



ECZ

IN PERSPECTIVE

News about the Examinations Council of Zambia

Issue No. 3

July to December 2013



MINISTER LAUNCHES 2012 NATIONAL ASSESSMENT SURVEY FINDINGS

Inside Issue



- **NECTA optimistic of successful 2014 AEAA Conference**
- **ECZ set to develop Assessment Schemes**
- **Probe against exam leakages launched**
- **Soccer club to step up the game**

Examinations Council of Zambia

The Examinations Council of Zambia (ECZ) was established in 1983 by an Act of Parliament, Chapter 137 of the Laws of Zambia, with a mandate to set and conduct examinations and award certificates to successful candidates. Before enactment, the Ministry of Education and Culture, under the Examinations Section used to conduct the examinations. The full launch and operationalisation of the ECZ begun in 1987 as a semi-autonomous public institution (parastatal).

VISION STATEMENT

The Examinations Council of Zambia will be a leading examining board in providing accurate and timely assessment and certification systems reflective of the competencies of learners and the education system in a prospering economy.

MISSION STATEMENT

The Examinations Council of Zambia will provide an effective and efficient system for setting and conducting assessments of comparable international standards.

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Contents

Message from the Director.....	2
Minister launches 2012 National Assessment Survey Findings.....	4
ECZ introduces Mid-year GCE Exam.....	5
Press Briefing unveils new developments.....	6
Setters and Markers allowances increased.....	6
SAAEA recommends harmonisation of qualifications in SADC region.....	7
ECZ gets 8383 as Toll free line.....	8
Council Library now operational.....	10
Parents play a role in preparing children for examinations	13
Submitting examination queries: The value of adhering to ECZ deadlines.....	20
Taking Examinations: Your Questions Answered.....	21
Sports.....	28

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Ronald M. Tembo

Dear readers,

The year 2013 has been enriching for the Examinations Council of Zambia. We have committed ourselves to being a better institution by providing the best customer service to the Zambian people. We have also been more creative and innovative as we executed our core mandate. The articles contained herein revolve around value addition to the work of the ECZ which has been realised as a result of all Council employees and stakeholders working as a team.

In this edition, we have particularly showcased a number of reforms regarding the conduct and management of examinations which have been implemented. Due to the value and information our magazine is conveying to the public, we have received submissions from some institutions of learning. The article from a student at Zambia Institute of Mass Communication Educational Trust is bringing to the fore the critical role parents play in preparing children for examinations. We therefore, value all the submissions received and encourage everyone to embrace the ECZ Magazine by sharing information with our esteemed readers by way of contributing articles.

Worth noting is the fact that ECZ Research team has equally shared with our esteemed readers, the study they undertook to find out the relationship between learners' proficiency in English Language and their performance in other subjects at Grades 7, 9 and 12, and what could be done to improve learner proficiency in English Language at secondary school level.

The ECZ has continued to provide summaries of organisational news on implemented activities, educative write ups, editorial opinion and features on assessment related issues. We have provided feedback on the various queries from our clients that have come through our email, facebook page and website. This edition has also provided some entertainment news to our sports readers. A story where the ECZ ladies have formed a sports team, makes good reading.

It goes without saying that, "None is more impoverished than the one who has no gratitude." Thus, as we express our gratitude to our stakeholders and the general public, we will never forget that the highest appreciation we can ever give is not only to utter words, but to live by them and continue to provide the best magazine with content that is highly interactive, informative and educative. We are optimistic that all our stakeholders will continue to support the good work of the ECZ and ensure that together, we provide the best service to the vast majority of Zambians.

MESSAGE FROM THE DIRECTOR



Mr Michael M. Chilala
Director



Professor Samuel F. Banda
ECZ Chairperson

Dear readers,

In the past 12 months, the Examinations Council of Zambia (ECZ) has endeavoured to pursue value addition in order to serve our country better and thereby meet the strategic objectives we have set for ourselves. Some of the areas targeted in our value addition crusade are: improved service delivery to the public; improved terms and conditions for our setters and markers; improved working relations with other key stakeholders; realigned salary structures including improved terms and conditions of service for Council employees and improved financial management, to mention but a few. I wish to state that through working together, the Council, management and staff of ECZ have achieved the set agenda in the year amid challenges of low financing. Some of the achievements are highlighted below:

Improved service to the public

The Council improved in the way it communicated to the stakeholders such as the Provincial Education Officers (PEOs) and the District Education Board Secretaries (DEBS). We also enhanced our partnerships with co-operating partners such as the World Bank, UNICEF, UNESCO, USAID and several Directorates in the Ministry of Education. Financed studies such as the National Assessment Survey, the study on Absenteeism from Public Examinations and the internally funded study on the Causes of Abnormal Curves during the marking of

Grade 9 examination were successfully completed and their findings shared at appropriate organised seminars. The Council organised consultative meetings on learner performance and on the conduct of Special Education Examinations with a view to improve the way we serve the public. The Council has also finalised the procurement process for transformation of the Guest House in Msuzi Road, Woodlands into a state of the art service centre. Construction works commenced on 19th November, 2013 after the site was handed over to the contractor. We have successfully learnt and continued to put the lessons learnt to good use in the interest of the public and the country we continue to serve.

Participation in International Conferences, Benchmarking and International Assessments

ECZ has been represented at two conferences namely: The Southern African Association for Educational Assessment (SAAEA) and the Association for Educational Assessment in Africa (AEAA). A total of five (5) professional and research based papers have been presented by ECZ staff on the two conferences; three (3) at SAAEA and two (2) at the AEAA. Detailed reports of the conferences are available for your information. The Council also participated in standards fixing and other benchmarking activities in Zimbabwe, Swaziland, Lesotho, Malawi and Kenya. The Council is a confirmed host for the 2014 AEAA Annual Conference.

In line with international assessments, the Council successfully participated in activities of the Learning Metrics Task Force convened by the UNESCO Institute of Statistics and the Centre for Universal Education and the Brookings Institution. The Learning Metrics Task Force had a task of catalysing a shift in global education conversations from access to access plus quality, and building consensus on global learning indicators and actions to improve measurement of learning in all countries. The Task Force has since made its recommendations on ways for advancing universal learning in order to improve the learning experiences of children and youths around the world. Within the same year, the Council successfully completed the implementation of the activities under the Russian Education Aid for Development (READ). The successful implementation of the READ activities earned the Council its inclusion in the PISA, another international assessment programme, which will be implemented effective 2014.

Conduct of Examinations

The Council implemented a number of changes with regard to the conduct of examinations. The Council changed the timing of the Grade 7 Examination from the usual last week of October or first week of November to the second week of October. This was meant to create enough time for processing of Grade 7 results to ensure that those selected to Grade 8 open together with other school going children in 2014. The change also smoothened the processing of results by eliminating the crossing of timing for processing of Grade 7, Grade 12 multiple choice and Grade 9 results. The revised examination timetable also helped reduce costs by enabling Council to combine monitoring of Grade 12 and Grade 7 examinations, unlike in the past, where the monitoring was conducted separately.

The Council maintained the Grade 12 examination timetable, but swapped the timing for theory and practical examination papers. Contrary to the past examinations, the Grade 12 examination started with theory and ended with practical examination papers. This reduced on the time the theory papers were kept in the field before being written, thereby reducing the chance for candidates to benefit from the leakages and other forms of cheating. The change caused the number of cases of expulsions from the entire examination to increase as more candidates tried to go into the examination room with pre-written materials having had no enough time to internalise the answers. It also caused an increase in the number and cases of group arrests of candidates who attempted to work out the solutions to questions in the examination in groups in the night. The

enhanced vigilance arising from sensitisation activities made the invigilators more alert and hence increasing the number of the candidates they caught trying to cheat. Increased public response and cooperation, opening of the facebook page and general call for participation of the public in curbing examination malpractices have all yielded positive results as majority of those who intended to cheat were caught and eliminated from the examination process. Another innovation in examinations was the introduction of the June GCE Examination. Arrangements have reached advanced stages and candidates are already being registered. Members of the public can consult the nearest District or Provincial Education Office for clarifications. This will be a major solution to the majority who are seeking the required five "O" Levels or better results for entry into college and or employment.

Admittedly, we were up against huge challenges especially in relation to examination irregularities. We have however, continued to be innovative to ensure that we stop the examination papers from leaking and hence curb the prior-knowledge of the examination by the candidates. We are also committed to ensuring that in the presence of a leakage, we prevent the gains from accruing to those with prior knowledge. We are alive to the fact that the public has advised ECZ to thoroughly investigate within and outside ECZ. We are determined to work with the public to eradicate the vice and enhance the integrity of our qualifications. I wish to assure the public that together with them, we shall find solutions to completely eradicate irregularities related to all our examinations.

In conclusion, we wish to state that ECZ management and staff live by the principle of 'the only way to be sure of the future is by creating it ourselves.' We are therefore determined to live by our understanding of the expectations of the nation and to carry along the public in our innovations and improved services. We are committed to improving the quality of services to the public and to continue protecting the integrity of the entire education system in Zambia. We are greatly thankful to all stakeholders including the Zambian Government, for contributing towards revitalisation of an effective, efficient and sustainable system of educational assessment and examinations.

Management and staff pay special gratitude's to the following for their unwavering support and guidance in the process of implementing activities related to the ECZ mandate:

[continued on next page](#)

- Honourable Minister for the MoESVTEE - Dr. John Phiri;
- Permanent Secretaries - MoESVTEE - Mr. Chishimba Nkosha and Dr. Patrick Nkanza;
- The ECZ Council and Committees of Council;
- The various co-operating partners such as USAID, READ/World Bank, UNICEF, UNESCO and DFID and other projects related to the listed partners;
- The Teaching Service Commission (TSC) and the Teacher Unions.

I wish to indicate that we shall continue to maintain an open door policy and be innovative in our service provision so as to enhance our relevance to the public and worldwide. As we move forward with determination to succeed and a renewed commitment to provide exceptional customer service, we shall continue to interact with the public through the various media, one of which being this Newsletter. We wish to encourage you our esteemed stakeholders to read every production of our newsletter to learn more on examinations and assessment in Zambia. We look forward to a successful 2014.

MINISTER LAUNCHES 2012 NATIONAL ASSESSMENT SURVEY FINDINGS

By Japheth Chanda
Senior Research Officer, ECZ

The Honourable Minister of Education, Science, Vocational Training and Early Education (MoESVTEE), Dr John Phiri launched the findings and dissemination materials for the 2012 Grade 5 National Assessment Survey at Taj Pamodzi Hotel in Lusaka on 13th September 2013.

This high level meeting was attended by Permanent Secretaries for Education and Technical Education, Vocational and Entrepreneurship Training (TEVET) –MoESVTEE, Representatives from the Russian Embassy, Chairperson–Teaching Service Commission, Chairperson–ECZ, MoESTVEE Directors from all Directorates, Provincial Education Officers, representatives from Teacher unions, selected Provincial and District Resource Centre Coordinators, cooperating partners, ECZ Management, staff and members of the press.

Gracing the occasion, Dr Phiri said he was particularly glad to officiate at the event considering that the Patriotic Front (PF) Government had been in office for two years and the survey would provide baseline information on education in Zambia.

