UNIVERSITY OF CAMBRIDGE
Faculty of Education

REAL
Research for Equitable Access and Learning

laterite
DATA | RESEARCH | ANALYTICS

Policy event, Kigali, Rwanda.
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Ibitekerezo by'abarimu kw'ireme ry'uburezi mu myigishirize, kuzamura ubunyamwuga, ndetse n'imyigire mu Rwanda

In partnership with

mastercard foundation

Leaders in Teaching

Nzeri 2024

Iriburiro

Ubushakashatsi bwakozwe n'ikigo cy'ubushakashatsi Laterite ndetse n'ikigo cyo muri Kaminuza ya Cambridge cyitwa Research for Equitable Access and Learning (REAL) kuri gahunda ya Leaders in Teaching iterwa inkunga na Mastercard Foundation bwagaragaje amakuru y'ingenzi ku myigishirize n'imyigire mu mashuri yisumbuye mu Rwanda. Ayo makuru yavuye mu bushakashatsi bwakozwe yakusanijwe hagati ya 2020 na 2023 ku ngingo zitandukanye zijyanye n'ireme ry'uburezi mu myigishirize n'imyigire y'abanyeshuri.

Muri Kamena 2024, twasangije abarezi ibyavuye mu bushakashatsi tunakusanya ibitekerezo byabo n'inama ku buryo bwo gukemura ibibazo byagaragajwe mu bushakashatsi. Ibi byari bikubiyemo

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Abarimu n'abayobozi b'ibigo bitabiriye ubushakashatsi

Abafatanyabikorwa muri ubu bushakashatsi bateguye uburyo bwo gusangiza ibyavuye muri ubu bushakashatsi bikubiye mu ngingo eshatu: (i) ireme ry'imyigishirize n'imitsindire y'abanyeshuri, (ii) amahugurwa nyongerabumeyi (CPD), umuhate w'abarimu n'imitsindire y'abanyeshuri, (iii) imyumvire y'abafatanyabikorwa ku mpinduka mw'ireme ry'imyigishirize. Iyo mpine y'ibyavuye mu bushakashatsi yashyizwe mu rurimi rw'ikinyarwanda hanyuma isangizwa abitabiriye amahugurwa, nyuma bagira ibiganiro mu matsinda bungurana inama ku buryo bwo gukemura ibibazo byagaragajwe muri ubu bushakashatsi.

Amahugurwa y'abarimu yakurikiwe n'igikorwa cyahuje abashyiraho imirongo ngenderwaho mu burezi, abafatanyabikorwa muri uyu mushinga, n'abafatanyabikorwa mw'iterambere muri Kanama 2024. Iki gikorwa cyari kigamije guha urubuga abashyiraho imirongo ngenderwaho mu burezi mu mashuri yisumbuye mu Rwanda rwo kuganira ku bitekerezo by'abarimu.

Ni ubwa kabiri abashakashatsi bari basangije ibyavuye mu bushakashatsi abarezi babwitabiriye. Iyi nshuro ya kabiri yakurikiye isozwa ry' ibikorwa byose by'ubushakashatsi kuri iyi gahunda, bisobanuye ko abashakashatsi basangije ibyavuye mu bushakashatsi bwose bwakozwe mu gihe cy'imyaka itanu mu mashuri yo mu Rwanda. Iyi nshuro kandi yabaye amahirwe yo kugera ku barezi benshi kurushaho. Inshuro ya mbere y'amahugurwa yabaye mu mwaka wa 2022, hatumirwa abarezi 122 bakorera mu bigo by'amashuri yisumbuye mu Rwanda (incamake yabyo yaboneka hano Icyongereza n' Ikinyarwanda). Amahugurwa ku nshuro ya kabiri yahuje abarezi 176 bahagarariye amashuri atandukanye yagize uruhare muri ubu bushakashatsi.

Iyi ncamake itanga ishusho rusange y'ibyavuye mu bushakashatsi byasangijwe abarimu, bishingiye ku makuru yakusanyijwe mbere na nyuma y'ifungwa ry'amashuri ryatewe na COVID-19, ku ngingo ebyiri zikurikira:

1. Ireme ry'imyigishirize n'imitsindire y'abanyeshuri
2. Amahugurwa ahoraho agamije kongera ubumenyi (CPD), umuhate w'abarimu n'imitsindire y'abanyeshuri

Iyi ncamake inagaragaza ibitekerezo by'abarimu ku mpinduka muri gahunda z'uburezi n'ishyirwa mu bikorwa ryazo mu gukemura ibibazo byagarajwe n'ubushakashatsi. N'ubwo ubushakashatsi mpuzamahanga bushyigikira bimwe mu bitekerezo bikubiye muri iyi nyandiko, ibi bitekerezo byatanzwe n'abarezi, ntabwo ko ari ibyavuye mu mboni za Laterite, REAL Centre cyangwa Mastercard Foundation.

