



REPORT ON THE LAUNCH OF THE MASSHA
CONSTITUTION AND ELECTION OF NEW MASSHA
EXECUTIVE COMMITTEE

06 -08 DECEMBER, 2021

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Abbreviations and acronyms

CEED	Central East Education Division
CEO	Chief Education Officer
CSEC	Civil Society Education Coalition
CWED	Central West Education Division
DSE	Director of Secondary Education
DTED	Directorate of Teacher Education and Development
EDM	Education Division Manager
ISAMA	Independent Schools Association of Malawi
KPA	Key Priority Area
MASSHA	Malawi Secondary School Headteachers' Association
MIE	Malawi Institute of Education
MoE	Ministry of Education
NEC	National Executive Committee
NED	Northern Education Division
NGO	Non-Governmental Organization
SEED	South East Education Division
SESSTU	Secondary Schools Teachers Union
SHED	Shire Highlands Education Division
SWED	South West Education Division

Acknowledgement

MASSHA would like to thank the Secretary for Education, Mrs. Chikondano Mussa, the Director for Secondary Education (DSE) and all officials in the Directorate for Secondary Education without whose tireless efforts, technical and logistical support the formulation and subsequent launch of the MASSHA Constitution would not have come to fruition.

We are also greatly indebted to UNICEF for the financial and technical support it renders towards the activities of MASSHA.

1.0 Introduction

MASSHA was formed having realized the need for mutual cooperation among secondary schools and the various education stakeholders, and convinced that the institutions that Head teachers manage are in constant need of improvement for the good of our country and society in general. MASSHA realizes that it has a critical and constructive role to play in the initiation, design and implementation of educational policies and programmes, hence a need and fortitude to work mutually with the Ministry of Education, and all other well meaning, progressive and constructive individuals, groups and organizations towards the improvement of the quality of life through the provision of quality and relevant education in Malawi.

As a professional association of Head-teachers, its *raison d'être* is to provide comprehensive support to school leaders through collaboration, networking and participating in communities of practice locally and internationally in line with the 21st century approaches to education. We take cognizance that different governments have diverse policies that are used to manage their education systems. Such policies play a critical role in the realization of set goals.

The quality of our education system cannot exceed the quality of its school leadership. It is well known that teaching and learning happens in well-structured educational institutions with teachers as facilitators of the learning process. Undeniably, teachers are the most valued human resources that are central to achieving quality education. To ensure that the learning process is well managed and monitored, each school has a principal who is the overall leader and manager. Institutional leaders and managers are key to the attainment of the aspirations of the nation as put

in the curriculum. Thus, school leaders have a critical role to play if the vision of the education sector in Malawi which is to be a catalyst for socio-economic development is to be realized.

MASSHA is established based on the following objectives;

- i. To promote the professional development of Head teachers
- ii. To participate in policy formulation at Departmental level by securing positions in relevant committees.
- iii. Lobby for an observer status in the proceedings of the Parliamentary Committee on Education and other task groups.
- iv. To establish sound and co-operative liaison with the Ministry of Education, Science and Technology, Teaching Service Commission (TSC), Malawi Institute of Education (MIE), Teachers Union of Malawi (TUM), National Library Services, Tertiary Institutions and registered NGOs in the promotion, development and implementation of any government educational programme.
- v. To affiliate to national, regional and international organizations, associations or other entities which have the same or similar objectives as MASSHA.
- vi. To undertake educational research, publish journals and/or news sheets, and disseminate professional literature.
- vii. To guide in the institutionalization of Students Councils and coordinate its functions and duties

The aforementioned objectives guided the association in the formulation of its Constitution. The Constitution is a legal instrument that guides an organization towards the realization of its objectives.

The road to the formulation of the constitution started in June 2019 and ended with its launch which took place on 6th December, 2021 after going through a rigorous vetting and validation processes.

This report therefore chronicles all the proceedings at the launch and subsequent programs that took place like elections of new MASSHA NEC, the orientation of the new NEC members into their positions and the process of developing a work plan as a roadmap to guide in the implementation of MASSHA activities.