He said during the period under review, Government had spent time re-aligning policies to be in tandem with the Patriotic Front (PF) Manifesto of achieving quality education. The paradigm shift was premised on the Millennium Development Goal (MDG) 2 which focuses not only on increased learner enrolment but on quality as well.

The Minister disclosed that the need for assessment which provided empirical evidence to inform policy, led the Ministry of Education into launching the National Assessment Programme in 1999. The programme was a means of assessing learning achievement levels as well as measuring inputs and outputs in the education sector.

Dr Phiri however, bemoaned the consistent low learning achievement levels in the country. He indicated that government was attempting to address this sad situation through the following measures; massive recruitment of teachers, improved conditions of service for teachers, provision of teaching and learning materials, massive infrastructural development and encouragement of more parental involvement in children's education.

The Minister directed the Planning and Standards Directorates to search for tangible solutions to address issues related to low learner-teacher contact hours, poor reading culture amongst learners, lack of province-specific strategies such as beginning of teaching on the 1st day of opening in each school term and constant monitoring of schools.

Dr Phiri urged all stakeholders not just to launch the dissemination materials but to have follow-up meetings that would result in improvement of learning achievement levels. In this regard, the Minister thanked UNICEF, USAID and READ/World Bank for the financial, material and capacity building support rendered to National Assessment Programmes. He further thanked the Council, Management and staff of the ECZ for successfully completing the 2012 Grade 5 National Assessment Survey of Learning Achievement Levels.

During the same event, National Assessment Programme Coordinator-Shadreck Nkoya informed the stakeholders that the Council's desire was to raise the national mean performance to at least 40% in all learning areas-a goal which had been elusive this far, hence dubbing the 2012 Grade 5 National Assessment Survey Report as; *"Stagnation Despite Exponential Growth in Access."*

The materials launched during the meeting included a video on Compact Disc (CD) with the World Female Boxing Champion-Catherine Phiri as a role model, flyers, brochures and posters with remedial educational messages. The forum was also used to share findings of three studies, namely; *"Learner Absenteeism from Public Examinations,"* (ECZ/UNICEF); *"Early Grade Reading Assessment" (Read to Succeed)* and *"How We Lose Time"* (USAID).

The 2012 Survey revealed that the national mean performance ranged from 33 – 39 percent for all subjects. For example, only 35.40 % of the learners could read in English while only 38.07 % could solve mathematical problems, with only 37.94 % of the learners demonstrating ability to respond to Life Skills situations correctly.

The 2012 Grade 5 National Assessment Survey was conducted in October 2012. A total of 400 public, grant-aided, community and private schools were sampled across the country. Learners' and teachers' knowledge in English Language, Zambian Language, Mathematics and Life Skills were assessed through written tests. Additionally, home background and school-based factors were captured in order to correlate these to academic performance.

ECZ introduces Mid-year GCE Exam

By Ronald M. Tembo

The Examinations Council of Zambia (ECZ) has introduced the June (Mid-Year) General Certificate of Education (GCE) Examination on a self-sustaining basis, effective 2014. This is in response to the increased demand for GCE examination by members of the public. This is a major solution to the majority who are seeking the required five "O" Levels or better results for entry into college and/or employment.

This Mid-year examination shall run in selected centres in all the 10 provinces of Zambia. Only 75 examination centres countrywide have been approved by the ECZ to administer the examination. The general public have been advised to enquire from the Provincial Education Office (PEO) or the District Education Board Secretary (DEBS) on the names of centres eligible to administer the GCE examination. Any additional requests on the number of schools/centres would be considered in 2015.

The Subjects that will be available during the Mid-year GCE Examination include English Language (1121/1&2), Literature in English (2011/1), Civic Education (2030/1&2), Religious Education (2044/1, 2046/1), History (2167/1&2), Zambian Languages (3147/1&2-3160/1&2), Mathematics (4024/1&2), Additional Mathematics (4030/1&2), Biology (5090/1, 2&3), Science (Physics and Chemistry) (5124/1, 2&3), Commerce (7100/1) and Principles of Accounts (7110/1&2). Candidates will only be allowed to sit for a maximum of six (6) subjects at one sitting.

The subjects that will not be offered are French (1121/1&2), Agricultural Science (5037/1, 2&3), Physics (5054/1, 2&3), Chemistry (5070/1, 2&3), Music (6020/1, 2, 3, 4&5), Home Management (6075/1&2), Food and Nutrition (6065/1&2), Fashion and Fabrics (6050/1, 2&3), Wood Work (6030/1&2), Metal Work (6040/1&2), Computer Studies (7010/1&2) and Geography (2218/1, 2&3).

Registration of candidates started on 4th November 2013 and will end on 31st January 2014. All the candidates shall be registered by Electronic Candidate Registration System (ECRS) at their nearest examination centre. For the Mid-year examination, candidates will pay K100 as subject fee per candidate and K50 as entry fee per subject. Other fees include K50 as Administration fee and K50 as tuition fee per subject/term. It should be understood that payment of tuition fees should not be a pre-requisite for registration. Candidates may opt to attend tuition at any centre of their choice.

Results for the Mid-year examination shall be released in the second week of September 2014 (19th September 2014). Deadline for reporting re-marking cases will be 30th November 2014, while for resolving result queries will be 31st December 2014.

NECTA Optimistic of successful 2014 AEAA Conference

By Charity Meki Kombe

The Executive Secretary of the National Examinations Council of Tanzania (NECTA)- Dr Joyce Ndalichako wished the Examinations Council of Zambia (ECZ) and the Zambians well in their preparations to host the 32nd Association for Educational Assessment in Africa (AEAA) Conference to be held in Livingstone city.

Dr Ndalichako said this during the closing ceremony for the 31st Annual Conference of the Association for Educational Assessment in Africa (AEAA). The 2013 Conference was hosted by NECTA in Arusha – Tanzania at Ngurdoto Mountain Lodge from 12th to 16th August 2013.

Dr Ndalichako who was also ushered in as the President of AEAA thanked Dr Serera Moahi- the outgoing AEAA President and Botswana Examinations Council (BEC) Chief Executive Officer for her input that had made the Association to continue running. She also expressed appreciation to all delegates for their active participation during the Conference and particularly implored countries that had participated for the first time to continue being part of the Association. Dr Ndalichako was confident that Zambia would successfully host the 32nd AEAA Conference following reports of what the country had put in so far.

The Conference which was held under the theme 'Enhancing Assessment Practices for Quality Education' saw the participation of over 300 delegates from 28 countries. Angola, South Sudan and Ethiopia attended the Conference for the first time. Delegates from outside Africa included those from United States of America, United Kingdom and Barbados.

The Conference was characterised by a number of activities that included key note addresses and parallel sessions where delegates from various countries made presentations on various assessment and education issues. The delegates were also accorded an opportunity to sample some of Tanzanian's tourist attractions in Arusha that included tours to Lake Manyara, Tarangire National Park, Arusha City, A To Z Textile Mills and the Snake Park.

The ECZ members of staff that attended the Conference were Mr Michael Chilala – Director; Mr Nalumino Moola – Assistant Director – Information and Technology Department; Mrs Violet Banda – Assistant Director – Examinations Administration Department; Mr Shadreck Nkoya – Acting Principal – Research and Test Development Department (RTD) and Mrs Charity Kombe – Senior Research Officer - RTD. During the Conference, Mr Nkoya and Mrs Banda also made presentations during parallel sessions.

The AEAA was established in 1982 with the main objective of promoting co-operation amongst examining and assessment bodies in Africa. It is under this Association that AEAA Conferences are held on an annual basis to address and share experiences on issues of assessment and education among member states.

During the same Conference, Zambia was given a go ahead to host the 32nd AEAA Conference under the theme "Educational Assessment in a Knowledge Society." The Conference is set to be held in Zambia's tourist city of Livingstone at the Zambezi Sun Hotel from 11th to 15th August 2014. This will be the third time Zambia will be hosting the Conference. The first one was hosted in 1990 while the second took place in 1999.

The ECZ has since constituted various Committees to spearhead the preparations for the Conference and the process is on course.



Press briefing unveils new developments

By Ronald M. Tembo

The Examinations Council of Zambia (ECZ) held its maiden Press Briefing to share some of the new developments related to ensuring that the mandate of developing and managing public examinations of high quality was realised. The briefing was attended by members of the press from both public and private sectors.

Speaking during the occasion held on 25th July 2013 at Courtyard Hotel in Lusaka, ECZ Director- Michael Chilala stated that following the dissolution of the previous Council on 6th January 2012, it was on record that the Minister of Education, Science, Vocational Training and Early Education (MoESVTEE) - Dr John Phiri tasked the new Council he inaugurated on 25th April 2012 to show leadership in ensuring that accountability, integrity, transparency and professionalism became the cornerstone of ECZ operations.

Mr Chilala stated that the Honourable Minister reminded the new Director that as he settled down, he needed to be mindful that the nation awaited a new ECZ that they could gain trust in and that could give inspiration to parents to entrust the futures of their children to the school system, knowing fully well that the Council ran a credible examination system which gave every Zambian an equal chance to pass.

He revealed that ECZ had made reasonable progress in an effort to respond to the given assignments which included giving special consideration for examiners (Setters and markers) in terms of emoluments and other conditions of service, cleaning the examination marking process, examination development and administration in all institutions from ECZ to the school level to ensure there were no more leakages and other examination malpractices.

Mr Chilala added that the conditions of service for the setters and markers had been improved as they provided the ECZ with the test items required for development of examination papers together with their marking schemes and participate in processing of results through marking and marks capture.

He said the reforms related to the timing of examinations for the 2013 session had been implemented in an effort to reduce on the opportunity for examination irregularities with the Grade 12 examination starting with Theory Papers and ending with Practical Papers.

Mr Chilala sent a stern warning to the teachers who had been writing examinations on behalf of other candidates, or even assisting candidates in many ways to pass examinations that ECZ shall continue catching up with them adding that once found, recommendation would be made to ensure that the system gets rid of them.

The ECZ Director was grateful to all members of the press for making themselves available for the occasion and implored them to help when it came to bringing to the fore the irregular activities in the communities before, during and after the examinations to ensure sustained and growing integrity of Zambia's examination systems and processes.

He was grateful for the unwavering professional and policy guidance and support from the Government of the Republic of Zambia in general and in particular the Honourable Minister of the MoESVTEE- Dr John Phiri; the Permanent Secretaries - Mr Chishimba Nkossa and Dr Patrick Nkanza, the ECZ Council, the Teaching Service Commission and the Teacher Unions.

Mr Chilala assured the stakeholders and the general public that ECZ would continue to work hard to ensure that it provided an effective and efficient system for setting and conducting assessments of comparable international standards.

Setters and Markers allowances increased

By ECZ Newswriter



Marking of Grade 12/GCE scripts

The Examinations Council of Zambia (ECZ) has increased the examination setters and markers allowances. This was revealed by the ECZ Director- Mr Michael Chilala at a Press briefing held on 25th July 2013 at Courtyard Hotel in Lusaka.

The review of allowances was necessitated from the realisation that the low turnout of trained markers during marking was mainly attributed to poor conditions of service. The adjustments in the allowances for examination setters and markers were adequately catered for within the already approved budget for the financial year 2013.