Igice cya nyuma gikubiyemo ibiganiro by'abashyiraho imirongo ngenderwaho mu burezi ku bitekerezo by'abarezi, ndetse n'ibikwiye kwihutirwa kubirebana na STEM ndetse n'imyigire n'imyigishirize mu mashuri yisumbuye mu Rwanda.

Ibigo byitabiriye ubushakashatsi kuri gahunda ya Leaders in Teaching

Ibigo 358 byatoranijwe

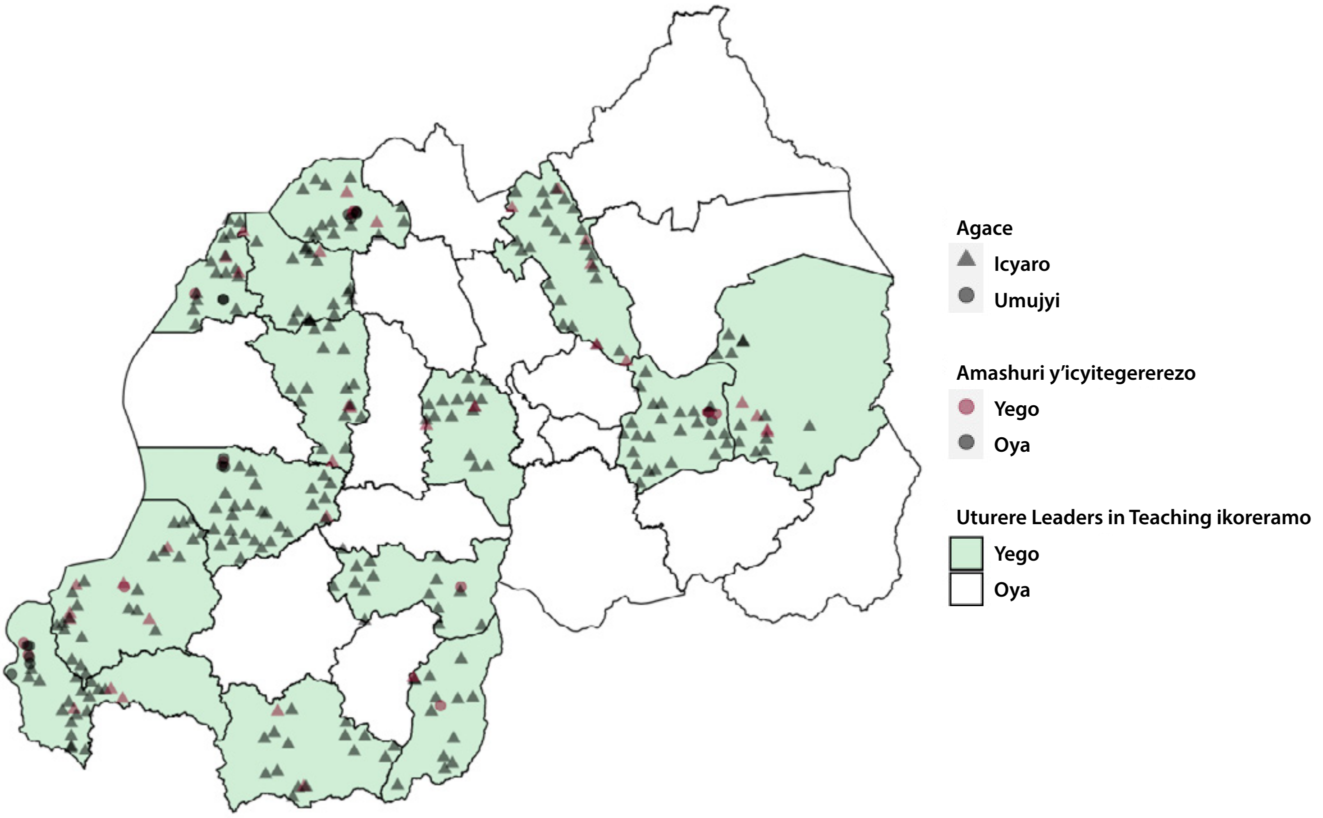
Uturere 14 (hatarimo umujyi wa Kigali)

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

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

91% y'ibigo bibarizwa mu cyaro

13% n'amashuri y'icyitegererezo[1]



1. Nubwo inyito "amashuri y'icyitegererezo" ritagikoreshwa, risobanura amashuri yatoranijwe na Minisiteri y'uburezi mu mwaka 2011 mu guteza imbere amasomo ya siyanse hibandwa ku myitozo ngiro ndetse no kugirango ayo mashuri abere andi icyitegererezo. Muri iyi ncamake, 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

