

A. Rimbaud –Third Primary School Council held on 28th May 2015

Session opens at 18.10hrs.

1. **Nomination of the Secretary for the session:**

Iris TAM TSI (Administration)

2. **Approval of the agenda for the Third Primary School Council:**

Unanimously approved.

3. **Approval of the minutes from the Second Primary School Council held on Thursday, February 12th:**

Unanimously approved.

4. **Primary School news:**

- **Teaching news:**

- The school calendar for 2015-2016 voted by PSC2 and SC2 was approved by the Inspector of National Education (INE) for the Southern and Eastern Africa, and by the AEFÉ (Agency for French Education Abroad). It was circulated to all (parents and staff).
- Schedule of events for the Third Term 2014-2015: circulated to all (parents and staff).

- School reports: the Third Term ends on Monday, June 22nd 2015. The School reports for Primary school classes from PS to CM2 will be handed over to the families. They will **imperatively have to be returned to the Oysterbay office on Thursday June 25th 2015 at the latest** for archiving. Kindly make sure you return them to the School, as the Primary and Secondary levels need to access this information about the pupils – the pupils leaving the School are the only ones who take their School reports away, as a final discharge.

A parents' representative request permission to keep the Reports (only the Nursery School's, once the pupil has passed the final year of Primary School): the Primary School Council sees no objection in it, and the Nursery School reports will be handed over to the families at the end of CM2.

- Southern and Eastern Africa assessments: a tool for the school, the results are also communicated to the Inspector of National Education. They allow a picture of the Southern and Eastern Africa region, and are moreover used to reframe the educational guiding principles, be it necessary. Besides, the assessments give information for the Common knowledge base report, including in the basic skills to acquire in Primary School (stage 1 until the end of CE1 and stage 2 until the end of CM2).

- Upper level admissions: the Cycles (1-2-3) Councils will propose upper level admissions for the 2015-16 school year. In case of a disagreement in the Cycle Council decision, the families will be able to discuss with the Head of School. Should a disagreement remain, the Appeal Committee – gathered on Thursday, June 25th 2015 from 14.00hrs to 16.00hrs at the French Embassy under the presidency of the Counsellor Head of Cooperation, Development and Cultural Affairs, Philippe Boncour – shall be the last and only one empowered to decide on the final admission.

- End of the year performance of the Primary (Nursery and Elementary) School: it will take place on Friday, June 19th 2015. In order to avoid an overcrowded room, the show will be organized in two stages: nursery school from 9.00hrs to 10.00hrs, followed by elementary school from 10.30hrs to

12.30hrs. **At the end of the performance, all the pupils will go back to the school by buses and will not be able to be picked up by the families until they arrive to the school at 13.00hrs.**

- Language Policy:

The current cultural diversity at the Arthur Rimbaud French School leads to implementing a linguistic assessment for the non or little-French speaking pupils when being enrolled at the School. This initial linguistic assessment is meant to understand the level of language of a child who starts at Arthur Rimbaud: it is an assessment that aims to determine the level of the child's mother tongue, *not* the level of French – this search for key information will constitute a tool for the teachers to better understand the child at an upper level. From these information, workshops in FLSco (French as the School Language) will then be able to be implemented as early as possible in the school year. Groups addressing different needs will be made at the beginning of the school year (3rd week at the earliest).

On this very topic, a partnership implemented between the French School Arthur Rimbaud and the French Alliance of Dar es Salaam – FLSco lessons, French Alliance lessons taking place at the French School, various cultural activities – shall also contribute to consider French as another language as the exclusive learning language, by providing other ways to experiment French: as a language for culture, for entertainment, for leisure and pleasure. In order to guide along the pupils more easily up to the Baccalaureate level, it is essential to develop this pleasure-contact with French language. It has indeed been noticed that when it is about developing writing skills, even English which is the most often stated “other main language” is not always mastered. Both languages clearly gain for being developed along of each other.

The English Department is thus going to be equipped from September 2015 with a major stock of educational resources. This is a will to develop and strengthen English alongside with French, as both languages prove to be fundamental in the pupils' curriculum and professional lives.

