

100 DAY PLAN

Ministry of Education and Training 100-day Reporting Template

Priority Area	Key Performance Indicator (KPI)	Key Activities	Actions	Progress to Date (Not yet started, Delayed, In Progress & Complete) ¹	General Comment/Way Forward	Responsible Directorate/Agency
1. Teacher Registration and Licensing	Teacher Registration and Licensing implemented & operational	Review of Subsection 21 (1) of the Teaching Service Act No.38 of 2013	Amendment of Subsection 21 (1) of the TSC Act to amend the Word "May" to "Must".	In progress	Amendments will be submitted under Statute Law Act (miscellaneous provisions) by May 2025 or will be included in the consequential amendment because of review of the Education Act which will now be the overarching Act for education and training.	TSC
2. TSC Act and Governance Framework	Revised TSC governance framework approved & implemented	1. Amendment of Teaching Service Act	1. Identify inefficiencies and issues	Completed	TSC Act amendment has been Gazette on the 9 th of April 2025.	PPD
			2. Develop policy recommendations to	Completed	TSC Act amendment has been Gazette on the 9 th of April 2025.	

¹ Not yet started means the action or task has not been started or commenced according to the timeframe set.
 Delay means the action or task has not been completed or started according to the timeframe set.
 In progress means the action or task has already been undertaken or started
 Complete means the action or task is done/completed/finished.

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			enhance effectiveness and accountability			
			3.Submit propose amendment for administrative approval	Completed	TSC Act amendment has been Gazette on the 9 th of April 2025.	
			4.Submit proposed amendment for legislative approval	Completed	TSC Act amendment has been Gazette on the on the 9 th of April 2025.	
			5. Hiring of local consultant to conduct the comprehensive review of the education legislations	Completed	Drafting instruction for Education amendment, TSC consequential amendment, VQA Act consequential amendment and NUV Act amendment will be completed by end of May 2025 for submission to Attorney General's Office for drafting of Bills.	
			7. Amendment of the TSC Staff Rules to align with TSC review of Act.	Completed	TSC Staff Rules Gazette on 11 July 2024	DG's Office
			8. Restructuring of TSC structure	In Progress	Include TSC in the overall MOET structure review. Structure review work to be complete between June and August 2025.	
			1. 5.Streamline and improve efficiency	In Progress	This is a very broad action, so it has been	
		Review existing governances'				ESD

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	framework and make recommendations for improvements to enhance effectiveness and accountability	of Teaching Services		broken down to 1a,1b and 1c	
		2. 6.Review and strengthen the tab in Open VEMIS for Teacher Entitlements and Grievances (Teacher Grievances Form).	In Progress	Consultation with TSC completed. Process to submit requirements to IT Unit to further develop teacher module.	
		3. 7.Develop and implement communication strategy.	In Progress	TSC consultation completed. Communication strategy in draft	
		4. 8.Add in MOET structure a post for an officer to administer online teacher information and data in OV.	In Progress	Include TSC in the overall MOET structure review. Structure review work to be complete between June and August 2025.	
	Implement Section 28 of the Teaching Service Staff Rules No.99 of 2024	5. 9.Develop and implement a Teachers Grievance Form	In Progress	Teacher Entitlements Form to be Automated on Open VEMIS by IT Unit.	TSC/ESD
		6. Communicate the Process to TSC employees	In Progress	TSC and ESD to finalize the drat communication strategy.	