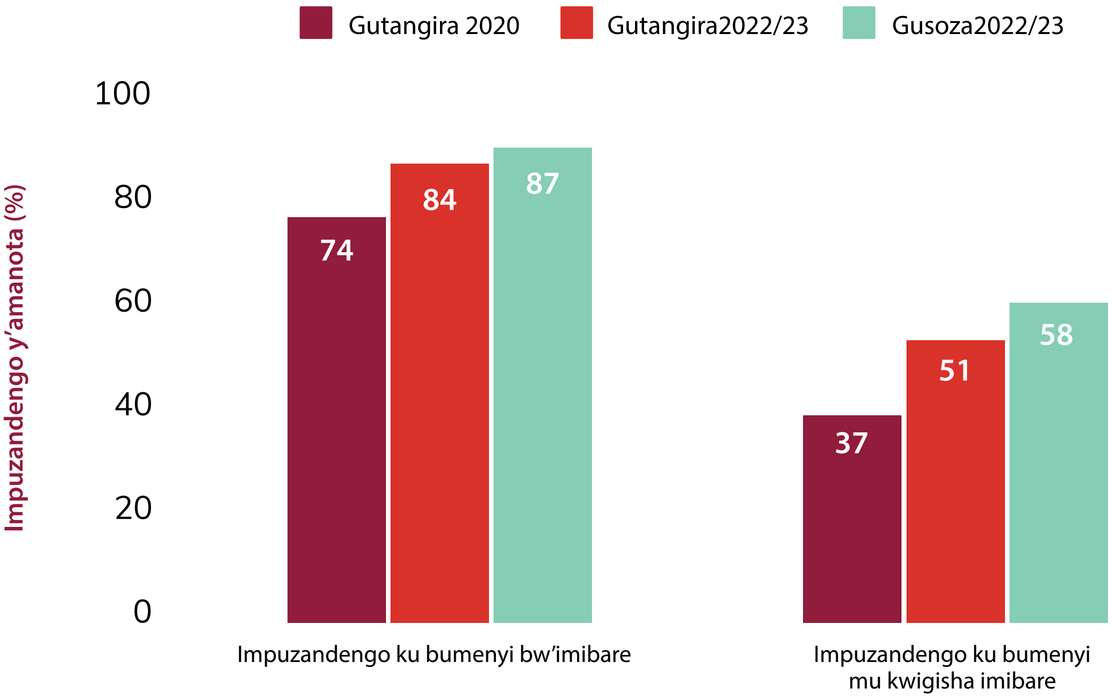
Ingingo ya 1: Ireme ry’imyigishirize n’imitsindire y’abanyeshuri

Ahakuwe amakuru:

- Amasuzuma ku bumenyi bwa mwarimu ku buryo bw’imyigishirize n’ibigize isomo yakozwe mu mwaka wa 2020 na 2023 n’abarimu 103 bigisha mu bigo 103 by’amashuri y’isumbuye
- Amasuma ku bumenyi bw’abanyeshuri kw’isomo ry’imibare yakozwe n’abanyeshuri biga mu mwaka wa gatatu w’amashuri yisumbuye barenga 4000 biga mu bigo 103

Ubumenyi bwa mwarimu ku bigize isomo ry’imibare (ni gute bakora imibare), n’ubumenyi bwa mwarimu ku buryo bwo kwigisha isomo ry’imibare (ni gute bigisha imibare) bwariyongereye mu gihe cya gahunda ya Leaders in Teaching.

N’ubwo bwazamutse, ubumenyi ku buryo bw’imyigishirize bwatangiriye hasi ugereranije n’ubumenyi ku bigize isomo kandi bwakomeje kuba hasi ku musozo w’iyi gahunda.



Uburyo bw’abarimu bw’imyigishirize mw’ishuri bwazamutse ku ngingo zikurikira:

Imyitwarire mu ishuri

- Kwimakaza umuco wo gushyigikirana mw’ishuri
- Kwimakaza imyitwarire myiza mw’ishuri