- ICT :

The School purchased video-projectors (beamers), laptop computers, screens and, from the coming school year, will be able to use 2 laptop storage and charging trolleys (laptop server computer and 16 tablet computers equipped with built-in educational software) in addition to the existing computer classroom.

Two more laptop trolleys will have to be purchased with the amount (10,000 €) pledged by the French MP Alain Marsaud during his recent stay in Dar es Salaam.

An efficient ISP (Internet Service Provider) remains to be found, before the School really enters into the IT era.

- Art and culture curriculum:

Each primary school class can benefit from September 2015 of 10 hours for specific artistic projects with the teachers and the secondary school art teacher Delphine Buysse. This educational request was financially approved by the Management Committee.

• **Teachers turnover and recruitment 2015-2016**

A teachers' farewell party will take place upon the families' request, on Tuesday June 23rd from 19.00hrs. Recruiting teachers is getting more and more difficult for the African countries: the information available from the Western countries (country information from the ministries of Foreign Affairs) describes the terrorist threat and risks in the region. Tanzania is viewed as a country with a potential terrorist danger, how little the real impact may effectively be.

The new teaching team is complete for the Primary School for the 2015-2016 school year:

Francois MARTEAU for PS
Amandine LACRABE for MS A
Samuel BIT for MS B
Pascale BONNETTI for CE1 A
Nadège COLLARD for CM1 B
Nathalie THEVENET for CM2

Please note that quite many children are already enrolled for PS – therefore a PS-MS double level class may be likely to open in September 2015.

For the Secondary School:

Arnaud LOIZEAU will be in charge of “humanities” teaching for 2nde and French for 6ème-5ème.
Ismael HETIOUECH for P.E. and the sports ECA (extracurricular activities)

Recruitment is still ongoing for sciences and the ICT coordination. Two teachers are interested in the position: one admissible/eligible to CAPES¹ is to sit for her oral examination in late June 2015; the other is awaiting for a grant application for research, sent before applying for the position in our school. Lastly, a resident AEF teacher for Life and Earth Science, Physics, Chemistry and Technology in Secondary School is still expecting her assignment letter so that she can take on the position. All hired teachers were classified on a list finalized by the school, which began recruitment earlier than usual on purpose this year, so as to get the best possible selected panel (profiles and motivations).

Other newly recruited staff:

Erwan HANLEE, Administrative and Financial Manager,
Elise PERRIN for School Life, Career Guidance and coordination of ECA.

Parents representatives wonder how to make the country more attractive with an even better package for the teachers and therefore to take the quality to a higher level. The School policy can not just attract qualified and experimented new teachers, but it must also keep them – with settlement, accommodation and excess luggage allowances, health package... The tenure or non-tenure teachers, whether they are under resident or local contract, face a significant cost of living and specifically accommodation costs, as living on the Peninsula offers less difficulty to come and work at the School.

The Management Board however reviewed the salaries and other benefits in May 2014. Local contracts now benefit from material conditions which are as attractive as resident contracts. The Management Board points out that with the current level of school fees, the School cannot consider providing the teachers with tied accommodation. This matter was examined in terms of position of the French School Arthur Rimbaud compared with the existing offers in other schools in the Southern and Eastern Africa area.

- **Projected number of students 2015-2016**

To date, 55 students will leave at the end of this school year. The projected number of students – including the new enrolled students – is now updated to 287 to 313 students from the ongoing survey. Departures will therefore be largely compensated for. Communication targeting families to join the Nursery School is likely to have proved effective. In a competing context with existing international schools in Dar es Salaam, students’ parents may prove to be good ambassadors as well: as they

¹ CAPES : Secondary School teaching diploma, French equivalent of UK PGCE.

unquestionably contribute to their School's exposure and standing, through the talks and viewpoints they express.

