



# Imyaka itanu ya gahunda ya Leaders in Teaching: Isesengura ku byo twize

Nzeri 2024

In partnership with



Leaders in Teaching



laterite  
DATA | RESEARCH | ANALYTICS

## Gushimira

Iyi raporo isobanura muri make ubushakashatsi bwakozwe na Laterite hamwe n'ikigo cya Research for Equitable Access and Learning (REAL) muri Kaminuza ya Cambridge ku bufatanye na Mastercard Foundation kuri gahunda ya Leaders in Teaching.

Abafatanyabikorwa muri ubu bushakashatsi barashimira abarimu, abayobozi b'amashuri n'abanyeshuri, hamwe na Mastercard Foundation n'abafatanyabikorwa bashyira mu bikorwa gahunda ya Leaders in Teaching, ku ruhare n'ibitekerezo byabo muri ubu bushakashatsi.

## Ibyerekeye gahunda ya Leaders in Teaching

Leaders in Teaching ni gahunda y'imyaka itanu yatangijwe na Mastercard Foundation mu mwaka wa 2018 kugira ngo harebwe uko ireme ry'imyigire n'imyigishirize mu mashuri yisumbuye yo mu Rwanda ryarushaho kunozwa, by'umwihariko mu masomo ya siyansi, ikoranabuhanga, ubumenyingingiro, n'imibare (STEM). Iyi gahunda ihuye n'intego za Leta y'u Rwanda zigaragazwa mu cyerekerezo 2050 zo kubaka ubukungu bushingiye ku bumenyi. By'umwihariko, Leaders in Teaching ishingira ku bitekerezo n'ingamba ziri muri gahunda y'igihugu y'uburezi (Education Sector Strategic Plan) ya 2018/19-2023/24, zigamije kunoza ireme ry'imyigire n'imyigishirize, ndetse no guteza imbere ubunyamwuga n'imirungire by'abarimu, by'umwihariko mu bijyanye no kwigisha no kwiga STEM na ICT mu turere 14 tw'u Rwanda.

Leaders in Teaching igizwe na porogaramu zishyirwa mu bikorwa n'abafatanyabikorwa batandatu: African Institute for Mathematical Sciences, Carnegie Mellon University Africa, Inspire, Educate and Empower Rwanda, UNICEF Rwanda, Kaminuza y'u Rwanda, ishami ry'uburezi, na VVOB Rwanda - ku bufatanye na Mastercard Foundation. Laterite hamwe n'ikigo REAL Centre ni abafatanyabikorwa mu bushakashatsi kuri iyi gahunda bashinzwe kugaragaza ibipimo byerekana uko imyigire n'imyigishirize bigenda bihinduka.

## Ibyerekeye Laterite na REAL Centre

Laterite ni ikigo gikora ikusanyamakuru, ubushakashatsi, n'inyigo z'isesenguramakuru kigamije kugeza serivisi z'ubushakashatsi bufite ireme aho isoko ry'ubushakashatsi ritarihaza. Cyashinzwe muri Afurika y'Uburasirazuba, kandi kigamije gukora ubushakashatsi buzana impinduka, bufasha abafata ibyemezo kubona ibisubizo by'ibibazo bikomeye by'iterambere. REAL Centre muri Kaminuza ya Cambridge ni ikigo gikora ubushakashatsi kigamije gushaka ibisubizo ku nzitizi z'uburezi, nk'ubukene, uburinganire, ubwoko, ururimi, n'ubumuga, ndetse no guteza imbere uburezi nk'imbarutso y'iterambere rirambye kandi ridaheza.

## Inyito y'iyi raporo

Laterite and the REAL Centre at the University of Cambridge. (2024). *Five years of Leaders in Teaching: A learning synthesis*. Laterite, Rwanda and REAL Centre, University of Cambridge.

# Intangiriro

## Ubushakashatsi kuri Leaders in Teaching

Ubushakashatsi bwakozwe na Laterite hamwe n'ikigo cy'ubushakashatsi cya kaminuza ya Cambridge (REAL) kuri gahunda ya Mastercard Foundation yitwa Leaders in Teaching, bwagaragaje amakuru y'ingenzi ku myigishirize n'imyigire mu mashuri yisumbuye mu Rwanda. Ubu bushakashatsi bwakozwe mu bihe bitandukanye:

- Mu mpera z'umwaka wa 2019 no mu ntangiriro za 2020, mbere y'icyorezo cya COVID19 ndetse n'ifungwa ry'amashuri
- Muri Kanama 2020, mu gihe amashuri yari afunze
- Muri Gashyantare na Werurwe 2021, amashuri amaze kongera gufungurwa
- Mu ntangiriro no mu mpera z'umwaka w'amashuri 2022-2023 (Ukwakira/Ugushyirwa 2022, Gashyantare 2023, ndetse na Gicurasi/Kamena 2023)

Iyi nyandiko ngufi itanga ishusho y'ingenzi y'ibyavuye mu makuru yakusanyijwe muri ubwo bushakashatsi, kuva 2020 kugeza 2023. Yibanda ku ngingo z'ingenzi eshatu muri ubu bushakashatsi:

1. Ireme ry'imyigishirize n'isano rifitanye n'imitsindire y'abanyeshuri
2. Umuhate w'abarimu mu masomo ya STEM n'amahugurwa nyongerabumenyi mu mwuga (CPD)
3. Imyumvire y'abafatanyabikorwa ku mpinduka zabaye kw'ireme ry'imyigishirize mu gihe cy'imyaka itanu iyi gahunda imaze

Tunasangiza kandi uko ibyavuye muri ubu bushakashatsi byakoreshwa mu kugena ingamba ndetse no mu bushakashatsi mu gihe kiri imbere.