ECZ has introduced a daily allowance of K130 per day for markers at Grade 9 and 12 levels. This amount will be paid in such a way that Grade 9 markers will get K130 per day for the days of marking in place of the K50, which they previously got as Lunch allowance. The Lunch has therefore been included in the Daily Allowance. This gives the makers at Grade 9 level an additional K80 for other expenses during marking. Transport allowances will still be paid to all markers at Grade 9 level.

All Grade 12 markers who are in camp will get the K130 per day for all days of marking. This will be in addition to the subsistence allowances they will get if they spend nights on the way to and from the marking centre, and the transport refunds. The K130 will not be paid for extended periods (days) of marking.

Markers at Grade 12 level will still be provided with accommodation and meals during marking as has been the case. The Claim rates per scripts have been increased by about 120% from the previous rates for different subjects at Grades 9 and 12 levels.

ECZ has further adjusted the fees for draft setters, panel members and proofreaders. For example, the lowest draft setting fee (Grade 7) has been increased from K254.29 to K600, while the highest draft setting fees (Teacher Education) has increased from K423.26 to K800. Fees for Panel members and Chairpersons have also been increased by similar margins.

Examination setters and markers occupy a pivotal role in the whole examination cycle. They provide ECZ with the test items required for development of examination papers together with their marking schemes, and participate in processing of results through marking and marks capture.

ECZ Employees receive IRT Training

By Charity Meki Kombe

The Examination Council of Zambia (ECZ) employees were privileged to attend training in Item Response Theory (IRT). The 5 day training which was held in Lusaka at Crossroads Lodge from 26th to 30th August 2013 attracted a total of 27 members of staff drawn from various departments of the Council.

The training was among the various capacity building activities Zambia had benefitted from under the World Bank and Russian Education Aid for Development (READ) Trust Fund. Established in October 2008, the READ Trust Fund is a collaboration of the Russian Government and the World Bank that focuses on improving education quality and learning outcomes in low-income countries.

The training was facilitated by Mr Fernando Cartwright (PhD) - a Social Science Researcher, Software Developer and Psychometrician. Mr. Fernando is a renowned expert who has worked with Statistics Canada, the World Bank and other organisations in several countries.

The highlight of the training was the hands-on experience where IRT theories were put into practice using IATA, a software package for analysing psychometric and educational assessment data. IATA performs among others factor analysis, IRT scaling and calibration, Differential Item Functioning (DIF) analysis, computer aided test development, equating and IRT-based standard setting. The software was developed by Mr Cartwright.

Acting Principal Research Officer – Education Diagnostic Research Mr Shadreck Nkoya, expressed gratitude to the Officers that had acquired a lot of skills and knowledge in IRT during the training. He was particularly pleased that the training incorporated a number of hands-on activities. He assured Mr Cartwright that ECZ would make use of the skills and knowledge acquired to improve on its operations.

Speaking during the same occasion, Acting Assistant Director -Mrs Teza Nakazwe Musakanya encouraged officers to continue working as a team and apply what was learnt during the training. Mr Cartwright equally implored officers to continue putting to use the skills and knowledge acquired during the training in order to internalise and appreciate IRT.

After all has been said and done, the onus remains on ECZ to utilize what was learnt, even as the Council continues to embrace IRT in its operations.

SAAEA recommends harmonisation of qualifications in SADC region

By Shakazo Mzyece

The 7th Southern African Association for Educational Assessment (SAAEA) Conference recommended harmonisation of qualifications in Southern African Development Community (SADC). The Conference was held in Maseru, Lesotho at the Maseru Sun Hotel from the 29th to the 31st July, 2013. The Conference was hosted by Examination Council of Lesotho (ECOL) under the theme, 'Challenges in Educational Assessment in Sub-Saharan Africa in the 21st Century.'

A total of Two hundred and forty-one (241) delegates from various examining boards, Institutions of higher learning, and schools from 10 countries attended the Conference. There were seventeen (17) participants from Botswana, two (2) from Malawi, twenty-six (26) from South Africa, four (4) from Zimbabwe, four (4) from Zambia, three (3) from Namibia, eleven (11) from Swaziland, two (2) from the United Kingdom, one (1) from Nigeria and one hundred and seventy three (173) from the host- Lesotho. ECZ was represented by Mr. Albert Siamunako – Principal Examinations Officer – Processing and Certification, Mr Shakazo Mzyece – Senior Research Officer, Ms Njekwa Shula Mamunye – Senior Examinations Officer and Ms Violet Mutono - Senior Examinations Officer.

The Conference as drawn from the SAAEA Constitution provided the forum for sharing ideas and experiences on issues of evaluation and assessment. The Conference also encouraged international participation in the field of educational testing and examination.

A total of thirty four (34) papers were submitted for presentation during the 7th SAAEA Conference. The papers were presented through two parallel sessions. ECZ submitted three papers as follows: 'Exploratory Study on the Effectiveness of Assessment Systems for Learners with Special Educational Needs In Zambia.' Others are 'Diminishing Predictive Ability of English Language to Performance in other subjects at Secondary School level in Zambia' and 'Implementing National Assessment of Learning Achievement for Reporting and Monitoring Progress in the Education Sector; A Discourse on Zambia's Practice.'



Zambian Delegation pose for a photo with an officer from Examinations Council of Lesotho (second from right)

[continued on next page](#)

ECZ set to develop Assessment Schemes

By Charity Meki Kombe

The Examinations Council of Zambia (ECZ) is set to develop assessment schemes (examination syllabi) for the national examinations at Grade 7, 9 and 12 levels following the training that members of staff received on 'Developing Assessment Schemes.' The training which took place from 15th to 20th September 2013 in Lusaka at Cresta Golf View was attended by ECZ staff as well as Ministry of Education, Science, Vocational Training and Early Education officers under the Curriculum Development Center (CDC) and Directorate of Teacher Education and Specialised Services (TESS).

The training was facilitated by a renowned expert in assessment Mr Martin Ripley who has conducted trainings and developed assessment schemes for many assessment bodies around the world. The training was another capacity building activity that was held with the support of the World Bank and the Russian Education Aid for Development (READ) trust fund. The objective of this activity was to equip Officers with skills in the development process of assessment schemes and ultimately develop assessment schemes for the national examinations at all levels.

Senior Examinations Specialist, Mrs Munsaka Mabbolobolo who gave the vote of thanks paid gratitude to READ, the World Bank and ECZ Management for according participants an opportunity to take part in the activity which she deemed as important. Mrs Mabbolobolo stated that the training could not have come at a better time than when the Zambia's School Curriculum at Grade 7, 9 and 12 was being revised.

Mrs Mabbolobolo was happy that the draft assessment schemes in three core subjects at Grade 9 level, which included Mathematics, Science and English Language were developed during the same training. She expressed optimism that the experience gained in developing schemes in the three subjects exposed officers to the necessary knowledge and skills required to develop schemes in their respective subject areas. She thanked Mr Ripley for his patience, commitment and professional guidance during the training.

In his closing remarks, Mr Ripley equally thanked participants for the dedication exhibited throughout the training. He further said that the production of the quality draft assessment schemes generated during the training was evident enough that participants put in a lot of hard work and gained relevant skills and knowledge to generate assessment schemes in all subjects.

2013 exam timetables revised

By ECZ Newswriter

A number of reforms related to examinations have been implemented by ECZ. The timing of examinations is one of them. The examination timetables for 2013 were revised to ensure that ECZ conducted a credible, transparent and malpractice free examination session.

Grade 7 Composite Examination started on 14th and ended on 18th October 2013. The Junior Secondary School Leaving Examination (Grade 9) started on 10th October and ended on 22nd November 2013, while the Grade 12 examination started on 4th October and ended on 8th November, 2013.

Arising from the change, it was expected that the Grades 7 and 9 results will be released in time for the Grades 8 and 10 pupils to open at the same time as other pupils in January 2014, while the Grade 12 examination results are expected to be released before end of January, 2014.

In an effort to reduce on the opportunity for examination irregularities, the Grade 12 examination started with Theory Papers and ended with Practical Papers. The early release of Grade 12 results would give the school leavers enough time to apply for enrolment in colleges and universities, and reduce the time of waiting before pursuing tertiary education after leaving school.

Other examinations conducted by ECZ in 2013 were the Teacher Education (ZATEC) and Pre-School Teacher Education Examinations which started on 14th November and ended on 22nd November 2013, respectively.

ECZ receives kudos for transparent Grade 7 exam

By ECZ Newswriter

The Basic Education Teachers Union of Zambia (BETUZ) has commended the Examinations Council of Zambia (ECZ) for conducting malpractice free Grade seven School examination which started on 14th October and ended on 18th October 2013.

In an article published by the Post Newspaper dated Tuesday, 22nd October 2013, BETUZ General Secretary, Jeffrey Simuntala described the conduct of the Grade seven examination as excellent. Simuntala commended the ECZ staff, supervisors and invigilators for conducting a clean and transparent examination across the country.

Simuntala stated that the manner in which the Grade seven examination were conducted showed that ECZ was still a very credible body to run public examinations. He stated that there were no incidences of examination malpractices reported at this level.

Zanaco Bill Muster Account opened

By ECZ Newswriter

ECZ has opened a Bill Muster Account with Zanaco for collection of fees for various services. With this innovation, ECZ will cease to collect cash, but instead will provide services based on the Bank Deposit Slips. The payment procedure was effective Monday, 12th August 2013.

All payments for Council services are now made at any of the Zanaco branches within Lusaka city using the newly introduced Bill Muster Payment System. The new payment procedure will be made in such a way that upon making payment for a council service, the bank will issue a deposit slip.

The client will present the bank deposit slip to the cashier at Examinations Council of Zambia Cash office. The ECZ Cashier will in turn issue the client with an official receipt from ECZ. The client can further present other relevant documents as required, depending on the service being requested for at the counter opposite the cashier's office where they will be advised accordingly.

ECZ gets 8383 as Toll free line

By ECZ Newswriter

Zambia Information Communication Technology Authority (ZICTA) has assigned ECZ a Short Code 8383 for both Voice (Toll free line) and Short Message Service (SMS). The need to have a toll free line arose from the observation that some members of the general public failed to report examination irregularities or make general enquiries on Council services due to either the cost of communicating or not knowing where to report.

[continued on next page](#)

ECZ is hoping that the public will take advantage and use the service to report all matters related to examinations and receive information from the Council. Additionally, ECZ is hopeful that the members of the public will be able to access results by sending their examination number to the Short Code at a minimal cost.

It is also our considered view that the toll free line has responded to the demands of the industry for effective service delivery and corporate communication relating to the dissemination of information and receiving feedback in order to keep key stakeholders and the general public well informed.



Maureen Chilebela, Switchboard Operator responding to a query

District Examination collection fees accounts closed

By ECZ Newswriter

The ECZ closed the District Examination Fees Collection Accounts countrywide on 31st July, 2013 and in their place, opened one Fees Collection Account with Zanaco in Lusaka. Schools and districts will now deposit directly into one Collection Account using a Customised Deposit Slip (CDS), which will allow the identification of the details of the examination centre codes, names of depositors and their contacts.

The introduced system of examination fees collection will ensure timely reconciliation of fee collection accounts and adherence to best practices in managing financial resources. This system will make it easy for ECZ to reconcile the collected fees against the registered candidates from individual schools that present candidates and eliminate the wastage that comes with running too many bank accounts through charges and transactional costs.

