

MIN ED (SOLWEZI)

MUKINGE MISSION SCHOOLS (M/1/10), VOL. I, 1954-1958

P E O SOLWEZI, TO DIRECTOR OF AFR. ED. LUSAKA, 4/12/1954

POLICY - TEACHER TRAINING COLLEGE

I should be grateful if you would advise me about the future of the teacher training establishments in this province. It is presumed that they will eventually close in view of the policy of consolidation and I should like to know if any thought has been given to the dates of closure as this obviously effects estimates.

2. With regard to Chitokoloki there is an annual output of 24 T4 teachers. Of this year's output we were able to employ only 12. The rest disappeared, mostly towards the line of rail. (It would be interesting to see how many of these applied for teaching work elsewhere). Next year again it is doubtful if more than 50 of the output could be found employment here. Presumably the Central Teaching Service Committee would be interested in the balance, though whether the teachers themselves would agree to serve wherever they were posted is another matter. I understand that although there were vacancies in the Mwinilunga District none of the teachers coming out this year agreed to serve there.

3. In view of this wastage and the fact that touring officers have never particularly favourably impressed by Chitokoloki Training School, I consider it should close as soon as possible, that is to say there should be no intake of normal students next year. It would therefore close down completely in May 1956.

4. This would mean that we should have to look elsewhere for the training of our teachers and I presume Chalimbana is the most suitable place. How many vacancies are we likely to be given there?

5. With regard to Mukinge Hill, output of T4 (Alt) is extremely small barely worthwhile. I would prefer the effort there to be concentrated on the girls school, and the teacher training dropped. I have heard that Miss Forman is likely to leave next year when the issue may be forced. Again I feel there should be no further intake.

6. May I have your comments please?

MUKINGE (SOLWEZI)

MUKINGE MISSION SCHOOLS (M/I/10), VOL. I, 1954-1958

P E O , SOLWEZI TO PRINCIPAL, MUKINGE HILL, MISSION, KASEMPA 22/12/1954

At the last District Education Authority meeting you asked me about the future of the Teacher Training at Mukinge Hill, in view of the proposal to consolidate such training in future.

2. I have now received a lead from the Director who points out that it will probably be 1957 before the new colleges begin to function. He feels your course should continue for a time, "unless it is very uneconomic."

3. I should be glad to have your views on the "economic" value of the course. There are two aspects of this. Firstly the ratio of energy (and cash) expended to the number and value of the product, and secondly the useful employment of the product. I believe it is true to say of the latter consideration that employment has been found for all your trainees and wastage in this respect is nil.

4. With regard to the first, the number of students in training is very small and it might appear at first sight not to be worth-while. However, women teachers are so few that I feel we should not be over concerned about small numbers. You know how much effort is expended on these few and I should like to know if you think it worth-while, or whether you would prefer to concentrate on the Upper Primary School course.

5. As far as the value of the product is concerned we are on more delicate ground. You will read of my impressions when you receive a report on my recent tour. It is my belief that the difficulty is not much in the training school as in the supervision and "following" work in the schools. The Women Education Officers on the Copperbelt found they had to visit their women teachers at least once a fortnight if they were to do any reasonable girls' work. Again it might be argued that the very little they are able to do for the girls is an improvement on the nothing which would be done if they were not there. As for the argument that their presence on the staff attracts girls to the schools, figures of enrolment do not bear this out. Apart from Kamalondo which is exceptionably high (39.3%) the percentage of girls to the total roll is lower at Kawana (23.1%) and Chizera (25.6%) where there are women teachers, than it is at Kikonge (26.7%), Kasenga (27.9%) and Kabemba (30.0%).

6. I should be most grateful if you would give the matter careful consideration and let me have your views. It may be desirable to discuss it at the Provincial Teaching Service Committee and the Provincial Education Authority.