Raporo yacu y'ubushakashatsi kuri Leaders in Teaching yabanje yasangije amasomo twigiye kuri ibi bikurikira:

- Gusobanukirwa ingaruka ifungwa ry'amashuri kubera icyorezo cya COVID 19 ryagize ku barimu bigisha mu mashuri yisumbuye mu Rwanda (aho wasanga raporo mu buryo burambuye [Icyongereza](https://bit.ly/LITsynthesis2023-RW)<sup>1</sup> n' [Ikinyarwanda](https://bit.ly/LITsynthesis2023-EN)<sup>2</sup>)
- Imyigire n'imyigishiriza mu mashuri yisumbuye mu Rwanda mbere y'ifungwa ry'amashuri mu ntangiriro za 2020 (aho wasanga raporo mu buryo burambuye [Icyongereza](https://bit.ly/LITsummary2020)<sup>3</sup>).

1. <https://bit.ly/LITsynthesis2023-RW>

2. <https://bit.ly/LITsynthesis2023-EN>

3. <https://bit.ly/LITsummary2020>

# Gusobanukirwa impinduka mu myigire n'imyigishirize y'amasomo ya STEM mu mashuri yisumbuye mu Rwanda

Isesenguramakuru muri iki gice rigereranya amakuru yo kuva mu mwaka wa 2017 kugera 2022 ku mashuri yisumbuye yose mu Rwanda ukuyemo ayo mu karere ka Huye, Karongi, Nyamagabe na Ruhango, n'amashuri yigenga.<sup>1</sup>

Amashuri yisumbuye mu Rwanda ari mu gihe cy'impinduka. Hagati ya 2017 na 2022, umubare w'abanyeshuri biga mu cyiciro cya mbere cy'amashuri yisumbuye wazamutseho 46%. Uku kuzamuka gushingira kuri gahunda y'igihugu yo kwakira abana benshi mu cyiciro cy'amashuri abanza, ndetse benshi muri bo bakomeza mu cyiciro cy'amashuri yisumbuye. Umubare w'abanyeshuri kuri mwarimu nawo warazamutse, ndetse n'ubwiyongere bw'abanyeshuri bwarenze ubwiyongere bw'umubare w'amashuri.

Muri icyo gihe kandi, umubare w'abarimu bigisha mu cyiciro cya mbere cy'amashuri yisumbuye wazamutseho 57%. Umubare w'abarimu b'igitsina gore nawo warazamutse uva kuri kimwe cya kane uba kimwe cya gatatu cy'abarimu bose bigisha amasomo ya STEM.

## Muri 2022, tugereranije na 2017:



Ibigo byigisha icyiciro cya mbere cy'amashuri yisumbuye byiyongereye **41%**



Umubare w'abanyeshuri biga mu mashuri yisumbuye wazamutseho **46%**



Umubare w'abarimu bigisha mu cyiciro cya mbere cy'amashuri yisumbuye wazamutseho **57%**

**Umubare w'abarimu ba STEM ku kigo warazamutse uva kuri**

**5.8** muri 2017 ugera kuri

**6.2** muri 2022

Umubare w'abarimu b'igitsina gore bigisha STEM nawo warazamutse mu iki gihe



Ibigo byinshi bifite icyiciro cya mbere cy'amashuri yisumbuye bibarizwa mu cyaro., ariko ibigo byo mu cyaro ntabwo bifite ibikoresho/imfashanyigisho zihagije zifashishwa mu kwigisha amasomo ya STEM nk'ibigo byo mu mijyi. Ibigo byo mu mijyi bifite abarimu benshi ba STEM kandi bafite ubumenyi bwihariye muri STEM. 30% by'ibigo byo mu cyaro bifite abarimu bigisha amasomo ya STEM bari muni ya 5 ugereranije na 12% by'ibigo byo mu mijyi. Nibura abarimu batanu bigisha STEM baba bakenewe kuko integanyanyigisho (CBC) iteganya amasomo 5 ya STEM agomba kwigishwa mu cyiciro cya mbere cy'amashuri yisumbuye mu Rwanda.

