

AMABWIRIZA KU ISHYIRWA MU BIKORWA RY'INYANDIKO IGENGA IMIKORERE YA "SBMP"

1. Iriburiro

Gahunda ya "School-based Mentoring" (SBM) yatangijwe na REB mu burezi bw'igihugu mu mwaka wa 2012 hagamijwe kugira abarimu b'impuguke kandi bafite ubumenyi ngiro mu kwigisha ururimi rw'icyongereza ndetse no kunoza imyigishirize n'imyigire muri rusange.

N'ubwo ubu buryo bwagaragaje umusaruro ushimishije cyane cyane mu kwigisha icyongereza, ntabwo byashobotse kubonera buri shuri ryose ryo mu Rwanda "mentors" bakomeza kurifasha ku buryo burambye kuko benshi muri bo bavaga mu bihugu duhana imbibi mu rwego rw'umushinga wari ufite igihe gito.

Ubwo hatangizwaga Competence Based Curriculum [CBC] mu mwaka wa 2015, Rwanda Education Board [REB] yifuje ko ibyiza byavanywe muri SBMP byakomezwa mu rwego rwo kongera ubushobozi ku buryo burambye (Continuing Professional Development [CPD]) no guteza imbere mu mashuri yose "ukwigishanya gushingiye ku ishuri" (school-based collaborative trainings). Byabaye ngombwa rero ko havugururwa SBMP kugirango yite ku nshingano nshya yari ihawe kandi ifashe guhangana n'inzitizi zagaragaye mu ishyirwa mu bikorwa rya gahunda ya mbere.

Inyandiko itanga umurongo w'imikorere wa SBMP yerekana neza imiterere yayo, imikorere n'imikoranire hagati y'inzego, ingamba zo gushyira mu bikorwa CBC, ingengabihe y'ibikorwa byo kongera ubushobozi ku buryo burambye (CPD) kuri buri shuri, imfashanyigisho zikenewe na "mentor" mu kwigisha abarimu ndetse n'uburyo bwo gukurikirana no gusuzuma ibikorwa.

Turabashishikariza kuyigira iyanyu, gutangira kuyikoresha nk'igikoresho kije kunganira iterambere ry'ireme ry'uburezi mu gihugu cyacu.



2. Intego ya gahunda shya ya SBM

Iyi gahunda igamije by'umwihariko:

1. Guha amashuri abahanga bahuguriwe gufasha mu itegurwa ndetse no itangwa ry'ubumenyi-ngiro ku banyamwuga bari mu kazi mu byiciro byose uko bikenewe;
2. Guha umwanya itsinda ry'abarimu b'impuguke mu kwigisha icyongereza kandi bafite n'ubumenyi mu buryo bushya bw'imyigishirize bushingiye kuri CBC;
3. Guteza imbere ukwigishanya gushingiye ku ishuri (school-based professional development) no gushyigikira kwigira ku bunararibonye (experience) mu rwego rwo kunoza umurimo.

Mu gushyira mu bikorwa iyi gahunda hazitabwa ku nzitizi z'ibanze arizo:

- ✓ Kuba nta barimu bahagije bafite ubumenyi bukenewe mu Cyongereza gikoreshwa mu kwigisha kuva P4-S6;
- ✓ Kuba mu mashuri menshi bataramenya uburyo bw'imyigishirize bushingiye kuri CBC
- ✓ Kuba nta buryo buhamye bw'imicungire ya "mentors" mu mashuri ndetse n'ubwo kubona imfashanyigisho zikenewe mu kongera ubumenyi bw'abarimu mu myigishirize.

3. Imiterere ya gahunda ya SBM

Gahunda ya SBM yateguwe hitabwa ku byiciro 2 bishinzwe kuyishyira mu bikorwa aribyo:

Icyiciro cy'ubuyobozi n'icyiciro cya tekiniki nk'uko bigaragazwa n'imbonerahamwe ikurikira:

Urwego	Ubuyobozi	Tekiniki
Igihugu	REB	REB, URCoE, DPs
Akarere	Mayor DEO/DCC	DPs DEO/DCC
Umurenge	SEO/SCC	SEO/SCC/SBT/Mentor Trainers
Ishuri	Umuyobozi w'Ikigo Umuyobozi wungirije ushinze amasomo	SBM SSLs Abarimu



4. Amabwiriza agenga ishyirwa mu bikorwa rya gahunda ya SBM

Kugirango iyi gahunda igere ku ntego zayo, ni ngombwa ko buri rwego rwavuzwe haruguru rumenya inshingano zarwo kandi rukazishyira mu bikorwa mu buryo bunoze.

