



Fruits of Hardwork

2014 BGCSE Top Achievers posing for a picture with Minister of Education and Skills Development (MoESD) Hon. Dr. Unity Dow (front row second from left), MoESD Permanent Secretary Mr. Richard Matlhare (front row first from right), BEC Board Chairperson Dr. Joseph Tsonope (front row second from right) and BEC Executive Secretary Prof. Brian Mokopagosi (first row first from left).

2014 BGCSE Top Achievers (Standing from Left to Right) :Thapelo Clement (Masunga Senior), Keneilwe M. Makwati (Mmadinare Senior), Galefelele G. Modie (Mater Spei College), Daniel Kgautlhe (St. Joseph's College), Nicole N. Maikano (Mater Spei College), Dimpho M. Gosenyang (Naledi Senior), Thato L.S. Willie (St. Joseph's College), Gorata B. Malose (Ledumang Senior), Caleb Musekiwa (Lotsane Senior), Dikano Motamma (Masunga Senior), Kagiso Kanthaga (Selibe Phikwe Senior)



Charles Keikotlhae
Senior Corporate
Communications Officer

Welcome to Volume I, issue number 7 of our newsletter, "Maduo". In this publication we have again tried to cover a broad spectrum of issues on examinations and assessment in order to cater for more of our stakeholders and bring everyone in the loop on what is happening here at Botswana Examinations Council (BEC).

It is evident through the body of this publication that innovation and technology are very strategic to the advancement of any contemporary business set up, more so with the Examinations and Assessment work.

Today we talk of e-assessment and online registration both of which are in tandem with the BEC Vision of being a provider of accessible and globally competitive examinations as well as its mission of providing credible and responsive assessment and examination system. The main aim of innovation and technology is to improve service delivery and product offering in order to satisfy customers and shareholders and be trusted by other stakeholders, which is, being a global citizen.

In relation to being a global citizen, BEC'S annual Excellence Awards in collaboration with ministry of Education and Skills Development, a highlight of BEC's community social responsibility efforts, took place in a glittering ceremony held at Fairgrounds Holdings, an effort aimed at improving performance during national examinations.

Another development at BEC is that the Minister of Education and Skills Development Honourable Unity Dow has published the BEC amendment Bill in the 21st August 2015 Botswana Government Gazette ready for presentation before the November Parliament. The approval of the Bill will pave way for the transformation of BEC into national examinations and assessment authority and a high performance organisation. The latter will likely be realized thanks to the steam rolling of the ISO project.

Let me pen-off with my usual plea for feedback so that we can offer a product that is not owned by us but by all of us.

Enjoy and be blessed.

Mission

Provision of a credible and responsive assessment and examination system.

Mission Commentary

Credible: Trustworthy and Error free assessments and examinations that conforms 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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BEC at Vision 2016



The Vice President, Mr Mokgweetsi Masisi

By Keoitse Pauline Mogotsi

With only fifteen months left before the Botswana nation celebrate the Vision 2016, the Vision 2016 Council held its second National Stakeholder Conference and Exhibition which was conducted under the theme "The journey so far: In Pursuit of prosperity for all by 2016" which took place at fairgrounds in Gaborone. The first Conference was in May 2004 and was officially opened by the former president Dr. Festus Mogae under the theme "Vision 2016: Where are we?".

The National Stakeholder Conference and Exhibition ran from the 28th July to the 30th July 2015. It attracted participation from public sector, private sector and civil society, trade unions and the media. The focal point of this conference was to reflect on the journey which started in 1996 when the government of Botswana and its people set goals to achieve by 2016. They discussed all pillars of Vision 2016; the success and challenges faced in each pillar. When officially opening the 2015 Conference His Honour The Vice President Mokgweetsi Masisi said he was happy because the celebration of Vision 2016 will take place in the year in which Botswana will be celebrating 50 years of independence and this will add value to the celebrations. He further said significant progress has been achieved across seven

pillars of vision 2016. When talking about the pillar of 'An Educated and Informed Nation', Masisi said universal access to education with primary School Net Enrolment Rate reached 93.1% in 2013 while Adult literacy rates improved from 69% in 1993 to 84.1% in 2009.

Presenting on the pillar of 'An Educated, An Informed Nation' the Deputy Chairperson of the pillar, BEC's Corporate Communications Manager Ms. Fingile Makgalemele said a lot of strides have been achieved in the education sector since 1996. She further went on to underscore the importance and the involvement of all the relevant stakeholders in the education sector, citing it as one way to achieve good results for Vision 2016 pillar of An Educated, An Informed Nation. On the last day of the conference former Vice President Dr P. H. Kedikilwe toured the conference exhibition stalls where BEC took part as one of the drivers of An Educated, An Informed Nation pillar. The BEC Corporate Communications Officers educated the public about the Council's mandate and services. Stakeholders who visited the BEC stall were mainly interested in areas like Internal and External Examinations, Private Candidates, Replacement of lost and damaged Certificates, Special Needs Students and the Annual Excellence Awards.

Excellence Awards Honours 6th Stars



His Excellency The President Seretse Khama Ian Khama officiating at the 6th Annual Excellence Awards

By Lesego Ntuluki

Botswana Examinations Council (BEC) in Collaboration with the Ministry of Education and Skills Development (MoESD) have for the sixth consecutive year awarded prizes to excelling students in basic education national examinations. Students from PSLE, JCE and BGCSE were on the 16th of July honoured for their outstanding performances in the 2014 examinations.