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			through Memorandum and Nation-Wide Awareness.			
3. Teacher Licenses	Teacher Licensing System implemented & operational	<ul style="list-style-type: none"> COM paper for recommendation implementation of licensing Act 	1. Standard teacher standards Streamline hiring processes.	In progress	Develop Teacher recruitment Process (Fair, transparent and based on Merit)	ESD
			3. Restructure TSC to accommodate Teacher Licensing Officers	Not Yet Started	Structure review work to be complete between June and August 2025.	
			4. Include Teacher in Service Training college in the Education Act Review Amendments.	Completed	Teacher in Service Training College is included in the current Education Review amendments	
			5. Review and strengthen the existing Teacher Development implementation Plan	In Progress	Consultation with TSC is completed	
			6. Allocation of Fund through appropriation Bill	Completed	Teacher licensing Budget is included in TSC operation Budget,	
4. Repair to schools	Number of damaged schools repaired	Assessment of School Infrastructure	1. Conduct assessment of earthquake damaged schools and prioritize repairs	Completed		FAD
			2. Identify priority schools for earthquake rehabilitation	Completed		
			3. Seek funding for emergency repairs and	In Progress	DFAT Has paid funding contribution to MOET,	

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			long-term school reconstruction		UNICEF and Save the Children to implement Earthquake recovery response. Currently discussion with USAID, MFAT, EU, JAPAN and other interested Donor to confirm funding for priority schools.
			4. Emergency response to schools	Completed	Report to Recovery Operations Committee, PMO
		Demolition of School Infrastructure	1. Demolition of Merabuto Dormitory, Malapoa College	Completed	Report to MoET Recovery Manager, Director ESD
			2. Demolition of retaining wall, Lycee LAB	In progress	Currently discussion with USAID, MFAT, EU, JAPAN and other interested Donor to confirm funding for priority schools.
		Structural Engineer Assessment of Damaged Schools	1. Local structural engineer assessment for Ste Jeanne D'Arc (double storey 8 classroom building)	Completed	Report received from structural engineer, reviewed by AAMU and emailed to Principal. Further structural assessment by New Zealand engineers is progress.
			2. Local structural engineer assessment for Lycee LAB retaining wall	Completed	Report received from structural engineer, reviewed by AAMU and emailed to Principal.

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					Futher structural assessment by New Zealand engineers is progress	
			3.Local structural engineer assessment for Ecole Sacre Couer Maternelle Annex Anaburu	Completed	Report received from structural engineer, reviewed by AAMU and emailed to Principal	
			4.Local structural engineer assessment for Epauto School	In Progress	Awaiting engineers report. Futher structural assessment by New Zealand engineers is progress	
			5.Local structural engineer assessment for Vila North School	In Progress	Awaiting engineers report. Futher structural assessment by New Zealand engineers is progress	
			6.External structural engineer assessment for Malapoa College	In Progress	Public works is working with the Chinese Government and engineers to conduct the assessment.	
			7.External structural engineer assessment for Freshwota School	In Progress	Futher structural assessment by New Zealand engineers is in progress	

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			8.External structural engineer assessment for Vanuatu Institute of Technology, Automotive Building	In Progress	Further structural assessment by New Zealand engineers is in progress	
		Schools located within earthquake faultline	1.Confirm schools that are captured within the faultline area i. Lycee de Montmarte ii. Ste Jeanne D'Arc	In Progress	AAMU have received reports for Lycee de Montmarte from Department of Geology and Mines, but not for Ste Jeanne D'Arc. Currently discussing with NZ engineers with possible GEO specialist to further assess	
		Relocation of Schools	1.Confirm relocation of Suango and Melemaat School	In Progress	PEO Shefa to work with the two schools and revert to MoET.	
			2.Confirm relocation of Victory School of Hope	In Progress	PEO Shefa and AAMU yet to consult with Education Authority to relocation.	
		WASH Facilities Provided to Affected Schools	Confirm schools to be equipped with WASH facilities: 1. Lycee de Montmarte 2. Etas 3. Ecole Publique Centre Ville 4. Eratap 5. Anabrou	In Progress	70% completed and UNICEF will provide a progress report.	

