

HOLY ROSARY CATHOLIC INDEPENDENT SCHOOL

STRATEGIC PLAN 2020

1. Overview of our mission

1.1. History of our mission

1.1.1 The School

In August 1999 a decision was taken – by the catholic community in this area - to open a Catholic School in Malamulele Parish, which belongs to the Diocese of Tzaneen. The Bishop was to be the “owner” of the school as he is the one heading the Diocese.

Mr. Elias Chabalala, a senior and respectable community member, agreed to find a suitable site for the school. In the meantime, the Development Centre in Xitlhelani (Village) was vacant and with minor adjustments it was turned into two classrooms. The idea was to begin with Grade 1, only. Miss Belinda Sellars, from Johannesburg, was appointed as educator and Sr. Hilda M. Tucker, a Holy Rosary Sister, as Principal.

In January 2000, 28 learners were enrolled. A second teacher, Barbara Masunda, was employed to teach Grade 2 in 2001.

That same year, Chief Xitlhelani agreed to give a site of 8 hectares for educational purposes. During these two years we applied for funding to Irish Aid, Solon Foundation and Hilton Fund for Sisters, in order to start building the school.

A borehole was drilled, and a security fence was erected around a portion of the premises with a cattle fence around the rest of the site. The foundation for the new school was blessed by Fr. Tom Devoy in May of 2001 and the first phase - six classrooms and an ablution block - got underway.

In January 2002 the Primary School moved from the Development Centre into the new buildings – grades 1, 2 and 3. The Pre-School remained at the Development Centre. The new school was officially opened and blessed by Bishop Hugh Slattery on 15 May of 2002. Another block was built in 2002 to accommodate a double stream for Grade 2.

The school was officially registered with the Department of Education in 2003.

The school emblem, with the letters HRS (school name), showing a lighted candle expressing the motto “Light of Christ”, was adopted as a way of symbolizing the faith building mission of the school and the hope that each learner might play a positive role in the society, being ‘Light of Christ’ wherever they are, now and in the future. That same year, a fourth block was built and, in 2004 block 5 and a second ablution block was added. In 2005 block number six was completed and a Crèche was built. Still in 2006, the Crèche for 34 children was blessed and opened by Fr. Andrew Shingange. A dining area was completed in May 2006. Donations from the Debutants from Holy Rosary School Edenvale (Johannesburg) helped to make a start to pave the surroundings. By the end of 2009, the enrolment was 520 learners with 18 Educators, 5 Administration Staff Members, 5 female and 5 male Maintenance Personnel.

By the end of 2009, Sister Hilda Tucker was transferred and the Bishop asked the Salesian Sisters to assume the leadership of the school. Sister Lidia Castro assumed the School Management from 2010 up to December 2012.

The school emblem then went through a slight change, adopting the words “Salesians Malamulele”, as a way of expressing the Salesian educative method, created by Saint John Bosco (a worldwide renowned priest and educator) based on Reason, Religion and Loving Kindness, lived in a Family Spirit Environment. Academically, the School was going up to Grade 7, by then.

At the end of 2012, Sister Lidia Castro was transferred and, from January 2013, Sister Maria Isabel Vieira, a Salesian Sister as well, was appointed as School Principal.

From almost Term 3, 2013, a Nursery School started for little babies, in the “Babies’ Nest” area, with only a few babies, from 3 months old to 3 years. This was a need in order to respond to some poor young children, mainly from the Village and surroundings, whose grandmothers (including the school cleaners from the Village) had to come/go to work and had nobody to leave the babies with. Some of those small babies had their mothers still schooling in Malamulele and surroundings. The school started giving them full meals throughout the day.

In January 2014, due to the request of many parents, the School introduced Grade 8. Classroom rearrangements had to be done and a new Library was built that same year.

From 2015, Grade 9 was introduced.

The number of learners went up gradually and parents kept on requesting the School, desperately, to proceed up to Grade 12, as well as to open a Boarding School.