The Annual Excellence Awards are a Corporate Social Investment by BEC in partnership with the parent ministry; MoESD. BEC and MoESD initiated these awards in an effort to help improve academic performance at national examinations level and to inspire upcoming generations to put more effort in their studies so that they also make it to the Excellence Awards podium by doing exceptionally well in their final examinations.

Speaking at the ceremony the guest of honour, His Excellency Lt Gen. Seretse Khama Ian Khama implored awards recipients to be pacesetters not only in academic excellence but positive attitude and behaviour. "I take it that awards recipients here today are a testimony that they have overcome the challenges that

others succumb to while in school and it is my sincere hope that they continue to be exemplary in the next phase of their schooling", he said. President Khama further advised that discipline should be embodied early, at home, at school and at the workplace.

For her part the Minister of Education and Skills development Hon. Dr. Unity Dow while delivering her remarks, challenged the award recipients to invest more time in reading and writing as this practice will help not only to polish their writing skills but will equip them with knowledge.

A total of thirty six students (36) from four (4) categories received awards. The recipients included students from PSLE, JCE and BGCSE. The categories were sponsored by Incredible Connections, Dimension Data, Stanbic Bank and Orange Botswana.

The overall winner Dimpho Gosenyang from Naledi Senior Secondary School walked away with a P20 000.00 cheque, Mater Spei College's Nonofu Maikano took home P10 000.00 for finishing second and Shato Willie of St Josephs College bagged P5 000.00 in third position.



Naledi Senior Secondary School Dimpho Mme Gosenyang emerged a Golden Star and walked away with P20,000 cash prize.

Uncollected Certificates A Concern



Some of the students' certificates that have remained uncollected over the past years.

By Lesego Ntuluki

An academic certificate is a very important document, not only for the obvious reasons of helping one progress academically or seek employment. This official document is tangible proof that one has successfully completed another milestone in life, never mind the results.

Botswana Examinations Council (BEC) conducts and administers three examinations; PSLE, JCE and BGCSE after which they issue certificates for these three examinations. Despite the importance of these certificates BEC is worried by a growing trend of people not collecting their certificates. Certification supervisor Ms. Tapologo Ditshego says they have many uncollected certificates in their possession from previous academic years. "People do not seem to appreciate the value of having their certificates until they have reasons forcing them to come collect them", expressed Ditshego. She said they register an influx of people coming to collect their certificates usually when tertiary institutions and vocational colleges call for applications for further studies, and when institutions that employ in large numbers like the BDF start their recruitment processes.

Ditshego also expressed concern on the escalating number of people who lose or

misplace their certificates after collecting them. She further noted that in some instances people claim to have lost their certificates while this is untrue and have a Certifying Statement issued to them. She warned that this is illegal as they go under oath and sign affidavits to confirm that they have lost their original certificates.

Certificates are issued several months after the results have been published and in the interim, a statement of results is issued to candidates while awaiting their certificates. However a statement of results is a provincial document and immediately becomes null and void once the certificates are printed. "Some people make copies of statements of results and use them continuously without coming for their certificates, but this is wrong," Ditshego warned.

All certificates are sent to schools where candidates sat for their examinations for collection, failing which after two years all certificates are recalled to BEC for safe storage. This poses a threat to storage space. Not collecting certificates puts candidates at a disadvantage as some of them will have to travel hundreds of kilometres to BEC offices in Gaborone to collect certificates. Private candidates collect their certificates from BEC offices at Plot 54864, KT Motsete Rd.

Majwe Mining Shows Commitment To Excellence Awards

By Lesego Ntuluki

Majwe Mining Joint Venture (MMJV) has shown its commitment to the Jwaneng Schools Excellence awards by extending the deal that was on its last lap of the three year by another year. The announcement was made at the Annual Jwaneng Schools Excellence Awards Ceremony.

Majwe Mining and Joint Venture did more than expected in 2013 when they adopted schools in Jwaneng Region following a call by the Ministry of Education and Skills Development to the corporate world to adopt schools. Majwe adopted seven schools in their region of operation, comprising of four primary schools and three junior schools. The three year sponsorship deal was to the tune of One Million Pula over the duration of the sponsorship.

During the last prize giving ceremony held jointly for all schools in the Jwaneng region, Majwe surprised attendants and students with an announcement of an extension of the sponsorship with one more year to the tune of Three Hundred Thousand Pula. The announcement by MMJV Project Rod Fraser brought a sigh of relief as it reassured continuation of an initiative geared towards rewarding excelling students and motivating those who come second to also strive for excellence. The continuation of the project will also see one more primary school to also benefit from the initiative. "This is a not a 'by the way' gesture it is a Corporate Social Investment with we are also benefiting from," Fraser highlighted.

The steering committee for this initiative is made up of teachers from the different schools making up this project. This was revealed by Morama Junior Secondary School Head teacher Mpho Lesego when giving the project overview. She also took the chance to extend gratitude to Majwe for their role in the development of education. "We are grateful for Majwe's contribution as we work hard towards improving results in our schools," Lesego acknowledged.

Still at the event four students were awarded for having developed symbols that represent the four values (Respect, Integrity, Legacy and Delivery) that guide Majwe Mining and Joint Venture in their day to day business.

