

MAGU DISTRICT COUNCIL

STRATEGIC PLAN FOR THE YEAR 2021/2022 – 2025/2026

PREFACE

Magu District council`s five-year Strategic Plan (2021/2022 - 2025/2026) is aimed at the fulfilment of the Council`s vision and mission so as to attain quality social and economic services to the people which in turn, will accelerate economic growth and attain sustainable development.

The council`s strategic plan of 2021/2022– 2025/2026 emphasizes on improving productivity through strengthening of extension services, infrastructure, Savings and Credit Cooperative Societies (SACCOS) and improvement of fishing industry for enhanced fisheries production as well as improvement of veterinary services. The said are expected to help increase economic production and productivity as well.

The other priority areas during implementation period of the strategic plan include Financial Management and Accountability, Human Capital Development and Quality Social Services delivery.

Good Governance is the key component under consideration in order to bring about conducive environment for social economic development and enhancing peace and security.

Additionally, Magu District Council has been putting concerted efforts to implementation of the cross-cutting issues related to environment, gender and HIV/AIDS through community sensitization, awareness creation and conducive environment creation for women and all disadvantaged groups.

With respect to HIV/AIDS pandemic, there is continued efforts to making the Community aware of prevention, community care, treatment and support as well as impact mitigation. Considerable effort is being done through public Information, Education and Communication (IEC) in collaboration with TACAIDS, Civic societies organizations (CSOs) and other development partners.

This document combines a number of key issues ranging from situation analysis of the District, vision statement and mission. It also defines organization objectives, targets and develops strategies so as to attain the desired plan. Performance indicators have been highlighted including organization chart of the Council and, where necessary, data has been given to explain the subject matter.

Above all, the Council would like to thank all those who have made this task of preparing the Strategic Plan possible. Special appreciations to Councilors, Ward and village Executive Officers, Division Officers, Political Party Leaders, Members of Parliament of Magu constituency, Religious Leaders, Civil societies and others.

The Council extends the acknowledgement to all Council technical staff for their high-quality contribution who made this document successful in one way or the other.

It is my sincere hope that the 2021/2022-2025/2026 Five-year Strategic Plan will bring about considerable achievement in our District Socially, economically and politically.

(Photo of the Chairman)

Signature : _____ Date:- _____

MPANDALUME SIMON MPANDALUME
CHAIRMAN
MAGU DISTRICT COUNCIL

EXECUTIVE SUMMARY

The Strategic Plan for 2021/2022 – 2025/2026 of Magu District Council has been prepared by putting into consideration MKUKUTA II, Vision 2025, Millennium Development Goals (MDGs) and other policy documents.

The main focus during preparation of this Strategic Plan has been guided by the on going socio economic reforms aimed at achieving about macroeconomic stability, to be realized through achieving the set objectives. This document consists of five chapters. Chapter one giving the general overview of the approach used in preparing the strategic plan document, objective of the plan, local government reforms and District socio-economic profile.

Chapter two of the document tries to highlight the review of social and economic services delivery of different sectors as well as SWOT analysis while chapter three consist of the Vision, Mission and strategic objectives.

The District council vision statement states that Magu District Council aims at having a learned community with improved standard life, who are living harmoniously and peacefully by June, 2019”.

While its mission statement states that, Magu District Council is to use all available resources from all development partners on equitable and participatory manner, so as to provide high quality service to the entire people, reduce poverty and achieving high economic growth and sustainable development.

The formulation of the vision, mission and core values through stakeholders workshop held in the district was done participatory through the identification of objectives, target and strategies, so as to attain the end results.

Chapter four of the document gives out the targets and strategies which have been derived from the agreed Strategic Objectives. Also, it indicates the key indicators, means of verification and responsible person for each target.

Monitoring, evaluation and recommendation are indicated in chapter five of this document.

Lastly but not least, I would like to express my sincere gratitude to all stakeholders participated in preparation of the Magu District Strategic Plan for 2021/2022-2025/2026.

(Photo of the DED)

Signature :- _____ **Date :-** _____

Mr. LUENGANO G. MWALWIBA
DISTRICT EXECUTIVE DIRECTOR
MAGU DISTRICT COUNCIL

ABBREVIATIONS.