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			6. Neil Thomas Ministry school 7. Vila North			
		Prefabricated Classroom Options	1.Confirm options for prefabricated classrooms and/or offices	In Progress	Additional funding is required as Suppliers requires at least an order of 8 Units in order to supply due to high logistics cost.	
		Rehabilitation of Schools	1.Rehabilitation of 6 classrooms by UNICEF	In Progress	AAMU is overseeing the implementation of the rehabilitated schools by UNICEF.	
			Rehabilitation of 6 classrooms by Save the Children	In Progress	AAMU is overseeing the implementation of the rehabilitated schools by Save the Children. Site location of the proposed 5 classrooms have been located by a joint meeting between AAMU, SCV and School Principal and awaiting the approvals from La DEC.	
			Rehabilitation of 5 classrooms by MoET	In Progress	Priority classrooms for rehabilitation have been confirmed.	
		Relocation & Reconstruction	1.Confirm relocation of offices damaged by earthquake:	Completed	EAU relocated temporarily across the	

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			1. Examination & Assessment Unit 2. School Based Management Unit		road from exit entrance at Central School. SBM relocated temporarily at Freshwota 1 (area of Dash Studio)	
			2. Confirm reconstruction funding for offices damaged by earthquake: 1. Examination & Assessment Unit 2. School Based Management Unit	Completed	Funding has been confirmed by Government and procurement process in progress.	
5. Online learning	% of schools equipped with ICT infrastructure	Assessment of Schools to be Considered for Online Learning	1. Assess schools affected by the earthquake to determine ICT and infrastructure needs.	Completed	Report completed.	FAD
			2. Develop a National ICT Integration Plan for schools to enhance digital learning adoption.	In Progress	National ICT Integration Plan developed. To be submitted for DGs approval.	
			3. Identify priority schools for the rollout of online learning programs.	Completed	Confirmed 15 schools to participate in the rollout of online learning.	
			4. Engage with Lenakel Presbyterian College to explore the use of the Lenakel Online Platform for educational support.	Completed	MoA signed between MoET and LPC.	
			5. Seek funding support for ICT infrastructure development and online learning implementation.	In Progress	Need to procure more equipment, devices for the schools.	

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		Capacity Building and Training	1. Provide training to teachers on online learning tools	Completed	Teachers in the 15 schools were identified and have been trained.	
			2. Provide tools and equipment to schools for online learning	In Progress	Existing platform for LPC provided for training.	
		Infrastructure and Connectivity	1. Procure connectivity devices (starlink, router 7 accesspoint)	In Progress	Starlink devices and laptops have been purchased for the schools.	
			2. Setup & installation of network devices for schools	In Progress	13 out of 15 schools have been completed.	
			3. Assist schools in preventative maintenance in schools	In Progress	Preventive maintenance is ongoing for the 15 schools.	
		Digital Content Development and Integration	1. Development of standard Learning Management System (LMS)	Completed	Platform is completed as MoET will use Google classroom.	
			2. Populate content of Learning Management System (LMS)	In Progress	Discussing with CDU to populate the content. Including additional Human/ Financial resources. Also discussing with contractor for the MFAT funded secondary on school project as online learning is a component of this project	

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			3.Provide different access privilege to teachers	Completed	Teachers in 15 schools have access to LPC platform and standard platform.	
		Monitoring & Evaluation	1.Assess Internet Connectivity Access internet connectivity is confirmed in priority schools.	In Progress	Not all equipment has been procured yet because some equipment are not available Locally.	
			2.Evaluate Equipment Usage	In Progress	Not all equipment has been procured yet because some equipment is not available Locally.	
			3.Teacher ICT Competency	In progress	Assessment is currently being carried out in schools. This an ongoing activity	
			4.Student Engagement and Participation	In progress	Assessment is currently being carried out in schools. This is an ongoing activity	
			5.Content Accessibility	Not yet started	LPC content is available and currently in use by 15 schools. Standard platform is awaiting content upload by CDU.	
			6.Feedback Collection	In progress	Assessment is currently being carried out in schools. This is an ongoing activity	