Honourable Goya implores Shakawe Senior Secondary School Students not to rest on their laurels



Assistant Minister of Education and Skills Development Hon. Moiseralele Goya.



Corporate Communications staff Mr Charles Keikotlhae and Mpho Moilwa explaining BEC mandate to Assistant Minister of Education and Skills Development Hon. Moiseralele Goya.

By Charles Keikotlhae and Mpho Moilwa

The Assistant Minister of Education and Skills Development responsible for Basic Education Hon. Moiseralele Goya has implored Shakawe Senior Secondary School students not to rest on their laurels due to some relative success in extra curricular activities.

When officiating at the school's Career Fair on Thursday, 20th August 2015 where Botswana Examinations Council (BEC) also participated, Hon. Goya urged the students to put more efforts in their studies to improve the school's results.

He stated that the Career Fair offered a window of opportunity in which one can see what s/he aspires for in future but advised them to consider the blue colour jobs career path as it is not over subscribed for unlike the white colour jobs.

Earlier on when giving welcoming remarks, the Shakawe Senior Secondary School Headmaster Mr. Petrus Mosomane noted that the school has been doing well in extra curricular activities regionally and nationally as a testament of the good work at the school.

When giving vote of thanks, the area Member of Parliament Hon. Bagalatia Arone encouraged the students to continue working hard to improve their academic performance. He stated that last year he took some students who did well during the price giving ceremony to Gaborone and stayed with them at his house, adding that when in the capital city, he took them to the office of the President where they met the former Vice President Dr. Ponatshego Kedikilwe.

Honourable Arone posited that the Gaborone trip was aimed at

motivating the students so that they study hard knowing that hard work pays. He promised to continue with the same gesture in the future.

When giving an appreciation speech at the end of the Career Fair the School's Head Boy Paul Motshidisi expressed satisfaction at the way the event went. He stated that as students the Career Fair gave them a platform to chart the way forward in their future careers, and that entities like BEC assisted them with a lot of vital information.

Amongst others, the Career Fair attracted both private and public institutions such as BEC, HRDC, LEA, ABM University, Limkokwing University and the Department of Tertiary Education Financing. The Fair took place from the 20th to the 21st August 2015.

Jan Wiegers educates the public about e-assessment



Wiegers presenting on E-Assessment at a public lecture held at Botswana Exam

By Keoitse Pauline Mogotsi

Botswana Examinations Council hosted The Director at CITO Institute for Educational Measurement, Mr. Jan Weigers for a public lecture on e-assessment entitled **E-Assessment, Innovations for the 21st Century**.

Based in Arnhem, The Netherlands CITO is one of the world's leading testing and assessment institutions. It was founded in 1968 by the Dutch government. CITO serves both the public and the business community. Although best known as one of the leading makers of tests and examinations, CITO also develops monitoring and evaluation systems, conducts research into performance levels and measurement, and assists with a wide range of training programmes. In addition to serving many groups, organisations and individuals in the Netherlands, CITO acts as an advisor to the international educational community - providing advice on the introduction and modernisation of standardised

testing and examination systems, training for international educators and support for educational reform.

According to Weigers, CITO has more than 2000 freelancers who work for educational institutions, government and private companies. It has offices in Germany, USA and Turkey. Its agencies are in Japan and Korea and it has international consultancy and training in many countries such as Nigeria, Ghana, Singapore, Vietnam, Brazil, Kazakhstan, Azerbaijan, UK, and Germany.

As the focal aim of the seminar was about sharing with Botswana the benefits of computer based testing, Mr. Weigers disclosed that it took CITO ten years to develop Questify, an E-assessment software that is now on its fifth generation version. He said through this software students are able to write any kind of examinations through computers online or offline and it has many benefits to any educational institution. Through

the demonstrations that Mr. Weigers made during the lecture, he showed the tools incorporated in the software that caters for students with disabilities such as calculators with sound (for students with hearing impairment), voice (for students with reading problems or dyslexia) and magnifying glasses and symbols (for Mathematics).

When comparing Computer Based Testing (CBT) with paper written examinations Mr. Weigers said it showed that the CBT has an upper hand in producing better pass rate compared to paper written examinations. He also said it takes a shorter time for CBT to be graded and as such candidates need not to wait a long time to get their grades. He also stated that the system can eliminate a lot of assessment errors.

BEC staff, University of Botswana academics, researchers, BOCODOL, HRDC, BQA, Ministry of Education and the public attended the lecture.

BEC Partakes in the 10th Annual Consumer Fair 2015



Corporate Communications Officer Karabo Morule assisting a client during the fair.

By Jacqueline Monei

The Botswana Examinations Council (BEC) took part in the 10th Botswana Anniversary Consumer fair. The Fair is an all inclusive platform whose objectives are to create an interactive forum for exhibitors and their clients. It offers opportunities for diversification of the economy and promotes service sectors.

The Botswana Consumer Fair tagline was 'Shop Discover and Explore' as the majority of the public attend the consumer fair to Shop and Discover the latest products, innovations as well as to Explore networking possibilities. The consumer fair is the biggest fair in Botswana and has recorded the highest attendance of more than 60 000 people to date, therefore making it the biggest platform for exhibitors to display and sell products.

