

NDANDA SCHOOL OF NURSING

STRATEGIC PLAN 2018 – 2023



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NDANDA SCHOOL OF NURSING

Strategic Plan 2018-2023

2018

FOREWORD

Ndanda school of Nursing is proud to present its five years strategic plan covering the period 2018/2023. The plan is a result of a comprehensive review of the external environment, current status and performance, the strategic strength, weakness and threats analysis (SWOT), altogether and has identified the key challenges to the vision and mission of the Ndanda school of Nursing

The Five Year Strategic plan describes strategic objectives, targets and activities to be implemented during the period of the plan. Furthermore, the plan has indicated the estimated cost of operationalizing the plan.

Ndanda school of Nursing therefore, calls upon all parties interested in the development of Ndanda school of Nursing to extend full support to this plan.

It is our sincere hope that the Government, development partners, all stakeholders; i.e. public, faith based organizations, private and individuals will continue to support the school.

Joshua Mnyani

Principal

Ndanda School of Nursing

ACKNOWLEDGEMENT

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CHAPTER 1:

NDANDA SCHOOL OF NURSING VISSION AND MISSION

VISION

Advancing health and quality life of individuals and communities

MISSION

To be pioneer in training nurses who will provide quality health care to individuals and the society at large through nursing education, practice and research.

CORE VALUES

1. Respect, protect and promote life from conception to natural death.
2. Value commitment, dedication, discipline, self-esteem, quality services, love and respect for patients.
3. Care all patients equally regardless of race, education, tribe, religion, and gender, socio- economic and physical status.

CHAPTER 2:

HISTORICAL BACKGROUD OF NDANDA SCHOOL OF NURSING

Ndanda School of Nursing is part of St Benedict's Ndanda Referral Hospital. The school provides training for diploma in nursing and midwifery aiming addressing shortage of human resource for health in the country.

Ndanda School of Nursing started in 1930 by Sr. Dr. Theckla Stinnebeck OSB with four years course for dispenser. During the Second World War in 1939 this school had to be closed. In 1945, 18 months course for village Midwives started and in 1950 the Ministry of Health gave permission to commence a 2- years training for Midwives. In 1965 the nursing training center started to offer a three years course for nurse grade B. Since its establishment, the school offered co- education training. In 1970 the two years training in Midwifery was discontinued, from there on, nurses grade B were trained as Midwives. In 1983 a one year pre-Nursing Course was introduced which was discontinued in June 1993. In September 1994 a diploma course in Nursing started. In 2012 certificate course was integrated. In March 2013, a 2 years upgrading course was established to enrolled nurses through e-learning. Due to changes of nursing curriculum on entry qualifications, certificate course was discontinued in 2017. In September 2018 in-service one year programme awarding diploma in nursing and midwifery was introduced.

Table 1: shows List of students Enrolled from 2012 – 2017

Enrolment 31 December	2012	2013	2014	2015	2016	2017
1 st Year						
Diploma	15	16	30	22	30	31
Certificate	15	21	37	22	23	
2 nd Year						
Diploma	36	15	17	22	22	29
Certificate		14	21	22	22	21
3 rd Year Diploma	30	32	17	17	16	32
Total	96	98	122	105	113	113
Discontinuation During Year	1	2			3	2

Table below shows list of candidates graduated from 2012 - 2017

Examinations N- Results. Candidates / Nr. Passed	2012	2013	2014	2015	2016	2017
Practical general Nursing	34/34	31/31	44/44	38/38	48/48	54/54
Practical Midwifery	34/34	31/31	44/44	38/38	48/48	54/54
Midwifery	34/34	29/31	44/44	17/17	32/32	32/32
Mental Health Nursing	34/34	26/31	44/44	17/17	32/32	54/54
Research, Epidemiology and Biostatistics	34/34	25/31	20/30	17/17	32/32	32/32
Leadership and Management	34/34	19/31	44/44	38/38	48/48	54/54
Infection Control	34/34	31/31	14/14	21/21	16/16	22/22
Licensing Examination			38/4	38/38	48/48	54/54
Total	34	31	44	38	48	54

CHAPTER 3:

SITUATIONAL ANALYSIS OF NDANDA SCHOOL OF NURSING

1. EXTERNAL FACTORS

Overview

It is hundred years ago when the first Benedictine Missionaries came to this part of the South-East of what has now become TANZANIA. They came out here as people sent by somebody with authority. Therefore to them it was mission with clear goals and specific objectives. Their aim was to help the people of the area. They came out to fight ignorance, diseases and poverty. There were practically no schools, no hospitals, no dispensaries, no agricultural schools, there was nothing.