MUKINGE MISSION SCHOOLS (M/1/10), VOL. I, 1954-1958

MANAGER OF SCHOOLS, ^{Miss Forman} MUKINGE HILL, TO MR. HOLMES, ^{PE} SOLWEZI 29/12/1954

Thank you for your letter No. 1302/M/I/10 of 22nd inst. re. Teacher Training and teachers (Women) at Mukinge.

I have given the economic value of the course quite an amount of consideration, and more recently more careful consideration, and in August of this year I came to a careful conclusion about it.

1. From the point of view of energy expended on a small number, the world situation being as it is, it is wrong, not just uneconomic.

2. Considering the value of the product, looking facts in the face, I have to admit it is very little. The female teachers do not do a specifically female teachers job; they lack the elan vital necessary for such a job in circumstances that would put a strain on anybody's elan vital. At first one or two tried to give themselves to it, to the people, while themselves still unmarried. Married, and they are better to be married from other points of view, their chief interest is not school. I believe nevertheless that those with St. VI and more training would have more capacity for their two jobs, than the post St. Ivs. I reckoned that they would all better be half-time teachers this year, but the P.E.O. then was in favour of full-time; full-time, as the sole colleague of her husband, a woman teacher was not satisfactory and therefore I decided to do with all, as Miss Cartwright had suggested should be done with the T4 Alts; make them additional. As you know it has not worked out any better; it just costs more money. I decided that this last year would decide for each of them either full-time or nothing. The Timetable was difficult on paper and more so in practice, with children coming mostly from a distance; it needed a lot of organising.

3. After saying all that, I quite agree of course that the follow-up work was just not done; that involves me; for all the difference occasional visits would make to them, my time was better spent with the St. VI. I much regret this not getting out to them, but lack of independent transport meant more time was involved.

4. Well then, I have already advised the folk here not to have Teacher Training. 1955-6 there will be a group of 7 in second year but another group will not be started. As I was writing Miss Warwick about other matter, I asked about the possibility of our girls going to Chipembi for Teacher Training this year, so I shall put this before the girls in Jan. as they are to decide during this vac. which course they wish to take, teaching or nursing. We have one girl here in training who came from Mindolo because Kitwe T. Sch. apparently demands that service be given in Copperbelt. Is that still so? If it is not, some might prefer to go there if able.

The convictions I have reached on this subject were related to myself, for when I decided there was no future in Teacher Training in this province, and that the Upper school would of necessity for a few years be co-educational, I decided also to seek another sphere. I heard definitely on Friday that an appointment under Church of Scotland in Gold Coast has been approved.

MUKINGE MISSION SCHOOLS (M/1/10), VOL. I, 1954-1958

MANAGER OF SCHOOLS, MUKINGE HILL, TO MR. HOLMES, SOLWEZI 29/12/1954

- 2 -

I shall finish the school year here and should like to leave things as much in order as possible. My ideas which will be subject to P.T.S.C. course are these:- Miss Siebert complete the second year of training and take Domestic in Upper school; Manwachi take St. VI go-ed if some boys come from Mutanda as suggested; Luka Yamba now at Chalimbana T3 course take St. V. I hope I shall have a chance to discuss affairs with you.

PROV. ED. OFFICER SOLWEZI, TO DIRECTOR OF AFR. ED., LUSAKA: 19/1/1955

TEACHER TRAINING IN NORTH-WESTERN PROVINCE.

I refer to your minute 7505/T.T/9 of 16th December, 1954.

2. I regret I misinformed you about the wastage at Chitokoloki. I had presumed, without checking, that a full course of 24 finished last year. This was not so. I believe the wastage was not more than 2.

3. However the fact remains that there are now 48 students in training at Chitokoloki and we shall have difficulty in boarding them. The Provincial Teaching Service Committee is to consider the problem and may well recommend that this year's intake be reduced to 12. The Principal has anticipated such a suggestion and has asked if this will affect the European Salary Grants. I presume it will not, as there will be no fewer classes. Your guidance would be appreciated.