This year, the Fair managed to attract over 550 exhibitors including 30 local companies, 21 exhibitors from 11 foreign countries such as China, Egypt,

Japan, Kenya, Lesotho, Namibia, Nigeria, Pakistan, South Africa, Swaziland and Zambia representing 5% of total number of exhibitors.

The Botswana Consumer Fair serves as an open platform where BEC staff meets with stakeholders from around the country and conduct public education sessions. The Fair was attended by a vast majority of BEC stakeholders and this gave BEC a chance for face to face interaction. BEC personnel were able to disseminate information about BEC's mandate, services and ongoing activities.

BEC Executive Secretary Professor Brian Mokopakgosi took time to visit BEC stall. Prof. also visited other Ministry of Education and Skills Development departments such as the Public Relations Unit, National Parents and Teacher Association Unit, Special Needs Unit, Pudulogong Rehabilitation Centre, Education Hub and Human Resources Development Council.

BEC Implements Online Registration and Payment for Private Candidates

By Otsile R. Tapson

Botswana Examinations Council (BEC) rolled out an online registration and payment of national examinations for BGCSE private candidates for the first time in 2015. This latest development is one of the many functions that are being implemented using the Botswana National Examination Processing System (BNEPS).

According to Manager - Data Processing, Mr. Oduetse Setlhare, BEC has partnered with Orange to enable the payment of examinations fees via Orange Money. He said that to be able to register and pay online, private candidates will require Internet access, an Orange Money Account and sufficient Orange network coverage.

Setlhare said students would register for the examinations using MALEPA. The system will then issue candidates with a Provisional Statement of Entry showing; the candidate details, the amount due and the application number which the candidate will use to pay using Orange Money at an authorised outlet.

He further added that this latest development would go a long way in improving the delivery of BEC services. It will save students time and money they spend when travelling to satellite centres for their registration.

Reached for comment, Orange Money Product Manager Ms. Yvonne Abram said they were very delighted to partner with BEC to bring this service to its customers. "We have a large customer base and a number of them are students and bringing this service to them is a sign of our commitment of delivering world class services" she said. Abram further said Orange Money service is a convenient, safe and secure way of sending and receiving money, paying for services and is widely available at Orange and authorised outlets.

BEC started using MALEPA system to process the national examinations in 2012.

BEC disseminates 2014 national examinations reports



Participants attending the 2014 National Dissemination workshop in Gaborone.



RPD Director Dr. M. Thobega directing the proceedings at the dissemination workshop.



Manager - RPD Mrs. C. Mudongo making a presentation.



BEC Executive Secretary Professor Brian Mokopakgosi welcoming participants at the dissemination workshop in Gaborone.



Senior Research Officer Dr. Kgosi Motshabi making a presentation at the workshop.



Research Officer, Mr. Tshepiso Masokusuku also presented at the workshop.

By Charles Keikotlhae

With the aim of providing interactive feedback on the performance of 2014 national examinations, Botswana Examinations Council (BEC) Directorate of Research and Policy Development (RPD) recently held the information dissemination workshops across the country between the months of May to September 2015 with the last one held in Gaborone on the 1st of September 2015.

During the workshops, although appreciating the BEC efforts, participants highlighted the need to have the dissemination workshops earlier, probably in April, to give teachers enough time to prepare their students for examinations.

Participants also requested that teachers should be equipped with skills on assessment issues especially item writing skills.

RDP has indicated that other recommendations which were not related to the presentations will be shared with relevant directorates or departments in BEC and the Ministry of Education and Skills Development.

The aim of the dissemination workshop was to interactively discuss the 2014 results with stakeholders for feedback and remedial purposes: to highlight the trend in performance and indicate subjects which were mostly affected by the decline in performance, to discuss the performance at subject

level and marking observations and to compare the 2014 BGCSE candidates' performance in Setswana, English and Mathematics with their 2012 JCE performance.

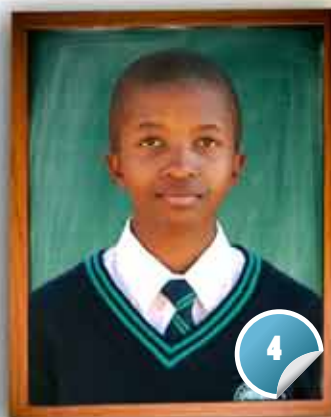
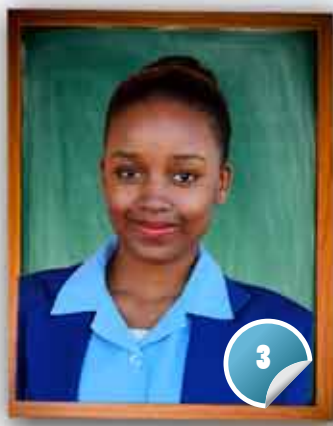
The information dissemination workshop targeted the Ministry of Education and Skills Development (MOESD) management and its regions. Participants included but were not limited to: BEC staff, Regional Education Officers, school heads and teachers.

About 444 participants from the 8 educational regions; Kgalagadi, Kgatleng, Kweneng, Southern, North West, North East, Ghanzi, Chobe and Gaborone (Grand Dissemination) attended the workshops.