	Umubare w'ibigo byigisha icyiciro cya mbere cy'amashuri yisumbuye	Umubare w'abarimu ba STEM kuri buri kigo	Ijanisha ry'abarimu ba STEM bafite ubumenyi bwihariye	Umubare w'abanyeshuri kuri buri mwarimu	Ijanisha ry'ibigo bifite muni y'abarimu ba STEM 5
<b>Mu mujyi</b>	161	8.5	77%	50.2	12%
<b>Mu cyaro</b>	1,358	6.2	72%	46.0	30%

1. Ibikubiye muri iki gika byavuye mu makuru ari muri sisiteme y'imicungire y'amakuru ku barimu (TMIS) kuva muri 2022 ndetse n'ibarura ku barimu bose bigisha STEM mu Rwanda ryakozwe na Laterite muri 2017. TMIS irimo amakuru ku rwego rw'igihugu ariko amakuru twabonye ntabwo arimo ibigo by'amashuri byigisha icyiciro cya mbere cy'amashuri yisumbuye byo mu turere tune – Huye, Karongi, Nyamagabe, na Ruhango – ndetse n'ibigo byigenga (bigize 9% y'ibigo byose mu Rwanda). Kugirango igereranya ry'amakuru rishoboke, ibyo bigo byakuwe ku rutonde rwo mw'ibarura rya 2017 mu gihe cy'isesenguramakuru. Isesenguramakuru rirambuye mwarisanga muri Mutta et al. (2024) (reba ku musozo, aho wasanga urutonde rw'inyandiko z'ubushakashatsi).

## Ibigo byitabiriye ubushakashatsi kuri gahunda ya Leaders in Teaching

Ibikubiye mu gice gikurikira byavuye mw'ikusanyamakuru nka kimwe mu bice by'ubushakashatsi kuri gahunda ya Leaders in Teaching mu bigo biherereye mu turere 14 mu Rwanda nk'uko bigaragara hano:



**Ibigo 358**  
byatoranijwe



**Uturere 14**  
(hatarimo umujyi wa Kigali)



**Abayobozi b'ibigo 355 n'abarimu bigisha siyansi barenga 2,000**



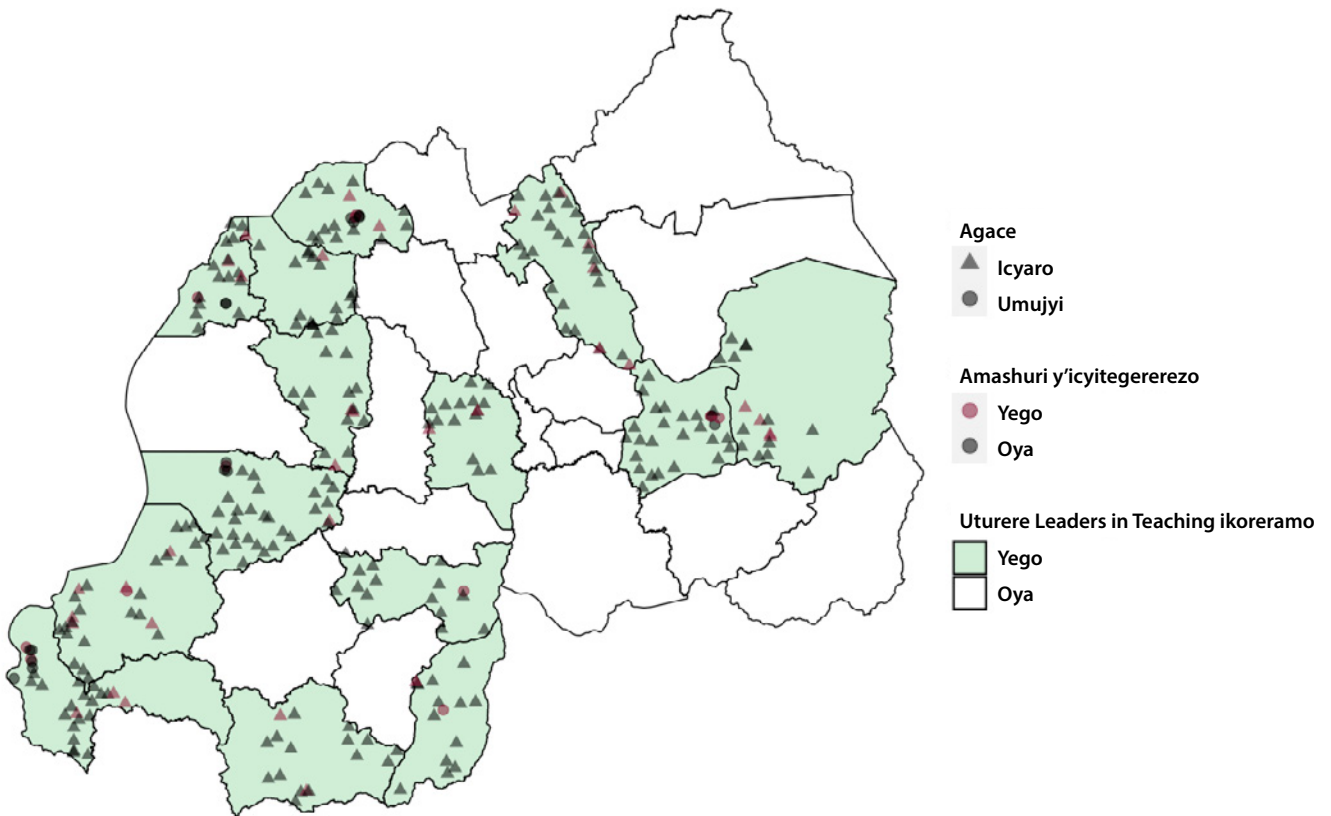
**Abanyeshuri barenga 4,000 biga mu wa gatatu w'ayisumbuye w'ayisumbuye**