This system is being piloted currently and is expected to be implemented during the collection of fees for the 2014 examinations for the ECZ.

No room for GCE candidates to impersonate

By ECZ Newswriter

General Certificate of Education (GCE) candidates will only be allowed into the examination room upon presentation of their National Registration Card (NRC) or their valid Passport effective 2013. No candidate shall be allowed to write a GCE examination using an affidavit. This directive has been necessitated by increased cases of impersonation against external candidates.

Drivers' licenses and Identity Cards from places of work shall also not be accepted as identity for writing an examination. The Council has observed that cases of candidates losing NRCs just before or during examinations have gone up because ECZ regulations allow a candidate who has lost an NRC to sit for the examination using the affidavit. It has been noted that this has created room for impersonation as affidavits have no face for clear identification of the candidate.

ECZ also noted that some candidates have used this as a loophole to send other persons. In some instances, teachers who offer tuitions go and sit for GCE examination on their pupils' behalf in locations where they are not known. We have observed that this is one of the motivating factors for persons to enter for examinations in far and difficult to reach areas. In response to this nature of malpractice, all internal candidates shall only be allowed in the examination room with a valid Identity Card from the school.

Council Library now operational

By Milimo Mweemba

The Examinations Council of Zambia Library has now been opened. The Library was opened on 9th August 2013. The Library plays a very important role in promoting the progress of knowledge. For ECZ, the Library operates as a special Library. It is a knowledge repository centre of ECZ for research, studying, borrowing of books and reference services. The Library endeavours to house in and disseminate up-to-date information within time and space.

Our main aim and what we do as a Library is to provide information that help users to be more knowledgeable by providing the diverse informational needs and recreational interests of users.

Our Library supplement formal education, encourage self-education, stimulate knowledge participation in national affairs and give access to current affairs and opinions on matters of interest. The other dimension is to support educational, civic and cultural activities by providing timely and up to date information.

ECZ in the near future plans to turn the Library into a Public Library that will provide information to the general public. Stakeholders, pupils, parents, organisations and members of the general public that are interested in using our Library will be required to pay a subscription fee which will be approved by management.

Under public service, ECZ Library is planning to introduce services for schools and other institutions of learning. This programme will involve schools. The programme is very important because the Council will utilise this opportunity to educate pupils on the dangers of examination malpractices.

The following services will be introduced in the Library in order to assist users in enhancing their personal business and social well-being:

- Access to facilities during convenient hours
- Access to a collection of current materials both physical and digital
- Access to technology resources, particularly the internet
- Reference and information services(documentation)
- Photocopying services to users
- Information dissemination and lending



Milimo Mweemba, ECZ Librarian

Libraries are established for the systematic collection, organization, preservation and dissemination of knowledge and information.

It is very important for an organisation like ECZ to preserve and maintain the valuable knowledge and information contained in the books and documents because we want to preserve our knowledge and wisdom for the coming generations on education, assessment and various other issues.

By preserving the documents in our Library, this knowledge can be made available to others so that they can also benefit from it.

ECZ products and services showcased in 2013 shows

By ECZ Newswriter

The Examinations Council of Zambia successfully participated in the 47th Zambia International Trade Fair (ZITF) which was held from the 28th June to 2nd July 2013 in Ndola and the Zambia Agricultural and Commercial Show in Lusaka from 1st to 5th August 2013 respectively.

Ideally, exhibiting at trade shows, expos, conventions, fairs and other exhibitions gives an organisation a unique opportunity that could help generate new leads, check out the competition, do some networking and get publicity for the products and services offered. In short, it is an opportunity to interface with the clients, get feedback, identify areas of improvements and provide advisory services that enhances the corporate image and profile of the organisation.

The show was a premier forum and a platform of choice for ECZ to showcase their services with a view to creating sustainable partnership with the general public and stakeholders for increased efficiency and effectiveness in assessment and certification. The occasion also provided an opportunity for advisory services to the general public.

A number of people passed through the stand and a lot of information, education and communication materials were distributed. Apart from that, the general public were able to give ECZ constructive feedback with respect to certification and registration guidelines. The diverse views from the public concerning ECZ operations have since been taken on board and recommendations to improve on our future exhibition are being undertaken.

Probe against exam leakages launched

The Examinations Council of Zambia (ECZ) said it has instituted investigations into the various reports of examination malpractices from the general public. In an interview by the Post Newspaper on 19th October 2013, ECZ Information, Education and Communications Specialist- Ronald Mwelwa Tembo said investigations into the alleged cases of examination malpractices involving pupils and teachers would soon be concluded.

Mr Tembo however, said despite rampant reported examination leakages, ECZ would allow the 2013 examinations to proceed. "We will not cancel the examination because there are some pupils that are writing genuinely. The few bad ones cannot disadvantage others. Examinations will go on, but eventually we will sit down and look at various reports of alleged malpractices," he stated.

Asked on the actual number of cases involving malpractices during the 2013 Grade 12/GCE Examination, Mr Tembo stated that he was not in a position to state the exact number of reported cases of examination malpractices but cited that there were several.

He added that the punishments slapped on candidates who involved themselves in examination malpractices included being jailed or fined by the courts of law or both, nullification of all results and being barred from writing examination conducted by the ECZ for a period of not less than two years

He urged the public to be proactive and report any suspected cases of examination irregularities to the police. "We are aware that recent media reports have requested ECZ to focus both internally and externally in resolving the issues of malpractices. We have therefore taken seriously such allegations and have since instituted investigations to ascertain the extent and source of examination malpractices."

Mr Tembo disclosed that investigations into the alleged cases of malpractice were scheduled to be concluded within the shortest possible time after which a comprehensive statement would be issued.

The ECZ Mouthpiece however, said the issue of examination malpractices was a global problem affecting several examining boards. "ECZ wishes to confirm that we have received various reports of examination malpractices from members of the public. We therefore wish to state that the issue of examination malpractices is not unique to Zambia, but it is a global issue that examining boards are trying to resolve even at regional, continental and global levels," said Mr Tembo

Over the years, the ECZ has endeavoured to work towards attaining a culture of zero tolerance to examination malpractices. The Council has therefore implemented measures aimed at preventing malpractices from taking place at all levels of education and ensuring that those who have access to leaked materials are ejected from the entire examination process.

BETUZ says calls to nullify Grade 12 exams not justified

Basic Education Teachers Union of Zambia (BETUZ) General Secretary, Jeffrey Simuntala has categorically said that the call on Examinations Council of Zambia (ECZ) to nullify the 2013 Grade 12 Examination following reports of malpractices is not justified. His sentiments were published in the Post Newspaper dated Tuesday, 22nd October 2013.

Due to reports of alleged examination irregularities in the 2013 Grade 12 Examination, there has been calls from some sections of society for the ECZ to nullify leaked Grade 12 examination papers. Reports in the media have confirmed that the police picked up pupils and teachers in connection with leaked examination papers.

Commenting on calls by the Kitwe Secondary Education Teachers Union of Zambia for the ECZ to declare the 2013 Grade 12 final examination null and void, Simuntala said the call was not welcome because only a few cases of malpractices had been recorded.

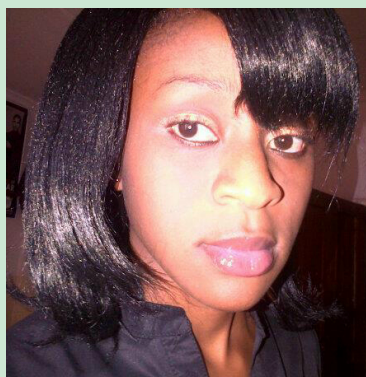
Simuntala said malpractices witnessed in selected centres did not warrant nullification of examination taken by thousand of pupils

because there were not as rampant as some people perceived. Simuntala said it was uncalled for, for anybody to call for the nullification of the examination taken by Grade 12 candidates across the country. He said these calls were not justified and were a disturbance to both the candidates and those administering examinations.

The BETUZ General Secretary urged the pupils who were writing the examination not to panic because the ECZ had not indicated their intentions to nullify the examination. He called on those calling for the nullification for results not to alarm the situation.

Simuntala said it was an utter impossibility for the ECZ to subject all Grade 12 candidates to fresh examinations. He said the country needed to be supported by every stakeholder because conducting examinations was a very difficult undertaking.

He stated that the problem of leakages should not be blamed on pupils but the source of the leaked papers. Simuntala has since called on the need to deal with the root cause of the problem, which is the source of the leaked examination question papers.



Parents Play a Role In Preparing Children For Examinations

By Juliet Makasa

Examinations are an important part of everyone's scholastic ability. They are meant to access one's ability and level of understanding in relation to learning. Therefore, examinations should be handled with a brilliant and vigilant mind in order to yield positive results from them.

Despite this, examinations are a depressing and demoralising factor to many as they demand them to put in extra effort to prepare in order for them to perform well. The preparation process can be stressing at times because it means that one has to stay up late and wake up early in order to study for the examination.

It can be said therefore, that examinations can be frightening to a child who is handling them for the first or even second time. This child might need some encouragement, motivation and guidance. Usually, the best source of this guidance is the parent or guardian because they know their children and can relate to them well.

Parents play a role in preparing their children for examinations in many ways. Adolescents are usually going through difficult transitions from childhood to adulthood which might be confusing for them and might affect their study patterns. There could be many factors that might affect their performance such as playfulness, bad habits that might be learned from peers at school and at home. Parents should then ensure that such distractions are eliminated at all costs. The best way to do this is not by imposing regulations on the child but by talking to the child and highlighting the effects of portraying such behaviour.

Parents or guardians can help the child come up with a timetable and also set the time frame for studying and encouraging the child to take studying seriously. They can also help by tutoring the child in some subjects which are challenging to them.

Another way is by parents themselves being a motivating factor to the child. It is true that a child performs better in an environment where they have someone to compete with. If the parents are hardworking, the child will also be encouraged to be the same. However, in instances where parents are not literate, it is not easy for the child to get inspiration from them. Therefore, parents should set a good example and foundation for their children to follow.

Parents should put into consideration the environment they are in and how it might affect the performance of their child during examinations. If there is violence in the home, the child will not have the peace of mind both at home and at school. Parents should aim at providing a secure and peaceful home environment that should inspire the child to grow mentally, spiritually, morally and academically.

The role of the parent in preparing the child for the examination cannot be limited to just helping them with school related issues but also extends to other areas like lifestyle, socialisation and upbringing. As much as a child's examination is dependent on his or her abilities and teachers providing guidance throughout, the parent equally has a critical role that cannot be overshadowed by any other factors. Parents should take time from their busy schedules and take responsibility for their parenthood especially that we have realised that after all, the child is dependent on the parent or guardian to perform brilliantly in school examinations.

The author is 21 years old and based in Lusaka. She is currently pursuing a Diploma in Journalism and Public Relations at Zambia Institute of Mass Communication Educational Trust, a three year programme which she will be completing in December 2014.