2014 BGCSE Top Achievers



1. Gosenyang Dimpho Mme
2. Maikano Nicole Nonofu
3. Willie Thato Lobopo Shato
4. Malose Gorata Bridget
5. Musekiwa Caleb
6. Motamma Dikano
7. Kgautlhe Daniel
8. Modie Galefelele Gomotsegang
9. Clement Thapelo
10. Makwati Keneilwe Maduo



Private Candidates Utilises BEC Resource Centre



Private candidates using the BEC resource centre to study and prepare for their examinations

examinations offered by the Council. BEC therefore extended courtesy to allow students to use the resource centre to study for their examinations.

BEC Resource Centre Coordinator Ms. Gaone Pelotona said she is happy to see the number of their clientele going up and credited it to private candidates who visit during working hours. "It is pleasing to see the clientele base of the Resource Centre extending beyond the BEC," expressed Pelotona. She added that this will help the Resource Centre to grow as there is now more reason to procure more materials to conveniently cater for the increasing numbers. The Resource Centre's registration log shows a growing number of visitors especially as the examinations are getting closer; in July it registered 143 visitors, August 461 and September 737.

The Resource Centre, which is a unit under the Directorate of Research and Policy Development, offers amongst other services; Inter Library Lending, Referral Services, and WIFI. The Resource Centre has a total collection of 4184 books ranging from Text books, Periodicals, Reports, Official Reports, Fiction and Past Examinations Papers. The resource centre operating hours are from 8 am to 16:30 pm from Monday to Friday and it is closed on weekends and public holidays.

By Lesego Ntuluki

Botswana Examinations Council resource Centre has become a rather popular spot for private candidates, particularly those that are re-sitting for the BGCSE examinations.

Though its principal clientele are staff members of BEC who are allowed to borrow material that is not for reference

use, it also caters for the external customers who may come to read and or study at the resource centre. It is worth noting that external clients are not allowed to borrow materials from the resources centre unless it is an Inter Library Lending.

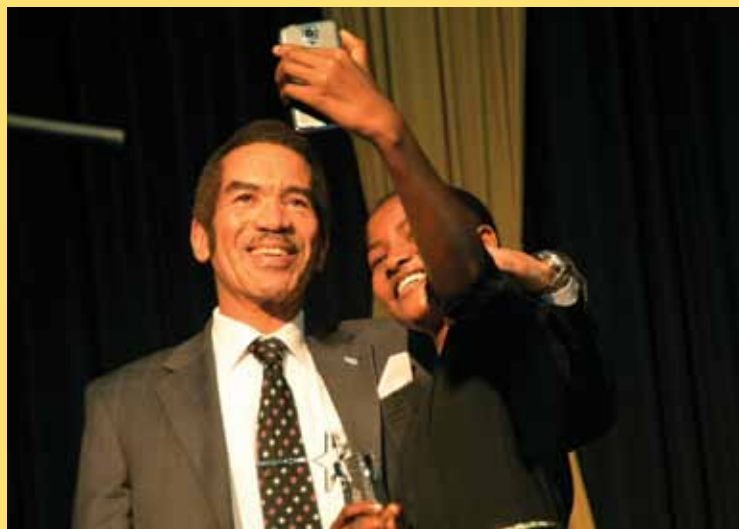
Every year BEC receives applications from private candidates who wish to write



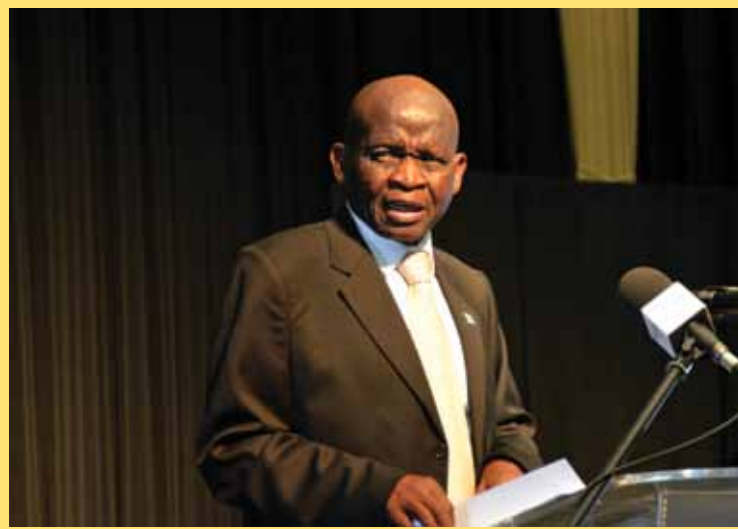
BOOSTED

BEC fleet has been supplemented with Central Transport Organisation(CTO) fleet to help during the examination moderation which has in the past been challenged with shortage of cars.

Sixth Annual Excellence Awards in Pictures



President Lt. Gen. Seretse Khama Ian Khama was happy to pose for a selfie with the Golden Star recipient Dimpho Gosenyang.



BEC Board Chairman Dr. Joseph Tsonope delivering his remarks before handing over the Chairman's Award.



HUAWEI representative Mr. Cyril Xu Liang presenting a cheque for Top BGCSE school to St Joseph's College.



Mr. Cyril Xu Liang presenting a cheque to Orapa JSS for the 2014 Best Junior Secondary Category.



Mr. Cyril Xu Liang presenting a cheque to Kgosietsile Primary School for the 2014 Best PSLE Category.



Minister of Education and Skills Development Hon. Dr. Unity Dow and BEC Executive Secretary Prof. Brian Mokopakgosi observing proceedings.