**91% y'ibigo bibarizwa mu cyaro**



**13% n'amashuri y'icyitegererezo<sup>2</sup>**



2. Nubwo inyito "amashuri y'icyitegererezo" itagikoreshwa, isobanura amashuri yatoranijwe na Minisiteri y'uburezi mu mwaka wa 2011 mu guteza imbere amashuri ya siyansi hibandwa ku myitozo ngiro ndetse no kugirango ayo mashuri abere andi icyitegererezo. Muri iri sesengura, mu rwego rwo kugaragaza itandukaniro ry'ibyo bigo, ibigo bisanzwe bishatse kuvuga amashuri adatoranya cyane abanyeshuri, naho ibigo by'icyitegererezo, bikavuga ibigo bitoranyirizwa abanyeshuri batsinze cyane.

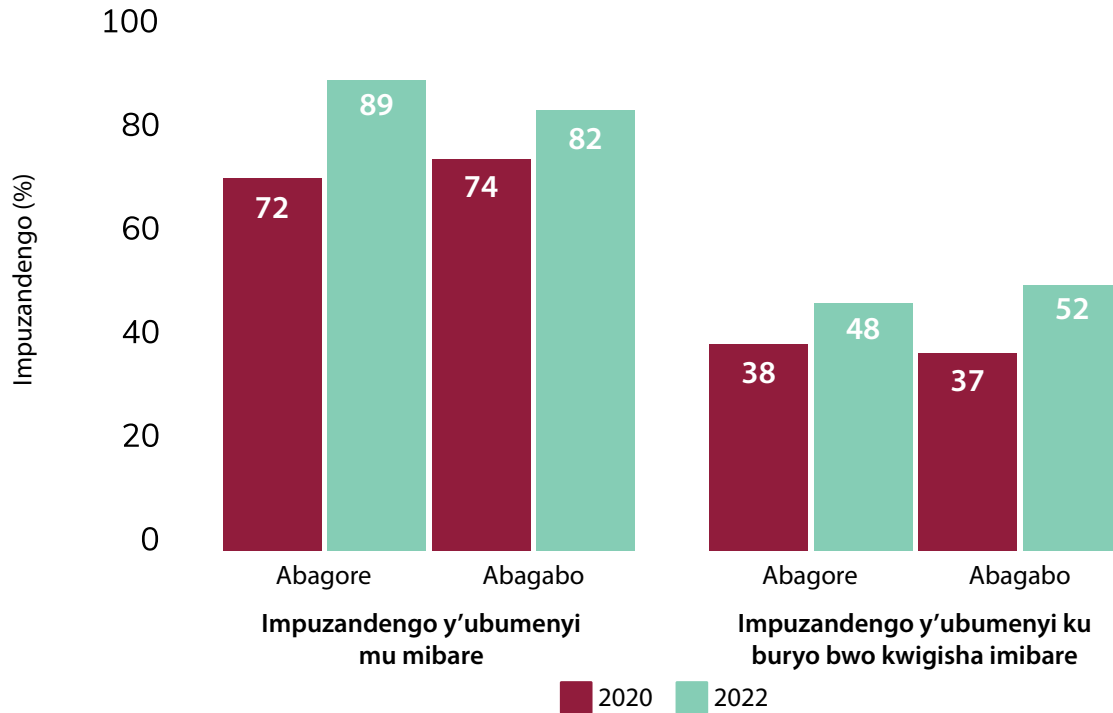
# Incamake y'ibyavuye mu bushakashatsi

## Ingingo ya 1: Ireme ry'imyigishirize n'isano biftanye n'imitsindire y'abanyeshuri

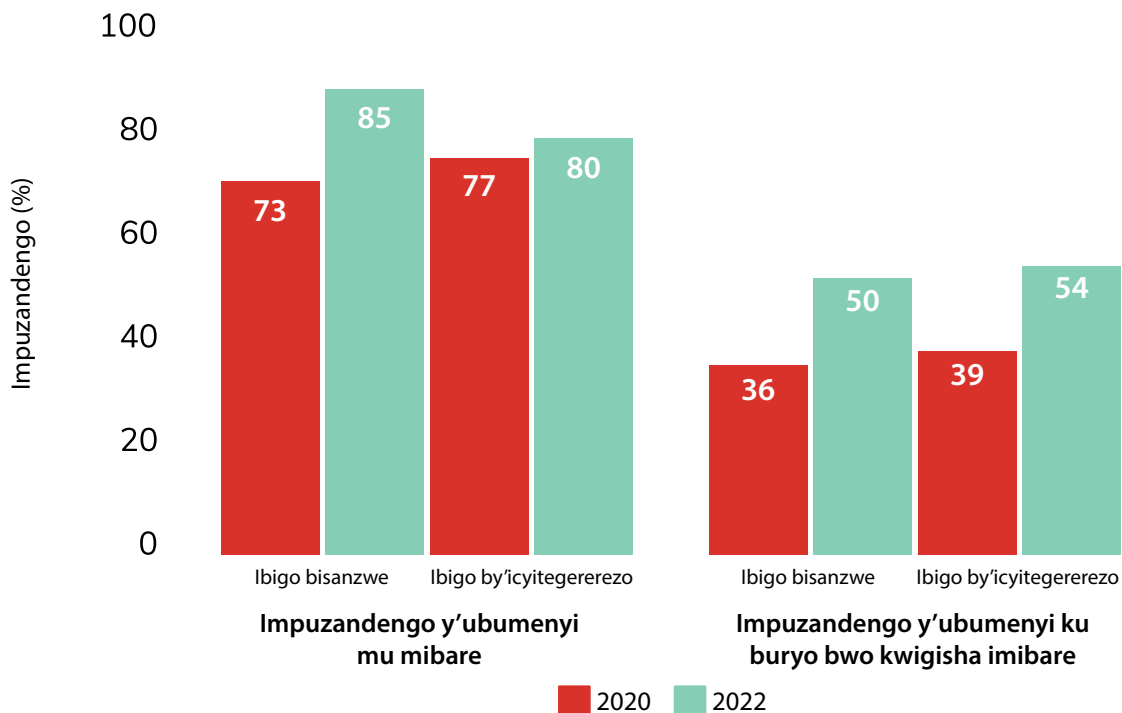
### Ireme ry'imyigishirize

Abarimu b'imibare bazamuye ku rugero rugaragara ubumenyi bwabo ku mibare (uko bakora imibare) ndetse n'ubumenyi ku buryo bwo kwigisha imibare (uko bigisha imibare) hagati ya 2020 na 2022.

Abarimu b'igitsina gore bagaragaje impinduka zikubye kabiri iz'abarimu b'igitsina gabo mu bumenyi ku bigize isomo ry'imibare.



Abarimu bo mu bigo bisanzwe bagaragaje impinduka nyinshi ugereranije n'abarimu bo mu bigo by'icyitegererezo.

