ETSIP Programming

Working group	**HIV and AIDS**

Component	**Mainstreaming HIV and AIDS**
Purpose	

ETSIP Strategic plan reference numbers.						**Timing** Yr 1 2005/6				Yr 2 2006/7				Yr 3 2007/8				Yr 4 2008/9				Yr 5 2009/10				
Objectives	**Scope**	**Activities**	**Inputs**	**Outputs**	**Indicators**	**1**	**2**	**3**	**4**	**1**	**2**	**3**	**4**									**1**	**2**	**3**	**4**	**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.																										
		Strengthening skills-based HIV/AIDS education through curriculum revision																								
	Education Sector	Liaise with NIED 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																					
		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
		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
	RACE, Colleges, VTCs, Multipurpose youth centres, CLDCs	Purchase female pelvic and penis demonstration models and condoms and femidoms	300 model @N$ # for clusters, VTC, Colleges of Education, TRCs, CLDCs, multipurpose youth centres	Reproductive health education improved and made more effective	# of models procured																					HAMU
		Train on the use of female pelvic and penis demonstration models and condoms and femidoms	300 demonstration seminars for school clusters, VTC, Colleges of Education, TRCs, CLDCs, multipurpose youth centres	Models used effectively	# of persons trained to use the models																					HAMU
		Distribute female pelvic and penis demonstration models and condoms and femidoms	No cost - distributed during work shops	Models purchased	# of models distributed																					HAMU
	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																					General Education
	Mainstream	Revise curriculum to include issues of HIV prevention 1.1 (pg 85, ETSIP)	No cost	Curriculum revised and updated to reflect HIV / AIDS	# of curricula revised																					CALL
	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																					
	Mainstream	Promote gender equity across fields of study and at undergraduates and graduates level programmes 4.5 (pg 70)	No cost																							TET

	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
		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
	Education sector	Assess and approve new programmes	Steering Committee	Assessed and approved new programmes	# of programmes assessed and approved	HAMU, NIED
Teaching and learning materials on HIV + AIDS available.						
		Strengthening teaching of HIV/AIDS components in the curriculum through educator training and development of teaching and learning materials				
	Mainstream	Mainstream HIV/ AIDS in the curriculum and ensure availability of prevention programme materials 4.8 (pg 43)	No cost			
		Develop learner support materials on the basis of the revised curriculum	2 x 5-day workshops @ 10 persons, transport, accommodation, S&T	Learner support material developed	Learner support materials in place	NIED
Workplace programme established and implemented.						
		Strengthen implementation of co-curricular activities (e.g. WoH, MFMC.ACC) by teacher training and improved monitoring/reporting				
		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	
		Orient educational managers on needs of the institutions on extra-curricular programmes	1-day meeting, advertising costs, meals, S&T	Educational managers aware on extra-curricular activities	# of educational mangers oriented	
		Establish and implement HIV+AIDS workplace program. (e.g. through training of sector employees, counseling/in-house referral, etc.)				
	RACE	Train RACE on care and support and nutrition education	1 x 5-day workshops @ 50 persons, transport, accommodation, S&T	RACE officers knowledgeable about care, support and nutrition education	# of persons trained	HAMU

	schools and tertiary institutions	Oversee the establishment and strengthening of counselling support groups	Meetings of support groups with HAMU	counselling support groups established/ strengthened	# of meetings (minutes)		MoE, EPI (DATS), RACE
	Mainstream	Establish effective counselling support at regional and school level	No cost	Effective counselling of OVC	# of OVC benefitting		DATS (EPI)
	Mainstream	Identify current coverage of training of teachers on Basic / Bereavement Counselling Skills	No cost	More teachers trained on basic and bereavement counselling	# of teachers trained		
	Mainstream	Identify current needs for refresher training on basic / bereavement counselling skills	No cost	Needs identified	Report (minutes)		
	Mainstream	Conduct training of new teachers at identified schools to act as focal points for counselling.	No cost	counselling coordinated on school level	# of teachers trained		
	Mainstream	Improve linkages between various service providers to facilitate referrals in the regions	No cost	Mechanisms for improved referral defined and implemented			DATS (EPI)
	Mainstream	Map current service providers in regions		mapping exercise completed	Report		
	Mainstream	Convene counselling service providers and establish forum to facilitate referrals		referral mechanisms defined	Forum established		
	Education Sector	Conduct a needs and situation analysis about the availability of HIV/AIDS information including advocacy, counselling and testing and prevention methods among education sector employees	TA @ 10 days; 1 day workshop @ 40 persons, transport, S&T	Needs analysis conducted and communicated	Report		HAMU, Institutional Strengthening and Capacity Building Facility (ISCBF), PAD (Human Resource)
		Liaise with NABCOHA	Meetings	Workplace intervention are communicated between the public and the private sector	# of meetings		HAMU, NABCOA
		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, Institutional Strengthening and Capacity Building Facility (ISCBF), PAD (Human Resource)
		Disseminate IEC materials on HIV/AIDS including advocacy, counselling and testing and prevention methods among education sector employees	3. Printing costs	3. IEC material disseminated	2. # and type of IEC materials disseminated		HAMU, PAD (Human Resource)
		Establish an in-house counselling and referral service	3. TA 30 days, information brochure	In-house counselling and referral services established	# of staff counselled and referred		HAMU, Institutional Strengthening and Capacity Building Facility (ISCBF), PAD (Human Resource)
		Constitute support groups for education sector employees infected/affected by HIV/AIDS	4. Meetings @ 30 persons; refreshments	4. Support groups constituted	4. # and type of support groups		HAMU, PAD (Human Resource)
	Schools, colleges, VTCs, multipurpose youth centres, national youth centres, CLDCs etc	Purchase first aid kits for all educational institutions including the cost of distribution	1500 first aid kits @ N$ 450.00	First aid kits operational in educational institutions	# of institutions provided with first aid kits		HAMU
		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
		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	6. # number of posters produced		HAMU