Apart from bringing in light of the gospel, our missionaries had big task to combat diseases.

Socio-Cultural Factors

Ndanda has many ethnic groups. As there are different ethnic groups, there are as well different ethnic beliefs, customs and taboos. To educators, to health service promoters, to good well wishes this situation had its own setbacks because each group tried to live by its own aspiration. The current socio-economic development and social interaction situation has significantly improved.

Economic Factors

People in the South of Tanzania depend on cashew nut as their cash crop. Cashew nut crop seems to be the answer to the question of raising the standard of living of people here. The average Tanzanian still lives under poor and primitive farming system therefore are not able to pay their school fees resulting to low literacy and high prevalence of preventable diseases in the community. With exploration of natural gas resource in the southern part of Tanzania gives new hope that if well utilized it will improve the economic standard of the people.

Ecological Factors

Ecology is an important factor in development. The rainfall of this area is unreliable. For quite a number of years we have experienced semi-drought which causes poor harvest, and shortage of food leading to poor health.

Another factor is deforestation which is a major problem in the area. Trees have been and still are cut down for fuel and other uses like building and business leaving the land bare, this affects the reliability of rainfall.

Technological Factors

The world is advancing technologically, but due to its poor economy, Tanzania cannot keep up with the pace of technological advancement. This creates a gap between the need and capacity of the institution in terms of equipment and human resource.

Infrastructural Factors

Infrastructure has an important role on the development of people. Our roads have been improved. With good communication, a good number of goods can be transported to where they are needed. Our means of communication system also improved leading to influx of patients from far areas to our hospital and more number of students are able to access the school.

2. THE INTERNAL FACTORS

The internal factors compromise human resources, financial resources and physical facilities, material and supplies.

Human resource

Staffing level is inadequate, as compared to NACTE requirement which need to be improved with more qualified staffs.

Being fully integrated into St. Benedict's Ndanda Referral Hospital, the Nursing School does not need a full staff component for general services such as Administration, Transport, Supplies and Maintenance, as it can make use of existing overall facilities. Staffing of the Nursing School is therefore directly focused on School Service Provision, including accommodation and boarding of students. The Nursing School further makes use of part-time teachers for special subjects.

Financial Resources

Ndanda Nursing School is not a commercial enterprise. For many years the Benedictine Community at Ndanda, supported by many good willing people took up the Mission to take care of the sick in the South of Tanzania. Today the Community of Ndanda, and a new generation of compassionate people with good spirit still contribute to these efforts, though the contribution is declining.

Benedictine Missionaries of Ndanda are supporting people in the South to improve their health status and to advance their education. Critical shortages are existing in all Professional Cadres in Tanzanian Health Sector.

The main sources of funds in nursing school are

1. School Fees
2. Government Grants
3. Donation In kind

1. School fees

The school fee is not enough to run the school due to the nature of the institution which is faith-based. Some of the students are not able to pay school fees, the School in collaboration with Ndanda Hospital has established the revolving scholarship fund which helps the poor students though the funds does not curter the need.

2. Government Grants

The school is receiving the grant in aid from the government for paying some staff salaries, other staff salaries are paid by the hospital. Government funding is unpredictable and is not known what levels will it be received over the next five years