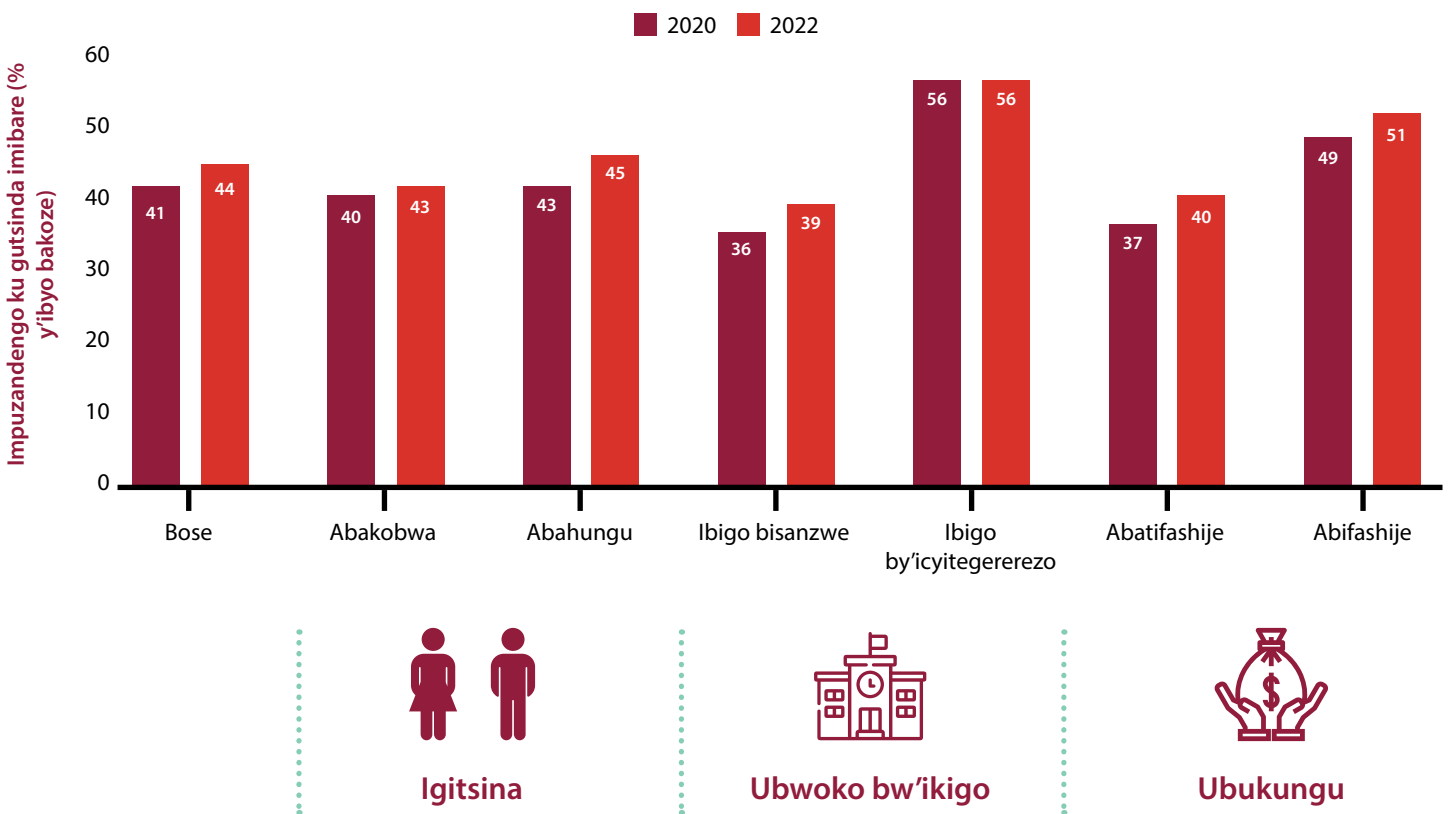


## Imyigire y'abanyeshuri

Imitsindire y'abanyeshuri bo mu mwaka wa gatatu w'amashuri yisumbuye mu mibare yarazamutse ku buryo bugaragara hagati ya 2020 na 2022, n'ubwo amashuri yarafunze kubera icyorezo cya COVID-19.

Abanyeshuri bari mu byiciro bifite imbogamizi —abakobwa, abo mu miryango ikennye cyane, n'abiga mu mashuri asanzwe—bagaragaje kuzamura urwego rw'imitsindire mw'isomo ry'imibare ku rugero ruri hejuru mu gihe cy'imyaka ibiri. Abo banyeshuri kandi batangiriye ku rwego rwo hasi ugereranyije na bagenzi babo. **Iyi mpinduka yatumye icyuho kigabanuka mu mitsindire y'imibare.**

Nubwo icyuho cyagabanijwe, imitsindire y'isomo ry'imibare yakomeje kuba hasi ku bakobwa, abanyeshuri bafite imyaka myinshi ugereranyije n'ishuri barimo, ndetse n'abiga mu bigo bisanzwe.



*Icyitonderwa: Mu kugena igipimo cy'ubukungu bw'ingo, twabajije abanyeshuri ibintu bitandukanye batunze mu rugo, nk'ibitanda, intebe, televiziyo, umuriro w'amashanyarazi. Tugendeye ku bisubizo byabo, twashyizeho igipimo cy'ubukungu cyifashishwa nk'ikigereranyo cy'ubukungu bw'ingo.*

**Ibigi bifite umubare munini w'abarimu b'igitsina gore mu bigisha mu mashuri yisumbuye muri rusange byagaragaje ikinyuranyo gito mu mitsindire y'amasomo ya STEM hagati y'abahungu n'abakobwa.** Ibi bishobora guhuzwa n'umusaruro w'abantu bafatirwaho ingero (role models effect). Byongeye kandi, ubushakashatsi mu buryo bwimbitse bwagaragaje ko ugereranyije n'abarimu b'igitsina gabo, abarimu b'igitsina gore bemeza ko abanyeshuri b'abakobwa