fees and urged both

parties to find a common ground in order to protect the integrity of the examinations. Dr. Thobega assured the Parliamentary Committee on Education that BEC had signed a Memorandum of Understanding (MoU) with Teachers' Unions to provide both parties with a conducive environment.

Honourable Ignatius Moswaane called on BEC to consider opening satellite offices in some parts of the country especially in areas like Maun, Francistown, Tsabong, Gantsi and Selibe-Phikwe so that people in those areas can be able to access their services rather than coming to Gaborone. He said the BEC mandate is very key in the education sector and due to its primary stakeholders spread across the country BEC should come up with innovative solutions such as mobile applications to enable customers to access services online.

He expressed worry that BEC did not meet with the Parliamentary Committee on Education on regular basis to update them on issues affecting its operations. He said there was a need to meet on regular basis as this will acclimatise them with issues that they need to take to parliament for discussion.

The meeting was attended by the Parliamentary Committee members being the Honourable Wynter Mmolotsi in his capacity as the Chairperson, Honourable Ignatius Moswaane, Honourable Seditwa Kgoroba and Honourable Bagalatia Arone.

# BEC appoints a Legal Services Manager

## Road Show

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By Jacqueline Monei



Legal Services Manager Mr. Pogiso Thapelo

**B**otswana Examinations Council Management, Board and the Executive Secretary are pleased to announce the appointment of Mr. Pogiso Thapelo as Legal Services Manager with effect from 1st October, 2018.

The Legal Service Manager is responsible for providing a wide range of legal services to the Governing Council and Management in order to ensure the Councils policies, regulations, guidelines and practices are in line with the Botswana Examinations Council's Act and other pieces of legislation. The Legal Services Manager will also provide secretarial services to the Governing Council and its committees and coordinates the work of management committees in a way that will ensure that there is effective interface between the Governing Council and the Ministry of Basic Education as well as the Governing Council and Management Committees.

Mr. Pogiso holds a Bachelor of Laws Degree (LLB) from the University of Pretoria. He is a Member of the Law Society of Botswana and is an admitted Attorney, Conveyancer and Notary Public.

Prior to joining BEC Mr. Thapelo Pogiso was a Board secretary and Legal Services Manager at Botswana Trade Commission

(BOTC) from March 2016 to September 2018. His duties at BOTC encompassed of participation with other Executive Team members in the development of strategy and direction for the Commission in accordance with the Botswana Trade Commission Act, other relevant legislation Board Direction and Ministerial Policies. He was also responsible for advising the CEO, Board and its committees on all matters pertaining to good corporate governance.

Mr. Thapelo was an advisor to BOTC in all legal matters and he was also acting as a legal counsel for BOTC in cases, hearings and legal proceedings as may be appropriate and assisting in negotiation and drafting of international trade agreements. Before joining BOTC Mr. Thapelo was Senior Corporate Counsel at Citizen Entrepreneurial Development Agency (CEDA) from March 2014 to February 2016. His duties at CEDA included amongst others, provision of professional legal advice to the Agency and the Board on Commercial, Contractual, Investment & Labour matters and Corporate Governance, preparing cases and documentation for litigation and represent the Agency in Court in civil and labour matters. Mr. Thapelo also worked at Attorney General's Chambers (Deeds Registry) from February 2012 to February 2014 as Assistant Registrar of Deeds (Attorney General), he was responsible for examination and execution of deeds, provision of legal advice and drafting of legal opinions to the Attorney General for Civil litigation.

Prior to Attorney General Chambers Mr. Thapelo was appointed Professional Assistant at Mosweu and Company Legal Practice from February 2010 to January 2012 where he was in charge of professional consultation with clients, drafting Legal documents, provision of legal advice to clients and representing Clients in Courts in both Civil and labour matters. He also worked at Gaborone Universal College of Law as a Part time Law Lecturer from February 2010 to March 2015.

students who have lost books or owe development fees.

She mentioned that the certificates have nothing to do with the students debts, the school is just an intermediary between BEC and students. She further said BEC does not have any agreement with schools to not issue out certificates to students who have debts.