By the end of Term 3, 2016, the number of enrolled learners was 805 and the total number of Educators was 36.

The facilities became reduced. An appeal to Irish Funds in order to assist with the building of a new Day Care Centre/Creche and Nursery School was approved and the building started in 2016.

More toilet facilities were also needed and two new toilet blocks were built.

The school hall, very big and spacious accommodates the school needs as well as many of the community’s, to which we are always open. It started being built around 2008 but not all the walls were finished, it had no windows nor doors, no ceiling, no electricity, was not plastered and had no toilet facilities. From 2014, little by little, using school saving funds and some donations, works went on and it was ready by the end of 2016. Community functions also take place there, now and then, such as funerals, weddings and/or others. For these functions, a contribution is given to the school, although some are for free (mainly surrounding community funerals) as a way of serving the community in need, as well.

The school Ethos, Vision and Mission are displayed on the walls, as a simple and clear way of making the school’s ideals made known to all stakeholders.

Another building, a very special one, was built: the school chapel. As a Christian Catholic school, we affirm that Jesus Christ, the Good Shepherd, is at the centre of our school community. We deeply believe that a physical space, quiet, calm and spiritually attractive, where a personal relationship with Him can be groomed, human, spiritual and moral values can be growing in the silence of the heart and in daily personal and social life, was a real need. This space of prayer and reflection plays a fundamental role in our educative system which, being holistic, cares for the person in its whole being, as a mature and reconciled person, understanding towards others, caring, personally and socially committed, peaceful, deep and capable of good and positive choices in life, for the good of society, where they are called to play an important and positive role, as stated in the mission of the school.

Quarterly, weekend camps and other functions and activities take place in the school, promoted in order to root and deepen in the children the “PERSON” they are called to be, now and in the their future (at personal and at social level), as a way of complementing the values and knowledge we teach them. The children love

these camps and they can really surprise us positively by the way they respond, behave and take responsibility in the activities. It's very encouraging.

The school is also open to welcome and support identical activities promoted by other church or community groups on behalf of youth, church groups, and/or even other community needs. By using our facilities, always open to the good of the person and the community, we strengthen our belonging to this community and our responsibility for its growth as well.

Apart from weekend functions, other co-curricular activities take place throughout the academic year, such as Plays, Musical Festivals, Debates, Sports days, Competitions and many other activities and Feasts, as a way of allowing the learners to become the protagonists of their own growth. Our salesian educating method has this as a strong and meaningful way of putting the learner in the centre of their own educational process, through activities they love so that the holistic way of educating them, takes effective place. These complementary activities become a 'second school' to them where interaction with others, respect, concentration, rules assumption, team building, self-confidence and many others take place, making them love and enjoy schooling and rooting in them the deep 'BEING' they are called to be in life, in their families and in the society.

Being Holy Rosary, registered already as an Independent Combined School and due to the many requests of Parents and Learners, the Application to be an Exam Centre was submitted to the Circuit Office Manager in September 2016, hoping that a Grade 10 stream could be opening in 2017.

A survey to the parents, our first stakeholders, and to the Grade 9 learners as well, ran in 2016, in order to have their so much appreciated written opinion about introducing the High School and its streams, brought us very positive and encouraging responses.

Although our Secondary School is still very young and small in numbers, it has been growing. The first Grade 8, in 2014 started with 21 learners. In 2015 it reached 30 and, in 2016, 43, in two streams. Grade 9, from 2015, started with 16 learners, enrolling, in 2016, 30. Promising.

The year 2017 saw a big accomplishment in our school: the opening of grade 10 with 20 learners.

Meetings with Mrs. Ivy Nkqosana from Polokwane Department of Education Office and other members, as well as Members from the Circuit Office (Malamulele), had taken place and Quality Assurance Certification with Umalusi was on process. The school year went smoothly, learners performed well, parents and all associated with the school were in the certainty that our school was growing nicely.