- **Review of the work done by Management Board**

Property development project / new Primary campus:

Members of the Management Board had the unpleasant surprise to discover that the budget eventually allocated to the purchase of the land and the new site construction, was insufficient. The Board has therefore worked this year to consolidate the budget to make the project possible. Securing a new loan has eventually appeared necessary. Upstream work was undertaken to have the AEFÉ approve of the property development project, following the positive audit report related to a new loan. The AEFÉ will give its approval of the Arthur Rimbaud property development to the ANEFÉ – the security body equivalent to the guarantee of the French State for this additional loan.

The Management Board also worked on urgent and safety issues related to the premises – no regular and appropriate maintenance having been made during the past few years.

Finally, the Board members also worked on professionalizing the School from a family School to an actual developing School. An Administration and Finance Manager will join the School in October 2015, allowing the Direction to focus more on her educational duties, ie. the role of any Head of School. All of the personnel contracts – teachers, service and administrative – have been reviewed in the same attempt to reorganizing more professionally the School. This task will have to be continued next year for the service local staff.

- **School Life²**

An additional clause to the Internal Rules had been requested by the Primary School and School Council during the 2nd Term meetings, on the cost of the study/daycare to be defined and implemented for the School : “Any child still present at school 30 minutes after the end of classes or extra-curricular activity will be taken to study room/daycare at a cost of 10 euros per hour, every hour commenced being due.” This additional clause will also be added to the AES financial regulations.

- **Running and investment**

The latest Management Board meeting decided that the football/soccer field would be made in proper condition for use. The Oysterbay campus safety was ensured by an AEFÉ grant/subsidy (surrounding walls) as well as the electric network which is being renovated: each room now has got a specific circuit breaker. The standardization works will continue during the coming Summer break.

The School Council greatly appreciates the Agency (AEFÉ)'s support in ensuring students and personnel safety at the School.

Msasani campus:

Several other sites have been visited as an attempt to relocate the Nursery School, which current site in Msasani displays many issues: damaged rooftops for which maintenance would not be enough but rather actual works. The Management Board is examining the requested quotations and is working on it. Moving out to a new site, even for just two years, with possible development works, is being examined.

² School Life = it must be brought to everybody's attention that this administrative service in French refers to the following: pastoral care, discipline, behaviour and conduct, late arrivals, and absences.

- **Bus** (daily service between the two campuses of Msasani and Oysterbay at 7.45 am and 1.00 pm)

This bus system that was started when the Nursery School was moved to Msasani, had been a decisive argument for parents upon voting to open the Nursery campus. Yet, this solution has been maintained without any liability nor management contract – neither the Management Board nor the School signed any such contract and therefore there is no party that can be liable for running this “service”. The AEFEE Schools do not usually sign any school bus nor canteen contract: a parents committee is usually created to manage and supervise the service providers. The School currently pays for this service, which is however not used by all families. This fact must be reassessed thoroughly to create a parents committee to this aim. The matter is to be examined by the Management Board on Thursday, June 04th 2015.

- **AES:** a general assessment by the coordinators

Parents representatives are requesting a feedback on the extracurricular activities from the instructors. Some instructors are actually planning to implement performances and/or sports events, currently carried out according to the students availability. As for a progression or term objective, as suggested by parents, the AES coordinator underlines the aim of these activities which must remain extracurricular and recreational, out of school objectives. Open days had already been organized in the past to welcome parents, yet mobilized resources appear too high for the few parents who attended effectively. As a review of the year 2015-16, new AES have been created: ball games, story-telling, creative activities (Nursery). However, the School draws to the parents attention the over-activity for children (some of them fall asleep) and would rather request these enrolments to remain reasonable, rather than encouraging families to enrol in more AES.

Few instructors are usually missing, which ensures continuity and follow-up in the learning process. In the interest of all children, families are requested to abide strictly by the AES payment deadlines but also by the days and time of the activities. Some parents’ indifference with payment – delays or no-payment – of the AES (up to 40 reminders each term) forces the AES team to refuse or exclude children from the activities. This is a hard position to stand for teachers and instructors in activities non related to the school curriculum, yet the regulations must however be enforced.