Kgosi also said that the problem they face is that some children use names that are not in their birth certificates nor their National Identity cards when they write their examinations and this cause problems as they would have unidentical documents.

Ms. Makgalemele clarified to the gathering that the certificates are returned to BEC after two years if they are not collected for safe keeping as the schools do not have secure storages for the certificates and they can be collected at BEC once the schools had already returned them. The BEC team also went to some schools in the villages to clarify that it is illegal to refuse with the students' certificates because students still owe the school.

BEC had an opportunity to address Education Officers who had a workshop at Ghanzi Regional Education Office and the students and teachers of Ghanzi Senior Secondary School during the students' boot camp that was taking place at the time of the roadshow.



Inalgolelo resident Mr. Boemo Segwagwa encouraging the youth to collect their certificates

# Needs Assessment Survey essential for the success of Beam Project



Senior Research Officer Dr. Kgosi Motshabi making a presentation



Research Assistant Sethunya Ruda and Strategy Analyst Chedu Munyadzwe observing proceedings

By Jacqueline Monei

**The Stakeholder Consultative Meeting held on the 26th April, 2018 at Boipuso Hall signifies that the Needs Assessment Survey (NAS) is essential for the success of Botswana Educational Achievement Monitor (BEAM) project.**

The Botswana Education Achievement Monitor (BEAM) was proposed primarily to operationalise recommendation of the Revised National Policy on Education (RNPE) of 1994 which recommended that periodic surveys should be undertaken to evaluate the extent to which the curriculum is meeting the objectives. It was also recommended that the evaluation should take a more systematic approach in terms of data collection and analysis. The surveys should eventually turn into a systematic national assessment programme which would monitor the progress of education from pre-school to tertiary level.

The BEAM Needs Assessment Survey's (NAS) aim was to gather and analyse information that would inform the development of an appropriate model of the Botswana Educational Achievement Monitor. The purpose of the NAS is to conduct an environmental scan of the current educational assessment practices in Botswana, to determine the level of stakeholder awareness about BEAM, to establish stakeholder readiness for BEAM, to determine need indicators for BEAM implementation from stakeholders and to assess the extent to which there is need for the BEAM.

BEC Senior Research Officer, Mr. Tshepiso Masukusuku said NAS was conducted at a time when the education system is expected to develop an internationally

competitive workforce that is productive, creative and has international exposure (Vision 2036). He further indicated that there is sub-optimal utilisation of Information and Communication Technologies (ICTs) and there are low transition rates from secondary to tertiary education. Masukusuku highlighted that NAS was also conducted at a time when there is a mismatch between the skills produced and the needs of the economy (National Development Plan II, 2016) and when Sustainable Development Goal 4 which urges nations to ensure provision of inclusive, equitable, quality education and the provision of lifelong learning for all is in the process of being realised.

Masukusuku said observations from the General Education Quality Analysis Framework (GEQAF) developed by UNESCO to assist member states to identify critical impediments to equitable provision of quality education and learning effectiveness highlight the following issues:

- Relevance and responsiveness - a mismatch between curriculum or training and the needs of the economy resulting in unemployment of graduates.
- Equity and inclusion - there were inequalities in the provision of education to disadvantaged and vulnerable groups.
- Learners faced critical impediments;- inadequate infrastructure, shortage of classrooms; high student teacher ratio and shortage of science based teachers.
- Teachers faced major obstacles low status of the teaching profession, low teacher morale, lack of skills and preparedness.
- Learning: inadequate teacher competencies and resources and a major constraint to the implementation

of diverse forms of leaning that accommodate diverse learning needs and learning styles.

- Learning environment: crowded hostels, classrooms, poor maintenance of school facilities and lack of ramps in some schools constrained effective learning
- ICT education - the absence of national standards of teacher ICT competencies poses a challenge to the monitoring of the quality of ICT education provided to teachers.
- Assessment - absence of a national assessment programme at all levels of the education system and poor dissemination of information on new assessments methods constrained the quality of education.
- Curriculum - poor alignment of the goals of the curriculum to assessment formats hinder curriculum implementation and education quality.

