

Republic of Zambia



MINISTRY OF EDUCATION

# HIV/AIDS EDUCATION STRATEGIC PLAN

*National*

**2001 - 2005**

## Foreword

Even in the face of lack of reliable statistics and data to corroborate our assumptions, HIV/AIDS is undoubtedly the biggest tragedy of our time and it is taking a heavy toll on our education system. I believe we also recognise the tragic fact of life that we are losing many of our trained teachers in Zambian schools to AIDS related conditions. The number of AIDS orphans in our schools is also increasing. Also available evidence suggests that 75% of Zambian youth are sexually active by age 19. And 71% of youth didn't use a condom the last time they had sex and 1 in 5 of our young people are already HIV positive. These depressing data should act as catalyst and challenge to our collective conscience prompting all of us to respond positively and make a difference.

All sectors of our society need to play a part in the fight against this epidemic. On its part, the Ministry of Education has developed this 4 year Strategic Plan for HIV/AIDS and Education Programme to guide the Ministry's strategic response to the problem. I would like to present this Plan and also seek your fullest commitment and support for HIV/AIDS activities in the education sector so that activities and interventions that are planned will achieve the ultimate result that we all so deeply desire – a Zambian society free from HIV/AIDS and all its associated misery and hardship.

We have no medicine to cure this plague but we have plenty of information and other measures that work to prevent the spread of HIV and to mitigate the impact of the epidemic on the educational system. The target groups shall include learners, out of school youth, educators, policy makers and administrators, parents-teachers associations and the Ministry will be working in partnership with co-operating partners, non-governmental organizations and community based groups to implement its HIV/AIDS activities.

It is therefore imperative that we all demonstrate renewed awareness and commitment as educators, parents and leaders to fight the HIV/AIDS scourge in the education sector. And I would wish to highlight some of the main priority areas for the Ministry's planned interventions contained in the Strategic Plan for HIV/AIDS:

Firstly, it is absolutely critical that we explore opportunities for strengthening existing Ministry of Education management capacity and structures in order to effectively deliver the HIV/AIDS and education programme. How can we focus our institutional structures on tackling the complicated problem of HIV/AIDS? How can we sustain our organizational systems and processes, or improve the morale and motivation of teachers and education managers despite insufficient resources? Some of these issues are being addressed in the ongoing restructuring process within the Ministry, but these are pressing questions that managers at every level of our education system need to answer. Whether they supervise teachers at a rural school or serve as provincial education officer, they need to learn how to lead in the face of such challenges.

Secondly, we seek to introduce an elaborate programme of materials development, training and education, sensitisation and advocacy for teachers and educators at all levels which combines access to accurate information on HIV/AIDS, prevention and risk reduction, stress management and counselling services, access to contraception, and empowerment in personal decision-making. At schools and other settings for young people this will be enhanced by appropriate life-skills training and empowering them to commit themselves to sexually active relationships only when they are ready and not when peer or media pressure might dictate. In its work with teenagers and out of school youth, the Ministry will also encourage collaborative partnerships with religious and other faith-based bodies that prepare sex education resources which face reality but seek consistency with faith-values.

Thirdly, the Plan puts special emphasis on activities targeting the 5 – 14 age group as they are most likely to be HIV free and thus constitute the window of hope for the future. The challenge for all of us is to work with these virus free children to enable them remain so. As Zambians, this is where hope for the future really lies. On top of supplying children's readers and other resources to schools, practising teachers shall also be trained in participatory HIV/AIDS methodology so that they can work creatively and productively with children and become effective agents in imparting accurate knowledge and information on HIV/AIDS and transform schools to become safe places to learn and grow.

Finally, may I appeal to all of you to establish a lively and sustained advocacy and sensitisation campaign to break the silence, stigma, shame and discrimination surrounding HIV/AIDS in your departments and institutions. We must be prepared to talk openly about this plague and save our children, colleagues, families and loved ones. Especially, at school and college level we must not lose sight of the cross-cutting nature of HIV/AIDS related activities and that we endeavour to use all possible opportunities, both classroom based and extra-curricular activities, to give HIV/AIDS education an important place in school or college life.