4. With regard to Mukinge Hill, Miss Forman has agreed the teacher training there is ~~uneconomical~~ ~~?~~ and had already realised it had no future. Unfortunately this prompted her to seek a post elsewhere and she has confirmed that she will be leaving this year for the Gold Coast. A severe loss to educational work in this province. There will be no further intake, the present course will be "finished off" by Miss Siebert who will then concentrate on girls' work in the Upper Primary School at the Mission.

MUKINGE MISSION SCHOOLS (M/1/10) VOL. I, 1954-1958

P.E.O. SOLWEZI TO MANAGER OF SCH. MUKINGE HILL KASEMPA 28/6/1955

Thank you for your letter dated 8th June 1955.

2. You will find that the introduction of the Unfield African Teaching Service has resulted in a number of new rules and practices which have not been followed in previous years. It is unfortunate that you have to "take over" the management for such a short period. By the time you have become familiar with the new regulations it will be time for you to hand over in turn to Mr. Mc Allister. However, please be assured that we will do all we can to make the task easy, and do not hesitate to drop a note to us if you are in doubt on any point.
3. The rule about leave is that teachers "earn" one month's (30 days) leave each year, to be taken during the school holidays. (If this leave is not taken it may be carried forward to the next year, but not more than 60 days may be accumulated in this way). To this leave may be added as journey leave a reasonable time, not exceeding ten days in any one year, to travel between the teacher's place of employment and his home or other approved destination, and return.
4. Not more than once every three years a teacher is entitled to free transport for himself and his family (wife and up to four children under sixteen years) to and from his home or other destination approved by the Manager (generally not further distant than special application must be made to this office (to ensure funds are available) and this application is made on U.A.T.S. Form 6, a supply of which is enclosed. Leave which does not carry free transport privileges does not need prior approval, but all such leave must be reported on U.A.T.S. Form II again a supply is enclosed.

MUKINGE MISSION SCHOOLS (M/1/10), VOL. I, 1954-1958

PROV. ED. OFFICER SOLWEZI TO DIR. OF AFRI. ED. LUSAKA 29/7/1955

MUKINGE MISSION

You will be aware that Miss Forman who was Principal of Mukinge Mission, and Manager of Schools has now left the country. In her place the Mission is sending out a Mr. Allister from Canada. He has a B.Sc. from Wheaton College, Ill, U.S.A., and a Diploma of Education from Dalhousie University, New Brunswick, Canada. I presume you would agree to his appointment as Manager of Schools.

2. Mr. Foster, the Head of the Mission and Acting Manager of Schools has requested the Mr. Mc Allister should be regarded as Principal (grant-aided), as well as Manager of Schools, and has asked if this is possible and what grant would be payable. An item of 255 appears in the Approved Estimate for Miss Forman, this item purposely retained in case a grant was required for her successor.

3. The Normal School will cease in May 1956, they have now 2 T4(F) Upper Primary School is now fully coeducational and a male principal is to be preferred.

4. Much as we dislike the two appointments being combined I would recommend that the request be granted and of 200, the rate approved in your Circular No. 1/1955.

MIN ED (SOLWEZI)

MUKINGE MISSION SCHOOLS (M/1/10), VOL. I, 1954-1958

PROV. ED. OFFICER SOLWEZI TO M. OF SCH. MUKINGE HILL MR. FOSTER

KASEMPA 19/9/1955

4. With regard to your last paragraph, I heard from Mr. Kopp that Mr. McAllister had arrived and I should like you to convey my greetings to him and to Mrs. McAllister and to wish them a very enjoyable and profitable service in this country. I hope to call at Mukinge on 6th or 7th October and look forward to meeting them. His grant will be payable from 15th September as you request.

5. I presume it will be correct to address my letters to Mr. McAllister in future and I should like to thank you for "filling the gap" after Miss Forman's departure. I know it hasn't been an easy task with the welter of new regulations and forms with which we are inflicted nowadays. However I am sure Mr. McAllister will benefit greatly from the insight you have gained into the problems of management.