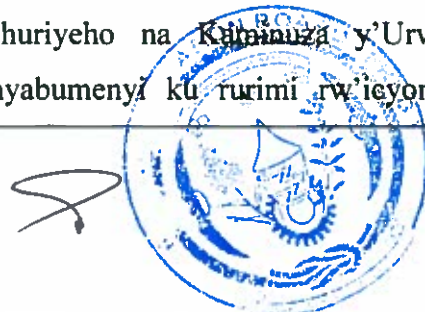
Ni ngombwa kandi ko inzego zose zikorana kuva ku rwego rw'igihugu kugera ku rwego rw'ishuri hagamijwe kugera ku musaruro utegerejwe kuri iyi gahunda.

Urwego	Amabwiriza
Igihugu	<ol style="list-style-type: none">1. REB ikora ubuhuzabikorwa ku rwego rw'igihugu harimo gutanga amabwiriza asobanutse atuma buri wese amenya neza inshingano ze;2. REB ihuza ibikorwa byose byo guhugura no kongerera ubushobozi SBMs itangiriye ku bazahugura abandi (National Trainers, Sector Based Trainers, Mentor trainers) ku nkunga y'abafatanyabikorwa na Kaminuza y'u Rwanda, Ishami ryayo ry'Uburezi.3. REB ifite inshingano zo gushaka no gutanga ibikoresho bikenewe mu ishyirwa mu bikorwa ry'iyi gahunda birimo mudasobwa n'izindi mfashanyigisho;4. Ku bufatanye na URCE, imfashanyigisho zikoreshe mu myigishirize y'ururimi rw'icyongereza zizategurwa, kandi zikoreshe mu guhugura abarimu mu byiciro bitandukanye5. Ku bufatanye na URCE, REB izategura inayobore amahugurwa ahoraho (CPD) y'abarimu mu rurimi rw'icyongereza;6. Nyuma ya buri cyiciro cy'amagurwa, REB izafatanye na URCE muri gahunda z'ikurikirana n'igenzura ku myigire n'ikoreshe ry'ururimi rw'icyongereza (continuous assessment tests and final tests) bizafasha abarimu kubona impamyabumenyi mu gukoresha neza ururimi rw'icyongereza (Continuous Professional Development Diploma);7. REB izahuza gahunda z'abafatanyabikorwa mu birebana n'itegurwa ry'imfashanyigisho, kuyobora amahugurwa ubwayo ndetse no gukusanya amafaranga akenewe kugirango iyi gahunda ishyirwe mu bikorwa
Akarere	<ol style="list-style-type: none">8. Akarere kabinyujije kuri "District CPD Committee (DCC)" karasabwa gushyiraho <i>Mentor Trainers</i> [MTs] babiri (2) ku Murenge bafite inshingano zo guhugura SBMs bakorera muri buri Murenge. Umwe muri bo azatoranywa muri SBMs bakorera mu Murenge undi atoranywe mu Bayobozi bungirije bashinzwe amasomo hashingiwe ku bumenyi n'ubushobozi bwabo mu myigishirize hitawe kandi ku bumenyi mu rurimi rw'icyongereza;9. Abashinzwe uburezi ku rwego rw'Akarere (DEOs) basabwa kwegeranya raporo