I have no doubt in my mind that through the provision of accurate and sufficient information, and coordinated response stressing positive behaviour change and personal responsibility we can all work together to slow down the pace of this epidemic and make a difference within the education sector as a whole.

I commend this Plan to you all and hope we shall use it as a useful guide to an AIDS-free Zambia.

**Mrs Barbara Chilangwa**  
**Permanent Secretary**  
**Ministry of Education**

## **Acknowledgements**

Many organisations and people contributed ideas, resources and time at different stages of the development of this Strategic Plan.

**It would be invidious to mention all names but the HIV/AIDS Unit of the Ministry of Education gratefully acknowledges the valuable contributions of:**

- HIV/AIDS Mobile Task Team of the University of Natal
- Department for International Development, UK
- United States Agency for International Development
- Professor Michael Kelly, School of Education, University of Zambia

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## Acronyms

BESSIP	Basic Education Sub Sector Investment Programme
CBO	Community Based Organisation
CDC	Curriculum Development Centre
CHEP	Copper Belt Health Education Project
CIS	Chief Inspector of Schools
CMAZ	Church Medical Association of Zambia
CPs	Co-operating Partners
DANIDA	Danish International Development Assistance
DEO	District Education Officer
DFID	Department for International Development, UK
DIPs	District In-service Providers
FHT	Family Health Trust
HRM	Human Resource Management
MOE	Ministry of Education
MOF	Ministry of Finance
MOH	Ministry of Health
MCDSS	Ministry of Cultural Development and Social Services
NGO	Non Governmental Organisation
PEO	Provincial Education Officer
PIPs	Provincial In-service Providers
PPAZ	Planned Parenthood Association of Zambia
SHN	School Health and Nutrition
TAHAN	Teachers Against HIV/AIDS Network
TED	Teacher Education
UNZA	University of Zambia
USAID	United States Agency for International Development
TSC	Teachers Service Commission
YAZ	Youth Action Zambia
YWCA	Young Women Christian Association

## Ministry of Education of Zambia HIV/AIDS Strategic Plan

### Vision, Goals, and Objectives

#### *Vision Statement*

**W**e are planning for a Zambia where learners, families, educators, churches and non-governmental organizations collaborate to achieve a society free of AIDS and its stigma where the rights and dignity of all – men, women, children, and those living with AIDS – are respected.

**A**s planners for the Education Sector, we are specifically committed to responses to AIDS that result in . . .

- **Schools** that are safe, adequately resourced, and multi-purpose centers of hope, learning, and service in their communities.
- **Learners** who are given equal access to knowledge and skills, health care, and nutrition that sustain them in mind, body, and spirit; and who are aware of and committed to behaviours that protect them from infection.
- A sufficient number of **Educators** who are equipped and supported to teach about HIV and AIDS and are role models for responsible behaviour to their students and communities.
- A **Ministry of Education** that is a leader in a systemic government response to AIDS; fully able to provide policies, resources, and support for schools, learners, and all employees; has adequate and timely information to guide and monitor its responses to AIDS; and that participates fully in
- **Partnerships** with non-governmental and community-based organizations, other ministries, donors, communities, faith groups, and others that are based on mutual respect and shared commitment to the future of a healthy, well-educated nation that is free of AIDS.

In order to work towards this vision, the following goals and objectives have been developed for specific target audiences. The Strategic Plan will feed into an Annual Work Plan with detailed priority interventions to further progress toward this more hopeful future.