		Provide access to condoms for staff members	condoms	7. Employees have access to condoms	# of condoms	HAMU, MoHSS
		Provide condom dispensers for toilets and other suitable places	7.1 Procure condom boxes		7.1 # of condom dispensers installed	HAMU, MoHSS
		Fill condom boxes up on a regular basis	7.2 Procure condoms		7.2 # of condoms provided	HAMU, MoHSS
		Promote coverage by the media of care, counselling and support services	8. Media, education officials	8. Media coverage	8. # and type of coverage	HAMU, MoHSS, (Media coverage is free at certain windows)
		Run case studies in the regions	Regional visits; meetings with regional officials	Situation on teacher-learner ratio and attrition rates known	Report	HAMU, RACE
	Mainstream	2. Institute HIV/ AIDS in workplace programme 4.8.d (pg 43)	no cost			General Education, ECD, VET, TET, MOE, HAMU
	Mainstream	3. Create a plan to Institutionalise HIV/ AIDS in workplace programme for educators 4.8.d (pg 43)	no costs	Strategy in place	Report	General education
	Mainstream	4. Identify responsible parties to institutionalize HIV/AIDS in workplace programme for educators 4.8.d (pg 43)	no costs	Workplace programme is institutionalised successfully	# and type of parties identified	General education
	Mainstream	6. Ensure adequacy of Higher Learning and info management, including issues related to HIV/ AIDS 1.2.a.i (pg 51)	no costs	HIV and AIDS issues are addressed by Higher Learning institutions	# of officials dealing with HIV/AIDS	Tertiary Education
	Mainstream	7. Develop and implement capacity enhancement programme to address identified gaps with respect to HIV/ AIDS 1.1.c (pg 63)	HAMU	HIV and AIDS issues are addressed appropriately	# of staff trained	Tertiary Education
	Higher Learning Institutions	Initiate the establishment of Health and Wellness committees	2. 4 1-day workshops @ 25 persons, 1 facilitators @ 4 days	Committees operational at all Higher learning Institutions	2. # of committees	HAMU
		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.) [repeated in component 5, see where it fits best]				
		Advocate for automatic/compulsory membership of education sector employees to PSEMAS				
		Advocate for the inclusion of low paid education sector employees and institutional staff to PSEMAS	Meeting	Inclusion secured	# of low-paid members included	
		Liaise and encourage OPM to introduce compulsory membership to PSEMAS	Meeting	Membership granted	# of members	
		Expand access to ARVs to all education sector employees	ARVs	Access to ARVs expanded	# of staff having access to ARV (= members of PSEMAS)	
		Advocate for protection of rights of PLWHA(sector				
	Mainstream	Strengthen teacher support and development to protect rights of				General Education, ECD, VET, TET, MOE, HAMU
Teachers and educators trained on skills-based HIV/AIDS education.						

		Strengthening skills-based HIV/AIDS education into the curriculum for PRESET				
	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; with NIED, Colleges of Education and UNAM**
	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	
	Mainstream	Develop and Implement capacity enhancement programme to address identified gaps 1.1.c (pg 63)	No cost	(same as output above)	# of teachers trained to implement curricular + extra-curricular skills-based HIV + AIDS education	
	Mainstream	Intensify the training of educators in delivery of HIV and AIDS prevention programmes 4.8.c (pg 43, ETSIP)	No cost		(see above)	
	Mainstream	Expand in-service teacher education programmes in HIV and AIDS areas of knowledge 6.2.b (pg 48)	No cost		(see above)	
	Mainstream	Define knowledge, skills and competencies relating to HIV and AIDS to be acquired by trainees 2.1 (pg 54)	No cost			
		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
	Educational institutions	Ensure all educational institutions have identified and trained contact teachers/ facilitators for extracurricular programmes	1 x 3-day national workshop @ 40 persons, 13 regional 3-day workshops @ 40 persons, transport, accommodation, S&T	All contact teachers/ facilitators trained	# of contact teachers/ facilitators trained	HAMU, RACE
	Educational institutions	Orient educational managers (heads of institutions, advisory teachers, inspectors etc.) on extracurricular programmes	13 regional workshops @ 150 persons, transport, accommodation, S&T	Educational managers oriented	# of educational managers oriented	HAMU, RACE, EPI, NIED
	Mainstream	Conduct regional training with education managers on design templates	arrange for regional training with selected education managers on template school development plans	Education managers trained on OVC minimum interventions	# of educational managers trained	
	Mainstream	Conduct training of these educators	No costs		# of educators trained	General education (NIED)
	Mainstream	5. Define teacher competencies at all levels of the system, indicating staff responsible for HIV and AIDS related programmes 1.3.a.i (pg 29)	no costs	Adequate life skills and HIV and AIDS is taught in schools	# of teachers trained on life skills and HIV and AIDS	Tertiary education