3. Donation In kind

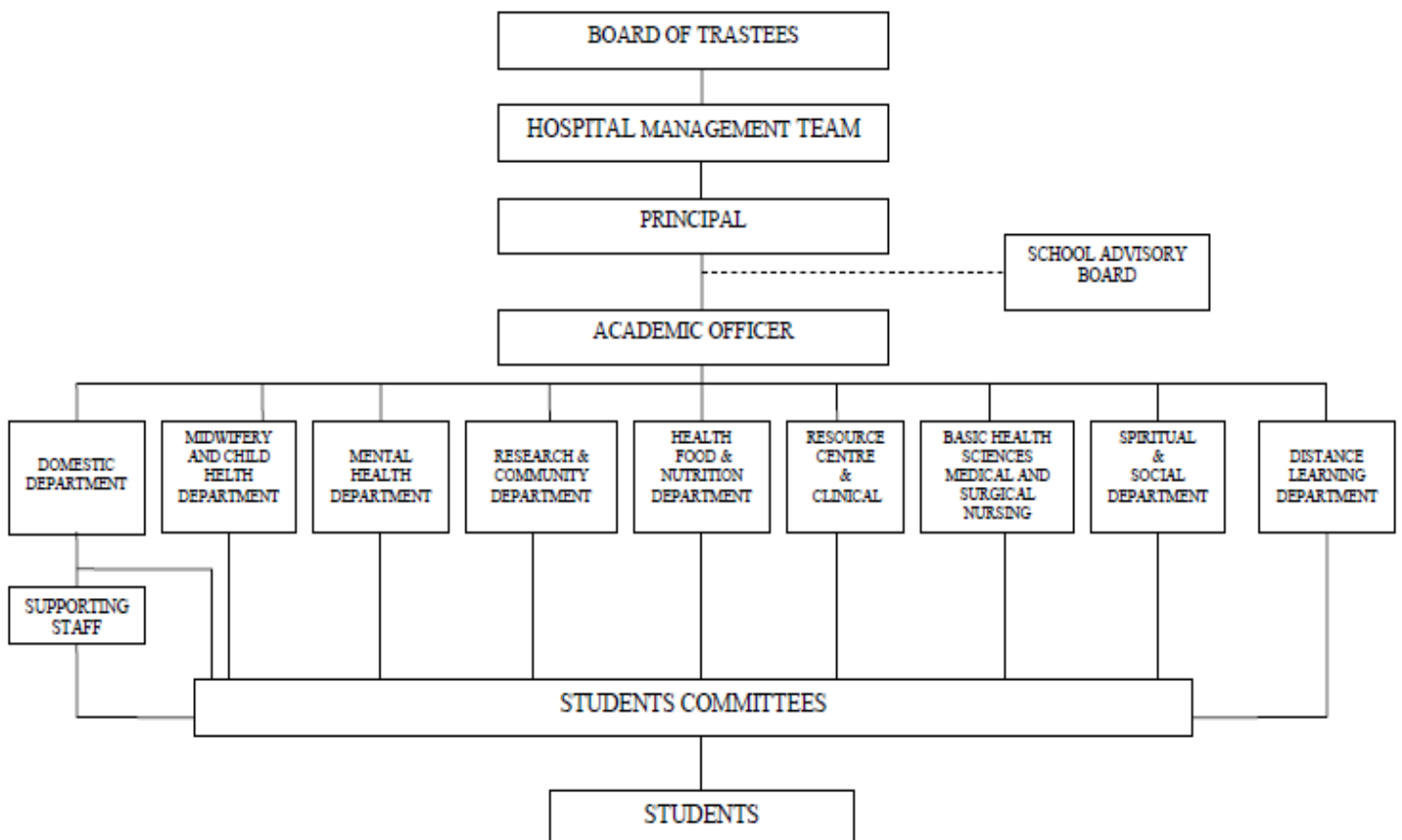
Great part of running the school comes from donation in kind through Benedictines missionary for many years. This spirit of contributing is still there, though is declining with time.

CHAPTER 4:

MANAGEMENT STRUCTURE OF NURSING SCHOOL

Being a Department of St. Benedict's Hospital, which has the Board of Trustees as the highest authority, the Nursing School is firmly embedded in the overall organizational Structure. In recognition of the different role and service provision of the Nursing School a School Advisory Board was established in the year 2001 to advice the Management Team and the Principal Tutor on issues concerning the Nursing School. In response to the requirement of the National Council for Technical Education (NACTE).

ORGANOGRAM OF NDANDA SCHOOL OF NURSING



CHAPTER 5:

PHYSICAL INFRASTRUCTURES, TEACHING AND LEARNING MATERIALS

Teaching and learning materials

Ndanda School of nursing has a small library with essential reference books. Number of reference books is not enough for all students as other reference books are shared by more than one student. Therefore, there is a need to increase the number of books of different modules as per standard.

The school has computer room with internet facility. The government provided CDs with standard teaching modules comprising of facilitators guides and students' manual installed in all computers and hence reduce the scarcity of reference books. With annual increase of student enrolment there is need to increase computers and enhance internet facility.

With new teaching technology the school will need to strengthen the following tools; LCDs, Laptops, sliding chalk boards with screen and video conferencing facilities.

Physical Infrastructure

The Nursing School has buildings for accommodation, classrooms, skill's lab and teachers' offices.