Photo Focus



Minister of Education, Science, Vocational Training and Early Education - Dr John Phiri (Right) announcing the 2013 Grade 9 examination results



MoESVTEE Permanent Secretary - Chishimba Nkossa (Right) officiating during the Consultative Workshop on the Administration and Development of Examinations for Learners with Special Educational Needs in Lusaka



The ECZ Chairperson-Professor Samuel Banda (Left) delivering a speech during the official release of the 2013 Grade 9 examination results



Offloading of examination materials amidst tight security at ECZ



ECZ staff sorting out examination materials in the Strong room



Data Collection of the Grade 9 National Assessment Survey at Muchinka Primary School in Mansa



ECZ staff during the National School Curriculum Orientation Workshop in Lusaka

2013 Standard Fixing and Awards Meeting Pictures



ECZ staff analysing the 2013 Grade 12/GCE results



Gilbert Zimba (Left) and Boniface Lisuba (Right) following the proceedings of the meeting



Principal Examinations Specialist-Test Development, Angel Mutale Kaliminwa (Left) taking the lead in setting the boundaries



Dudu Shongwe (Left) from Swaziland and Patrick Mojarane (Right) from Lesotho participating during the meeting



Council Secretary - Jacqueline Chikwama (Left) and Director - Michael Chilala (Right) in attendance



Felidah Kiwala (Left) presenting the Chief Examiners Report



Japheth Chanda (Left) and Ruth Msoni (Right) analysing Grade 12 performance



Officers from Examinations Administration Department setting the boundaries



The Research Team



Mbangu Libuwe (Left) and Violet Mutono (Right) during the meeting

Results for 463 candidates nullified

The Examinations Council of Zambia nullified results for 463 candidates who were involved in various forms of examination malpractices during the 2012 School Examination Session. This total comprised 179 candidates at Grade 9 and 284 candidates at Grade 12/GCE Levels.

During the 2012 Examination Session, a total of 542 cases of examination irregularities were reported (7 at Grade Seven, 220 at Grade 9 and 315 at Grade 12 Levels). The Grade 7 cases involved 6 teachers of whom 4 were from Eastern Province, 1 from Southern Province and 1 from Northern Province. The other case involved a member of the public from Southern Province. The cases at Grades 9 and 12 involved candidates and teachers mainly.

Of the 542 cases, 463 have so far been resolved while 51 cases are still pending. Of the resolved cases, 21 candidates had their results released arising from lack of adequate evidence. Further analysis of the malpractice cases revealed that 84 cases at Grade 9 and 85 cases at Grade 12 involved Assistance of the candidates by fellow candidates and by teachers.

All confirmed cases of assistance involved GCE candidates, who also account for more than 70% of all reported malpractice cases. It has been observed that cases of malpractice involving assistance have increased over the years. Instances of finding one script having more than one handwriting, two scripts having different handwritings but bearing one name or one handwriting in more than one script, are becoming common.

We have also noted that despite the nullification of results for candidates involved in such irregularities, those who assisted were never pursued in the past. Due to this, the ECZ has now started pursuing the assistance cases further so that even helpers who assist candidates to write the examination are also punished.

Malpractice hampers creativity and resourcefulness



The evil effects of examination malpractices cannot be overemphasised. Creativity and resourcefulness are hampered. The Cartoon on examination malpractices which appeared in the Times of Zambia newspaper dated 30th August 2013 cannot go without commendation. The author Dk's emphasis on candidates never to be involved in examination malpractices was timely.

It is true that examination malpractices wreak great havoc on the social, religious, economic and political lives of our nation. The author of the malpractice cartoon "DK" is stressing that malpractices decreases job efficiency. This has a serious implication on the gross domestic job management of the country. It also has an effect on the general quality and standard. Imagine the havoc a half backed Medical Doctor could wreck on human lives? What about teachers who cannot competently handle the subject they are trained to teach? There is a chain effect of examination malpractices on the educational system and the society as a whole.

The other dimension to the article is that the fight against corruption cannot succeed if examination malpractices continues to be endemic in the education system. If youths, the leaders of tomorrow go through a school system characterised by academic fraud and dishonesty, the country will sow and nurture this fraudulent behaviour in any organisation they find themselves in. They will be destined to a life of crime, fraud and corrupt practices.

[continued on next page](#)

From page 16

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ECZ recommends dismissal of 9 teachers for exam leakages

The Examinations Council of Zambia has recommended to the Teaching Service Commission to expel nine (9) teachers from the profession who were involved in examination malpractices during the 2012 School Examination. Nine (9) cases involving teachers and four (4) cases involving candidates writing for other candidates were confirmed, making a total of thirteen (13) confirmed cases. Seven (7) teachers were involved, with one teacher writing for three candidates, while another writing for two candidates. All the candidates with confirmed cases of assistance were GCE and not internal candidates. It was also observed that one Deputy Head Teacher assisted his son, while one officer from a Security Agency assisted a workmate during the examination.

ECZ wishes to send a stern warning to the teachers who have been writing examinations on behalf of other candidates, and/or assisting candidates to pass examinations in many ways that the Council shall continue catching up with them. Once found, the Council shall ensure that the system gets rid of such teachers.

ECZ management has since written to the Teaching Service Commission recommending for the dismissal of the seven teachers from the teaching service as they were perpetuating the occurrence of examination malpractices which is slowly deteriorating the education system in Zambia.

Teacher jailed for exam leakage

A thirty-seven year old teacher at Kasenga Basic School in Chipata was sentenced to 18 months imprisonment with hard labour for giving out leaked Grade 9 examination papers to female pupils in exchange for sex.

This was revealed in a case in which Noel Mwanza was charged with one count of disclosure of examination information contrary to Section 18 of the Examinations Council of Zambia Act, Chapter 137 of the Laws of the Republic of Zambia.

Chipata Magistrate Kunda Malabo described Mwanza's behaviour as demonic. Particulars of the offence were that Mwanza on 8th November 2012, did leak 2012 Mathematics Paper One (1) and 2012 Civics examination question papers.

Delivering judgement in the Chipata Magistrates Court on Wednesday, 6th November 2013, Magistrate Malabo said Mwanza should not be part of the teaching

fraternity because he was not only defiling girls in exchange for passing examinations but was also exposing such pupils to corruption at a tender age.

The Zambia Daily Mail Newspaper dated Friday, 8th November 2013 reports that Magistrate Malabo noted that during cross examination, Mwanza did not deny committing the offence of leaking examination papers after getting into sexual relationship with one of the female pupils at the school.

Magistrate Malabo said the evidence showed that the pupils had examination papers prior to the examination and it was possible that the whole school had the leaked papers. Magistrate Malabo found Mwanza guilty of the offence saying the teacher was only interested in his own personal, financial and sexual gratification.

Stakeholders review 2012 exam candidate performance

By Shakazo Myzece


The Examinations Council of Zambia and various education stakeholders held the 2012 Examination Performance Review Workshop to discuss and provide a systematic and structured process of providing focused and targeted feedback to the Government of the Republic of Zambia, key education policy makers, Directors of the various directorates in the Ministry of Education, Science, Vocational Training and Early Education (MoESVTEE), teacher unions, donor agencies, civil society organisations, classroom teachers and all contributors to the different initiatives and interventions aimed at improving the quality of education delivery in the country. The Review workshop was graced by the Honourable Minister of Education, Science, Vocational Training and Early Education- Dr John Phiri.

With support of the current efforts by the Government of the Republic of Zambia in general and the MoESVTEE in particular, ECZ compiled a Report on the 2013 Examinations Performance Review workshop to raise the quality of education that is delivered by the education system in the country. The report gives a concise summary of all efforts related to assessment that the ECZ is involved in to provide feedback to various stakeholders.

The Report first presents the policy context within which the Council has structured its Examinations Framework in pursuit of the national vision of the Zambian people, linked to the vision of the Zambian Government for its people. This was followed by synergies and linkages that have been threaded with the education goals and learning outcomes for each education level as defined in the syllabi. The report then provides a summary of performance of candidates in the 2012 School examinations in

continued on next page

A delegate commenting on the 2012 Grade 9 English Language Examination performance



an analytical manner, with detailed performance analysis in selected subjects. The analysis gives a display of the competencies and skills of the candidates, gauged against defined curriculum expectations as articulated in various official teaching and learning tools used in Zambian schools today. To wrap it up, the report was a presentation of feedback from the Chief Examiners' Reports in selected subjects, which gave a highlight of the common errors and misconceptions exhibited by candidates during the past examinations.

Highlights on the 2012 administration of examinations at Grades 7, 9 and 12 show that the 2012 Examinations started in earnest with Practical sessions for the Joint School Certificate and General Certificate of Education Ordinary Level Examinations on 8th October, 2012 and ended with the theory examinations for the Grade 9 candidates on 23rd November, 2012. Monitoring of the Examinations was conducted at all the levels in all the provinces. Generally, Examination Centres adhered to the Guidelines for the Management and Administration of Examinations in Zambia.

During the Workshop, competencies of learners in different subjects at Grades 9 and 12 levels in the 2012 School Examinations were assessed. The general performance in the 2012 Grade 9 English language examination was poor. The total candidature that sat the 2012 examination was 279, 487. Out of these, 85 candidates attained zero in English Language which translates to 0.03%. The average mark was 32%. For the English Paper 1 Examination, a total of 288,243 candidates sat for the examination and 2, 350 candidates obtained a zero score. The average mark was 34.35%. Furthermore, 286, 600 sat for the examination in English Paper 2 and 94, 228 candidates of these who sat scored zero giving us a percentage of 32.88. The average mark was 16.63%. In English Paper 3 Examination, 284, 380 candidates sat for the examination. Of these, 923 obtained a zero score. The average mark was 42.73%.

At Grade 12 level, a total of 103,549 candidates sat for the examination in English Paper 1. Of these, 329 got zero in both compositions attempted in the question paper which translates into 0.32%. While in English Paper 2, the candidature was 103, 605 and out of these, 44 candidates attained zero scores.

While a number of candidates may pass well in other subjects where they express themselves using English, they fail the examination in English Language itself. It is imperative to state that the markers of other subjects pay attention to the points raised by the candidate regardless of the grammatical errors made and the linguistic ability.

On the other hand, the marking of English Language pays attention to lexical and grammatical correctness and the content of the candidate's response to the question. In other words, a candidate who writes his/her response in incorrect English but raises correct Historical or Geographical points will be awarded marks but this is not the case in the language examination. It is clear from the 2012 examination that some candidates were incapable of performing to expected standards due to lack of understanding of the context of the question coupled with poor grammatical skills.

The question in the Grade 9 English Paper 2 Examination gave a number of candidates an advantage because every learner at this level takes Geography as a core subject. However, most learners lacked the ability to transfer knowledge from one subject area to another. In addition, candidates were free to use their imagination in their responses to the question but failed to do so either.

At Grade 12 level, there were a number of blatant irrelevant compositions where candidates evaded the purpose of the examination by deliberately distorting the subject. It is clear that these zero scripts reflect the teaching-learning processes in our schools. In Composition writing, there is a close relationship between quality of thought and excellence of expression. Composition writing sharpens analytical, rhetorical and writing skills that can then be applied to many tasks in other subjects.

These transferable skills are highly prized by potential employers who value good communication. Therefore, there is an urgent need to revisit the pedagogies being used by teachers in order to suit the large enrolments in schools so that the quality of education is assured.

Diminishing Predictive Ability of English Language to Performance in other subjects at Secondary School level in Zambia

By Mamunye S. Njekwa and Violet Mutono

The Examinations Council of Zambia presented a paper titled, “Diminishing Predictive Ability of English Language to Performance in other subjects at Secondary School level in Zambia” at the 7th Southern African Association for Educational Assessment (SAAEA) Conference in Maseru, Lesotho. The Conference took place between 29th to 31st July 2013 under the theme, “Challenges of Educational Assessment in Sub-Saharan Africa in the 21st Century.”