Dignitaries singing the national anthem.



Permanent Secretary of Ministry of Education and Skills Development Mr. Richard Matlhare giving his remarks before presenting the Best Schools/PTA awards.



Assistant Minister of Education and Skills Development Hon. Moiserale Goya and Deputy Permanent Secretary Dr. Raphael Dingake also attended the ceremony.



Orange Botswana Manager of Corporate Affairs Ms. Lepata Mafa sharing a light moment with one of the guests.



Mr. Koma represented Incredible Connections who sponsored the PSLE category.

Sixth Annual Excellence Awards in Pictures



Award recipients posing for a group picture with Prof Brian Mokopakgosi, Hon. Dr. Unity Dow, Dr. Joseph Tsonope and Richard Matlhare.



Golden Star, Dimpho Gosenyang recipient giving a speech after receiving her award.



Guests observing proceedings.



BEC Senior Corporate Communications Officer Mr. Charles Keikothae blessed the event with a prayer.



BEC stage ushers posing for a picture.



Mrs. Duduetsang Chappelle Molloy Head of Marketing at Stanbic bank handing over a prize to BGCSE Top Achiever Gorata Malose.



His Excellency The President Lt. Gen Seretse Khama Ian Khama giving a key note address at the awards ceremony.



Minister of Education and Skills Development Hon. Dr. Unity Dow giving a speech at the 6th Annual Excellence awards.



BEC Board member Mrs Daisy Molefhi giving vote of thanks at the ceremony.

BEC Gears Up For 2016

By Lesego Ntuluki



BEC staff parading at the National Stadium during the 49th Independence celebrations



His Excellency The President Seretse Khama Ian Khama lighting the Vision torch.



Minister of Youth Sports and Culture Hon. Thapelo Olopeng handing over the Vision torch to the Chairperson of Bots 50 Mr Boyce Sebetela.

As the nation made a double toast to 49 years of independence and the official count down to the 50th independence in 2016, Botswana Examinations Council was also part of the jubiliations. In Gaborone the celebrations were held at the National stadium, and multitudes of Batswana filled the stadium to capacity despite having the choice to watch live from the recently digitalised national television; Botswana Television.

BEC joined other government departments, parastatals and the business community in preparations for the 49th Independence celebration. A team of five represented the council in the float parade; an exercise that took two weeks to prepare for. The team leader Mrs Karabo Morule Dibe said it was a moment patriotism that ought to be embraced by every Motswana. "We drilled under the scorching sun for two weeks but it was all worth it as we did it for our country as proud citizens," she said with delight.

It was at the independence day celebrations that the Vision torch was launched by the president Lt. Gen. Seretse Khama Ian Khama before handing it over to the Minister of Youth Sports and Culture Hon. Thapelo Olopeng who then passed it on to the Chairperson of Bots 50 Mr Boyce Sebetela. Mr Sebetela will be the custodian of the torch as it tours the country for the whole year making stop overs in selected villages, for the activation of the 50th independence celebrations (Vision 2016).

The Corporate Communications Manager for BEC Miss Fingile Makgalemele said the council is readying itself to be part of this historical moment, not just by being cheerleaders but actually playing part in the realisation of the Vision 2016. "We are stakeholders to the Vision, therefore this is not a 'by the way' activity for us, we are obligated to make the Vision possible," highlighted Makgalemele. She added that the council is working around the clock to ensure that it plays a notable role in the build up to the 50th independence, with more focus on the pillars of An informed and Educated Nation and A compasinate and Caring Nation.

The Vision torch will remain burning for the entire year as it makes its country wide tour until it reaches its final stop; the Gaborone National Stadium where the 50th independence festivities will be held on the 30th of September 2015.

BEC in Pictures



BEC staff bid former Internal Audit Manager, Collen Ndlovu (C) farewell over dinner.



Newly appointed Wayguard Security Services team posing for a group picture.



His Excellency The President of the Republic of Botswana Seretse Khama Ian Khama greeting the prisons band conductor at the Excellence Awards.



BEC Procurement Manager Keba Keloneilwe and Senior Procurement Officer Tukunu Chifani receiving examinations papers.



Corporate Communications personnel Jacqueline Monei and Karabo Morule could not hold their excitement when the Executive Secretary Prof. Brian Mokopakgosi visited their stall at the Consumer fair.



BEC staff during PPADB Procurement Conference



BEC Board Members during the 2014/15 Annual Report photoshoot.



Corporate Communications staff Mpho Moilwa attending to a customer at the consumer fair.



BEC staff during the BNEPS phase 2 Initiation Workshop.



Former Internal Audit Manager Collen Ndlovu giving a speech during his farewell dinner



Maduo lens captured the 49th Independence day celebrations

BEC at Tertiary Fair



Mr Lesego Ntuluki and Mr Moatlhodi Lister Gaogopolwe attending to students at the BTEF

ISO 9001:2008 Implementation Project Update

By Karabo Morule and Mothusi Ntau

With ISO 9001:2008 certification trending in Africa Botswana Examinations Council (BEC) has committed itself to the implementation of this International Standard as a base for its Quality Management System (QMS). As a result the objectives that BEC has set for itself are to implement ISO 9001:2008 as a base for its quality management system by 2015 and to attain certification status by December 2015.