Gutanga amabwiriza

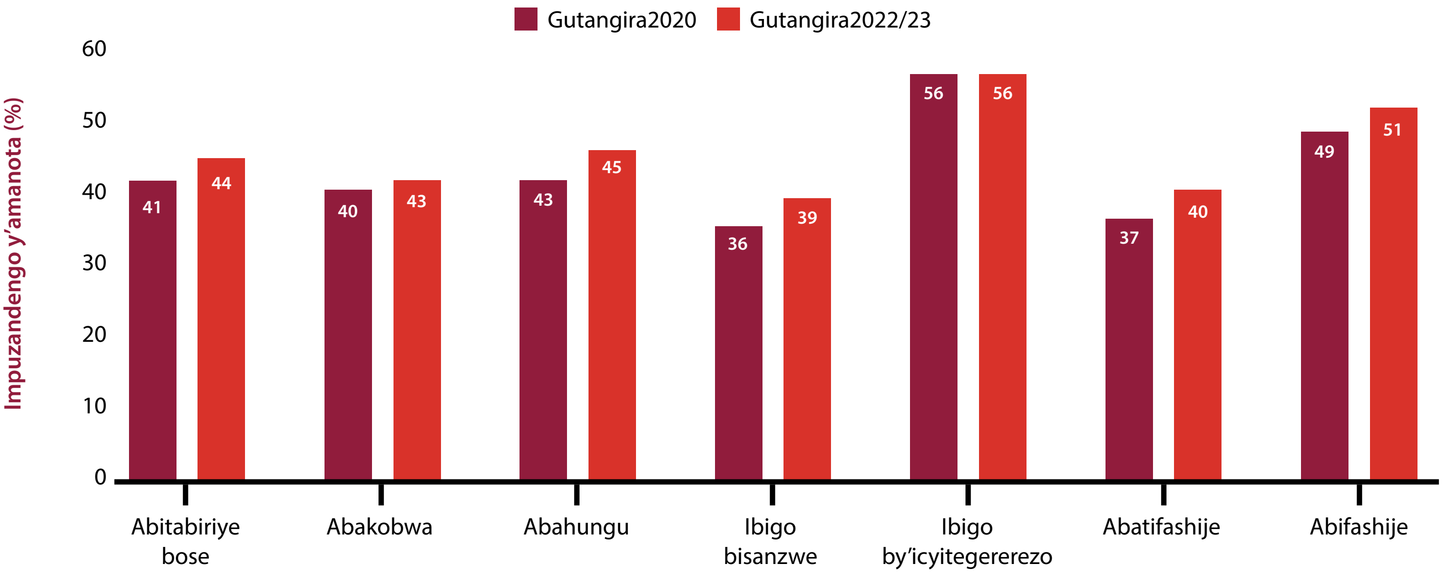
- Gutanga isomo mu buryo abanyeshuri basobanukirwa
- Gutanga inama zifasha abanyeshuri kurushaho kumva isomo

Ubumenyi ku marangamutima n’imibanire

- Guha abanyeshuri amahitamo no kubashishikariza kwitabira no kugira uruhare mw’ishuri
- Gushira imbaraga mu kurema umuco wo gufashanya mw’ishurim environment

Ibi niko byari bimeze mu barimu bo mu bigo byose yaba ibigo bisanzwe cyangwa ibigo by’icyitegererezo.

Imitsindire y’imibare yarazamutse hagati ya 2020 na 2023. Icyuho mu mitsindire kiracyahari ariko cyaragabanutse by’umwihariko mu banyeshuri bari bafite imbogamizi nyinshi ugereranyije n’abandi (abanyeshuri biga mu mashuri asanzwe, n’abanyeshuri bakomoka mu miryango ikennye cyane). Ibi byerekana ko gahunda ya Leaders in Teaching ishobora kuba yarafashije abanyeshuri bafite ibibazo byinshi mu kugera hafi ku kigero kimwe na bagenzi babo.



Kuzamura ubumenyi bw'abarimu mu mibare bishobora kugabanya icyuho mu mitsindire mu gihe kiri imbere, bitewe nuko:

- Ubumenyi bwisumbuye bw'abarimu mu mibare no mu gutanga amasomo bifitanye isano n'izamuka ry'imitsindire y'imibare mu banyeshuri, cyane cyane ku bakobwa.
- Abanyeshuri biga mu mashuri asanzwe ku mwihariko babona inyungu nyinshi mu bumenyi bwisumbuye bw'abarimu mu mibare, ugereranyije n'abanyeshuri bo mu mashuri y'icyitegererezo.