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	<p>z'ishyirwa mu bikorwa rya "Continuous Professional Development (CPD)" ku rwego rw'imirenge bakazisesengura kandi bakageza kuri REB buri gihembwe hagaragazwa; ibyagezweho, imbogamizi n'ibyifuzo zigamije kunoza ishyirwa mu bikorwa rya gahunda ya CPD;</p> <p>10. Abashinzwe uburezi ku rwego rw'Akarere (DEOs) bazafatanyaga n'abagenzuzi ba REB, abashinzwe uburezi ku rwego rw'Umurenge, Abayobozi b'amashuri mu igenzurwa rya gahunda z'ibikorwa ndetse na raporo za gahunda ya SBM;</p> <p>11. Abashinzwe uburezi ku rwego rw'Akarere (DEOs) basabwa gufasha mu ishyirwa mu bikorwa ry'amahugurwa ahoraho y'abarimu mu Karere bashishikariza buri shuri guteganya amafaranga ahagije mu ngengo y'imari yaryo ajyanye n'ibikorwa bya gahunda ya SBM n'ya CPD.</p>
<p>Umurenge</p>	<p>12. Abashinzwe uburezi ku rwego rw'umurenge bafasha mu ihererekanywa ry'amakuru ajyanye na gahunda ya SBM ava ku Karere ajya ku ishuri ndetse n'ava ku ishuri ajya ku Karere, bagafatanyaga n'abayobozi b'amashuri mu bugenzuzi bwa gahunda z'ibikorwa bya SBM mu ntangiriro y'umwaka, ubugenzuzi bw'ishyirwa mu bikorwa ryayo raporo ijyanye nabyo igashyikirizwa urwego rw'Akarere.</p> <p>13. Abashinzwe uburezi ku rwego rw'Umurenge barasabwa guhuza ibikorwa bya gahunda ya SBM ku rwego rw'Umurenge kandi bagateganya igihe cyihariye cyo kwigira bamwe ku bandi hagati ya SMBs ndetse n'abarimu;</p> <p>14. Mentor Trainers [MTs] bazatoranywa 2 kuri buri Murenge hakurikijwe ibisabwa bigaragara mu gika cya 5 cy'iyi nyandiko. Abazatoranywa bazahugurwa na REB hanyuma nabo bafashe mu guhugura SBMs.</p>
<p>Ishuri</p>	<p>15. Buri shuri ryaba irya Leta, irifatanyaga na Leta ku bw'amasezerano, iryigenga cyangwa iry'imyuga rirasabwa gutoranya SBM umwe hakurikijwe ibisabwa bigaragara mu gika cya 5 cy'iyi nyandiko;</p> <p>16. Ku rwego rw'ishuri, MTs na SBMs bayoborwa n'umuyobozi w'ishuri wungirije ushinze amasomo cyangwa Umuyobozi w'ishuri igihe uwungirije adahari. Ubuyobozi bw'ishuri bukora ubugenzuzi, butanga amafaranga akenewe kandi bukagena igihe cyihariye cyo gukora akazi ka SBMs mu ngengabihe y'ishuri.</p> <p>17. MTs bafasha mu buryo bwa tekini ariko ntabwo bafite ubushobozi bwo kugenzura imikorere ya SBMs.</p> <p>18. MTs bafasha abarimu ku bijyanye n'ururimi rw'icyongereza bakoresha amasaha 24 (24 contact hours) ku mwaka kandi bagakora isesengurabumenyi (diagnostic) rijyanye na gahunda REB ihuriyeho na Kabinuza y'Urwanda, Ishami ry'Uburezi yo gutanga impamyabumenyi ku rurimi rw'icyongereza (REB-</p>



URCE English certification program).

19. Umuyobozi w'Ikigo ndetse n'umwungirije ushinzwe amasomo nibo bafite inshingano yo guteganya amasaha yo kongera ubushobozi ku ngengabihe y'abarimu bese (3 periods/120 minutes mu cyumweru niyo yagombye kuba mike), kandi bagafasha mu inozwa ry'ingengabihe ya SBMs ku buryo kimwe cya kabiri cy'igihe cyabo cy'akazi (amasaha 15 nibura) gikoreshwa mu nshingano zo gufasha abandi barimu (mentorship).
20. Umuyobozi wungirije ushinzwe amasomo akurikirana gahunda y'ibikorwa byo kongera ubushobozi ku buryo burambye (CPD) harimo iyo guhugurira abarimu mu kazi kabo (School-Based Inservice Teacher Training [SBI]), kugaragaza inzitizi ndetse no gufatanya na SBMs na SSLs mu gutegura gahunda ihamye yo kongerera abarimu ubushobozi, bashishikariza abarimu kumenyekanisha ibyiza bagezeho (best practices) kuri bagenzi babo
21. SBM ashinzwe gufasha abarimu bigisha ururimi rw'icyongereza nk'isomo (SSL) ariko kandi agafatanya n'abandi barimu bashinzwe gufasha abarimu mu masomo atandukanye (SSLs) hagamijwe kunoza imikoreshereze y'icyongereza mu kwigisha andi masomo (English as medium of instruction). Niyo mpamvu SBM akeneye kugabanyirizwa umubare w'amasaha yigisha kugirango abone igihe gihagije cyo kurangiza inshingano ze nka SBM.

Kugirango ishyirwa mu bikorwa ry'iyi ghunda nshya ya SBMP rishoboke, birasaba kongera umubare w'abarimu.