The benefits that will be realised by accomplishing these objectives include:

- Improved organisational performance and productivity
- Enhanced customer satisfaction
- Improvement in competitive position or advantage

Activities such as project planning, training of personnel, review and development of relevant documentation, conducting internal audits and certification audit need to take place in order for BEC to successfully achieve its set objectives.

One critical activity which the progress or commencement of other key activities rests on is the development of documentation. For this reason Directorates have initiated the reviewing and development of documentation.

Like any project, challenges that caused delays were met however the project managed to stay on track registering positive progress for some stages and an increase in the overall percentage completion of the project.

The project team is working with all Directorates to meet the December 2015 deadline. As W. Edwards Deming puts it "Quality is everyone's responsibility"; effective implementation of the BEC QMS is truly everyone's responsibility. All BEC teams are therefore urged to ensure that developed policies, procedures and all related guidelines are implemented and generated records are effectively maintained.

By Lesego Ntuluki

The Botswana Examinations Council (BEC) participated at the 2015 Botswana Tertiary Education Fair (BTEF) and Conference. BTEF was first introduced by the then Tertiary Education Council (TEC) in March 2010 and has become one of the most attended event in the tertiary education's calendar.

The event brings together various stakeholders among them registered Education and Training Institutions (ETI), current and prospective students, tertiary education providers/institutions outside Botswana, regulatory bodies in Botswana, Government departments, financial institutions (banks), private and business sector. The two binary events, Fair and Conference have a central goal which is to create maximum awareness, as well as educate the stakeholders and the public on how to contribute towards the growth of the tertiary sector in Botswana.

As usual the BEC stall was thronged by students who were hungry for information about BEC and its services. BEC staff manning the stall ensured that no stone was left unturned with regards to disseminating information to the students. The interests of the students were focused on the registration process and certification as

many of the students were looking to improve their results in order to increase their chances of being accepted into tertiary institutions. Flyers with information and registration fees, venues and dates were handed to students to share with their parents and siblings who did not attend the fair. The fair presented a great opportunity for BEC to sell itself and to interact with the public and stakeholders.

HRDC recognised BEC yet again as development partner for BTEF, which was on its sixth edition this year. BEC by virtue of being a sister organisation to HRDC has for the past six years supported this initiative by being an active participant in the activities of the fair.

Speaking during the awards ceremony, the Acting CEO of Botswana Qualifications Authority Mr. Abel Modungwa said it was imperative that Africa look into alternate methods of education than the book centric current ones in order for the continent to be in par with other continents in socio-economic development. He said with new age creative education and practical training, Botswana will be able to generate skilled and capable graduates, reducing the need to bring in foreign expertise.

BEC Transformation Project taking shape



BEC staff during a 'Change Friday' - one of the ongoing platform that seeks to educate staff about transformation.



Professor Roy du Pré has been roped to assist in BEC's transformation into a National Examinations and Assessment Authority.

By Charles Keikotlhae

Botswana Examinations Council (BEC) Transformation Project is taking shape after its envisaged Amendment Bill was published in the 21st August 2015 Botswana Government Gazette for presentation during the November Parliament meeting.

The object of the Bill is to amend the BEC Act among others to make provision for the appointment of Board members of the Council on the basis of their competence, knowledge, and experience; remove standard four attainment tests, development and publication criteria of external qualification from the functions of the Council; make provision for the appointment of the Chief Executive Officer of the Council; and make provision for the invigilation and supervision of course work and examination.

The purpose of the transformation is to turn the organisation into a high performance national examinations and assessment authority that will drive the assessment of basic education and pre-tertiary technical vocational education and training aligned to the National Human Resources Development Strategy

and National Credit and Qualifications Framework.

Through the 10th EDF Botswana Human Resource Development Sector Policy support programme to the Ministry of Education and Skills Development, BEC has acquired the services of a consultant Professor to assist with the development of an implementation framework for the transformation. This also includes development of a transition strategy for the functions that are being transferred to BEC.

Professor du Pré has been conducting a series of meetings with different BEC Directorates explaining about the project and answering lingering questions from employees. He is now examining the TVET environment, as the assessment of TVET in Botswana will have to be placed under BEC.

Currently, the TVET assessment is scattered across a number of ministries and institutions, and meetings with those entities to identify and arrange for the transfer of those assessment functions to BEC, are presently being held.

Change Management Plans for the project

have been updated and were recently presented to the Executive Management Team for appreciation and feedback.

About Prof Roy du Pré

Prof. Roy du Pré has over 35 years of experience in education; firstly as a high school teacher and college of education lecturer; then in the university sector as lecturer, professor, dean, university planner, deputy-vice-chancellor; academic and research; vice-chancellor and principal at two universities of technology, and CEO of the Committee of Technikon Principals in South Africa. He has been involved in the past 15 years in the transformation and reconfiguration of education and educational systems in a number of countries such as South Africa, Mozambique, Namibia, Mauritius, Kenya, Ethiopia, Botswana, China and Hungary) in the areas of Quality Assurance; Qualification Frameworks; Curriculum Development; Research, Science and Technology policies and strategies; TVET systems; work-place learning; Information Management Systems (IMS), RPL, etc. He is presently assigned by the EU and MoESD as a policy advisor to BEC regarding the transfer and migration of TVET assessment to BEC from the various ministries and institutions in Botswana where it is presently located. This is in line with the BEC Amendment Act gazetted in August 2015.