Most of the Buildings are still in a good condition though need renovation except new girls' dormitory. The school has safe piped water and uninterrupted hydroelectric power-supply.

The school has no standard skills laboratory, boys' dormitory, warden house, recreation room, conference room, standard library, standard computer room, and kitchen room and food store. In order to address these, school has prepared the plans for the next five years.

CHAPTER 6:

MARKETING

The school receives a great number of students for admission in every academic year from different regions. The School has a very good reputation and offers possibilities for sponsorship with outlook on future employment. The students' performance for final examinations is almost 90%. The School selects students from a large number of applicants every year through institution panel.

With increasing commercialization and competition in the education sector, together with the provision of sponsorship agreement attracts applicants to the school as it assures the students to learn and get a job, the School is expecting to face the increase of students in future. However the school has prepared strategies to handle the situation

A brochure and journals for promoting the services of the school needs to be produced. A website about the services of the Nursing School not only informs potential students and partners, but has the added advantage of being a modern means of communication with all the Private People overseas who are financially supporting the entire organization of St. Benedict's Hospital.

CHAPTER 7:

STUDENTS WELFARE

The Ndanda School of Nursing is not only a Training Institution, but also it provides a home to its pre-service students, Spiritual care and recreational activities which are important aspects in supporting these youngsters who reach full adulthood during their studies.

The School has a living room for the students with television connection, but this is quite small and during the day often used for other purposes.

CHAPTER 8:

SUMMARY OF SITUATIONAL ANALYSIS NDANDA SON

Strengths

- The school is registered by NACTE with provisional accreditation.
- The school has clear management structure which facilitates implementation of the school activities.
- The school has policy and guidelines that conform to the government rules and regulations which has to be reviewed after every five years.
- The school has a basic staff establishment in place.
- Most of its graduates are absorbed by St Benedict's Ndanda hospital thus enabling the hospital to have adequate number of nurse staffs.
- There is conducive learning environment which attracts many applicants.
- There are proper financial control systems and audited reports.
- The school is located along the paved main road which makes it easily accessible.
- There is permanent physical infrastructure and space available for the expansion of the school.
- Materials and supplies are available for the smooth running of the school.
- There is a good relationship between the school, government and other stakeholders.
- The school has advisory board.
- The school has a good reputation which attracts many applicants.
- The school has experienced, dedicated and devoted tutors
- The school has staff capacity building plan.
- The school has introduced new program of in-service awarding Diploma in Nursing and midwifery

Weakness

- The number of teaching staff is not sufficient. In general the tutor-student ratio is not standard.
- Inadequate teaching and learning materials
- Skills laboratory does not reach standards
- According to the guideline of NACTE the school should be independent but currently the school operates as department of St. Benedict's Ndanda referral Hospital.
- Unavailability of boys dormitory, warden house, conference room, skills laboratory, recreation room and food store.
- Inadequate funds and unreliable grants.
- Unavailability of school vehicles for the transportation.
- Inadequate information technology system.
- Inadequate space for sports and recreation.

Opportunities

- The school is a faith based organisation.
- The school is integrated to St Benedict Ndanda referral hospital.
- The school provides diploma in nursing and midwifery (Pre-service and In-service).
- The school provides distance learning to in-service.
- Accessible and reliable communication systems.
- Constant water supply and reliable electricity.
- The school has good reputation that attract many applicants
- The school is under the hospital which is cooperating with partners and other stakeholders

Challenges/Threats

- Unreliability of government funding.
- Poor Social economic status of the societies in affording school expenses.
- Unilateral vertical decisions since it is under the hospital department
- Changes in entry criteria.

CHAPTER 9:

SCHEMATIC OVERVIEW OBJECTIVES 2018-2023

Strategic Goals

To produce competent nurses and midwife who will provide quality health care and to solve the shortage of human resources in health sector to our country.

Strategic Objectives

1. To improve students' academic performance.
2. To improve building infrastructure
3. To improve marketing and communication system
4. Expanded Student Enrolment to Respond to the Human Resource for Health Demand
5. To increase Health Laboratory course

Objective 1: To improve students' academic performance.