Ms Mamunye Shula Njekwa, Senior Examinations Specialist made the presentation. This presentation showed the correlation and extent to which English Language predicts learner performance in other subjects at secondary school level.

English language is the medium of instruction in Zambia. Therefore, it plays a vital role in learning institutions as it is regarded as a gateway to better academic achievement. The Examinations Council of Zambia has in the recent years (2006 – to date) recorded good results in almost all subjects except English Language.

It is puzzling how learners manage to perform better in other subjects assessed in English Language yet, fail to perform well in English Language as a subject. The predictive power of English Language in relation to learner performance in other subjects has been diminishing as learners progress from primary to secondary school level in Zambia. Learners manage to pass other subjects assessed in English, yet fail to perform better in English Language as a subject.

In view of this, it was important to find out if there was a relationship between learners' proficiency in English Language and their performance in other subjects at Grades 7, 9 and 12, to assess the extent to which learners' proficiency in English Language determines their performance in other subjects at Grades 7, 9 and 12 and also make recommendations on the basis of the findings.

To try and understand the situation in the Zambian education system, the ECZ conducted a study which looked at among others items, the relationship between learners' proficiency in English Language and their performance in other subjects at Grades 7, 9 and 12, to what extent do learners' proficiency in English Language determine their performance in other subjects at Grades 7, 9 and 12 and what could be done to improve learner proficiency in English Language at secondary school level?

The significance of the study was to help the Ministry of Education, Science, Vocational Training and Early Education come up with interventions that will enhance learner performance in English Language. The study would also help school authorities and teachers of English to put in place strategies that will enhance learner proficiency in English Language and will make the learners realise the need to strike a balance in their performance in both English Language as well as other subjects. Moreso, the study would add to the growing body of knowledge on the subject.



Senior Examinations Specialist - Mamunye S. Njekwa presenting a Paper during the Conference

The study used a desk review to establish the relationship between learners' proficiency in English Language and their performance in other subjects. This study was designed along the lines of correlational research involving the analysis of secondary data in order to determine whether and to what degree, a relationship exists between two or more quantifiable variables. The study sample consisted of candidates of the same cohort who sat for the national examinations at Grades 7, 9 and 12 in 2006, 2008 and 2011 respectively.

The findings of this study revealed that the learners who were high achievers in English Language were likely to be high achievers in other subjects. It was evident from the study that the correlation was strongest at Grade 7 followed by Grade 12 and the least was at Grade 9.

In line with the study objectives, findings revealed a significant correlation between the learners' proficiency in English Language and their performance in other subjects. Based on the findings of the study, it was concluded that English Language was a good predictor of academic performance of learners at primary school level. However, this predictive ability diminishes as learners progressed to secondary school level.

The Examinations Council of Zambia recommends that since English Language is the pivot through which all other subjects revolve except for Zambian Languages and French, it is highly essential for learners to use the language of instruction in and outside the school premises.

Furthermore, learners should be made to realise that English language is not just a language but a subject that they need to pay attention to and perform well so that they strike a balance in their performance in other subjects. There is need to take into account a needs-analysis among learners before the development of the English Language curriculum. This needs-analysis will ensure better success of English Language proficiency intervention programmes.

School authorities are advised to establish many opportunities in schools that will help and enhance learners' proficiency in English Language. Due to the high levels of first language interference at home, teachers are encouraged to expose learners to the correct model of English Language at school.

Last but not the least, teachers of English Language in Zambia should be specially equipped with content and skills through refresher courses to enable them teach the four language skills. Further research should be conducted to explore factors why the predictive ability of English Language diminishes at secondary school level.

Submitting examination queries

...The value of adhering to ECZ deadlines

By Ronald M. Tembo

Meeting deadlines is something that every person and institution have to do in their ordinary schedules. At the workplace, it can be more important because it is not only an individual who will suffer from the costs of missing deadlines but the institution as a whole. The Examinations Council of Zambia has set deadlines in which it has provided an opportunity to assist the public in resolving and providing timely feedback on most of the queries that arise mostly after an examination is written and results have been released. The deadlines are enshrined in the ECZ Service Charter.

In August 2013, I was working in my office engrossed with assignments and planning for my advocacy strategy for 2014 when I received two clients from Kasama. It was a gentleman accompanied by a young lady who wrote her Grade 12 examination in 2012. The gentleman, who happened to be a guardian to the young lady was looking desperate and in a panic mood. The man presented his case explaining that his niece had a missing mark in Biology. Apparently, the young lady sat for four (4) subjects and only Biology results were missing. Asked when the results were collected, the young lady stated that she collected her results from the school in April, 2013. I went on to ask whether or not the headteacher of the school had given guidance on the procedure to be followed to lodge in queries to ECZ, she only mentioned that the school authorities only gave her a letter dated 9th August 2013 to be submitted to ECZ for further assistance.

I realized that the two lacked information on the procedure and deadlines for resolving examination queries. I showed them the booklet on the Guidelines for the Management and Administration of Examinations in Zambia and a leaflet on Examinations Administration. I then went on to explain the whole process that the School was supposed to write to ECZ through the District Education Board Secretary (DEBS) and Provincial Education Officer (PEO). The ECZ would then resolve the query and feedback sent back to the school for the attention of the affected candidate. After explaining the whole process, my clients were convinced that procedure was overlooked and that nothing could be done at that point to resolve the query.

My narration of this experience does not mean I'm casting stones but rather re-emphasising the importance of a deadline which seems to be ignored by many candidates and schools whom we serve. One does not need to look much further than our own examination processes and systems to see the impact of missed deadlines and the pain and anguish that it inflicts on candidates who do not have this information and eventually lose out.

Every year, queries on examination results in various forms have been brought to the attention of the ECZ. Accordingly, the Council has promptly responded to the queries within the stipulated time frame. As a matter of policy, queries on examinations should be submitted to the ECZ within three (3) months after the release of examination results. The common forms of queries include missing subjects, candidates disputing results, name amendments, invalid examination numbers and under protest cases.

Sadly to note that a good number of candidates have lost out on job opportunities, college/university admissions, appointments and scholarships for submitting documentation after the deadlines set by the Council. This is despite Circulars and Guidelines being sent to all the schools/examination centres by the ECZ in good time on the procedure. We are tempted to think that not all the schools/examination centres have shared the ECZ deadlines with the candidates and parents or guardians in so far as submission of queries is concerned.

According to the Guidelines for the Management and Administration of



Senior Typist - Mrs Agness M. Manyando typing a Grade 12 Statement of Results

Examinations in Zambia, it is the responsibility of the Head teacher of the School/ Principal of the College to check the results listings for errors and omissions for candidates and then report these to ECZ. Queries and appeals on all examinations namely Grades 7, 9, 12/General Certificate of Education and Teacher Education should be sent directly by the Head teacher of the School or Principal of Colleges to the Director, ECZ through the District Education Board Secretary (DEBS), copied to the Provincial Education Officers (PEO) for the attention of Assistant Director Examinations Administration department, ECZ.

The Request for remarking can also be done at a fee to be determined by the ECZ. It should be noted that request for remarking should be accompanied by a letter from the school, Mock examination results and at least three (3) progress reports for the candidate. We therefore, wish to remind the candidates, parents, guardians, schools and all examination stakeholders that the deadlines for submission of queries are as follows;

- 31st March for Grade 7 following the year of the examination
 - 30th April for Grade 9 following the year of the examination
 - 31st May for Grade 12 following the year of the examination
 - 31st May for Teacher Education following the year of the examination
- It should be noted that no queries shall be accepted after the deadline. Therefore, all queries must be registered with respective schools/examination centres and submitted to ECZ by 31st May of each year. This is because after this deadline, ECZ would be preparing to print Certificates for different categories. When all the Certificates are printed and dispatched to schools/examination centres, no amendments can be made.

On the part of ECZ, submission of examination queries before the deadline ensures reliability and respect for all the stakeholders. If deadlines are met, valued and enforced by the schools/examination centres, expectations are consistent in achieving the ECZ Service Charter. By submitting queries in good time, our esteemed clients are assured of quality service and timely feedback on examination and certification related issues.

Going forward, the ECZ and education stakeholders such as schools, Guidance teachers, Education Standards Officers, Senior Education Standards Officers, DEBS, PEO, Teacher unions and the media must work together to develop strategies that will help create sustained public awareness on these important deadlines for the submission of examination queries.

Without a culture of timeliness in submitting examination queries to ECZ, a link in the chain of processes and systems in resolving such and providing timely feedback to schools and candidates risks becoming broken. We hope 2014 will be a turning point for all the affected schools/examination centres to submit examination queries to ECZ in good time just after the results for 2013 School Examinations are released. Our greatest wishes and aspirations are to ensure that we help candidates achieve their full potential by getting the real value for the Certificates and qualifications conferred to them by the Council.

TALKING EXAMS: YOUR QUESTIONS ANSWERED!

Q. I wanted to find out whether you mark the examination papers that are written under protest. I ask this because I have a daughter who wrote her Grade 12 examination in 2013 under protest due to a difference in the examination numbers. Do the results come out at the same time with the others?

A. We do mark examination papers that are written under protest though results do not come out at the same time as others. Such results are withheld until payment is made. There is a penalty fee slapped on candidates who write under protest. However, the Council does not encourage candidates to write under protest as it gives pressure on ECZ to resolve the queries. Resolving under protest cases also consumes a lot of time and effort to have the results released. We encourage the public to follow the prescribed guidelines to register for examinations. We urge the candidates to verify their registration details.

Q. What happens if someone failed one subject at Grade 12 and decides to sit for that subject under Cambridge?

A. ECZ and Cambridge are two different Examining Boards. The results will be treated differently and it is up to the institution where the candidate is applying to, to decide whether or not to enroll the candidate.

Q. Why is it that my daughter's English language result came out absent when it is confirmed by the teachers that she wrote the paper? Secondly, how do I get the results? He was in Grade 9 in 2011. Her names are Musimbi Francisca and examination number is 1110170041.

A. The parent/candidate was supposed to present the query to the Provincial Education Officer (PEO)-Northern Province who in turn was supposed to search for the Marks for English Papers 1,2 and 3 before 30th April 2012. The Grade 9 examination is marked in Provinces and the scripts are kept in respective Provinces. So, the ECZ entirely depends on the Provinces to resolve such queries. Now that the scripts for 2011 in the provinces have been disposed of and the Certificates for 2011 examination have been printed and dispatched to schools, the 2011 missing mark cannot be resolved at this stage. The candidate is advised to rewrite English with a view of combining results if all the conditions for combination are met. The public is hereby reminded that the deadline for resolving 2013 Grade 9 examination queries is 30th April 2014.

Q. Can someone start Grade 10 in 2014 with a 2009 Grade 9 Certificate?

A. The answer is NO. This is because by the time the candidate reaches Grade 12, the examination number would have expired.

Q. Please help. I wrote my Grade 9 exam in 2010 and my Civics results went missing. The issue was resolved in 2012. From the time I wrote my examination, I have been staying at home. Now, I'm worried because my examination number will be expiring in 2014. Is there anything you can do to reverse my expiry date on my number?

