

All communications should be addressed to:
The Permanent Secretary, Ministry of General Education
Not to any individual by name

Telephone: 250855/251315/251283
251293/211318/251291
251003/251319



REPUBLIC OF ZAMBIA

MINISTRY OF GENERAL EDUCATION

In reply please quote

No.....

MOGE/101/4/2

P. O. BOX 50093
LUSAKA

5th April, 2019

To: All Provincial Education Officers
All District Education Board Secretaries
All Headteachers of ECE/ Primary, and Secondary Schools

RE: INSTITUTIONALIZATION OF THE TEACHER PERFORMANCE AUDIT TOOL

It is a well-known fact statistically that Zambia has in the recent past recorded significant successes in increased learner access into the education system. Conversely, it had also been empirically proven that there have been serious concerns about the quality of education provided. The concerns on quality education have mostly been derived from findings provided in national assessment surveys, which have been conducted since 1999. The surveys have consistently indicated that learners' academic performance falls below 40% and that only a minority of learners reach the minimum literacy and numeracy standards of desired learning achievements levels.

The lack of sustainable continuous teacher monitoring, both internally and externally, has been cited as one of the major impediments to improved learner achievement. Continuous teacher monitoring is an indispensable component of improving classroom practices and education quality. This is notwithstanding the fact that teachers are well-trained and fully-fledged as professionals.

The current status quo regarding the implementation of continuous teacher monitoring is that execution of the activity has not been wholesomely undertaken due to severe financial constraints. Lack of transport and other logistical supports have equally heightened the existing challenges, especially for external monitors while internal monitoring systems have not been strong in most schools. Still in an effort to improve both teacher and learner performance, the Teacher Performance Audit Tool (attached hereto) is hence forth being introduced to be used in all schools and ECE Centers