MINED (SOLWEZI)

MUKINGE MISSION SCHOOLS (M/1/10) VOL. I, 1954-1958

REGIONAL SUPERINTENDENT FOR N. RHODESIA, KASEMPA, TO P.E.C. SOLWEZI

20/9/1955

Mr. Frost has recently handed me your letter No. 758/B/1/2 and also North Western Province Education Circular No. 16/1955. I regret that I was not here when these arrived as it is now too late to do or to say anything about the Development plan.

Mr. Frost replied to your letter regarding grants for the present building program but so far we have not received your cheque. It would be appreciated if you would let us have ~~the cheque at your earliest convenience~~ ^{at your earliest convenience}. As Mr. Frost said, we have already made sufficient bricks for this project and have now begun building the first teacher's house. We have also purchased lime, cement, and roofing.

I notice that this grant is still in the 50% basis. Has Government definitely decided against paying 75% towards buildings. If so I am afraid development as far as the Mission is concerned may be curtailed. In fact I am not sure that we shall be able to complete the present program. Because of recent experiences in S. Africa the Mission is not too keen on investing large sums of money in buildings for educational purposes. Some thousands of pounds were spent in Natal on a Teacher Training College and a High School, which now, because of the recent legislation in the Union, are to serve no useful purpose as far as the Mission is concerned. It is possible, if the Mission is unable to sell the buildings, these projects will be a total loss.

In your Ed. Circular No. 16/1955 you asked the question would anything further be required for 1957/58. As you received no answer regarding this I do not know if you included anything in your consolidated return. Certainly if you are to develop as we should, other buildings would be required, but I am afraid I have not the authority to accept further financial responsibility for the Mission for 1957/58 on a fifty-fifty basis. We should have more teachers houses, new dormitories and possibly further classrooms

This brings to mind your letter No. 1027/P/1/1 of August 30. We are glad to see Government's interest and to note the Director's appreciation of the valuable work being done by Missions in this Province in the education of women and girls. I think it is unfortunate that this letter did not come a year ago as it might have changed Miss Forman's attitude and saved her for girls' work in this Province, especially if it means that there may be a possibility for teacher training for girls on a larger scale. Perhaps however this is not envisaged.

We are interested in developing the girls work but in view of statements made during the last two years are somewhat apprehensive lest it mean the exclusion of boys' educational work at Mukinge. We were told that in view of the plan to establish an Upper Primary School at the Boma Mukinge must be limited to a one stream school for some time to come and that as girls should be primarily catered for at Mukinge the number of boys would

M I N E D (S O L W E Z I)

MUKINGE MISSION SCHOOLS (M/1/10) VOL. I, 1954-1958

REGIONAL SUPERINTENDENT FOR N. RHODESIA KASEMPA TO P.E.O. SOLWEZI

20/9/1955

-2-

necessarily limited, that it is, if we had 25 girls in a class the number of boys would be reduced to 10. This process might go on until we had no boys at all and all would be going to the Government School at Kasempa. We would like some definite word regarding this.

↓ Added ms. note at end of letter as follows (by PEO).

"Pointed out that single stream III/III normally leads to single stream II/II + he agreed that what they really wished to safeguard was the Str. III entry to avoid all boys going to Kasempa + all girls coming to Mukinga. Thought it would be a long time before this became a real change, but position could be reviewed from time to time + if necessary application made for separate girls stream Str. III to II.

MIN ED (SOLWEZI)

MUKINGE MISSION SCHOOLS (M/1/10) VOL. I, 1954-1958.

for D.C. (E.M. JONES) KASEMPA TO J. MacALLISTER MANAGER OF SCH MUKINGE
10/8/1956.

