

2Y ACTION PLAN: ETSIP 2007/2009																															
Sub-programme: HIV and AIDS																															
STRATEGIC OBJECTIVE: To reduce the transmission of HIV, mitigating the social and economic impact of AIDS on the Namibian education system at all levels																															
Component: Mainstreaming HIV and AIDS																															
Purpose																															
Timing: April 2007 until March 2008																															
Timing: April 2008 until March 2009																															
Objectives	Scope	Activities	Inputs	Outputs	Indicators	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	Implementing agent	
Continuing curricular and co-curricular life skills, sexual health and HIV and AIDS education prevention programmes are in place in all educational institutes for all learners and students.																															
M1		<b>Strengthening skills-based HIV/AIDS education through curriculum revision</b>																													
M1a	Education Sector	Liaise with NED to strengthen HIV/AIDS in the curriculum	One curriculum committee meeting per year (@ 1 person), transport to Okahandja	HIV / Aids education included in the curriculum	# number of subject areas including HIV / Aids education																										HAMU, NIED
M1b		Membership and representation on relevant cross-curricular panels	3 meetings per year (3 @ 1 person), transport to Okahandja	HAMU represented on cross-curricular panel	# of meetings attended by HAMU members																										HAMU, NIED
M1c		Membership on teacher education panel	Select staff member to attend education panel meetings	HAMU represented on Teacher Education panel	# of meetings attended by HAMU members																										HAMU, NIED
M1d	Mainstream	Mainstream HIV / AIDS in the curriculum (4.8.b, ETSIP)	No cost	Life Skills and HIV / AIDS in the formal curriculum as stand alone examinable subject	Life Skills as stand alone examinable subject																										HAMU, NIED
M1e	Mainstream	Capacity Development Programmes to include issues incidental to HIV prevention. 1.2.e (pg 52)	No cost	Capacity Development Programmes reflect HIV related matters	# of teachers trained to implement curricular + extra-curricular skills-based HIV + AIDS education																										General, Education
M1f	Learners, students, adult learners and out-of-school youth	Develop guidelines for integration of HIV/AIDS and life skills into the curriculum	3 Meetings @ 10 persons, transport, accommodation, S&T	Guidelines operational	Guidelines in place																										HAMU, NIED
M1g		Ensure that all subject committees/curriculum panels integrate HIV/AIDS and life skills at all levels for all learners and students	3 Meetings @ 10 persons, transport, accommodation, S&T	HIV/AIDS and life skills integrated into curriculum	Revised curriculum in place																										NIED
M1h	Education sector	Assess and approve new programmes	Steering Committee	Assessed and approved new programmes	# of programmes assessed and approved																										HAMU, NIED
M2		<b>Strengthen implementation of co-curricular activities ( e.g. WoH, MFMC, AAC) by teacher training and improved monitoring /reporting</b>																													
M2a		Consolidate / institutionalise all extra-curriculum HIV/AIDS and life-skills programmes: Window of Hope and My Future is My Choice	1-day workshop @ 30 participants, accommodation, transport, S&T	Extra-curricular programmes included and institutionalised	# of RACE members trained																										HAMU, RACE
M2b		Promote peer education on issues related to HIV/AIDS and Youth	Include peer education and HIV and AIDS in all training and Workshop Sessions within the MoE	Secondary schools have peer education programmes, incl. AIDS Awareness Clubs	# of AIDS Awareness clubs established																										HAMU, RACE
M2c		Train parents on HIV and AIDS	Refreshers workshop for facilitators. Transport, catering ,accommodation and Materials	Parents trained (SGB)	# of parents trained																										HAMU, RACE
M2d		Review implementation progress for WoH/MFMC in RACE meetings	Deskwork; meetings	WoH and MFMC programmes reviewed continuously	# of meetings convened																										HAMU, RACE
M2e		Plan activities for WoH with trainers	National Planning workshop WHO trainers (UNICEF)	WoH programmes planned properly and trainers trained	# of WoH trainers trained																										HAMU, RACE
M2f		Train peer educators	Training workshop for peer Educators 5 -10 days, 25 persons. Material supply, Accommodation and meals.	Peer education runs successful in schools (Anti AIDS Clubs)	# of peer educators trained																										HAMU, RACE

\*1 Activity already completed for LP phase (grades 1-4)  
 \*2 Activity 2.2.3.1 to be carried out together