New buildings to accommodate the High School still need to be built with extensive sport areas including athletics track and swimming pool. The Community Headman and the Elders/Leaders were approached and involved and a total support and encouragement was given to the idea. So, an extension of land was finally allocated in 2017 by the Xitlhelani community to the school, along the Giyani Road. Holy Rosary Educative Community is very grateful for this possibility. The school will acquire it, and will pay it along the years.

Another extension of above five thousand square meters (behind the Hall) had also been allocated to the school in 2014 and this portion was intended to be for a Boarding School, as per request of so many parents as well. We read this as a very good sign in the development of the school and as a proof of how the community appreciates the school and the role it has been playing among the community.

The Development Centre buildings, across the road, in the village, the school cradle, are still there, also allocated to the school from the very beginning. There, we see the possibility of a future Skill Centre in order to accommodate some Professional Courses for the children skilled for such and not strongly academically gifted. The community appreciates this idea very much, sees it as a real need and supports it. The future will lead us, by the Grace of God.

One of the beautiful aspects of the history of Holy Rosary School, has been the constant involvement with the community around it. The school started from the heart of the community and it lives for and with the community.

Some outreach initiatives have been happening throughout the years, involving learners and staff, such as the support to Rhulani Camp (a refugee camp) quite near us: the learners, guided by their Life Orientation teachers, enjoy collecting food, stationery and clothes and take their gifts to that community, themselves, together with the teachers. This is a way of making them aware and sensitive to the needs of others and their reality, to grow in them the Christian and Human values proclaimed in our Vision and Mission and to make them protagonists in their citizenship process, responsible and caring for the society around them as a way of contributing to its improvement.

Through the children, the approach to the families, in order to diagnose needs and problems is also very important and will be, on its own, a road to them, to brighten their future, mainly for the young ones and the youth.

In that same community of refugees (Rhulani), we are willing to involve some people of good will who could assume the responsibility of paper work for the many children that are not even registered, so that schooling could be their way out in life, as an alternative to street life and crime.

In December 2015, a beautiful activity took place there, in that same refugee camp, on Christmas day: a group of Holy Rosary staff members, including Admins and Teachers, supported by some business people of good will from different creeds and religions, by church members and by the Rhulani people themselves – chief, mothers and other members – prepared a Christmas meal for the whole Rhulani community. It took place on Christmas day where, after church, many members of the community moved to Rhulani, helping with the serving of food to all, starting from the little ones, sitting with them for hours, enjoying life together as children of the same Father, God. Holy Rosary staff had volunteered for the cooking, giving part of their time preparing for this day to be so pleasant, reaching so many people.

Still open to the community that surrounds us, the school would love to embrace adult teaching programmes, in the evening, possibly, in order to assist eliminating illiteracy amongst us.

Towards the month of June 2017, the new Creche and Pre-Foundation building was finished. The new place accommodates very well our learners, from 3 months old to end of Grade R. The beautiful structure, generously donated by Misesan Cara, is very suitable for young children. Our immense gratitude to the donors. On the 24th of July 2017, a new Principal was appointed by Bishop Joao Rodriguez. Sr. Consuelo Aguirre took the place of Sr. Maria Isabel Vieira who was transferred to our mission in Cape Town.

On a sad note towards the end of 2017, the Circuit Office Manager did not allow us to proceed with FET as at that time we did not have yet, in hand, the authorization of the Provincial Department of Education to operate FET because the accreditation with UMALUSI was still in process. He advised the school to close FET and to wait until Umalusi accreditation and the permits were received.

It was sad and it meant a step back. As a consequence, in 2018 the learners' enrolment diminished.

Finally, Umalusi visited the school on the 10th May 2018 for a site inspection. The UMALUSI people worked with commitment, and encouraged us to continue the good work.