It has been brought to my notice that a teacher working under your auspices at Kikonge School has been acting as a food buying agent for Mukinge Mission. It seems highly undesirable that a teacher should so openly espouse factional interests and could lead to friction and a lack of confidence in the school by certain sections of the community and might well bring objections from commercial firms who are also food buying in the section.

2. Could I have your views on the matter please?

MIN. ED. (SOLWEZI)

MUKINGE MISSION SCHOOLS (M/1/10) VOL. I, 1954-1958

MANAGER OF SCH. ^{M. Atkinson, M. Long} KASEMBA TO P.E.C. SOLWEZI 11/10/1957

MATUSHI SCHOOL

A T4 teacher has been sent to open this school and enrolment began on October 3 with 23 boys and 17 girls. I have not recorded these on the Attendance Report but I trust that you will find it possible to include them for equipment grant purposes

Previous to the opening of this school I had already inspected Chizera School. Thus it will not be possible for me to visit Matushi twice during this school year. It may be possible for Mr. Frost to inspect the school later this term but I rather have my doubts that he will be able to as he is pretty well tied up at Chizera Bible School. (He has stated that he will drop in at the school every third week-end on his trips to and Kashima). Please let me know if this is satisfactory.

M I N E D (S O L W E Z I)

MUKINGE MISSION SCHOOLS (M/1/10) VOL. I, 1954-1958

P.E.C. SOLWEZI TO MANAGER OF SCH. KASEMPA 11/6/1958.

In reply to your query concerning the procedure to be followed when a mission wishes to transfer the management of its school to the Local Education Authority, the Director has stated that the general requirement is that as much notice as possible should be given by the voluntary agency concerned. If the transfer involved so many schools that an additional Education Officer was required, two years' notice would not be too long to ensure his recruitment.

M I N E D (S O L W E Z I)

MUKINGE MISSION SCHOOLS (M/10), VOL. I, 1954-1958
 (Miss Fernan) (Mr. Dickmaster)

PRINCIPAL, (MUKINGE HILL, TO P.E.O.), SOLWEZI 22/9/1954

The following are the particulars you ask for by a copy of your letter of 20th inst to Miss Spong. (There were the T4 Alt. second year)

Name.	District.	Bursary.	Cost of return journey.
T4Alt. Odeya Bingwaya.	Kasempa	none.	30/-
Miriam Mbenja	Solwezi	£2.	55/-
Rebeka Laimon	M'Lunga	{fare here	..
Lydia Kabulanyi.	..	{fare here	..
VI. Dolika Custom	Kasempa	none. no need.	
Fibe Kasumbalesa	..	.. ..	..
Jesika Sandasanda	..	.. ..	..
Lisa Kamayanyi	..	.. ..	..
Fila Cowola	Ndola Rural	£2.0.0	£3.16.6
Omele Muwana	..	£2.10.	"
Ester Mutembo	..	£2.0.0.	"
Eni Hamayangwe	..	£2.0.0.	"
Grace Kibolya	Kasempa.	none.	
Glad Muyoya.	Solwezi.	£4. 0. 0.	30/-
Zaneta Mwamba	M'Lunga	fare req. from D.C. Single	55/-
Lavina Sakelenge.	B'Vale.	none	£3.5/-
Betty Madumba	..	fare	"
Malina Chilila	..	none	"
V. Lini Lendela.	Kasempa	none.	
Henda Macolino.	..	..
Salome Kitengwe	..	..
Susana Bingwaya	..	..
Rejoice Solopi	..	..
Alice Mupela.	Solwezi.	£4.0.0.	30/-
Beatrice Mbenja	..	£4.0.0.	30/-
Demesa Kantumoya	..	£4.0.0.	27/-
Ellen James	M'Lunga	none.	55/-
Bellina Chimbila	Ndola Rural.	£1. 10s	£3.16.6
Bozinaka Macanda	..	£1. 10s	" "
Joy Kaputungu	Balovale	(no word yet.	
Mary Lope.	..	(..	£3.5/-

} Paid by Parent.