bashobora gutsinda amasomo ya STEM kurusha abahungu, kandi banagaragaza imbaraga z'abakobwa mu myigire n'imitsindire y'amasomo ya STEM ugereranyije n'abahungu. Ibi bivuze ko hakomeje gushyirwa imbaraga mu gukururira abarimu b'igitsina gore mu mwuga wo kwigisha bishobora kugabanya icyuho mu myigire hagati y'abakobwa n'abahungu.

## Isano hagati y'ireme ry'imyigishirize n'imitsindire y'abanyeshuri

Twarebye isano riri hagati y'imyigire y'abanyeshuri n'ibipimo bitatu by'ireme ry'imyigishirize.



Ubumenyi bwa mwarimu mu mibare (uko bakora imibare)



Ubumenyi bwa mwarimu ku buryo bwo kwigisha imibare (uko bigisha imibare)



Uburyo bw'imyigishirize mw'ishuri

Ubumenyi bwisumbuye bw'abarimu mu mibare (uko 'bakora' imibare) bwagaragaje ko bufitanye isano no kuzamuka kw'imitsindire y'abanyeshuri mu imibare mu gihe cy'ishyirwa mu bikorwa rya gahunda ya Leaders in Teaching (2020-2022), cyane cyane ku banyeshuri bo mu bigo bisanzwe. **Ibi byerekana ko kongera ubumenyi bw'abarimu mu masomo bigisha bishobora kugabanya icyuho mu mitsindire mu mashuri yisumbuye yo mu Rwanda mu gihe kiri imbere.**

Nta sano twabonye hagati y'imitsindire y'abanyeshuri n'ibindi bipimo bibiri by'ireme ry'imyigishirize. Ibi ntibisobanura ko ibi bipimo byombi by'ireme ry'imyigishirize atari ibipimo byiza by'imyigire n'imitsindire y'abanyeshuri mu mibare. Ahubwo, bitanga icyerekezo cyibikwiye gusuzumwa muri gahunda z'amahugurwa nyongerabumenyi mu mwuga mu mashuri yisumbuye mu Rwanda mu gihe kizaza kugirango abarimu babashe kungukira cyane muri izo gahunda