1.1 The launch of the constitution

The function took place at Blue Waters Holiday Resort in Salima on Monday, 6th December 2021. It brought together officials from the Ministry of Education HQs which included Director for Secondary Education (DSE), Dr. Florida Banda, Director for Teacher Education and Development (DTED), Mr. Misheck Munthali, Deputy Director for Human Resources Management and Development in the Ministry and two CEOs in the Directorate of Secondary Education. Other dignitaries were representatives of EDMs, representatives of CSEC, SESSTU, ISAMA and 4 MASSHA members drawn from each of the six education divisions. The Director of Administration (DOA) in the Ministry of Education, Mr. James Manyetera, presided over the function as Guest of Honour on behalf of the Secretary for Education.

The Director of Ceremonies was Steve Kungala and the opening prayer was offered by Mr. Humphrey Mathewe, from Shire Highlands Education Division (SHED). After the prayer, it was time for speeches and the first to speak was Mrs. Grace Kafulatira- Muilma, who spoke on behalf of UNICEF followed by the Interim President for MASSHA, Mr. Pascal Chitundu. The DSE spoke before the Guest of Honour.

1.2 Highlights from the speeches

1.2.1 Speech by Mrs. Grace Mulima

UNICEF commended the collaboration that exists between it and MASSHA. The speech highlighted the support that UNICEF has so far given MASSHA which include sending its members on various learning visits to Kenya and Tanzania to learn some good practices in effective school management. UNICEF reiterated its commitment to continually support MASSHA in its activities with the ultimate goal of improving the quality instructional leadership and accountability in terms of management.

1.2.2 Speech by Interim President of MASSHA

He expressed his joy to see the constitution being launched as it signified the beginning of a journey towards professionalizing the teaching profession. He furthermore, mentioned some of the achievements of MASSHA which included;

- a. Drafting of the constitution
- b. Developing a manual for safety measures in schools amidst the COVID19 pandemic
- c. Developing a manual for Social Dialogue and training headteachers for both primary and secondary schools on the same in selected districts namely; Mzimba South, Nkhata-Bay, Chiradzulu and Chikwawa.

The President expressed his appreciation to both UNICEF and MoE for the unwavering support rendered to MASSHA and assured them that MASSHA will always work within its mandate towards the achievement of its goals. He further advised the in coming MASSHA Executive to work towards self-sustenance instead of always relying on donor support.

1.2.3 Speech by representative of EDM-CEED

He welcomed all delegates to the launch to Salima, in particular. He also expressed hope that the launch of the constitution would legitimize and strengthen MASSHA so that it benefits Headteachers, and contributes positively to the development of the profession and the education sector as a whole. Lastly, he wished the delegates to the launch all the best.

1.2.4 Speech by DSE

The Director began by saying MASSHA had existed without a constitution and led by an interim committee not by design but due to circumstances and therefore she was joyful that finally MASSHA has a constitution to guide in its activities. She congratulated the Interim Committee for laying a good ground for MASSHA to stand and operate on. She further stressed that MASSHA is a critical stakeholder in the coordination of HTs across all the six education divisions. Dr. Banda bemoaned on the rampant cases of indiscipline issues in secondary schools and thus appealed to MASSHA to help the Ministry in reducing these cases. The Director emphasized on the need for Headteachers to take charge of their schools and provide necessary leadership and management to ensure there is conducive environment for teaching and learning and attainment of requisite learning outcomes.

She reported that MoE has procured a consignment of new textbooks which are to be distributed to schools. She thus appealed to schools to take care of these resources and to put in place systems and guidelines for storage and use. On the School Leadership Training currently going on, the Director appealed to Headteachers to take the course seriously. The training is meant to equip the school managers with requisite knowledge, skills, and attitudes for effective school management.

1.2.5 Speech by Guest of Honour

He began by thanking the Interim Committee for coming up with a constitution. He expressed the hope of the Ministry in seeing MASSHA work within the ambit of its constitution towards the achievement of its objectives and to the satisfaction of its members in particular and the Ministry in general. The Guest of Honour stressed on the importance of a constitution which serves as a “rulebook” so that the organization does not veer off its course. He appealed to MASSHA to stick to its objectives and constitution and remain a professional body through and through.