## GOALS in SUPPORT of the VISION STATEMENT

### GOAL for SCHOOLS

To transform schools so that they:

1. become well managed institutions that provide the necessary resources and support services for teachers and learners
2. initiate a dynamic two-way interaction with their communities
3. become safe institutions where the leadership is well-informed and committed to guide the school community in halting the spread of HIV/AIDS and responding to the needs of those who are affected

	Objectives	Initiators	Implementers	Collaborators
<i>First level Objectives</i>				
7	Improve management for HIV/AIDS by training and monitoring	MOE FP	PIPs, DIPs	ZCSS, USAID, G&E, MCDSS
8	Design and implement a data collection instrument for HIV/AIDS information support system	MOE FP	Consultants/TA	ZCSS, USAID, G&E, MCDSS
11	Each school/college to establish an HIV/AIDS committee that will deal with every aspect of HIV/AIDS, have clear guidelines and include school/college management, staff, pupils students, parents and communities	MOE FP	PIPs, DIPs	Unions, CPs
<i>Second level Objectives</i>				
19	MOE to develop a policy to promote school initiatives for closer interaction with community which are relevant to HIV/AIDS	MOE FP	UNZA School of Education	Faith groups, UNICEF, MCDSS
20	Through events: regular assemblies drama, debates, essays, etc. the leadership in every school will continue to give HIV/AIDS education an important place in school life	School HIV/AIDS committees	School FPs	FHT, CHEP, NGOs
<i>Third level Objectives</i>				
27	Work with providers of health care to establish in each school health services for teachers, lecturers and the community	School HIV/AIDS committees	MOE FP	MOH, CMAZ, PPAZ
28	Put in place programmes and policies that support orphans	MOE FP	G&E group	UNICEF, USAID, faith groups

## GOAL for LEARNERS

To ensure that all learners have access to:

1. A conducive learning environment in which they will actively participate in acquiring relevant information, knowledge and skills and form positive behaviour and attitudes that protect them from contracting HIV/AIDS and to meet other everyday challenges.
2. Quality health services and good nutrition for healthy life styles and risk free behaviour.

	Objectives	Initiators	Implementers	Collaborators
<i>First level Objectives</i>				
5	Continue to develop and distribute H/A& LS materials to grades 1-4, 5-7, 8-12, college students and out of school youth	LS team – CDC	FHT, FAWEZA, CHEP, MOH	UNICEF, DFID, Colleges
13	Provide information on nutritional foods for HIV/AIDS infected or undernourished learners in school and college health and nutrition programme.	MOE FP, SH&N	SH&N	UNICEF, faith groups, USAID
<i>Second level Objectives</i>				
18	Extend guidance and counselling services for the benefit of all learners especially orphans and other OVCs	G&C	DIPs, PIPs, tutors	UNZA, Kara, faith groups
<i>Third level Objectives</i>				
24	Monitor and evaluate the use of materials after one year and revise materials if necessary	MOE FP	CDC, TED, Inspectorate	CPs, faith groups



## GOAL for EDUCATORS

To ensure a sufficient number of trained educators who:

1. Have acquired knowledge and skills regarding HIV and AIDS which they are actively supported in passing on to learners and to others, and which they use to protect themselves against infection.
2. Adhere to their roles and responsibilities, in and out of the classroom, as defined in MOE policies and regulations.
3. Participate actively in efforts to combat the epidemic in their communities.

	<b>Objectives</b>	<b>Initiators</b>	<b>Implementers</b>	<b>Collaborators</b>	<b>Estimated Cost US\$</b>
3	To produce guidelines for educators	MOE FP	MOE FP	UNAIDS, USAID, UNESCO, unions, faith groups	210,000
9	Train all teacher trainers and pre-service students in life skills, SRH and basic facts on HIV/AIDS	MOE FP	TED, CDC, FHT	FHT, CMAZ, CHEP, PPAZ	90,000
21	Train at least two teachers in every school in LS, RH, basic facts on HIV/AIDS	LS team – CDC	DIPs, PIPs, colleges	UNICEF, USAID, CMAZ	442,000

## GOAL for MINISTRY OF EDUCATION

To address the impact of HIV/AIDS and ensure the continued delivery of quality education to all Zambians, the Ministry of Education will

1. Establish and implement policies that provide needed regulatory frameworks and guidelines
2. Develop and sustain appropriate structures, networks, and partnerships
3. Establish or modify needed information systems
4. Provide resources and psycho-social support – including dedicated, trained personnel – sufficient to meet identified needs.