Only in October 2019 a provisional accreditation for two years, was received from Umalusi, Accreditation number 18 SCH01 00578 PA. Once the 2018 academic year was almost closing, the necessary advertisement for Grade 10 and FET phase for 2019, could not be done. After the provisional accreditation from Umalusi we pursued the authorization from the Provincial Department of Education to open Grade 10 in 2020. Even though

there was no written document, the same Mrs. Ivy Nkqosana from Polokwane Department of Education Office spoke to the Malamulele Central Circuit Manager authorizing us to open it in January 2020.

In 2019, the School Chapel building was complete and, on the 24th May, it was blessed by Bishop Joao Rodriguez; a memorable and joyful day for the school community. The school is a place to facilitate the holistic growth of the learner. The ethic, moral and spiritual dimension of our learners will be enhanced with this new place which is available at any time for all to find solace, silence, and opportunity to get in touch with the ever-present God who guides, protects and loves each one of us.

In 2019, the SGB gave the authorization to the School Executive Committee to engage with professionals to start the process of building some classrooms for 2021 which will host the incipient FET learners. There have been a lot of obstacles to get started as we search the clear authorization from Municipality so as to start the process of permits, studies, plans...

Our history as a school has its ups and downs, but there is the certainty that in all the events the hand of God is at work, who is the One who will complete this beautiful work towards our children, young people and the community in this beautiful mission.

1.1.2 The Religious Community House/Convent

As found in the document left by the Holy Rosary Sisters, the Deed of Grant was issued on 08-04-1993 for the house where the Salesian Sisters are now staying. The Deed of Grant No.435/86 in respect of Site No. A8221 at Malamulele Town, signed by the Town Manager Mr. Mabasa L.N. handed on to the Missionaries Sisters of the Holy Rosary, here by then, although in the name of the Diocese of Tzaneen, whom it belongs.

The first reason of our Salesian presence in Malamulele is because the Holy Rosary Sisters were about to leave and Rev. Bishop Hugh Slattery invited us to assume the leadership of Holy Rosary School. Sr. Roberta Tomasi who was our provincial then, went to meet the Bishop on 10 December 2008 at Ave Maria Pastoral Centre, Mooketsi, together with Sr. Lidia Castro who would be the pioneer of the mission here, with Sr. Godelieve Kayobera. They arrived on the 1 February 2009. The next day they went to Holy Rosary Catholic School, situated four kilometers away from the convent, in Xitlhelani Village, still in Malamulele's area, in order to start the handing over process. "Learning about the school begins from the first day itself. The mission, then, continues". (Extract from the Chronicles of the house-Year 2008 to 2009).

Very soon they also got involved at St. Benedict Parish with the young people and church activities.

On 13 January 2010, mother Yvonne Reungoat, our Mother General, erected canonically Malamulele House, the convent for the community. And on 15 February 2010, Sr. Julienne Munyemba, the Provincial then, came to Malamulele and had the formal entrustment of the community to Sr. Lidia Castro. Sr. Stella Chilupula and Sr. Christina Laloo were with Sr. Lidia Castro to make the community. All the Sisters were fully dedicated in the school from Monday to Friday. On Saturdays and Sundays, time was dedicated to the Parish, the youth and the oratory.

Renewal of the Memorandum of Agreement was made and entered into, by and between "the Diocese of Tzaneen, Southern Africa, represented by the new Bishop of Tzaneen, Bishop Joao Noe Rodrigues, and the Daughters of Mary Help of Christians, Southern Africa, represented by Sr. Marie Claire Jean, the Salesian Provincial FMA" signed at Tzaneen on 19 September 2016 and signed in Johannesburg on 13 September 2016.

1.2 Current Profile and work of the mission:

- **Institution/s and projects / services offered, including number of beneficiaries of each**

Holy Rosary Independent Combined School enrolls children from Creche to Grade 10, in a total of 789 Learners. From Creche to Grade 0, we have 60 children. In Grade R, 53; in Foundation Phase (1-3), 225 learners; in Intermediate Phase (4-6), 242; in Senior Phase and FET (7-10), 209 students.