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Continuing curricular and co-curricular life skills, sexual health and HIV and AIDS education prevention programmes are in place in all educational institutes for all learners and students.																																	
M2g		Train coaches of peer educators	Two days Training workshop For Matrons of peer educators, teachers etc. Materials, meals, accommodation, venue.	peer educators well coached and continuously supervised	# of coaches trained																										HAMU, RACE		
M2h		train WOH facilitators	Training workshop For teachers as WOH facilitators (5 Days, 30 persons.)	WOH facilitators work effectively	# of WOH trainers trained																										HAMU, RACE		
M2i		train MFMC coordinators	National training workshop MFMC Coordinators, 3 days costs UNICEF.	MFMC is well coordinated	# of MFMC coordinators trained																										HAMU, RACE		
Workplace programme established and implemented.																																	
M3		Establish and implement HIV/AIDS workplace program. (e.g. through training of sector employees, counseling/in-house referral, etc.)																															
M3a		Liaise with NABCOHA	Meetings	Workplace intervention are communicated between the public and the private sector	# of meetings																											HAMU, PAD (Human Resources)	
M3b		Develop IEC materials on HIV/AIDS including advocacy, counselling and testing and prevention methods among education sector employees	2. 5-day workshop @ 20 persons, TA @ 5 days, transport S&T	2. IEC material developed using material (other countries) already in place as reference	# and type of IEC materials																											HAMU, PAD (Human Resources)	
M3c		Disseminate IEC materials on HIV/AIDS including advocacy, counselling and testing and prevention methods among education sector employees	Printing costs	3. IEC material disseminated	2. # and type of IEC materials disseminated																											HAMU, PAD (Human Resources)	
M3d		Establish an in-house counselling and referral service	TA 30 days, information brochure	In-house counselling and referral services established	# of staff counselled and referred																											HAMU, PAD (Human Resources)	
M3e		Constitute support groups for education sector employees infected/affected by HIV/AIDS	Meetings @ 30 persons; refreshments	4. Support groups constituted	4. # and type of support groups																											HAMU, PAD (Human Resources)	
M3f		Train relevant officials and officers in proper usage of the kits	1-day workshop @ 3 persons from the 200 school clusters, colleges, VTCs etc.	Staff identified	# of officials trained																											HAMU, RACE	
M3g		Display universal precaution measures in each restroom and boardroom to sensitize education officials/ officers on the use of it	6. Copies of posters of universal precautions	6. Posters procured	# number of posters produced																											HAMU	
M3h		Provide access to condoms for staff members	condoms	Employees have access to condoms	# of condoms																											HAMU, MoHSS	
M3i		Provide condom dispensers for toilets and other suitable places	Procure condom boxes		# of condom dispensers installed																											HAMU, MoHSS	
M3j		Fill condom boxes up on a regular basis	Procure condoms and femidoms		# of condoms provided																											HAMU, MoHSS	
M3k		Promote coverage by the media of care, counselling and support services	Media, education officials	Media coverage	# and type of coverage																											HAMU, MoHSS (media coverage is free at certain windows)	
M3l		Run case studies in the regions	Regional visits; TA @ 30 days; meetings with regional officials	Situation on teacher-learner ratio and attrition rates known	Report																											HAMU, RACE	
M3m	Mainstream	Develop and implement capacity enhancement programme to address identified gaps with respect to HIV/AIDS I.L.C (60-69)	HAMU	HIV and AIDS issues are addressed appropriately	# of staff trained																											Tertiary Education	
M4		Managing teacher absenteeism and attrition through establishment of a relief teacher system (including the definition of minimum training standards, establishing a pool/database of substitute teachers/ having in place a monitoring system for tracking absenteeism/attrition, etc.)																															

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<b>Continuing curricular and co-curricular life skills, sexual health and HIV and AIDS education prevention programmes are in place in all educational institutes for all learners and students.</b>																															
M4a		Define the minimum of training standards for relief teachers	Meetings	Relief teachers work effectively in schools	Document																										EPI, NIED
M4b		establish a database of relief teachers	Deskwork	Relief teachers are available for schools	Database in place																										EPI, NIED
M5		<b>Advocate for automatic/compulsory membership of education sector employees to PSEMAS</b>																													
M5a		Advocate for the inclusion of low paid education sector employees and institutional staff to PSEMAS	Meeting	Inclusion secured	# of low-paid members included																										HAMU
M5b		Expand access to ARVs to all education sector employees	ARVs	Access to ARVs expanded	# of staff having access to ARV (= members of PSEMAS)																										HAMU
M6		<b>Advocate for protection of rights of PLWHA (sector employees)</b>																													
M6a	Mainstream	Strengthen teacher support and development to protect rights of PLWHA 1.3.b (pg 30) by improving existing policies	Deskwork	Policies in place	Relevant Documents																										All sub-programmes
<b>Teachers and educators trained on skills-based HIV/AIDS education.</b>																															
M7		<b>Strengthening skills-based HIV/AIDS education into the curriculum for PRESET</b>																													
M7a	See Tertiary Education and Training sub-programme, 1.3 a	Define teacher competencies required at all levels of the system, including understanding of universal precautions related to HIV/AIDS 1.3.a.i (pg 29, General Education, ETSIP)	No cost		# of teachers trained on the application of universal precautions and HIV related matters defined in minimum teacher competencies.																										HAMU, NIED, EPI, Colleges of Education, UNAM
M7b		Orientate teachers on revised curriculum and materials	1x 3-day national workshop @ 40 persons, 13 regional 3-day workshops @ 40 persons, transport, accommodation, S&T	Teachers oriented	# of teacher oriented																										NIED
M7c	Educational institutions	Orient educational managers (heads of institutions, advisory teachers, inspectors etc.) on extracurricular programmes	150 persons, transport, accommodation, S&T	Educational managers oriented	# of educational managers oriented																										HAMU, RACE, EPI, NIED

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\*2 Activity 2.2 3.1 to be carried out together