Dr. Kgosi Motshabi further presented on the Needs Assessment Survey (NAS) Analysis Results, and he stated that there were more female respondents among teachers, students and parents while other stakeholders constituted more males than females. Majority of parents respondents were self-employed and majority of the respondents had children attending schools.

Further analysis shows that proportion of teachers who heard about BEAM sits at primary (20.7%), junior (17.5%) and senior (25.0%) and proportion of Students who heard about BEAM sits at primary (11.2%), junior (8.2%) and senior (7.5%). Dr. Motshabi pointed out that proportion of teachers who had sufficient knowledge about BEAM sits at primary (2.2%), junior (2.7%) and senior (4.0%), proportion of students who had sufficient knowledge about BEAM sits at primary (0.9%), junior (1.5%) and senior (3.7%)

In conclusion Dr. Motshabi indicated that there is lack of knowledge about BEAM and the little knowledge acquired by few is not sufficient. It is evident that BEAM Needs Assessment Survey increased awareness about BEAM as revealed by larger majority of the respondents

who learnt about BEAM through survey interviewers. The analysis also indicates that there is a strong support across all respondents that the Botswana educational system needs continuous monitoring system and the envisaged BEAM will improve quality of education.

Dr. Motshabi reported that there are five key factors to be included in the BEAM survey:

- Classroom level Processes: Student background characteristics and Performance tests in the following subjects ranked according to perceived importance: Science, English, Practical subjects, Business related subjects and Mathematics.
- School Level Resources and Learning Materials to be monitored: Infrastructure and the condition of school facilities such as laboratories, availability of textbooks and writing materials such as workbooks, quality teaching materials/aids such as science equipment, the status of the school library and ICT facilities should be included in the BEAM, survey.
- Learning environment: Students respect for teachers, equal treatment of female and male students, verbal and physical abuse of students by teachers, student discipline and attitudes towards learning and parental involvement ranked high among important factors to be monitored.
- Teaching Effectiveness: Teacher qualifications, knowledge of the subject, teachers' use of a variety of teaching methods, teacher time on task as revealed through their time management, teachers assigning homework and returning feedback in a timely manner and teacher's attitudes towards teaching are the most important factors to be monitored in the BEAM survey.
- School Management: School management leadership competencies, rapport with school community and other stakeholders and the use of quality assurance system in the school are the most important indicators to be measured in the BEAM survey.



RPD Manager Chawangwa Mudongo making a presentation



PDS Manager - Practicals Mr. Letso Dibeela and Manager JCE & PSLE Mr. Onalenna Keatimilwe in attendance of the consultative meeting



Senior Research Officer Tshepiso Masukusuku delivering a presentation

# BEC Embark on a Roadshow



BEC Corporate Communications Team setting up a camp during one of the roadshows



Assistant Corporate Communications Officer Mr. Lesego Ntuluki disseminating information about the Annual Excellence Awards

By Jacqueline Monei

**O**n the 25th March to 20th April 2018 the Botswana Examinations Council Corporate Communications Division and Certification Services Office embarked on the first leg of BEC roadshow in Kgalagadi North and Ghanzi South & North.

The aim of the BEC Roadshow is to raise awareness amongst the BEC stakeholders and customers on the Botswana Examinations Council mandate, examinations malpractice, services and information available to all BEC stakeholders in each community hub throughout the country.

The roadshow's objective was to provide a one stop shop for all BEC stakeholders to access free information, resources and advice to assist them in becoming Batswana who can help Botswana transform into a competitive and knowledge based economy.

The first BEC roadshow team headed to Kgalagadi North on the 25th March 2018 to 1st April 2018. The rural areas in Kgalagadi North that the team visited include Inalegolo, Diphuduhudu,

Zutshwa, Ngwatle, Ukhwi, Ncaang, Monong and Kang. Another BEC team managed to cover Ghanzi South and North Rural Areas on the 09-20 April, 2018 and the settlements covered include Kuke, Qabo, Groot Laatge, D'kar, Chobokwane, Bere, Kacgae, Ghanzi Regional Education Centre workshop and Ghanzi Senior Secondary School Boot camp. The teams made presentations at Kgotla meetings of the above settlements. The Kgotla meetings were attended by the Village Chief, Councilors, VDC members, Social workers, School Heads, Teachers, parents and the youth.