Targets	Activity	Indicators	Time frame	Source of fund
Sufficient number of nurse tutors	<ul style="list-style-type: none"> To recruit qualified nurse tutors. 	Teacher-student ratio decreased, 1:15	2018-2023	GoT/Owner
	Request for government seconded staffs and other stakeholders.			GoT
	<ul style="list-style-type: none"> Orient 2 Clinical instructors 	2 clinical instructors Oriented	2019-2020	Owner
	<ul style="list-style-type: none"> Train 2 tutors in Bachelor of Science in Nursing 	2 tutors trained in Bachelor of Science in Nursing		Owner/GoT
	<ul style="list-style-type: none"> Train 2 tutors in Masters of Science in Nursing 	2 tutors trained in Masters of Science in Nursing	2018-2023	Owner/GoT

	<ul style="list-style-type: none"> Train nursing school managers in financial management 	nursing school managers trained in financial management	2019-2023	Owner
Improve staff retention schemes.	<ul style="list-style-type: none"> Review administrative policy and guidelines. 	New policy and guidelines in place	2019	Owner
	To review retention schemes	Accessibility to Training opportunities, responsibility allowances	2019	Owner

Targets	Activity	Indicators	Time frame	Source of fund
Adequate teaching resources	<ul style="list-style-type: none"> Purchase LCD machine 	LCD machine in place	2019-2020	Owner
	<ul style="list-style-type: none"> Purchase Computers (25 desktops, 6 laptops) 	25 Computers and 6 laptops in place	2018-2023	Owner

	<ul style="list-style-type: none"> • Purchase 2 office Printers (1 colored) 	2 office Printers in place	2019-2020	Owner
	<ul style="list-style-type: none"> • Purchase 1 Binding machine 	1 Binding machine in place	2019-2020	Owner
	<ul style="list-style-type: none"> • Purchase 1 Paper cutter 	1 Paper cutter in place	2019-2020	Owner
	<ul style="list-style-type: none"> • Purchase 1 Heavy duty stapler machine 	1 Heavy duty stapler machine in place	2019-2020	Owner
	<ul style="list-style-type: none"> • Purchase 1 Heavy duty photocopier machine 	Heavy duty photocopier machine in place	2019-2020	Owner
	<ul style="list-style-type: none"> • Purchase 4 Sliding Chalk boards 	4 Sliding chalk board in place	2019-2022	Owner
	<ul style="list-style-type: none"> • Purchase 3 Flip boards 	3 flip boards in place	2019-2021	Owner
	<ul style="list-style-type: none"> • Purchase 4 Whiteboards 	4 White boards in place	2019-2022	Owner
	<ul style="list-style-type: none"> • Purchase 1 Mini bus 	1 Min bus in place	2019-2023	Owner

	<ul style="list-style-type: none"> • Purchase School car 	<ul style="list-style-type: none"> • 1 School car in place 	2019-2023	Owner
	<ul style="list-style-type: none"> • Print Teaching modules 	Teaching modules in place	2019-2022	Owner
	<ul style="list-style-type: none"> • Purchase reference books 	<ul style="list-style-type: none"> • Reference books in place 	2019-2021	Owner
	<ul style="list-style-type: none"> • Purchase 3 Gas cooker (heavy duty) 	Heavy gas cooker and cooking utensils in place	2019-2023	Owner
	<ul style="list-style-type: none"> • Purchase Cooking utensils 	Cooking utensils in place	2019-2023	Owner
	<ul style="list-style-type: none"> • Purchase 6 Electric irons 	6 Electric irons are in place	2019-2022	Owner
	<ul style="list-style-type: none"> • Purchase 1 Laundry machine 	1 Laundry machine in place	2019-2023	Owner

	• Purchase 2 Deep freezers	2 Deep freezers and Fridges are in place	2019-2023	Owner
	Purchase 1 refrigerator	1 refrigerator in place	2019-2023	Owner

Objective 2 -Improve building infrastructure

Targets	Activity	Indicators	Time frame	Source of fund
Maintenance of existing buildings	Nursing school buildings renovation	1 skills laboratory, 1 computer room, 1 Laboratory class, 1 library room, and conference room renovated and restructured	2019-2023	Owner
	Construction of boys' dormitory	Resource mobilization and BOQ for Boys' dormitory	2014-2018	Owner
	Construction of warden house	Resource mobilization and BOQ for warden house		Owner
	Construction of recreation room	recreation room constructed	2019-2023	Owner
	Construction of 1 lecture hall	1 lecture hall constructed	2019-2023	Owner

Objective 3: To improve marketing and communication system

Targets	Activity	Indicators	Time frame	Source of fund
Improve marketing and communication system	Preparation of brochure	Brochure in place	2019-2022	Owner
	Establishment of school website	School website in place	2019-2022	Owner
	Establishment of school journal	school journal in place	2019-2023	Owner
	Strengthening collaboration with other stakeholders	Collaboration with key stakeholders.	2019-2023	Owner