Mu rwego rw'itumanaho n'iherekanyamakuru ryoroshye hakoreshejwe ikoranabuhanga, abahuriye muri iyi gahunda barashishikarizwa gukoresha urubuga TCOP (Teacher Community of Practice) arirwo www.tcop.rw rufasha mu koroshya iherekanya ry'amakuru, kumenyekanisha ibyagezweho, kwihugura ukoresheje inyandiko ziriho, kugisha inama, guhererekanya inyandiko (Mentorship Guide, methodology training tools, Syllabi and Schemes of Work,...). Uru rubuga ruzifashishwa no mu buge mu bugenzuzi bw'ibikorwa.

5. Ibizitabwaho mu guhitamo SBM na "Mentor Trainer"

Murasabwa gushyiraho SBM umwe muri buri shuri na "Mentor Trainer" 2 ku rwego rw'Umurenge hagendewe kuri ibi bikurikira:

5.1. Guhitamo SBM

- Impamyabumenyi ijyanye n'icyiciro buri wese yigisha:
 - ✓ Amashuri abanza: Impamyabumenyi itangwa na TTC



- ✓ icyiciro cya mbere cy'amashuri yisumbuye: Impamyabumenyi y'icyiciro cya mbere cya Kaminuza (A1)
- ✓ icyiciro cya kabiri cy'amashuri yisumbuye: Impamyabumenyi y'icyiciro cya kabiri cya Kaminuza (Bachelor's degree)
- Ubushobozi bwo kuvuga mu cyongereza (cyangwa kugaragaza ubushake bwo kucyiga)
- Kuba amaze nibura imyaka itatu yigisha
- Kuba afite uburyo bw'imyigishirize buha umwanya abiga;
- Kuba yifitemo ubuyobozi n'ubushobozi mu igenamigambi ;
- Kugaragaza umurava mu murimo ashinzwe wo kwigisha;
- Kumenya gukorana n'abandi, kwakira neza impinduka n'ubushake bwo kwiga;
- Kubahwa na bagenzi be.

Icyitonderwa: Ku mashuri afite "amashami (departments)" byaba byiza SBM abaye SSL uyobora ishami ry'icyongereza.

5.2. Guhitamo "Mentor Trainer"

- Impamyabumenyi y'icyiciro cya kabiri cya Kaminuza
- Ubushobozi buhambaye mu gukoresha ururimi rw'icyongereza;
- Kuba amaze nibura imyaka itanu yigisha cyangwa itatu hamwe n'amahugurwa menshi yakoreye mu murimo we;
- Kugaragaza ubushake bwo guteza imbere umwuga
- Kugaragaza ubushobozi bw'imyigishirize buha umwanya abiga kandi bushingiye ku bumenyi
- Kugaragaza ubushobozi mu kuyobora, mu igenamigambi no gukurikirana ibikorwa
- Kugaragaza umurava wihariye mu murimo ashinzwe wo kwigisha
- Kumenya gukorana n'abandi, kwakira neza impinduka n'ubushake bwo kwiga
- Kubahwa na bagenzi be.

6. Ibyihutirwa bigomba gukorwa

1. Gushyiraho SBM umwe muri buri shuri na "Mentor Trainer" 2 ku rwego rw'Umurenge hagendewe ku bisabwa tumaze kubagezaho;
2. Gushyiraho uburyo buboneye bwo gufasha abarimu gukurikirana amahugurwa ahoraho ku bigo by'amashuri (CPD) kandi bigashyirwa mu ngengabihe
3. Guha abayobozi b'amashuri n'abayobozi bungirije bashinzwe, amasomo amasaha 6 (iminota 240) buri cyumweru yo kwigisha.



7. Umwanzuro

Kubera ko iyi gahunda ifite abafatanyabikorwa banyuranye kandi ikaba ihuza inzego zitandukanye, ni ngombwa ko dushyira imbere umuco wo gukorera hamwe, gusobanuzza no kugisha inama kugirango tuzagere ku musaruro.

Ikindi gikomeye ni ugufata umwanya wo gusesengura inyandiko yitwa “SBMP Framework” yerekana mu buryo busesenguye imiterere ya gahunda, abazayigiramo uruhare bose ndetse n’ibikorwa buri wese azakora kugirango iyi gahunda igere ku ntego zari ziteganyijwe. Hateganijwe ibiganiro byihariye bigamije kuyisobanura ndetse no kuyunguranaho ibitekerezo.



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