A. Your examination number can be used in 2014 and 2015. We only hope you are in school because after 2015 the examination number will expire.

Q. My Certificate for Grade 12 did not come out but I have a results transcript. I have been to my school several times. How do I go about it?"

A. We can only advise you to collect a letter from school and attach the results transcript and a Grade 9 Certificate, then submit to Examinations Council of Zambia.

Q. Is it possible to have my results equated to the Tanzanian standard. If it is, how much and what is the procedure?

A. It is only the National Examinations Council of Tanzania (NECTA) that can equate the Zambian results to theirs. The ECZ does not know what criteria they use to convert foreign qualifications to their standard.

Q. Can someone writing under General Certificate of Education (GCE) write all the (9) subjects at once? And are there any possibilities in which the examination number can be renewed?

A. GCE candidates are allowed to write a maximum of six (6) subjects per sitting. The examination number for GCE candidate is only valid in the year that it is allocated. What this means is that the number cannot be renewed. If you decide to rewrite the following year, you will be allocated a new examination number.

Q. My Grade 9 results for 2011 were not found at the school I wrote from till now. What can I do and where can I go to? I need to get back to school. Please help me.

A. 2011 is too long a time. Grade 9 examination is marked at provincial level. Such queries are resolved by the Provincial Education Office (PEO) or District Education Board Secretary (DEBS). The school should have written to PEO to have your query resolved after which, the PEO should have instructed ECZ to make the necessary changes in the system to have your results released. As it stands, there is nothing we can do. We advise that you just rewrite Grade 9 in 2014.

Q. How much does it cost to consolidate certificates for different sittings and how long does it take?

A. ECZ does not combine Certificates for different years. However, this issue is being considered by management. Hopefully, the Council will start combining certificates for different sittings in 2014. Currently, ECZ only combines statements of results at Grade 9 level to make a Certificate. This is because it is requirement for a candidate to be in possession of Grade 9 Certificate to be eligible to sit for Grade 12 Examination.

Q. What site can I visit to access past examination question papers?

A. We don't have such a facility yet. The good news is that we are slowly moving in that direction. As soon as all the logistics are in place, the public will be informed on where and how to access past papers.

Feedback

Q. What happens to results that come with misspelt name and wrong sex, is it possible to have them corrected and how long can it take?

A. ECZ can attempt to amend such queries as long as they are reported when the examination results are released before 31st May following the year of an examination. The school needs to write to ECZ through the Provincial Education Officer and District Education Board secretary. Such queries can only be resolved before the Certificates are printed and dispatched to schools.

Q. For those who will sit for the 2014 June General Certificate of Education (GCE) Examination, when will the results be released?

A. The results for the June GCE Examination shall be released in the second week of September 2014 (19th September 2014). The Deadline for reporting re-marking cases shall be 30th November 2014, while the deadline for resolving examination results queries shall be 31st December 2014.

Q. Please help me. I have a Diploma in Logistics Supply Chain and Transport from Cambridge International College. I want to equate to the Zambian standard. What should I do?

A. At Diploma level, the ECZ does not equate the results to the Zambian standard. Our advise is that you enquire from Technical Education, Vocational and Enterprenuership Training Authority (TEVETA) Secretariat within Longacres in Lusaka, Zambia. Please, carry with you an original and a clear photocopy of your Diploma. TEVETA will advise you accordingly.

PUZZLE



By Charity Meki Kombe

F	A	C	E	B	O	O	K	L	W	Z	H
Y	R	A	V	A	Y	A	B	O	E	A	O
J	U	N	E	R	C	E	I	O	B	N	S
U	S	E	R	R	E	A	L	K	S	A	T
S	H	A	R	E	N	A	L	O	I	C	X
P	A	G	E	D	T	W	O	U	T	O	V
C	O	N	F	E	R	E	N	C	E	T	I
T	M	U	S	T	E	R	G	C	E	H	E
O	A	U	G	U	S	T	L	I	K	E	W
L	I	V	I	N	G	S	T	O	N	E	S

Read the sentences below and **spot** the **underlined words** from the puzzle.

- You can like us on the Examinations Council of Zambia (ECZ) Facebook page and share your views on www.facebook.com/examsCouncilZambia.
- The ECZ will conduct its first ever June GCE Examinations in 2014. The examinations will be conducted in selected centres in all the ten provinces of Zambia.
- Any candidate who is found guilty of a malpractice case is barred from sitting ECZ examinations for a period of two years.
- You should look out for examination malpractices to protect the integrity of the ECZ examinations and results.
- You can make use of the ECZ website (<http://www.exams-council.org.zm>) to get information on examinations and related matters.
- Zambia is scheduled to host the 32nd Association for Educational Assessment in Africa (AEAA) Conference in Livingstone from 12th to 16th August 2013.
- The 31st AEAA conference was held in Arusha Tanzania.
- With effect from Monday 12th August 2013 all payments for ECZ services are expected to be made at any of the ZANACO branches within Lusaka city using the newly introduced Bill Muster payment system.



ECZ staff during the 2013 Zambia International Trade Fair in Ndola

BUSINESS IN A CHANGING ENVIRONMENT - The ECZ Case

By Ronald M. Tembo

Martin Luther king, Jr once said, "Change does not roll in on the wheels of inevitability, but comes through continuous struggle. And so we must straighten our backs and work for our freedom. A man can't ride you unless your back is bent." With the business environment experiencing so much change, organisations must then learn to become comfortable with change as well. Therefore, the ability to manage and adapt to organisational change is an essential ability required in the workplace today- the Examinations Council of Zambia is not an exception.

ECZ successfully participated at the Zambia Agricultural and Commercial Show which was held from 1st to 5th August, 2013 in Lusaka. This year's theme was spot-on: 'Business in a changing environment.' In the modern business environment, organisations face rapid change like never before. Globalisation and the constant innovation of technology has resulted in a constantly evolving business environment. This is a theme, which Chief Executive Officers, leaders, senior management, politicians and policy-makers should pay attention to and ponder on for business continuity and strategy. For the simple reason that change is one of the most difficult aspects of reality to manage, worse still, to accept! Change is inevitable, and it is coming up faster than it used to.

Since its inception, the Council has grown from a small institution that was largely dependent on the University of Cambridge Examinations Syndicate to an independent examinations board serving the specific need of a growing country. Overtime, it has been assuming international recognition in its areas of operations as well as through its certification systems and standards that are internationally comparable. The ECZ has overtime grown professionally and in capacity. In 1987, candidature was about 258,352 and this has risen to about 800,000 as of 2012 at all levels.

As a country, we are also proud that the requisite national capacity has been built to conduct our own examinations at all levels. ECZ has continued to consolidate the past gains through the guidance of the Council (Board of Directors). The growth of the country has brought with it its own challenges. These challenges have made it necessary for ECZ to make appropriate changes in the way that the setting and conducting of assessment is undertaken.

The starting point for ECZ was the development of the Strategic Plan in 2008 which apparently is running until 2015. The plan is critical for the business success of ECZ. The plan which was developed through a broad based consultative process amongst members of staff and key stakeholders is now a living document that direct the work of ECZ but is equally flexible enough to be modified as changes in the environment require shifts in direction for the organisation. The implementation of the plan is closely being monitored and it is yet to be reviewed in 2014.

A number of innovations have been made in order for the ECZ to respond to the ever changing business environment. Initially, candidate registration used to be done manually where schools/examination centres could shade on some answer sheets. These would later be scanned into the system at ECZ. To improve on the efficiency of candidate registration, ECZ has internally developed the Electronic Candidate Registration System (ECRS) which is now being sent to all the schools/examination centres to enable them conduct candidate registration. The data from the schools/centres is later loaded into the system at ECZ for further processing. The ECZ has continued to make strides in this regard and already work is being undertaken to go online and also have examination results via SMS using mobile phones. It will make it easy for prospective candidates to register for examination and obtain results in the comfort of their homes. Further enhancements are also being undertaken to redevelop the ECZ website to enable this interface provide internet based services to the public.

It must be stated beyond any reasonable doubt that examination malpractices have assumed alarming and disturbing rates at various levels in our school system. Therefore, if our education system is allowed to be destroyed by examination malpractices, it will be a disaster for the overall development of the nation. In response to this menace, ECZ has developed different interventions to curb malpractices. ECZ has strengthened the operations and existence of the District Security Committees. This has also been coupled with public awareness campaigns on radio and television. Community outreach programmes with the help of the Education Standards Officers and teacher unions have also been undertaken to sensitise the public on the evils of examination irregularities.

To further ensure the credibility of the work undertaken by ECZ, changes were also made to the marking system. Before the Conveyor Belt Marking System (CBMS) was introduced, ECZ used to mark Grade 9 and 12 examination papers in such a way that one examiner would mark the whole script. Conversely, the CBMS only allows an examiner to mark a minimal number of questions in the answer script for passing on to the next marker to mark a selected number of questions until all the questions are marked. The advantage with this system is that it is not only transparent but also human errors are minimised, and reduces occurrences of malpractices during the marking process.

The digital era we live in today has not only brought benefits to our way of living but also setbacks. This is evident in the number of counterfeit products that are sometimes found on the market. In the recent past, there has been unscrupulous individuals on the market who have laboured to forge our ECZ Certificates. In order to deter this trend, ECZ has introduced security printing of Certificates with features that cannot be reproduced or imitated. Further enhancements in security printing of our Certificates are on-going with innovations relating to information communication technology in the industry. Plans are underway by ECZ, to lobby the Ministry of Education, Science, Vocational Training and Early Education to allow would be employers to be certifying applicants' qualifications with the ECZ to ensure that only those with genuine results are shortlisted and employed.

In response to the demands in the industry for service delivery and corporate communication, ECZ has set up the Information, Education and Communications section which coordinates the dissemination of information on issues relating to the Council in order to keep key stakeholders and the general public well informed. A Communication Mix of both print and electronic media has been used to convey critical information to target groups. The section has taken a proactive approach in ensuring that the Council's reputation is not only enhanced, but also protected and sustained.

Various tools and interfaces have been used to allow for direct access to ECZ. The ECZ website (www.exams-council.org.zm) and facebook page (www.facebook.com/examsCouncilZambia) are now operational. The two platforms have made it possible for the public to make enquiries and get feedback there and then. The number of fans on our facebook continues to increase with over 37, 000 people liking the page and following the conversations that go on there.

The business environment in which organisations operate lies outside themselves. It is their external environment, which is always changing. Therefore, the need to continuously upgrade our standard of living as a nation is dependant on the capacity to continuously upgrade our education system through the conduct of transparent public examinations. ECZ is playing its role by setting and conducting assessments that are competitive, credible and acceptable in a changing business environment.

New staff



Mr Milimo Mweemba

Mr Mweemba joined ECZ on 3rd July, 2013 as a Librarian. Before joining the Examinations Council of Zambia, he worked for Chainama College of Health Sciences as a Library Assistant from 16th June to 2nd July 2013.



Mr William Bwalya Walawala

Mr Walawala joined ECZ on 21st October, 2013 as Senior Examinations Specialist- Teacher Education. Before his appointment, he was the Head of Section and Examinations Coordinator at Kitwe College of Education. His work experience has been in teaching beginning from a Primary School Class Teacher, Secondary school Teacher, Lecturer at Mansa College of Education and finally, Senior Lecturer, Head of Section and Examinations Coordinator at Kitwe College of Education.