Abarimu batanze ibitekerezo bikurikira nk'ibisubizo ku byavuye mu bushakashatsi:

Gushyiraho uburyo bw'imyigishirize bufasha kuzamura ireme ry'imyigire:

- **Gusuzuma no kuvugurura integanyanyigisho** mu gihe gihoraho kugira ngo ibe ijyanye n'igihe, urwego rw'abanyeshuri, kandi itange umwanya uhagije ku masomo yose
- **Kureba ku masaha y'amasomo** kugira ngo hongerwe umwanya wo gukora imyitozo mu masomo ya siyansi hagamijwe guteza imbere imyigire ishingiye ku bikorwa/pratique
- **Gutanga amahugurwa ahoraho ku barimu** kugira ngo bakomeze kongera ubumenyi kw'ikoranabuhanga rigezweho no ku buryo bwo kwigisha bujyanye n'igihe.
- **Kugabanya amasaha yo kwigisha mu cyumweru** kugira ngo abarimu babone umwanya uhagije wo gutegura isomo no kwitabira amahugurwa ahoraho agamije kuzamura ubumenyi, bakanahindura ibyigishwa kugira ngo bihure n'amasaha y'amasomo yagenwe
- **Kubaka ibyumba by'amashuri byinshi** kugira ngo bagabanye ubucucike, gusaranganya ku buryo bungana imfashanyigisho no guha ibigo ibikoresho byifashishwa mu masomo ya siyansi na n'ikoranabuhanga.

Gukomeza kugabanya icyuho mu mitsindire hakorwa ibi bikurikira:

- **Gufasha abakobwa gutsinda neza amasomo ya STEM hakoreshejwe ibikurikira:**
  - Gutumira abakobwa/abagore bagize icyo bageraho muri STEM bagasura abanyeshuri **nk'abantu b'icyitegererezo ndetse n'umusemburo mu kwiyubakira icyizere.**
  - Kongera **buruse n'ibihembo** bihabwa abakobwa biga amasomo ya siyansi mu rwego kubatera umuhate no kubashishikariza kuyitabira.
  - **Gushishikariza ubwitabire bungana** mu biganiro mw'ishuri ndetse no mu buyobozi
  - **Guhugura abarimu mu buryo buhoraho** ku burezi budaheza ibitsina byombi, gushyira **ibikoresho bihagije kuri buri kigo** nk'ubwiherero bwujuje ibikenerwa by'ibanze mu rwego rwo gufasha abakobwa kumva batekanye cyane cyane mu gihe cy'imihango.
  - **Gushishikariza ababyeyi kwitabira no kugira uruhare mu biganiro ku kamaro k'uburezi budaheza** abakobwa n'abahungu, hibandwa ku kubasaranganya imirimo yo mu rugo no kubaha umwanya wo kwiga mu buryo bungana.
- **Gufasha abanyeshuri baturuka mu miryango ikennye cyane** mu buryo bw'**amikoro**, buruse no kubona ibikoresho, kongera inkunga itangwa muri gahunda yo kugaburira abana kw'ishuri, gushyira imbaraga muri **gahunda nzamurabumenyi** zo gufasha abanyeshuri bakeneye kunganirwa kugirango babashe gukurikira nk'abandi
- **Gufasha abanyeshuri gutsinda ku bigo byose** hakorwa ibikurira:
  - Kongera inkunga igenerwa ibigo bisanzwe kugirango bibone **ama laboratwari ndetse n'ibikoresho by'ikoranabuhanga,** cyangwa se **kubategurira ingendoshuri** bagasura amashuri y'icyitegererezo kugirango bakore imyitozongiro ya siyansi mu rwego rwo kugabanya ikinyuranyo kiri hagati y'amashuri asanzwe n'ay'icyitegererezo.
  - **Gutanga inkunga ku ngengo y'imari ihagije** kandi igatangirwa igihe, ikanajyana n'uko ibiciro by'ibikoresho by'ishuri bihagaze kw'isoko.
  - **Kubaka ibyumba by'amashuri bihagije** mu bigo **bisanzwe** kugirango hagabanywe ubucucike mu mashuri, hanaboneke umwanya wo gufasha abakeneye ubufasha bwihariye.
  - **Guteganya igihe gihagije cyo kwiga** mu mashuri asanzwe gihuye n'icyo mu mashuri y'icyitegererezo, kugirango abanyeshuri babone umwanya uhagije wo gusubiramo amasomo ndetse no kunganirwa.

Gufasha imyigishirize idaheza abanyeshuri bafite ubumuga hakorwa ibikurikira:

- **Gushyira amasomo ajyanye n'abafite ubumuga mu nteganyanyigisho** ndetse no guteganya igihe gihagije cyo gufasha abo banyeshuri.
- Gushyiraho **uburyo bugenderwaho mu masuzuma** y'abanyeshuri bafite ubumuga.
- **Gushyiraho uburyo bwo gufasha abanyeshuri bafite ubumuga** bahabwa ibikoresho byifashishwa mu gusoma, harebwa uburyo bwo kwicara mw'ishuri, hakorwa ibikorwa bidaheza ku banyeshuri bose, ndetse n'umwanya wo gukora imikoro.
- Gutanga **amahugurwa yihariye ku barimu, kuvugurura inyubako z'amashuri** zishyirwamo uburyo bworohereza abafite ubumuga, no **kwigisha/guhugura ababyeyi n'abaturage muri rusange** ku bijyane no kudaheza abafite ubumuga nabyo byafasha mu guteza imbere uburezi bwabo.

