Message for the Science Subject Advisors
From Godwin (G2) Nhauro: NECT - Assistant National Education Programme Manager

Good day colleagues
This is an uncertain time for all of us subject advisors, teachers, learners, parents and entire education sector. The sands are shifting daily and many of us are feeling anxious about what happens next to our health and safety, livelihood, to our education, to our freedoms and to life as we know it.

Whilst we practice physical distance and social solidarity, this disruption also provides us with an opportunity to reimagine how we live and how we work. It also allows us to exercise control over the aspects that we can change and, in this instance, how we can work i.e. train and support our teachers remotely.

Science SES Message: How to motivate your teachers	WEEK 4: 17 MARCH 2020
Good day scientist groomers: message from Godwin (G2) Nhauro - ANEPM (NECT)	

For our teachers to deliver they need motivation among other things.
Praise them: During your cluster meetings or training sessions. Take the time to call attention to teachers who have gone above and beyond.

A small token of appreciation goes a long way. It does not have to be something costly; a simple ordinary gift message card shows appreciation. The point is to show your teachers that their hard work hasn't gone unnoticed.

Respect their Time: Refrain from showing up without an appointment, your job is not fault-finding but support and always giving teachers constructive feedback.

Be available and connect: Talk to them. Find out what they're struggling with, what's falling through the cracks and how they think you can be of help. Sometimes the best way to reach deeper into their personal struggles, is by putting off your 'boss hat' and being a colleague.

Stay home, stay safe, observe social distancing.

Science SES Message: Professional Development – Record keeping	**WEEK 3: 10 MARCH 2020**
Good day scientist groomers: message from Godwin (G2) Nhauro - ANEPM (NECT)	

As a SES, to what extend would you say you know your teachers professionally? Not only their names and contact details, but also the state of each of your teachers on professional development matters. The question is how do you then support a teacher you don't know professionally?

Get to know your teachers: Create a simple database, a recording system for your teachers. The database should include among other things teacher profiles, subject performance and a detailed record of the nature of all professional development and support sessions received by the teacher.

With such database you can track the number and frequency each of your teachers received professional development and support, the nature of development received (e.g. training in teaching methodology or assessment practice or content knowledge etc.) and the areas each of them still need support on.

Based on this data, you to make informed personalised or differentiated teacher support decisions e.g. which teachers can be clustered together to be supported on a common concept.

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Science SES Message: Assisting teachers setting targets	**WEEK 2: 03 MARCH 2020**
Good day scientist groomers: message from Godwin (G2) Nhauro - ANEPM (NECT)	

As SES, we need to help our teachers to plan and set up specific, achievable and measurable targets for NS/Tech and NS.

Attainment of teacher subject targets depends on their class performance and hence teachers should assist learners in setting their own targets, a 5% increase will suffice using their Term 1 mark as a benchmark.

The teacher should then monitor their leaners performance against their own targets regularly and always remind them: 'check yourself how far you are from your target.'

Tips on how to work remotely with teachers

Create a virtual platform to constantly support and communicate with your teachers, e.g.:
1. WhatsApp group for short urgent messages, documents sharing, audio and video sharing.
2. Microsoft Teams offers: (a) audio and video conferencing – for planning, reflection meeting, virtual training and support (b) document sharing, (c)chat platform, (d) individual support
3. Zoom offers same services as Microsoft teams
4. Skype offers same services as Microsoft teams

5. Google hangouts