Mr Eric Mkanda Mwale

Mr Mwale joined ECZ as Senior Examinations Specialist for Geography and Religious Education on 6th November, 2013. He was a teacher of Geography and English at Matero Boys Secondary school from 1994 to 1995 and Matero Girls secondary School in the same year. In 2006, he rose to the position of Head of Department for Social Sciences at Matero Girls' Secondary School. In 2010, Mr Mwale was seconded to Secondary School Teachers' Union of Zambia (SESTUZ) as National Director for Research and Workers Education up to 2013.

The Council Bid Farewell to...



Mr Jolly Chembe

ECZ bid farewell to Mr Jolly Chembe on 1st November, 2013. The farewell party took place at Cresta Golfview Hotel in Lusaka. Mr Chembe joined the Council as Assistant Director, Technical Education, Vocational and Entrepreneurship Training (TEVET). He further excelled in the rank and files and was appointed as Deputy Director. He acted as Director in 2012, before he handed over to Mr Michael Chilala. The Council is happy to have worked with him and wish him well in his future endeavours.



Mr Joe Kanyika

ECZ bid farewell to Mr Joe Kanyika on 1st July, 2013. He was the Assistant Director in the Research and Test Development Department and was influential in the management and coordination of the National Assessment Programme. In addition, Kanyika made presentations on a number of forums particularly, the Association for Educational Assessment in Africa (AEAA) and International Association for Educational Assessment (IAEA) Conferences. It has been an enriching experience to work with him at ECZ. .



Mr Stanley Munsaka Siasinyanga

Mr Siasinyanga also bid farewell to the ECZ on 31st October, 2013. He held the position of Chief Accountant and was head of the Finance and Accounts Department. He also contributed a great deal to the work of the Finance and Administration Committee. His invaluable support to the well-being of ECZ was enjoyable and fulfilling.



Mr Nalumino Moola

Mr Moola bid farewell to the Council on 4th November 2013. He held the position of Assistant Director, in the Information Technology Department. He was very supportive and ensured that the Council moved towards online registration, digitisation of examination results and development of the Information Technology Policy, among others. The Council wishes him luck as he takes a step closer to a new beginning.

Chifwenge Chibambo

Boscow Mubita

Chibambo, Mubita joins Pension Scheme Trustees Board

By Ronald M. Tembo

Two Council employees, Chifwenge Chibambo and Boscow Mubita were elected as members to the Board of Trustees for Examinations Council of Zambia Pension Trust Scheme. The elections for the two vacant positions of Trustees were held on Wednesday 25th September, 2013 at 14:30 hours at ECZ Staff Canteen.

Six candidates namely Mr Dickson Mumba, Mrs Tabene Mzumara, Mr Ng'ombo Kambwela, Mr Chifwenge Chibambo, Mr Boscow Mubita and Mr Fred Namakando successfully filed in their nominations. Only confirmed and contributing members of the ECZ Pension Trust Scheme were eligible to vote and be elected as trustees. Nominations were received by the Human Resource and Development Unit on 20th September, 2013. The nominations, campaigns, actual polls and vote counting were free, fair and transparent.

Chifwenge and Mubita were declared winners and henceforth became members of the Pension Trust Scheme. According to an Internal Memorandum circulated to all Council employees on 28th November 2013 by ECZ Pension Trust Scheme Principal Officer, Chifwenge Chibambo, the following are the Board of Trustees for Examinations Council of Zambia Pension Trust Scheme;

- | | |
|-------------------------------|-------------------------------|
| 1. Mr Kampamba C. Chris | Chairperson |
| 2. Mrs Namwandu Ndlovu | Trustee |
| 3. Mr Haboongo Pritchard | Trustee |
| 4. Mrs Mabbolobolo C. Munsaka | Trustee |
| 5. Mr Mwandila M. Harvesto | Trustee |
| 6. Mrs Tonga K. Loveness | Trustee |
| 7. Mr Mubita Boscow | Trustee |
| 8. Mr Chibambo Chifwenge | Secretary / Principal Officer |

The following trustees were appointed to the sub committees of the Examinations Council of Zambia Pensions Trust Scheme.

Legal and Compliance Committee

- | | |
|--------------------------|-------------|
| 1. Mrs Namwandu Ndlovu | Chairperson |
| 2. Mrs Tonga K. Loveness | Member |
| 3. Mr Mubita Boscow | Member |
| 4. Mr Chibambo Chifwenge | Member |

Investment Committee

- | | |
|-------------------------------|-------------|
| 1. Mr Mwandila M. Harvesto | Chairperson |
| 2. Mr Habbongo Pritchard | Member |
| 3. Mrs Mabbolobolo C. Munsaka | Member |
| 4. Mr Chibambo Chifwenge | Member |

PUBLIC NOTICE

MANAGEMENT AND ADMINISTRATION OF 2014 EXAMINATIONS

The Examinations Council of Zambia, a body mandated to conduct assessments in Zambia would like to announce the following changes that have been effected in the management and administration of examinations for 2014:

1. Examinations fees for 2014

- (i) June GCE
 - Entry fee - K 50.00 per candidate
 - Subject fee - K100.00 per subject
- (ii) Grade 12 Internal
 - Entry fee - K10.00 per candidate
 - Subject fee - K 8.00 per subject
- (iii) October/November GCE
 - Entry fee - K 50.00 per candidate
 - Subject fee - K100.00 per subject

2. Centre registration and Centre renewal fees

Private schools that meet centre status are required to pay registration fees upon initial registration, and centre renewal fees payable annually in advance or at the beginning of each examination year as follows:

- (i) **Centre registration fees**
 - Grade 7 K3,000.00
 - Grade 9 K4,000.00
 - Grade 12 K6,000.00
 - GCE K6,500.00
 - Teacher Education K8,000.00
- (ii) **Centre Renewal fees**
 - Grade 7 K2,400.00
 - Grade 9 K3,000.00
 - Grade 12 K5,000.00
 - GCE K5,000.00
 - Teacher Education K6,000.00

3. Payment and registration period for 2014 examinations

- (i) **June GCE:** Payment and registration period for June GCE ran from 4th November 2013 to 31st January 2014.
- (iii) **Grade 12 Internal:** Payment and registration period for Grade 12 internal examinations will run from 4th November 2013 to 28th February 2014.
- (iv) **October/November GCE:** Payment and registration period for October/November GCE will run from 4th November 2013 to 28th February 2014.

4. Banking of examinations fees:

The following are the designated Examinations Council of Zambia bank account numbers where the collected examinations fees can be deposited by the Examination Centres and District Education Board Secretary (DEBS);

	Name of Bank	Branch Name	Bank account number
(i)	ZANACO PLC	Government Complex	0842200000000028
(ii)	Finance Bank	Long acres	0060820365003
(iii)	NATSAVE	North-end	1152299576001
(iv)	Investrust	ODY'S Branch	110110050651025

5. Customised deposit slips:

The Examinations Council of Zambia has in a bid to ensure uniformity and consistence in the information that is filled or contained on deposit slips, negotiated for customised deposit slips with ZANACO, Finance Bank, Investrust and NATSAVE. Each examinations centre/DEBS therefore, will be required to use these customised deposit slips when depositing fees. The deposit slips can be obtained from any nearest branch of the above mentioned banks.

Please note the following:-

- (i) Only eligible candidates who have paid required examinations fees in full should be entered for the 2014 examinations
- (ii) Last dates for registration are effectively the closing dates for payment of examinations fees.
- (iii) Each district has been assigned with a specific bank account number where to deposit examinations fees. Therefore all examinations centres located in a particular district are required to use the bank account allocated to their district.
- (iv) Centre registration and centre fees are only applicable to the private schools that have been accorded the centre status by the Examinations Council of Zambia.

Soccer club to step up the game

By Ronald M. Tembo

In what can be described as its maiden appearance in corporate social competitions, the ECZ Sports Club recorded a poor run of results. The opponents proved too balanced, physically disciplined and exceedingly tactical to humble the hardworking and determined ECZ side. Despite the poor results, the players exhibited commitment and dedication to duty.

The team lost to Kamwala High School, Zambia Police Service, Zambia Electricity Supply Corporation (ZESCO) Kafue Gorge Division and Afflife. The only consolation lies in their emphatic win against Kamulanga High school. ECZ defeated Kamulanga by 6 goals to 4. However, arising from the poor performance in 2013, the players have developed 'tempered optimism' that will enable the club to be resilient in the face of disappointment and be able to bounce back to winning ways.

It is almost impossible to go through life without experiencing some kind of failure. Every human being has experienced failure at one time or the other. Failure is a part of life. The legendary Boxer Muhammad Ali had once declared that, "Only a man who knows what it is like to be defeated can reach down to the bottom of his soul and come up with the extra ounce of power it takes to win when the match is even."

Further, Michael Jordan famously said: "I've missed more than 9000 shots in my career. I've lost almost 300 games. 26 times, I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed."

Successful teams also make mistakes and also fail but they don't give up. Instead they remain steadfast. They overcome their fear of failure and are quick to learn from their mistakes. There are numerous examples of celebrities, sportspersons, actors, authors and leaders who inspite of facing defeat did not give up on their dreams. They succeeded in overcoming their fear of failure.

Michael Jordan was cut from the school basketball team; Steve Jobs was fired from his own company; Warren Buffet was rejected by Harvard University, Richard Branson is a high school dropout, Abraham Lincoln lost eight elections and Thomas Edison, failed more than 1,000 times when trying to create the light bulb.

Quoting Jonathan Males in his article, 'Dealing with failure' who said, "No matter how important canoeing is to you, it's only one part of your life. Don't let a bad result blind you to the other things in your life that are going well. The 'little things' in life like health, friends, family, rivers and sunsets are easy to take for granted at the best of times, and even more easily forgotten in the midst of disappointment.

The ECZ Sports team should make sure that it endeavours to acknowledge and appreciate the good management, players, activities and sports events in life. It is abundantly clear that the real and lasting benefit from any competition isn't found in the medals or result lists. It comes from what we learn about ourselves as a club, and how we apply these lessons through life. Failure is a more powerful teacher than success – I hope the ECZ Soccer Club gets to learn from both and find its winning recipe in 2014.



Soccer team (in Green) pose for a photo with Zambia Police Service officers

ECZ Ladies go for aerobics

By Ronald M. Tembo

Inspired by the old adage, 'All Work and No Play Makes Jane a Dull Girl,' the ECZ ladies have settled for aerobics as their sport to keep them fit, active and healthy. The ladies were motivated by the formation of the Sports and Social Club of their male counterparts.

After considering certain sports like basketball, soccer, table tennis and netball which are very demanding physically and skilfully, the ladies chose aerobics which combines fitness and fun. Through aerobics, ladies now have higher levels of confidence, self-esteem and lower levels of depression in the workplace.

With personal discipline and commitment, aerobics will continue to improve our ladies agility, endurance and overall strength. To put it plainly, sports will help our ladies learn more about teamwork, goal setting, the pursuit of excellence in performance and other achievement -oriented behaviours critical for success at Examinations Council of Zambia.



ECZ Ladies exercising

Sports in Pictures





Examinations Council of Zambia