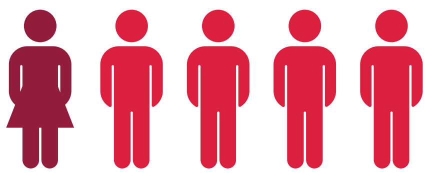
Ingingo ya 2: Amahugura nyongerabumenyi (CPD), umuhate w'abarimu n'imitsindire y'abanyeshuri

Ahakuwe amakuru:

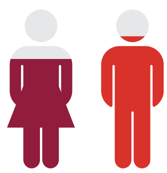
- Ibiganiro n'abarimu ba STEM 294 ndetse n'abayobozi b'ibigo 173 mbere y'icyorezo cya COVID 19 (2020) na nyuma y'icyorezo (2022)
- Isuzumabumenyi ry'imibare ku banyeshuri biga mu mwaka wa gatatu barenga 4000 baturutse mu bigo 103.

Mbere y'icyorezo (mu ntangiriro za 2020), abayobozi b'ibigo benshi bitabiriye CPD. Abayobozi b'ibigo b'icyitegererezo ndetse n'abafite uburambe nibo bari bafite amahirwe menshi yo kubona amahugurwa ya CPD ndetse no gusangiza abarimu babo ibyo bahuguwemo.

Abitabiriye ubushakashatsi:



1 mu bayobozi b'ibigo 5 n'umugore



Abayobozi b'ibigo b'igitsina gore nibo bake (74%) mu bitabiriye CPD ugereranije n'ab'igitsina gabo (88%)

85% by'abayobozi b'ibigo babonye amahugurwa ya CPD nibura ku ngingo imwe

Abenshi n'abayobozi b'ibigo bisanzwe

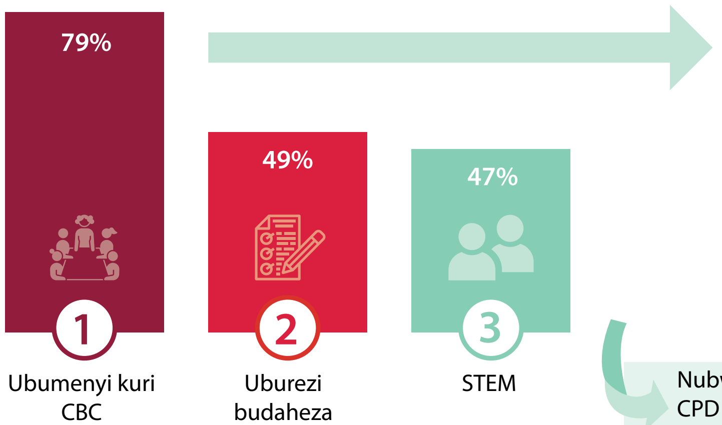
83% by'abayobozi b'ibigo bahuguye abarimu babo ku ngingo bahuguweho muri CPD

Abenshi n'abayobozi b'ibigo by'icyitegererezo

Abayobozi b'ibigo bafite **ubunararibonye** nibo bari bafite amahirwe meshi yo **kubona amahugurwa** ndetse no **kuyasangiza** abarimu babo

Amahugurwa ya CPD mbere y'icyorezo yibanze cyane ku nteganyanyigisho CBC.

Amahugurwa ya CPD ku bayobozi b'ibigo:



Ingingo z'ingenzi abayobozi b'ibigo bahuguyeho abarimu babo:

1. Ubumenyi kuri CBC
2. Gusesengura no gukoresha abanyeshuri amasuzumabumenyi
3. Guhugura no gutoza

Nubwo kimwe cya kabiri cy'abayobozi b'ibigo babonye amahugurwa ya CPD ku burezi budaheza, kimwe cya kane nicyo cyahuguwe ku myigishirize yibanda ku bitsina byombi (gender-sensitive teaching practices)

Nyuma yifungura ry'amashuri mu mwaka w'amashuri 2022-23, ubwitabire mu mahugurwa ya CPD bwariyongereye ku barimu ba STEM n'abayobozi b'ibigo. Amahugurwa ya CPD yibanze kuri STEM na ICT, uburyo bwo guhugura no gutoza, na gahunda nzamurabushobozi. N'abarimu bake bavuzeko bagize uruhare mu guhitamo ingingo za CPD bitabiriye.