	Objectives	Initiators	Implementers	Collaborators
<i>First level Objectives</i>				
1	To strengthen existing MOE structures in order to effectively deliver the HIV/AIDS and education programme	MOE FP, BESSIP management	MOE FP DFID	UNICEF, USAID, Other BESSIP partners (CPs)
2	Ensure availability of both internal and external resources to provide adequate supply of trained motivated personnel at all levels of the system including peer educators	MOE FP	BESSIP management	CPs
4	Audit existing policies, regulations planning criteria, plans and code of conduct – and develop more comprehensive regulations on all aspects of sexual violence and harassment and abuse in schools, colleges and work places. Thereafter ensure their implementation; develop more comprehensive regulations on all aspects of sexual violence, harassment and abuse in schools and colleges and work places	MOE FP	MOE DPS (A), CIS, VSO	ILO, Unions, MoL, Human Rights, VSO
6	Design and supply, in association with development partners, HIV/AIDS sensitive training packages and materials for personnel at all levels of the system	MOE FP	Private sector, UNICEF, Kara, CHEP	DFID USAID CMAZ
<i>Second level Objectives</i>				
21	Provide incentives to increase the number of teachers in remote rural areas	TED HRM	DPS (A), CIS, PEOs, DEOs	Unions, DANIDA, MOF, TSC
24	Provide for shortfall of teachers by scaling up and allowing for alternative learning systems	MOE FP	TED, CDC, ZCSS	MCDSS, EBS
<i>Third level Objectives</i>				
23	Maintain a database of actual potential partners working in HIV/AIDS  Develop catalogue of available useful resources and materials on HIV/AIDS programs	MOE FP	MOE FP	DFID

## GOAL for PARTNERSHIPS

To create an environment of co-ordination and co-operation between MoE and cross sectoral partners to facilitate:-

1. Effective prevention and control of the further spread of HIV
2. Effective response to the impact of AIDS on education
3. Care and support to the infected and affected
4. Ensure sharing of resources and knowledge with partners.

	Objectives	Initiators	Implementers	Collaborators
10	Promote the use of peer approach at all levels of education system to encourage safer life styles	MOE FP	FHT, YAZ, YWCA, TAHAN	UNICEF, UNFPA, PPAZ
12	Link schools to Basic Home care providers in order to facilitate early identification of vulnerable children	MOE FP	School heads, HBC providers, faith groups, CMAZ	MOH, MCDSS, UNICEF, FHT, MOH, PTAs, CBOs
<i>Second level Objectives</i>				
14	Establish youth friendly health corners, workplace support groups, TAHAN, and anti-AIDS clubs in all learning institutions to ensure quality care and support services to the infected and affected	MOE FP	MOH, TAHAN, PPAZ	YWCA, faith groups
15	Provide, where appropriate, access to free condoms	MOE FP	MOH, TAHAN, PPAZ	UNFPA
<i>Third level Objectives</i>				
25	Establish a national forum for partners and MOE which will meet quarterly to conduct participatory reviews and other info sharing	MOE FP	MOE FP	CPs
26	Conduct an internal and external review of the HIV/AIDS and education programme	MOE FP	external consultant	CPs

## Objectives by Priority

	Objectives	Initiators	Implementers	Collaborators
1	To strengthen existing MOE structures in order to effectively deliver the HIV/AIDS and education programme	MOE FP, BESSIP management	MOE FP DFID	UNICEF, USAID, Other BESSIP partners (CPs)
2	Ensure availability of both internal and external resources to provide adequate supply of trained motivated personnel at all levels of the system including peer educators	MOE FP	BESSIP management	CPs
3	To produce guidelines for educators	MOE FP	MOE FP	UNAIDS, USAID, UNESCO, unions, faith groups
4	Audit existing policies, regulations planning criteria, plans and code of conduct – and develop more comprehensive regulations on all aspects of sexual violence and harassment and abuse in schools, colleges. Thereafter ensure their implementation; develop more comprehensive regulations on all aspects of sexual violence, harassment and abuse in schools and colleges	MOE FP	MOE DPS (A), CIS	ILO, Unions, MoL, Human Rights
5	Continue to develop and distribute H/A& LS materials to grades 1-4, 5-7, 8-9, college students and out of school youth 10-12	LS team – CDC	FHT, FAWEZA, CHEP, MOH	UNICEF, DFID, Colleges
6	Design and supply, in association with development partners, HIV/AIDS sensitive training packages and materials for personnel at all levels of the system	MOE FP	Private sector, UNICEF, Kara, CHEP	DFID USAID CMAZ
7	Improve management for HIV/AIDS by training and monitoring	MOE FP	PIPs, DIPs	ZCSS, USAID, G&E, MCDSS
8	Design and implement a data collection instrument for HIV/AIDS information support system	MOE FP	Consultants/TA	ZCSS, USAID, G&E, MCDSS
9	Train all teacher trainers in life skills, SRH and basic facts on HIV/AIDS	MOE FP	TED, CDC, FHT	FHT, CMAZ, CHEP, PPAZ
10	Promote the use of peer approach by end of 2001 at all levels to encourage safer life styles	MOE FP	FHT, YAZ, YWCA, TAHAN	UNICEF, UNFPA, PPAZ