On Sundays, we gather, from the school surroundings, an average of 90 Children and Young people, on Oratory activities, such as literacy, numeracy, crafts, teaching English with THRASS method, spiritual reflections and educative games to help the children grow in all aspects. Four young people, as volunteers, help on these activities on behalf of the more vulnerable.

- **Number of sisters and their vocations and / or skills**

The community embraces its full-time mission in the school with the presence of Sr. Consuelo Aguirre as the Principal, Sr. Fernanda Kalcona with the teaching of Religious Education to Grades 1 and 2 and in charge of the School Tuck Shop, Sr. Lillian Bulaya with the teaching of Religious Education to Grades 4, 5, 8, 9, and Sr. Christina Laloo with the teaching of Religious Education to Grades 3, 6 and 7. Sr. Consuelo also teaches Religious Education from Grade 10.

Besides the School Ministry we are also involved in the Parish Ministry and the Oratory (the latter mentioned above).

In the Parish, the sisters are involved in the preparation of children to the Sacraments of Baptism, Communion and Confirmation, Catechesis, Adult Instruction, animation of Small Christian Communities and Youth Group every Friday, with their own activities. Around 150 people are involved.

The community survives with the contribution received from the school.

Foreign Volunteers are not taken because of lack of space.

The house equipment and vehicles belong to the Salesian Sisters.

- **Active lay co-workers and volunteers and what they do**

A wonderful team of 58 lay-workers supports all the school activities:

At Administration level, four people; School cleaners seven; working in the School Tuck-shop, three people; Groundworkers three; Farm full-time worker, one; on General Maintenance, one person; on School security, one day-guard and two night-guards; Communication Department, one person. In the Creche (Babies and Grade 00), 3 people; In the Pre-Foundation Phase (Grade R) 2 teachers; In Foundation Phase (Grade 1-3), 8 teachers; Intermediate Phase (Grade 4-6), 7 teachers; Senior Classes (Grade 7-9 and FET (10-12), 15 teachers for English, Xitsonga, Afrikaans, Entrepreneurial and Management Studies, Mathematics, Life Orientation, Social Sciences, Natural Sciences, Political Science, Life Science, Creative Arts, Computer.

- **Partner organizations with which you cooperate, and how**

At co-operation level, the school works and interacts with:

- Department of Basic Education National, District and Local levels
- Solon Foundation (Providers of Bursaries to 8 children)
- Forwarding Network (Providers of Bursaries to 14 children)
- Department of Child Welfare (Motivational Talks and Counseling when needed)
- CIE (Catholic Institute of Education) – Supports us as a catholic school, at Religious Education level, at staff formation level, at management level and others.
- Catholic Priests (Counseling and School Chaplaincy)

- **Key assets (property, buildings, vehicles and equipment owned, rented or used for free)**

The school is composed of the following buildings, all built in face-brick: Admin block, eight classroom blocks with three classes each, Library, four toilet blocks, Hall, Creche, two multifunction buildings, the old Babies' Nest, and a School Chapel. Along the different areas, quite many playground facilities; on the sports areas, Sports fields and sports buildings.

Beautiful green areas are all over our school environment, as well as a 'Small Kruger Park' where around thirty animals "live" and a 'Small Village', an educative space, where small children can role-play and interact.

1.3 Our operating environment

- **Key features of the area / community or communities in which we operate**

Malamulele can refer to the town of Malamulele or the vast area of Malamulele, in Limpopo Province, South Africa and predominantly occupied by Tsonga/Xhangani people.

Malamulele is the seat of the Collins Chabane Local Municipality. It was established in 1960 with a population of 13,070 according to 2011 statistic. Malamulele was borne out of the homeland settlement system imposed by the Apartheid government. There are between 100 and 120 villages in the Malamulele area, with an approximate population of 500 000 people. Our community is exactly situated in the midst of a mini business centre. During school days we are little affected but when home, we are there with music, shebeens, shops...