BEC bid Farewell to Mr Collen Ndlovu

By Jacqueline Monei

On Thursday 24 September 2015 the Executive Secretary Directorate held a farewell dinner at Chutney Restaurant for Mr. Collen Ndlovu who's Journey as an Audit Manager in BEC came to an end on 24 September 2015.

Mr. Ndlovu's journey on BEC began in July 2010 as the Audit Manager and he was responsible for establishing BEC Internal Audit Division. Heading a division for the first time was a sudden improvement to his career. Ndlovu said he is grateful to have been part of BEC, as the Council contributed enormously to his personal and profession development, "When I came to BEC I was just an Auditor who has never had an opportunity to establish a Division and let alone to head it" expressed Ndlovu.

Before joining BEC Ndlovu was employed by University of Botswana for 8 years (2003-2010) as an Internal Auditor he was also a part time lecturer in Financial Accounting, Business Finance. Financial Management, Financial Planning and Forecasting, Financial Statement Analysis and Investment and Portfolio Management for undergraduates. He also lectured in Cost Accounting and Business Finance for Diploma in Accounting and Business Studies (DABS) in Financial Accounting, Business Finance. Financial Management, Financial Planning and Forecasting, Financial Statement Analysis and Investment and Portfolio Management for undergraduates. Ndlovu developed and edited number of study modules on the same courses at the University of Botswana.

He also served as Finance Manager at Metallion Mining formerly known as Lornho Mining for 13 years (1991-2003). Before coming to Botswana he was employed by Buchwa Iron Mining Company in Zimbabwe for 3 years (1989-1981) as Mine Accountant. His Early Careers include Graduate Trainee, Internal Auditor, and Financial Accountant at Shabanie Mine in Zimbabwe (1985-88) Accounting Assistant at Bulawayo City Council (1984-85) Bank Teller, an Foreign Exchange Clerk Standard Bank (1984).

Speaking at the farewell dinner the Executive Secretary (ES) Professor Brian Mokopakgosi said it is hard to let go a person of Ndlovu's calibre, "Ever since I joined BEC I have observed his remarkable commitment to Audit Divisions and the organisation as a whole", ES said. The ES added that his work relationship with Ndlovu began way before BEC, as they worked together at University of Botswana he commended Ndlovu for his hard work and wished him luck in his career.



Mr. Ndlovu giving a farewell speech at a party hosted in his honour.



Mr. Ndlovu pictured with his colleagues during his farewell dinner



Mr. Ndlovu pictured with Facilities and Facilities and Maintenance Manager, Mr Matsetse during the BEC strategy launch in Lion Park.

Celebrating the Life of Ms Gloria Serojane

By Jacqueline Monei



Serojane 'getting jiggy with it' at the 2013 Back to School themed end of year staff party.



Serojane during one of the Lutheran church international assignment



Serojane pictured with RPD's personal assistant Mrs Maureen Kemoabe at the 2013 back to school themed party.

The Serojane Family and Friends joined Botswana Examinations Council staff on July 30th 2015 to remember Ms. Gloria Serojane, express sorrow for her sudden demise and to celebrate her life.

When a dear friend or family member departs, it often makes us evaluate, asses, think about what we are doing with our own lives, how are we relating with our loved ones and whether we are fulfilling the purpose of life. This is what probably happened in many of our minds and hearts as we were grieving the loss of Ms. Gloria Serojane, our dear friend and colleague.

Serojane slept in the lap of the Lord on 26th July 2015 at the of age 52. Her final days were spent with her family and church members surrounding her; and she touched the lives of many through her life. Although her life was cut short, she was able to live it to the fullest, savouring and cherishing every moment.

Serojane was born on the 2nd October 1963 at Ramotswa, she was baptised at the Lutheran Church on the 3rd November 1963 and she was confirmed on the 16th of December 1979.

Serojane accumulated numerous credentials such as Institutes of Chartered Secretaries & Accounts, Management Information Systems, Corporate Law, Strategic Operations & Management, Management Accounting and Financial Accounting and many more.

She started her career at the Ministry of Education in 1981 as an Administration Assistant, she was then transferred to Bobonong at Matsheke Hill School as an Assistant Bursar. In 1986 she was promoted

to be a Senior Bursar at Molefi Secondary School and in 2004 she was transferred to Molepolole College of Education as a Principal Bursar.

She joined Botswana Examination Council in 2006 which was then called Examination Research and Testing Division (ERTD). Speaking at the Memorial Service Ms. Baboki Jacob, the Senior Product Development Officer who worked with Serojane from ERTD described her as an ever smiling person who loved and cared for others and was hardworking. Serojane spent her career standing up for the rights of workers. She was a staunch member of BOPEU who fully represented BEC employees on labour matters battling for workplace safety, fair wages and more.

Ms. Martha Mokome also had a chance to share her life experience about her best friend Serojane. The duo met at ERTD in 2006 and they became friends instantly. "I'm so grateful to have known Mma Serojane, friends like her are rare. You always knew you could rely on her; turn to her if you needed someone to talk" said Mokome. She was the sort of friend that made you want to try harder. 'Serojane gave so much, that she could give a needy person her last thebe, she was selfless.' added Mokome.

On behalf of the BEC's Executive Secretary we would like to express our deep gratitude for Serojane's professional contribution to BEC, Finance Division and the organisation at large.

May her Soul rest in eternal peace.



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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