11	Each school/college to establish an HIV/AIDS committee that will deal with every aspect of HIV/AIDS, have clear guidelines and include school/college management, staff, pupils students, parents and communities	MOE FP	PIPs, DIPs	Unions, CPs
12	Link schools to Basic Home care providers in order to facilitate early identification of vulnerable children	MOE FP	School heads, HBC providers, faith groups, CMAZ	MOH, MCDSS, UNICEF, FHT, MOH, PTAs, CBOs
13	Provide information on nutritional foods for HIV/AIDS infected or undernourished learners in school and college health and nutrition programme.	MOE FP, SH&N	SH&N	UNICEF, faith groups, USAID
<b>Second level objectives</b>				
14	Establish youth friendly health corners TAHAN, and anti-AIDS clubs in all learning institutions	MOE FP	MOH, TAHAN, PPAZ	YWCA, faith groups
15	Provide, access to free condoms	MOE FP	MOH, TAHAN, PPAZ	UNFPA
16	Extend guidance and counselling services for the benefit of all learners especially orphans and other OVCs	G&C	DIPs, PIPs, tutors	UNZA, Kara, faith groups
17	MOE to develop a policy to promote school initiatives for closer interaction with community which are relevant to HIV/AIDS	MOE FP	UNZA School of Education	Faith groups, UNICEF, MCDSS
18	Through events: regular assemblies drama, debates, essays, etc. the leadership in every school will continue to give HIV/AIDS education an important place in school life	School HIV/AIDS committees	School FPs	FHT, CHEP, NGOs
19	Engage parents, pupils, students schools, colleges, in supporting and reinforcing the efforts of educators	School HIV/AIDS C'mittees	CBOs, PTAs, Faith groups	MCDSS, FHT, CHEP, PPAZ
20	Train at least two teachers in every school in LS, RH, basic facts on HIV/AIDS	LS team – CDC	DIPs, PIPs, colleges	UNICEF, USAID, CMAZ
21	Explore incentives to increase the number of teachers in remote rural areas	TED HRM	DPS (A), CIS, PEOs, DEOs	Unions, DANIDA, MOF, TSC
22	Provide for possible shortfall of teachers by scaling up and allowing for alternative learning systems	MOE FP	TED, CDC, ZCSS	MCDSS, EBS
<b>Third level objectives</b>				
23	Maintain a database of potential partners working in HIV/AIDS	MOE FP	MOE FP	DFID

24	Monitor and evaluate the use of materials after one year and revise materials if necessary	MOE FP	CDC, TED, Inspectorate	CPs, faith groups
25	Establish a national forum for partners and MOE which will meet quarterly to conduct participatory reviews and other info sharing	MOE FP	MOE FP	CPs
26	Conduct an external review of the HIV/AIDS and education programme	MOE FP	external consultant	CPs
27	Work with providers of health care to establish in each school health services for teachers, lecturers and the community	School HIV/AIDS committees	MOE FP	MOH, CMAZ, PPAZ
28	Put in place programmes and policies that support orphans	MOE FP	G&E group	UNICEF, USAID, faith groups