Abanyeshuri baturuka mu byiciro cy'abafite imbogamizi nyinshi, barimo abakobwa, abanyeshuri bafite imyaka myinshi ugereranije n'ishuri barimo, n'abiga mu mashuri asanzwe, batsinda ku kigero cyo hasi ugereranije n'abafite imbogamizi nke. **Ibi bivuze ko hakenewe gushyirwaho ubufasha buhoraho kandi bwihariye kuri abo banyeshuri bahura n'imbogamizi zihariye kugira ngo icyuho mu mitsindire kigabanuke.**

Abarimu b'imibare bafite ubumenyi butandukanye mu mibare bahawe kwigisha abanyeshuri baturuka mu byiciro bitandukanye: abari bafite ubumenyi buke cyangwa bwinshi mu mibare, ndetse n'abava mu miryango ikennye cyangwa ikize. **Ibi bisobanura ko abanyeshuri bafite imbogamizi zitandukanye bafite amahirwe angana yo kubona abarimu bafite ubushobozi bwo kwigisha neza.** Ibi ni intambwe ikomeye mu kuzamura imitsindire y'abanyeshuri mu buryo bungana.

### Inama:

- Ubumenyi bwa mwarimu ku bigize isomo yigisha bukwiye kwibandwaho mu mahugurwa y'abarimu mu Rwanda. Gutegura ibigize amahugurwa nyongerabumenyi mu mwuga no kuyatanga mu gihe kizaza bikwiye kujyanishwa n'iby abarimu bakeneye ndetse n'imiterere y'akazi kabo.
- Hakenewe uburyo buhamye kandi buhoraho bwo gufasha abanyeshuri baturuka mu cyiciro cy'abafite imbogamizi nyinshi kurusha abandi. Gahunda zitandukanye mu mashuri yisumbuye mu Rwanda zikwiriye gushyiraho uburyo bw'imyigishirize bureba ibyo byiciro haba mu mahugurwa yo kongerera ubushobozi abarimu mbere yo gutangira akazi ndetse n'igihe bari mu kazi kugirango bazamure umusaruro w'imyigire ku buryo bungana. Urugero, kongera umubare w'abarimu b'igitsina gore mu mwuga wo kwigisha, no gutanga amahirwe angana mu mahugurwa nyongerabumenyi ku barimu bose kugirango bashobore gukoresha neza uburyo bwo kwigisha bwita ku bitsina byombi, mu rwego rwo kugabanya icyuho mu mitsindire.
- Ikindi, abanyeshuri bafite imyaka myinshi ugereranije n'amashuri barimo bashobora kuba barasibye amasomo, barasibiye imyaka y'amashuri, bakeneye ubufasha bwihariye kubera igitutu bashobora guhura nacyo biturutse ku mibanire n'abandi, amarangamutima, n'amikoro.



## Ingingo ya 2: Umuhate w'abarimu mu masomo ya STEM n'amahugurwa nyongerabumenyi mu mwuga (CPD)

### Ibintu bigira ingaruka ku myigire y'amasomo ya STEM n'umuhate mu banyeshuri

*Ibiri muri iki gice ni ibyavuye mu biganiriro by'ubushakashatsi byimbitse byitabiriwe n'abanyeshuri 409 biga ku bigo by'amashuri yisumbuye 12 biri muri gahunda ya Leaders in teaching.*

Abanyeshuri baha agaciro kenshi kwiga amasomo ya STEM kandi babona kwiga aya masomo nk'inzira izafasha kwiteza imbere mu mwuga ndetse no kw'iterambere ry'igihugu cy'u Rwanda.

**Abanyeshuri bivugiye ko umuhate wabo mu myigire y'amasomo ya STEM uterwa cyane n'umubano mwiza hagati y'umunyeshuri na mwarimu, kuboneka kw'ibikoresho nk'amasomero n'imfashanyigisho, ibitabo byo gusoma, ibikoresho by'ikoranabuhanga, ibikoresho by'ishuri na laboratwari.**

#### Inama:

- Amahugurwa y'abarimu agomba gushyira imbere gufasha abarimu guteza imbere umubano mwiza n'abanyeshuri, cyane cyane mu gihe ibyumba by'amashuri bifite abanyeshuri benshi.
- Gutegura aho kwigishiriza hujuje ibyangombwa, aho abanyeshuri babasha kubona no gukoresha imfashanyigisho zirimo laboratwari, ibikoresho by'ikoranabuhanga, ndetse no kubafasha mu bindi bikorwa bitari mu nteganyanyigisho no kwiga bashyize hamwe, bizafasha kuzamura umuhate mu banyeshuri.
- Abanyeshuri bafite ibitekerezo n'ibyifuzo by'ingenzi mu kuzamura imyigire n'imyigishirize y'amasomo ya STEM. Bakwiye guhabwa amahirwe yo gusangiza ibyo bitekerezo.