	Abarimu ba STEM		Abayobozi b'ibigo	
Ubwitabire muri CPD	Ntibwahindutse amashuri afunze	Bwariyongereye amashuri afunguye	Bwaragabanutse amashuri afunze	Bwariyongereye amashuri afunguye
Ingingo za CPD	STEM na ICT	Guhugura no gutoza	Guhugura abarimu	Guhunda nyongera-bushobozi n'imicungire y'ishuri
Guhitamo ingingo za CPD	13% by'abarimu ba STEM bihitiyemo Ingingo za CPD bahuguweho		25% by'abayobozi bihitiyemo ingingo za CPD bahuguweho	
Ingaruka za CPD ku muhate	Ishyaka n'umuhate mu barimu byariyongereye nyuma y'amahugurwa		Bongereye ubushobozi bwo **kuyobora ibigo**, harimo no gutera ishyaka/umuhate abandi bakozi	

Abarimu bafite umuhate mu mwuga wo kwigisha bagaragaje kuzamura imitsindire y'abanyeshuri mw'isomo ry'imibare.

Abarimu batanze ibitekerezo bikurikira nk'ibisubizo ku byavuye mu bushakashatsi:

Kongera ubwitabire mu mahugurwa ya CPD hakorwa ibi bikurikira:

- Gutegura **ingingo z'amahugurwa ya CPD hibandwa ku mikoro ngiro (pratique)** no ku byo abarimu bakeneye.
- **Guteganya ubufasha bw'amikoro ku** barimu bitabira CPD
- **Gutanga impamyabushobozi z'amahugurwa** (CPD) zifite agaciro mu kuzamuka mu mwuga
- **Gukurikirana no gusuzuma mu buryo buhoraho urwego rw'ubwitabire bw'amahugurwa ya CPD** kugira ngo hamenyekane kandi hakemurwe ikibazo cy'ubusumbane bushingiye ku gitsina cyangwa imbogamizi zo kwitabira
- **Gushyiraho uburyo bwo gutanga ibitekerezo** ku barimu kugira ngo batange inama z'uko gahunda za CPD zakomeza kunozwa.

Guteza imbere ubwitabire bw'abagore mu mahugurwa ya CPD hakorwa ibi bikurikira:

- **Gutegura amahugurwa ya CPD mu masaha atabangamira inshingano zo mu ngo** cyangwa gutanga amahirwe yo kwitabira mu bundi buryo (nko gufata amashusho y'ibihe by'amahugurwa cyangwa gutanga amahitamo mu bihe bitandukanye)
- **Gutanga ubufasha ku barimu b'abagore** mu gihe cy'amahugurwa, nko guteganya aho ababyeyi bonsa bashobora kwifashisha
- **Gutanga inshingano zihariye ku barimu b'abagore mu gihe cy'amahugurwa ya CPD** kugira ngo bashishikarizwe kwitabira mu buryo bufatika.

Guteza imbere uruhare rw'abarimu mu mahugurwa ya CPD hakorwa ibi bikurikira:

- **Gukora isesengura ry'ibikenewe** kugira ngo ingingo z'amahugurwa ya CPD zihuzwe n'ibikenewe n'ibyifuzo byagaragajwe
- **Kumenyesha abarimu igihe amahugurwa azabera** kugira ngo babashe guteganya uko bazayitabira hamwe n'izindi nshingano bafite
- Guhura ku buryo buhoraho kw'abatanga amahugurwa ya CPD kugira ngo **banoze ingingo z'amahugurwa zijyane n'integanyanyigisho**, ibikenewe mw'ishuri, no ku barimu.

Kongera umuhate w'abarimu mu mwuga hakorwa ibi bikurikira:

- **Guha abarimu umwanya mu gihe cyo gufata ibyemezo** kugira ngo barusheho kugira uruhare mu kugera ku ntego z'ishuri
- **Gushyiraho gahunda zo gufasha abarimu bashya** no kubafasha guhuza no kwisanga ku barimu bafite uburambe
- **Guha abarimu umwanya uhagije** wo gutegura amasomo no kuzamura ubunyamwuga
- **Gushyiraho ibikorwaremezo byo kwita ku bana (irerero)** b'ababyeyi bakora mu kigo
- **Guha amashuri ibikoresho n'imfashanyigisho bihagije** no guhugura abarimu uko babyifashisha mu masomo
- **Gutegura amahugurwa ya CPD** ajyanye nibyo abarimu bakeneye ndetse n'igihe bafite
- Kohereza **abarimu mu mashuri ari hafi y'aho batuye**
- Gushyiraho uburyo buhoraho bwo **gushimira abarimu** babaye indashyikirwa
- **Kongererwa umushahara** hagendewe ku mahugurwa y'inyongera n'impamyabumenyi.