The Guest of Honour reiterated the call for Headteachers to be apolitical as they discharge their duties and also to take charge of their schools. Lastly, he thanked UNICEF for the support it renders to the Ministry in general and MASSHA in particular.

He finally declared the Constitution of MASSHA launched.



Group photo of the delegates to the launch of the MASSHA Constitution

2.0 Election of new National Executive Committee

After the official launch of the Constitution, there were elections conducted to usher in a new National Executive Committee to replace the old interim committee. The elections were presided over by the Director for DTED, Mr. Misheck Munthali assisted by representatives of EDMs. Representatives of ISAMA, CSEC and SESSTU acted as independent observers.

There were 9 positions to be competed for. These positions, as stipulated in the Constitution, are:

- i. The President
- ii. Vice President
- iii. Secretary General
- iv. Vice Secretary General

- v. The Treasurer General
- vi. The Publicity Secretary
- vii. The Programs Coordinator
- viii. The Resource Mobilisation Coordinator, and
- ix. The Gender Coordinator.

2.1 Results of the elections

The following table presents the results of the elections as declared by the Returning Officer.

Position	Nominees	Division	Votes	Winner
President	Pascal Chitundu	CWED	22	Pascal Chitundu
	Christopher Nyasulu	NED	1	
	Silk Kadwala	SEED	1	
Vice President	Christopher Nyasulu	NED	Unopposed	Christopher Nyasulu
Secretary General	Hartley Kalua	SHED	15	Hartley Kalua
	Wezzie Kacheche Banda	NED	08	
Vice SG	Caroline Mbewe	SEED	14	Caroline Mbewe
	Alfred Chidiwa	CWED	03	
	Wezzie Kacheche Banda	NED	06	
Treasurer General	Rhonnex Banda	CEED	Unopposed	Rhonnex Banda
Publicity Secretary	Steve Kungala	SWED	Unopposed	Steve Kungala
Gender Coordinator	Wezzie Kacheche Banda	NED	Unopposed	Wezzie Kacheche Banda
Resource Mobilisation Coordinator	Boston Nkhoma	SHED	15	Boston Nkhoma
	Mrs. Mthiko	CWED	09	
Programs Coordinator	Ms. Leah Mzambaza-Nyowani	SWED	14	Ms. Leah Mzambaza-Nyowani
	Mrs. Mthiko	CWED	10	



New MASSHA Executive. From Right to Left: Rhonnex Banda, Carol Mbewe, Pascal Chitundu, Wezzie Kacheche Banda, Steve Kungala, Boston Nkhoma, Leah Mzambasa-Nyowani and Hartley Kalua. Missing in the picture is Christopher Nyasulu

In his acceptance speech, the President thanked all delegates for the confidence in him and the new team and committed to serve them diligently and within their given mandate.

The DSE advised the new NEC to ensure that MASSHA is vibrant at all levels namely; national, divisional, district and cluster levels. She also advised the new NEC to develop a workplan for the year ahead of them.



MoE officials posing with the new MASSHA NEC

3.0 Orientation of New NEC

The orientation took place on the day after the launch and elections, Tuesday, 7th December, 2021. It was facilitated by the two CEOs in the Directorate of Secondary Education, Mrs. Grace Mulima and Mr. Alexis Bwanthi.

The facilitators highlighted and expounded on the ToRs for every position in the NEC.

4.0 Developing a work plan

From the objectives of MASSHA, the following were identified to be the Key Priority Areas (KPAs) on which the Work plan hinges on.