The parish, situated in this same area, very close to the convent, helps us to participate in the Pastoral Ministry as mentioned above.

- **Other local providers of similar or related services**

In our neighborhood, there are only two Public Schools (Langhutani and Mhonsi) offering Primary School services. Offering Creche and Senior Phase and High School, we are the only ones around. The village where we are in and the surrounding communities are grateful for our services.

1.4 Strategic Planning Process:

Please describe briefly the process you used to develop your draft strategic plan, who was involved and how (e.g. a series of meetings and / or a workshop, a presentation plus input and feedback, other?)

On the Strategic Planning Process, surveys were given to parents and pupils and, then, there was feedback and discussion with parents on several Parents' meetings.

There were also informal meetings with young people from the area on for their needs, dreams and future plans.

2 Mission SWOT Analysis

Strengths

- **The current existing pre-foundation and primary school buildings** i.e. classrooms, chapel, cafeterias, hall, sports buildings, toilets, library, computer laboratory, science laboratory, administration building, head of departments offices, well fenced and gated, secure CCTV camera system also complimented by day security assistance and 2night guards. We also have farming area that is used to produce fruits and vegetables for the school canteen, learners, staff and community
- **Current staff compliment**- dedicated and committed

- Religious Sisters – currently four Salesian Sisters work in the School.
- The School Governing Board is involved with the day to day running of the school and is represented by the Principal. Regular meetings are held.
- Educators – well qualified and are constantly upgrading themselves through studies, attending workshops organized by the school and Department of Education. They also have regular staff and departmental meetings to keep them abreast with the latest information and technology regarding education.
- Supporting staff – these include the administration workers, the technical & maintenance manager, cleaners, grounds men, security man.

- **Supportive stakeholders-**

The community: The land was donated by the community through the Chief of the area (Headman) and ever since, this private independent catholic English-medium school, situated in this deep-rural village, has a very positive impact. The Christian catholic ethos is respected and loved by the community. The School is used for church gatherings, and the hall available for funerals.

The parents: Quarterly parents' meeting are held to share the previous term's results, information and way forward. For Consultation Day, parents are invited to discuss the learner's progress and see the work books. According to needs, parents are invited to come for learner's performance updates. Parents are also communicated with through circulars, fees statements, school magazine or/and radio adverts.

Learners: The most important part of our mission. They are nurtured and instilled with Christian catholic ethos.

- Discipline is done according to the Salesian approach.
- Our learners are visible though the self confidence that they exhibit amongst fellow peers as they are allowed to express themselves without fear
- The environment is a school, second home to all who enter, a playground and a place to pray.
- Provision of relevant textbooks to each and every learner.
- There are concerts held where talents are nurtured as learners showcase their talents, even those who are not much academically gifted.
- Fun Day is held annually for children to have fun and fundraise for various projects. Extra-curricular activities are organized for the children.
- A chapel is available for them to experience the spiritual connection with the Lord. The School chaplain avails himself for holy Mass, confession and counselling.
- Catholic feast days are observed and learners make presentations to get a deeper and better understanding.
- School catechism is done by the Sisters for catholic learners where baptism is held by the chaplain and confirmation by the Bishop of the diocese.
- Free remedial lessons are given to identified learners.
- Prize giving is done to award the top learners and to motivate others to be competitive.
- Sports and physical education are part of the physical growth of the learner for 'a healthy mind in a healthy body.'

Suppliers: We maintain good and long-term relations with our suppliers. We are reliable regarding bill payments.

Donations are received in different forms.

Department of Education: We participate in all meetings, seminars, workshops and sporting activities organized by the department. We also comply with their policies as they govern the running of the education system. The School Hall is used to host meetings for the departments with its other stakeholders.

Weaknesses

- The lack of food and nutrition scheme that serves at least one decent meal to all the learners. This is evident in government schools and in the future, we would wish to do so too.
- The inability to reach out to all catholic learners due to fees that are currently charged.
- Inability to offer student bursaries to deserving learners.