Amahugurwa y'abarezi mu karere ka Gicumbi muri Kamena 2024

Kugeza ibitekerezo by'abarimu ku bafata ibyemezo

Muri Kanama 2024, Laterite yateguye inama yahuje abashyiraho imirongo ngenderwaho mu burezi baturutse muri Minisiteri y'uburezi mu Rwanda (MINEDUC), ikigo gishinzwe uburezi bw'ibanze (REB), Mastercard Foundation, abarimu bo mu mashuri yisumbuye mu Rwanda, n'abafatanyabikorwa mw'iterambere no mw'ishyirwa mu bikorwa ry'iyi gahunda.

Mw'ijambo rye ry'ikaze, umushyitsi mukuru Bwana Pascal Gatabazi, Umujyanama mukuru muri MINEDUC (Technical advisor), yagize ati:

"Abarimu bacu si abarezi gusa; n'ibuye fatizo mu burezi bwacu. Bafite ubumenyi buhagije ku bibera mu mashuri yacu. Ni ingenzi kumva ibitekerezo byabo no kwemera ko ubunararibonye n'ubumenyi bwabo bigenderwaho mu biganiro byacu."

Umujyanama mukuru muri MINEDUC, Bwana Pascal Gatabazi, atanga ijambo ry'ikaze

Iyi nama y'umunsi wose yari ikubiyemo ibiganiro hagati y'abafatanyabikorwa b'ingenzi mu burezi ku byavuye mu bushakashatsi no ku bitekerezo by'abarezi. Ibiganiro byagarutse ku byamaze gukorwa mu gukemura ibyo bibazo, ndetse n'aho abafata ibyemezo bashobora gushyira imbaraga zabo kugira ngo ibyemezo bifatwa birusheho kugira ingaruka nziza. Igice gikurikira gitanga incamake z'ibyavuye muri ibyo biganiro kuri buri ngingo y'ubushakashatsi.

Ingingo 1: Ireme ry'imyigishirize n'imitsindire y'abanyeshuri

Abitabiriye inama baganiriye ibitekerezo by'abarimu basanga byinshi muri byo bishobora kugira ingaruka nziza ku bushobozi bw'abarimu bwo gufasha abanyeshuri mw'ishuri mu masaha yagenwe yo kwigisha, ndetse no mu kongerera umuhate w'abanyeshuri n'abarimu.

Banemeza kandi ko ibitekerezo byatanzwe bikeneye amikoro n'abakozi, bityo ni ingenzi guhitamo ibikenewe mbere y'ibindi no kugira igenamigambi rinoze. Bumwe mu buryo bwo gukemura ibi bibazo ni kubyaza umusaruro ibikoresho n'amahirwe asanzwe ahari, urugero nko gukoresha abarimu bafite ubunararibonye n'ubumenyi bwihariye mu masomo mu gutoza no guhugura abandi barimu mu kigo, gutegura ingendoshuri ku banyeshuri kugirango bashobore gukoresha ibikoresho by'ikoranabuhanga naza laboratwari ziboneka ku bigo bifite ibikoresho nkenerwa byinshi mu rwego rwo gufasha abanyeshuri kubona no gukoresha imfashanyigisho bakenera mu myigire yabo.

Ingingo 2: Amahugurwa nyongerabumenyi (CPD), umuhate w'abarimu n'imitsindire y'abanyeshuri

Abitabiriye inama baganiriye ku byifuzo by'abarimu kandi bagaragaza inyota yo kunoza uburyo bwo gutanga amahugurwa nyongerabumenyi (CPD) kugira ngo arusheho kugira umumaro kandi abashe kugera ku barimu benshi, haba kwita ku byo bakeneye ndetse no mu kuzamuka mu mwuga.

Imbogamizi zagaragajwe mw'ishyirwa mu bikorwa ry'ibitekerezo by'abarezi harimo ubushobozi n'ibikoresho bike, ariko abitabiriye inama basanga hari byinshi mu bitekerezo bishoboka gushyirwa mu bikorwa. By'umwihariko, isesengura ry'ibikenewe mu mahugurwa ya CPD, kuvugurura uburyo bwo gucunga amakuru y'abarimu (TMIS) hagamijwe gukurikirana ubwitabire muri CPD, no gutanga impamyabumenyi n'ishimwe ku bitabiriye CPD, byagaragaye nk'ibyatanga umusaruro mwiza.

Abitabiriye inama y'abashyiraho imirongo ngenderwaho yabaye ku wa 14 Kanama 2024 kuri Marriott Hotel i Kigali

Ibyavuye mu bushakashatsi bwakozwe n'abashakashatsi kuri gahunda ya Leaders in Teaching byaboneka kuri murandasi.

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Ibyanditse byose muri iyi nyandiko nibyo ku gihe bijyanywe nw'icapiro, Nzeri 2024