S/N	KPA	Description
1	Capacity building	<ul style="list-style-type: none"> • Undertake interventions to strengthen its national, divisional, district and cluster structure • Build the capacity of all its members to effectively and efficiently execute their mandate
2	Resource mobilisation	<ul style="list-style-type: none"> • Undertake fundraising and/or income generating activities for self-sustenance and efficient operationalisation of activities
3	Lobbying and networking	<ul style="list-style-type: none"> • Enhance learning through establishing linkages with all supportive organisations, and Associations of similar manner • Develop a well-functioning network with all stakeholders including Student Councils • Affiliate to national, regional and international Associations
4	Research and publication	<ul style="list-style-type: none"> • Undertake research in contemporary educational management issues and publish/disseminate the findings • Establish a journal/newsletter
5	Marketing	<ul style="list-style-type: none"> • Undertake activities to publicise its activities and objectives
6	Motivation	<ul style="list-style-type: none"> • Undertake initiatives that aim at motivating Head teachers, teachers and students

MASSHA NATIONAL EXECUTIVE COMMITTEE WORK PLAN

PERIOD: December
2021-2022

Serial No.	Key Result Area	Action/Specific Objective	Performance Indicator	Time frame	Critical Assumption	Responsible person
1	Capacity building	Conducting capacity building of NEC members on managing the Association	Number of meetings conducted.	Jan-March 2022	Availability of resources	MASSHA President
			Availability of minutes			
		Conducting quarterly meetings	Number of meetings conducted.	Jan-Dec 2022	Availability of resources	MASSHA President
		Conducting capacity building trainings for Divisional executive members	Number of capacity building trainings conducted.	March-May 2022	Availability of resources	MASSHA Vice President
		Conducting capacity building for HTs on establishment of Student Councils	Number of capacity building trainings conducted.	March-May 2022	Availability of resources	MASSHA Vice President
		Conducting an AGM	AGM conducted	Aug-22	Availability of resources	MASSHA President
		Conducting Student Council AGM	AGM conducted	Nov-22	Availability of resources	MASSHA President

2	Marketing	Paying courtesy call to MoE HQs and UNICEF	Courtesy call paid	Jan-22	Acceptance of the appointment	MASSHA President
		Conducting awareness meetings to publicise the Constitution	Number of sessions conducted	Jan-March 2022	Availability of resources	Publicity Secretary
		Establishing a MASSHA newsletter	Newsletter established	Oct-Dec 2022	Availability of resources	Secretariat
		Creating a website	Website created	Apr-June, 2022	Availability of resources	Secretariat
3	Resource mobilisation	Mobilising members to affiliate	Number of members affiliated	Jan-Jun 2022	Availability of resources	Resource Mobilisation Coordinator
		Opening bank account	Bank account opened	Jan-22		Treasurer General
		Selling promotional materials	Number of promotional materials sold	Jan-Dec 2022		Resource Mobilisation Coordinator
4	Lobbying and networking	Affiliate to ACP and ICP	Affiliation paid	Jan-Dec 2022	Availability of resources	Treasurer General
		Conducting learning visits	Number of learning visits conducted	Jan-Dec 2022	Availability of resources	Programs Coordinator
			Reports submitted			
		Lobbying for an observer status in parliamentary committee on education	Observer status attained	Jan-Dec 2022	Right to participate granted	MASSHA President

		Lobbying for a seat in the Joint Sector Review meetings	JSR seat attained	Jan-Dec 2022	Right to participate granted	MASSHA President
		Networking with national and international education organisations and institutions	Organisations and institutions networked	Jan-Dec 2022	Availability of educational organisations and institutions networks	Programs Coordinator
5	Research and publication	Supporting research on contemporary educational management issues	Research supported	Jan-Dec 2022	Availability of researchers seeking MASSHA support	Gender Coordinator
6	Motivation	Conducting HOYA, TOYA and SOYA	HOYA, TOYA and SOYA conducted	Aug-22	Availability of resources	Programs Coordinator

5.0 Conclusion

This road to the launch of the MASSHA Constitution has been long but worth the waiting. This launch signifies a new beginning for MASSHA as it has coincided with the election of its new NEC to drive the MASSHA agenda in the next three years. It is envisaged that MASSHA will positively contribute not only to the effective management of schools but also towards the provision of quality and relevant education to the Malawian society.

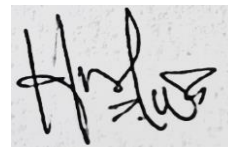
We wish to reemphasize that MASSHA shall always remain a professional body and endeavor to work within the framework as guided in the Constitution just launched.

Signed



Pascal Chitundu

MASSHA President



Hartley Kalua

MASSHA Secretary General