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			7.Evaluate Student Learning Outcomes	In progress	Assessment is currently being carried out in schools. This is an ongoing activity	
			8.Monitor Teacher Training and Development	In progress	Assessment is currently being carried out in schools. This and ongoing activity	
			9.Infrastructure Monitoring	In Progress	Not all equipment has been procured yet. This is an ongoing activity	
			10.Report on Usage Trends	In Progress	Will depend once #7 and #8 have been assessed. This is an ongoing activity.	
6 .Teacher shortage	Report on Vacancies in schools has already been done and provided to the Hon Minister of Education	Prepare NPP submission to seek budget support for the vacancies	1. School Vacancies have been compile and submitted to the Minister of Education and will be included to the NPP of 2026 Budget by 2 nd May 2025.	In Progress	NPP 2026 to be submitted by 2 nd of May 2025	TSC & ESD
			2. Post school sector vacancies will be submitted as an NPP 2026 Budget by 2 nd May 2025.	In progress	NPP 2026 to be submitted by 2 nd of May 2025	TED & TSC

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			3. Develop a Teacher needs analyses for schools (ECCE, Primary and Secondary)	Not yet started		ESD
			4. Develop Teachers need analyses for Post schools Sector	Not yet started		TED
7.Scholarships system and long-term solution	Scholarship policy review completed & recommendations submitted	Streamline scholarship issues	1.Review Budget constraints on scholarship awards	Completed	COM paper was developed. But not sign by Minister MFEM Supplementary was not signed by Minister of MFEM	TED
			2. Review Process of Streamlining of scholarship awards (Scholarship Policy – Selection process and Private Sector financial contribution)	In Progress	2024 and 2025 Data entry will be completed by end of April 2025 Consultation on Draft Scholarship policy Scholarship policy is finalized by August 2025. Prepare a draft Overarchingg scholarship SOP for SMT approval <ul style="list-style-type: none"> ○ SMT approval for a Technical Advisor to develop the 	

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					overarching SOP	
			3.Review Student Allowance Rates	In Progress	Prepare and submit a proposed review of student's allowance rate.	
			4. Address the Payment process	In Progress	Existing payments guidelines to be reviews into SOP Meeting with DoFT Finance	
			5. Review of scholarship organisational structure	In Progress	Include Scholarship in the overall MOET structure review. Structure review work to be complete between June and August 2025.	
			6.Review students' awardees to francophone institutions	Completed	COM for New Caledonia and Vietnam scoping have been submitted and approved	
			7.Address the issue of late Departure of Awardees to attend overseas institution	In Progress	<ul style="list-style-type: none"> • Draft SOP of Departure is developed • Review scholarship board application process to accommodate Mid-year results for 	

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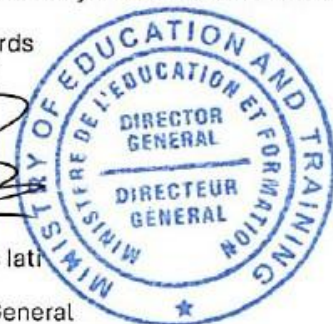

					scholarship awards (previous results)	
			8. Review composition of Scholarship Board	In Progress	Included in the drafting instruction for the review of Education Act to be submitted by end of May 2025.	
			9. Developed and Implement Scholarship database	In Progress	Data base is completed. Data entry in progress. Reporting requirement by end of June 2025	
Scholarship and National HRD plan	Scholarship program aligned with Vanuatu National Human Resource Development Plan		Work with VQA to provide Priority areas in need from Government Ministries	In Progress	TSCU has received priorities from 4 Government Ministries (MoET, MoTC, MoAFFB, MoH)	TED & VQA
			Work with the Department of Labour and VCCI to provide Priority areas in need in the Private sector	In Progress	The Labor Department has conducted an important meeting to discuss different positions where Private Sectors employs outside Vanuatu.	
			Sign an MOU with the Department of Local Authorities to identify Needs in Area Councils for Scholarship funding	In Progress	TSCU has provided DLA with a concept on upskilling Human Resources throughout 72 Area Councils.	

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					DLA to respond to the Concept from TSCU.	
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Thank you All for you contribution and commitment

Kind Regards



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Director General

Ministry of Education and Training