At one of the kgotla meetings BEC Corporate Communications Manager Ms. Fingile Makgalemele informed the public that attended the meeting about the BEC mandate, private candidate registration, online registration, remarking, examination malpractice, special needs, annual excellence awards. The Certification Services Officer Mr. Thabo Mogodu disseminated information about certification services such as collection of certificates, replacing lost or damaged certificates, certifying statement and change of

names on certificates.

After BEC presented to the public, people had a chance to comment and to ask questions. At Kuke Kgotla the Village Chief Kgosi Montshonyane Nxogoe commended BEC to have taken time to visit Kuke Village. He mentioned that Kuke is very far from Gaborone and it is hard for the people of Kuke to go there for services. He said people end up giving up on everything because they can't access services in Gaborone.

Kgosi Nxogoe also expressed concern about the school dropouts in Kuke, he mentioned that students dropout from school at a very young age, he said parents of Kuke are not taking responsibility of their children, they just let students leave school, he further said that some parents encourage their children to dropout from school to work for some prominent farmers in Ghanzi area.

The settlement Councilor Mr. Molwe Monwelwa applauded BEC for taking time to travel all the way to Kuke settlement and educate the people

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about BEC products and services. He said he is also concerned about the school dropouts of Ghanzi North and South. He said parents should encourage their children to be devoted to school and teach them the importance of education. He also complained about the shortage of school supplies as they also contribute to poor performance at schools.

One of the residents was concerned about the school syllabus and the examinations conducted by BEC, as she perceived the examinations that BEC set as totally different to the syllabus that is used at schools. Another resident said he understood that students who failed cannot be issued certificates. Ms. Makgalemele clarified to the misinformed parents that BEC uses the very same syllabus that the schools use to teach the students to set the examinations.

She also informed them that each and every person that writes BEC examinations is issued with a certificate whether they passed or failed.

Assistant Chief of Groot Laatge Kgosi Besa Dabe commended BEC for seeing it fit to come and inform the people of Groot Laatge about BEC's mandate, he encouraged the people of Groot Laatge to go and collect their certificates. Kgosi Dabe went on to say that the reason the students do not collect their certificates is because the schools refuse to issue out the certificates because the students owe development fees or in some instances have lost books that they must pay before the schools can release their certificates.

Ms. Makgalemele responded to this by saying schools are not allowed to refuse to issue out certificates to the

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# Koreans' Volunteer Teachers visit BEC

By Mpho Moilwa

Following the signing of a Memorandum of Understanding (MoU) with the Government of South Korea in November 2016, on the 9<sup>th</sup> January 2018 the Ministry of Basic Education (MoBE) Chief Education Officer (Primary) Ms. Bogatsu arranged a visit for the Korean volunteer teachers to Botswana Examinations Council to learn about BEC's mandate. The delegation was made up of 11 Korean volunteer teachers and two (2) teacher advisors.

These teachers are in Botswana to provide assistance in the teaching of Science, Mathematics and ICT in Botswana government schools around the country. Acting Executive Secretary, Dr. Moreetsi Thobega as well as BEC management hosted them together with the entourage from MoBE. He welcomed them to BEC, before handing over to Manager Data Processing, Mr. Sethlare who explained at length what BEC is all about and further more about his Directorate and Division.

This was a relaxed meeting whereby everyone was free to throw in a word, one of the volunteers, Ms. Insuk Song affectionately called "Marang" who has been in Botswana for a year teaching at Tshwaragano Community Junior Secondary School in Maun shared her experience of working in Botswana and she even expressed herself in Tswana in some instances.

The overjoyed Marang who upon completing her first one year contract was prompted to renew it and attributes it

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Ag Executive Secretary Dr. Thobega welcoming guests during the Korean teachers' visit to the BEC



Ms. Bogatsu, a representative from Ministry of Basic Education introducing her entourage



A group picture of some BEC management personnel, representatives from Ministry of Basic Education & the Korean teachers

### Korean Visit

◀ From Page 21

to the hospitality she experienced at Tshwaragano let alone Botswana as a whole.