Objective 4: Expanded Student Enrolment to Respond to the Human Resource for Health Demand

Targets	Activity	Indicators	Time frame	Source of fund
Students enrollment expanded by at least 50%	Make use of the available space and facilities to increase student enrolment	Student enrolment increase by at least 20% by June 2023	2019-2023	Owner

Objective 5: To increase Health Laboratory course

Targets	Activity	Indicators	Time frame	Source of fund
To increase Health Laboratory Course	Admitting students for Health Laboratory Course	Health Laboratory Course students admitted by September 2020	2019-2020	Owner

CHAPTER 10:

IMPLEMENTATION, MONITORING AND EVALUATION SYSTEM

Introduction

The Ndanda School of Nursing Management will oversee the implementation of the strategic plan. In order to effectively and efficiently implement the strategic plan, the management will coordinate the activities related to the strategic plan. The management will be supported and assisted by the Hospital Strategic Planning Implementation Committee, which will have to be established. The Hospital Strategic Planning Implementation Committee will have the overall responsibility for monitoring and evaluation of the College strategic plan and ensure that a participatory approach to monitoring and evaluation is emphasized. This means that the various stakeholders involved directly with implementation of the Strategic Plan will participate in the monitoring and evaluation activities.

Monitoring and Evaluation

A monitoring and evaluation system is required to measure and evaluate the level of implementation, performance, achievement and impact of the strategic plan. The college shall organize bi-annual meetings to discuss the progress in implementing the college Plans. The progress reports shall be discussed by departments prior to submission for the college wide reviews. The progress report should include both activity performance summary and financial report. The progress reports will be used to update and roll forward the Strategic Plan every year.

Evaluation will verify the monitoring data by assessing the effectiveness, efficiency and significance of the Strategic Plan. The evaluation of Ndanda School of Nursing Strategic Plan will have the following objectives:

- i. Justifying the use of resources
- ii. Finding out the reasons for success or failure of specific aspects of the Strategic Plan,
- iii. Assessing whether the strategic plan is achieving its objectives,
- iv. Finding out whether the implementations of the planned activities are contributing to the fulfillment of the vision and mission of the University.

The criteria for evaluation will be based on the strategic objectives and other relevant specifications by the College Management. The focus of the evaluation will be to assess the following:-

- The effectiveness of the College strategic plan
- The achievement of the target indicators and establishing the impact of the Strategic Plan.
- The efficiency in realizing the objective of the Strategic Plan.
- The process of preparing and implementing the Strategic Plan.

The evaluation process will constitute both internal and external evaluation. Internal evaluation will be undertaken after every two and a half years. External evaluation will be done at the end of the five year rolling strategic plan period.

Implementation Action Plan - 2018/2019 to 2022/2023										
Strategic Objective One: To improve students' academic performance										
Targets	Strategies	Activities	Indicator	Budget	Timeframe in years					Responsible
				Tshs	2018/19	2019/20	2020/21	2021/22	2022/23	
Sufficient number of nurse tutors by 2023	Identify sources for funding	To recruit qualified nurse tutors.	Qualified nurse tutors are recruited by June 2023	47,040,000						Principal, HR
		To request the government for seconded staff and other stakeholders	Seconded staff are employed by June 2023	-						-do-
		Orient 2 clinical instructors	2 Clinical instructors are oriented by June 2020	-						-do-
		To train 2 tutors in Bachelor of Science in Nursing	2 tutors trained in Bachelor of Science in Nursing by June 2023	20,000,000						Principal, HR

		To train 2 tutors in Masters of Science in Nursing	2 tutors trained in Masters of Science in Nursing by June 2023	40,000,000							-do-
		Conduct training for nursing school managers in financial management	Nursing school Managers trained in financial management by June 2022	2,500,000							-do-
Improve staff retention by June 2023		Review administrative policy and guidelines	Administrative policy and guidelines reviewed by June 2021	1,000,000							Principal, HR
		To review retention schemes	Retention schemes reviewed by June 2023	1,200,000							Principal, HR
Adequate teaching resources by 2023		Purchase of LCD machine	LCD machine purchased by June 2020	1,300,000							Principal
		Purchase of Computers (25 desktops, 6 Laptops)	Desktops and Laptops computers purchased by 2023	39,000,000							Principal
		Purchase of 2 office printers (1	Office Printers purchased by	1,000,000							Principal