Opportunities

- Ability to offer learners academic, human, spiritual continuity, within a conducive atmosphere, from Day-care right up to matric.
- We are the only independent school in the township to offer classes up to matric.
- Zero teenage pregnancy as the girl-child is empowered and motivated on the importance of acquiring education before anything else in life.
- Parents and other interested parties see the current potential of the school offering high school and, in a near future, boarding facilities, due to distance challenges.
- Better Grade 7 and Grade 8 results, mainly, as children usually have challenges in adjusting to public schools' environment.
- Grade 9 being introduced as an exit-point by the Education Department, lead learners to drop out and pursue technical studies, and leads us to an opportunity for practical FET.

Threats

- The current global financial challenges which have resulted in breadwinners being retrenched and learners having to transfer, possibly.
- Unpaid fees at regular times resulting in delayed salaries and payment of suppliers.
- Grade 9 being introduced as an exit-point by the Education department, might lead learners to drop out and pursue technical studies.
- Government schools offer bursaries from Grade 10 to deserving learners.
- Lack of support from other sections or sectors as the idea of being an independent school means you are able to fund everything on your own

3 Vision for our Mission:

A school exists on behalf and for the community it serves.

As per request of so many stakeholders, as a way to serve, we can still nurture a vision that would be an answer to their appeals: Boarding School and a Skill Centre where Professional Courses could be offered, in order to empower their abilities and to earn a professional living.

To assist young people on their studies, organizing weekend academic support for those attending public schools, in order to provide them with assisted knowledge and learning aids, so that they perform better when writing their Grade 12 exams. This will motivate them to strive for a better future.

4 Guiding image

We aim to achieve, by the end of 2023:

- To have built the essential secondary school classrooms, in our premises
- To have improved Grade 7 and Grade 8 results
- Offer weekend complementary lessons and academic support to the village children who attend public schools, for them to achieve better Grade 12 results
- To offer nutrition scheme to all learners

We aim to achieve, by the end of 2026:

- A complete Secondary School in our premises
- Boarding facilities
- Skills Centre for practical FET

5. GOALS

Goal 1 - Development and maintenance of assets (buildings, vehicles and equipment)

- Gradual building of our High School
- Improvement and extension of Sports field
- Building of Boarding facilities
- Building of Skills Centre

Goal 2 - Development of education in terms of services offered and quality

- Better results especially for Grade 7 and Grade 8
- Good Grade 12 results
- Assisting the Grade 10-12 students around Xitlhelani and Malamulele at Holy Rosary School every Saturday or Sunday. Lessons and skills could be given to them with the help of teachers or invited persons to complement the content given in their public school so as to help them to score better marks at the end of their school year. The school buildings will be available for their learning.

Goal 3 - Staff / human resources development (expansion and learning)

- To continue encouraging teachers to proceed on their studies and to support them
- To help all non-teaching staff to qualify themselves on specific skills
- To encourage and assist office staff to achieve better skills

- To promote staff educational and formative courses and open them to public schools' staff

Goal 4 - Partnerships and partner organization support (including Government)

- To available our school premises to the community and church groups
- To available the school hall for Educational Functions promoted by the local Circuit Officer and other schools
- To promote educational and formative courses to our staff and open them to public schools' staff
- To work in hand with the local Health Department in order to continue offering our children health care
- To involve Public Safety Services in interactive school functions

Goal 5 - Resource mobilization – Fundraising, volunteers, other donations

- A feeding scheme to offer one decent meal to all learners
- To try to reach out to more catholic children who cannot afford school fees
- To offer bursaries to deserving learners
- At least 3 annual fundraising events: a Sports day and Raffles during the First and Second Term of the School; Concert; Outings, Christmas Play and Gr R's Graduation.
- A fundraising system and strategy
- The Principal, Staff and Management Committee to organize the fundraising, and encourage the parents to collaborate and support the Centre.
- A funding proposal, plus fundraising budget for three years and for the first year