### Ibintu bigira ingaruka ku myigire y'amasomo ya STEM n'umuhate mu barimu

Umuhate w'abarimu ufite uruhare runini mu musaruro w'uburezi. Abarimu bagaragaza umuhate mwinshi – inyota nyakuri n'ishyamba byo kuba umwarimu – bafite amahirwe menshi yo kugira abanyeshuri batsinda cyane isomo ry'imibare. Abarimu umuhate wabo wagiye ugabanywa n'uburyo bw'imikorere – nko kubura ibikoresho mw'ishuri, kubura igihe gihagije cyo gutegura isomo, n'umubare mwinshi w'abanyeshuri mw'ishuri, bafite amahirwe menshi yo kugira abanyeshuri batsinda gake mw'isomo ry'imibare.

Ibyavuye mu bushakashatsi bigaragaza urusobe rw'ibyatera umuhate mwarimu ndetse n'uruhare bifite ku musaruro ku burezi. **Bikerekana ko kongerera umuhate mwarimu no gukuraho imbogamizi mu buryo bw'imikorere byazamura imyigire y'abanyeshuri mu Rwanda.**

#### Inama:

- Hakenewe ingamba zita ku kuzamura umuhate w'abarimu mu mwuga, binyuze nko mu mahugurwa ndetse no kubongerera amahitamo n'ubushobozi.
- Umuhate w'abarimu ushobora kurushaho kuzamuka binyuze mu gukemura imbogamizi z'imikorere nko kugira uburyo bwiza bwo gusaranganya ibikoresho n'imfashanyigisho, kugabanya umubare w'abanyeshuri mw'ishuri, no gutegura integanyanyigisho igendanye n'amasaha mu rwego rwo gukuraho imbogamizi z'imyigishirize inoze.

## Ingingo ya 3: Imyumvire y'abafatanyabikorwa ku mpinduka zabaye kw'ireme ry'imyigishirize mu gihe cy'imyaka itanu iyi gahunda imaze

*Ibiri muri iki gice ni ibyavuye mu biganiryo by'ubushakashatsi byimbitse byitabiriwe n'abafatanyabikorwa ba leta, abashyira mu bikorwa gahunda ya Leaders in Teaching, abaterankunga ndetse n'abandi bafatanyabikorwa bagize uruhare rutaziguye muri iyi gahunda, nk'abafatanyabikorwa mw'iterambere.*

Abafatanyabikorwa basanga hari impinduka nyinshi mu burezi mu Rwanda zatewe gahunda ya Leaders in Teaching zirimo:

- Kongera uburyo abarimu bashobobora kubona imfashanyigisho
- Ubwiyongere bw'umubare w'igitsina gore muri STEM
- Imyumvire myiza kubirebana n'umwuga wo kwigisha by'umwihariko kongera umuhate
- Kwiyongera ku buryo bwo kwigisha bwibanda ku bitsina byombi, ndetse n'uburyo bwo kwigisha budaheza
- Impinduka mu miyoborere y'ibigo, ubujyanama no gutoza abarimu
- Kwiyongera kw'imitsindire ndetse n'abanyeshuri biga amasomo ya STEM
- Kwiyongera k'umubare w'abakobwa bashishikajwe no kwiga amasomo ya STEM

Abafatanyabikorwa bashima ko Leaders in Teaching yagize uruhare mu bikorwa by'ingenzi mw'iterambere ry'uburezi mu Rwanda nko: gufasha mu gushyiraho gahunda ihoraho y'amahugurwa nyongerabumenyi ku mwuga, gushyiraho ikigo cya African Centre for School Leadership, no guhindura uburyo bwo gukora ibizamini n'amasuzumabumenyi ku rwego rw'igihugu

Imbogamizi abafatanyabikorwa bahuye nazo mu gushyira mu bikorwa iyi gahunda:

- Imbogamizi zatewe n'icyorezo cya COVID 19 nk'impinduka muri gahunda, guhindura uburyo bw'imikorere hagakoreshwa uburyo bw'ikoranabuhanga, no kugabanuka k'umuhate n'ishyamba ryo kwiga mu banyeshuri
- Kubera umubare munini wabifuzaga kugerwaho n'iyi gahunda, abashyiramubikorwa bahuye n'imbogamizi yo guhugura umubare munini w'abarimu bagaragaje ubushake bwo kwitabira.
- Imbogamizi zatewe no kutabasha guhuza ibikorwa mu bafatanyabikorwa.

### Inama:

- Gahunda zo mu gihe kiri imbere zikwiye kwita ku guhuriza hamwe abagira uruhare mw'itegurwa ryazo ndetse n'abafatanyabikorwa b'ingenzi nka Leta mu guhuza ibikorwa bya gahunda z'amahugurwa ya CPD; kongera umubare wabagerwaho na gahunda, kongera uruhare rwa Leta, no gusobanukirwa birushijeho uburambe bwa gahunda z'amahugurwa zahujwe n'ibikenewe mu gace.
- Ni ingenzi kuba hari ibikoresho n'amikoro bifasha mw'ishyirwamubikorwa rya gahunda.

# Aho wasanga andi makuru

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Inyandiko zose z'ubushakashatsi kuri gahunda ya Leaders in Teaching ziboneka aha: <https://bit.ly/LIT-pubs>.



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