She went on to urge the new volunteers to enjoy the experience and use it to their advantage as it will make their stay in Botswana more productive, fun and easy. She explained that everything one learns, either new or bad is part of the experience. One thing Marang learned is the spirit of giving, that she said is rare in Korea.

“I was a member of prize giving team; organising events at my school where in most instances incorporate donations to less privileged members of the community. It was something new and of interest therefore I will urge you to try it at your respective schools,” she said. Marang further said that she believes that for one to win the heart of students even as a foreigner is to show love even when it doesn't make sense.

When still new, she received mixed feelings from students. This sometimes angered her; but as time went on she learnt to handle them and now they treat her like one of their own, she confessed. She urged new volunteers to learn Botswana culture, food, language and even take part in

community events.

She agrees that moving to a different country with a language different from one's mother tongue can be a challenge but by learning it, it makes life easier. Marang, who is moderately fluent in Setswana, said she gets attention wherever she goes as she relate well with Batswana.

She also advised the new team to take care and not expose themselves to danger and attract predators. She advised them to always be alert and responsible whenever they want to go out. After orientation the volunteers had a chance to tour three schools; Batlokwa National School in Tlokweng, Bokamoso Junior Secondary School in Gaborone and St Joseph College in Kgale where they were given a chance to experience the set-up of the school and also interact with students.

The teacher volunteers will be placed in both Primary and Secondary schools while Teacher advisors will be placed in Central and South regions working with Education Officers in those areas to develop robust training programmes for teachers in those areas.



Korean teachers on their visit to the BEC premises



Insuk Song affectionately called 'Marang' sharing with her counterparts and BEC staff her experience since staying in Botswana

# BEC to host the 13<sup>th</sup> SAAEA Conference



Director RPD, Dr. Moreetsi Thobega SAAEA 2019 Project Manager



Gaborone International Convention Centre (GICC), one of SAAEA 2019 venues

By Keoitse Pauline Mogotsi

**The Botswana Examinations Council will host the 13<sup>th</sup> Southern Africa Association for Educational Assessment (SAAEA) Conference. The conference that will run from the 19<sup>th</sup> to 22<sup>nd</sup> May, 2019 will be held at Gaborone International Convention Centre (GICC).**

This is a platform where various Educationalists including assessment specialists, curriculum developers, educators and researchers will share expertise and best practices in a bid to enhance quality education.

According to the Director, Research and Policy Development Dr. Moreetsi Thobega, BEC was nominated to host the 2019 SAAEA conference during the 11<sup>th</sup> SAAEA conference which was held in Malawi in 2017.

He further said that Botswana as a host was given an opportunity to develop themes for the upcoming conference and they managed to come up with a theme through engagement of relevant stakeholders within Southern Africa. The 2019 Conference will be held under the theme “Quality

Assessment in Era of Educational Reforms” with the following six sub-themes:

- Using learner performance for accountability purposes: Implications for teaching, learning and awarding decision.
- Multi pathways systems and assessment of learners.
- Assessment in an ever changing Information and Communications Technology environments.
- Achieving equity and inclusivity in assessment for differentiated learner groups and environments.
- Assessment Policy Issues: Access to data and information.
- Using Examination Feedback to support engaging learning environment.