		colored)	2020						
		Purchase 1 binding machine	Binding machine purchased by 2020	800,000					Principal
		Purchase 1 paper cutter	Paper cutter is purchased by 2020	300,000					Principal
		Purchase 1 heavy duty stapler machine	Heavy duty stapler machine purchased by June 2020	250,000					Principal
		Purchase 1 heavy duty photocopier machine	Heavy duty photocopier machine purchased by 2020	5,200,000					Principal
		Purchase 4 sliding chalk Boards	Sliding chalk boards purchased by June 2022	2,000,000					Principal
		Purchase 3 flip boards	Flip Boards purchased by June 2021	1,500,000					Principal
		Purchase 4 whiteboards	Whiteboards purchased by June 2022	2,400,000					Principal
		Purchase 1 mini bus	Min Bus purchased by June 2023	60,000,000					Principal
		Purchase School Car	School car purchased by June 2023	40,000,000					Principal

		Print Teaching modules	Teaching modules are printed by June 2022	700,000						Principal, Quality Officer
		Purchase of reference Books	Reference Books purchased by June 2021	12,000,000						Principal, Quality Officer
		Purchase of 3 Gas Cooker (Heavy duty)	Three Heavy duty Gas Cooker purchased by June 2023	3,000,000						Principal, Warden
		Purchase of Cooking utensils	Cooking Utensils purchased by June 2023	1,300,000						Principal, Warden
		Purchase of 6 Electric Iron	Six Electric Iron purchased by June 2022	600,000						Principal, Warden
		Purchase of 1 Laundry machine	One Laundry machine purchased by June 2023	20,000,000						Principal, Warden
		Purchase 2 Deep freezers	Two Deep freezers purchased by June 2023	2,000,000						Principal, Warden
		Purchase 1 refrigerator	One refrigerator purchased by June 2023	700,000						Principal, Warden
Sub Total				305,790,000						

Implementation Action Plan - 2018/2019 to 2022/2023											
Strategic Objective Two: To improve building infrastructure											
Targets	Strategies	Activities	Indicator	Budget	Timeframe in years					Responsible	
				Tshs	2018/19	2019/20	2020/21	2021/22	2022/23		
Maintenance of existing buildings	Upgrade and maintain the infrastructure	Nursing School buildings renovations	Skills Lab, Computer Room, Library room, Health Laboratory Class renovated by June 2023	- 100,000,000							Principal, Vice Principal Administration and Finance
		Construction of Warden House	Warden House constructed by June 2023	25,000,000							Principal, Vice Principal Administration and Finance
		Construction of recreation Room	Recreation room constructed by June 2023	15,000,000							Principal, Vice Principal Administration and Finance
		Construction of 1 Lecture hall	One Lecture Hall	70,000,000							Principal, Vice Principal Administration and Finance

			constructed by June 2023							
		Construction of boy's dormitory	Boys dormitory constructed by June 2023	800,000,000						Principal, Vice Principal Administration and Finance
Sub Total				1,010,000,000						
Strategic Objective Three: Improve marketing and communication system										
Improve marketing and Communication system		Preparation of brochure	Brochure prepared by June 2022	2,000,000						Principal, Quality Officer
		Establishment of School website	School website established by June 2022	1,000,000						Principal, Quality Officer
		Establishment of School journal	School journal established by June 2023	4,000,000						Principal, Quality Officer
		Strengthening collaboration with other stakeholders	Collaboration with other stakeholders strengthened	3,500,000						Principal

			d by June 2023							
Sub Total				10,500,000						
Strategic Objective Four: Student Enrolment to Respond to the Human Resource for Health Demand										
Students enrollment expanded by at least 50%	Expand student enrolment in line with optimal use of available facilities and demand driven academic programmes	Make use of the available space and facilities to increase student enrolment	Student enrolment increase by at least 20% by June 2021	35,000,000						Principal, Admission Officer
Sub Total				35,000,000						
Strategic Objective Five: To increase Health Laboratory course										
To increase Health Laboratory Course		Admitting students for Health Laboratory Course	Health Laboratory Course students admitted by September 2020	100,000,000						Principal, Admission Officer
Sub Total				100,000,000						
Grand Total				1,461,290,000						

NDANDA SCHOOL OF NURSING

STRATEGIC PLAN 2018 – 2023