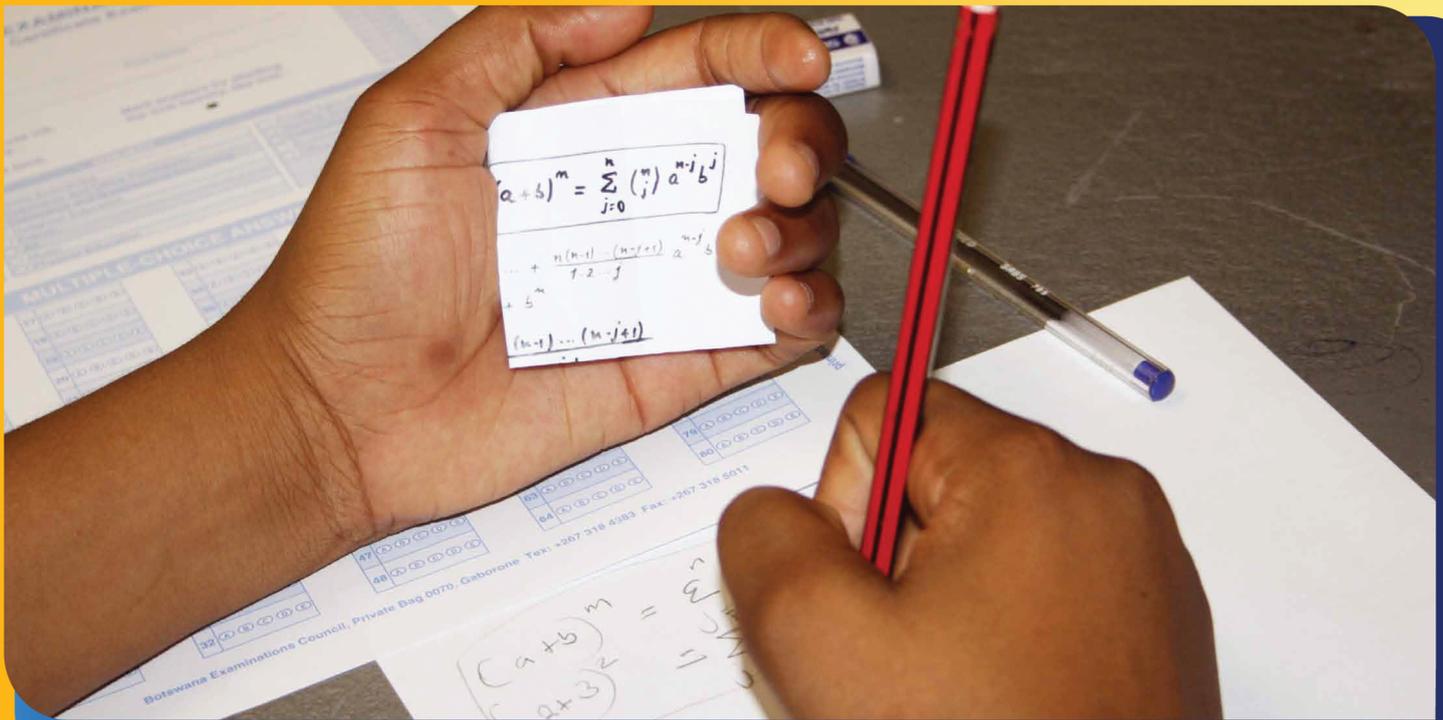
When commenting the BEC Executive Secretary Professor Brian Mokopakgosi said that Southern Africa and Africa as a whole continue to face significant challenges in Education, and

Botswana is not isolated from these challenges, therefore, countries in the region are continuously introspecting and developing interventions or reforms to improve the quality of education offered.

He said Botswana introduced a number of reforms that will form context of the 2019 Conference. “As Challenges that come from these reforms are the challenges that each and every member state in the region face, it is timely that Botswana would be hosting a conference on a quality assessment against the context of major reforms in the education sector across the region”, said Mokopakgosi.

He said the conference will gather educational assessors, colleagues in curriculum developments from universities, ministries, sister organisations such as Botswana Qualification Authority (BQA) and Human Resource Development Council (HRDC) to join experts from the region and also from across the world. The participants will also have an opportunity to discuss the issue of cost effectiveness in examinations or assessments.

# Stop Examinations Malpractice



Malpractice involves a deliberate act of wrongdoing, contrary to official examination rules, and is designed to place a candidate at an unfair advantage or disadvantage.

## DETECTION OF MALPRACTICE

School heads, chief invigilators, invigilators, supervisors and Examination Council officials provide much of the evidence for malpractice. Evidence is also provided by candidates, parents and the public who witness malpractice, and from others disillusioned by the failure of bribed officials to deliver the expected level of support.

Examinations malpractice is a serious offence punishable by law. Any person who commits an offence shall be liable on conviction to a fine not less than P5 000.00 but not more than P8 000.00 or to imprisonment for a term not exceeding five years, or to both such fine and imprisonment.

**All enquiries and reports of examinations malpractice should be reported to the Executive Secretary Botswana Examinations Council either by form of writing or in person.**

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