AIDS:	Acquired Immune Deficiency Syndrome
AO:	Accounting Officer
BDS:	Business Development Shop
BMU:	Beach Management Unit
DCDO:	District Community Development Officer
CHAC:	Council HIV/AIDS Coordinator
DIA:	District Internal Auditor
CO:	Cooperatives Officer
DACO:	District Agriculture & Cooperatives Officer
DCO:	District Cooperative Officer
DFsO:	District Fisheries Officer
DED:	District Executive Director
DFO:	District Forestry Officer
DEO:	District Education Officer
DHRO:	District Human Resource Officer
DLO:	District Legal Officer
DMHCO:	District Maternal Health Coordinator
DMO:	District Medical Officer
DLNREO:	District Land, Natural Resources and Environment Officer
DOTs:	Direct Observation treatments
DEcon:	District Economist
DSHCO:	District School Health Coordinator
DTLCO:	District Tuberculosis and Leprosy Coordinator
DVO:	District Veterinary Officer
HIV:	Human Immune Virus
HMIS:	Health Management Information System
HOD:	Heads of Departments
DEMO:	District Environment Management Officer
DLFO:	District Livestock and Fisheries Officer
HRO:	Human Resource Officer
IMCI:	Integrated Management of childhood illness

IPT:	Intermittent Preventive treatment
ITNs:	Impregnated Treated Nets
MFI:	Micro Finance Institutions
MTUHA:	Mfumo wa Taarifa na Usimamizi wa Huduma za Afya
MVC:	Most Vulnerable Children's
PHAST:	Participatory Hygiene and Sanitation Transformation
PLO:	Planning Officer
PLWHA:	People Living with HIV AIDS
PMCTC:	Prevention of mother to child?
PMU:	Procurement Management Unit
PPO:	Public Procurement Officer
H/PMU:	Head of Procurement Management Unit
SMS:	Subject Matter Specialist
VEO:	Village Executive Officer
WEC:	Ward Education Coordinator
WEO:	Ward Executive Officer
DT:	District Treasurer
DTO:	District Trade Officer

1.0: INTRODUCTION:

1.1: Approach adopted in preparation of the plan:

The preparation of this Strategic Plan is in accordance to the requirements of Act No. 9 of 1982 which requires LGA's to prepare Strategic Plans and hence be used as guideline during preparation of MTEF plans and budgets. In response to the locally identified priorities of service delivery and normal routine of annual reviews conducted by communities through Opportunities and Obstacles to Development (O & OD) in a participatory manner; the five-year Strategic Plan was formulated.

1.2 The Purpose of the Strategic Plan:

The Strategic Plan developed as an Instrument of fulfilling the district council's vision, mission and objectives as well as interventions to be carried out. The purpose of this Strategic Plan is as follows:

- Ensuring Co-ordination of the people's efforts, minds, local and national resources to attain development objectives set.
- Articulating roles and responsibilities of different sectors (public and private) in achieving the vision and mission.
- Focusing on community identified priorities by all stakeholders in the district council.
- Providing an opportunity to addressing fundamental questions and taking initiatives to improve performance.
- Enhancing monitoring and evaluation of projects for performance improvement.

1.3 Background of Magu District Council

Magu District Council is among of the 8 District Councils within Mwanza Region, including Mwanza City, Ilemela, Misungwi Kwimba, Sengerma, Buchosa and Ukerewe.

The District shares its borders with Ilemela in the west, Busega District (Simiyu region) in the North-East and Kwimba in the South. It lies between 2 10" and 2 50 "latitudes (South of Equator) and 33 34" Longitudes (East of Green which)

The main objective of the Council is to deliver services to its people. While the district council has an intention to achieve development vision 2025, it aims to achieve the followings:

- Good quality life to its people.
- Good governance
- Educated people as well as with interest of learning.
- Competitive economy.

In order to attain the objectives and strategies of the national vision, Tanzania has formulated various development plans including those of the National strategy for growth and Reduction of Poverty in Tanzania and local Government reform etc.

1.4 Local Government Reforms

The Local Government Reform Programme was introduced in Magu on the 17th of January year 2000. The Council was among the First Phase of 38 reforming Council.

The LGRP's main objective was Poverty Reduction through a self-sustaining and modern growing economy based on the principles of Good Governance. The objective was to be realized through improved Service Delivery and People empowerment to increase their income generating capacity and hence improved living standard. The Programme is thus in line with the Tanzania Development Vision 2025 which emphasizes having a country without poverty and an economy that is, so far, our country is in the lower middle-income bracket globally, characterized by Good Governance, Sustainable and Self –Reliant Economy based on modern economy. The Programme's role was to address itself to Poverty Eradication and Improvement of Council's Service Delivery level to its residents.

1.5 Basic information of the District Council

Magu District council covers a total area of 2,671 sq. km out of which 1,551 sq. km, equivalent to 58.1 percent are covered by water (mostly Lake Victoria) which extends from West to North-East while a total of 1,120 sq. km, equivalent to 41.9 percent is dry land.

Administratively, the District has four divisions (Itumbili, Ndagalu, Sanjo, and Kahangara) 25 Wards, 82 Villages all registered and 508 hamlets.

1.5.1 Population size growth and density

According to the National Population Census (2012) The Magu District Council Population was 299,759 (146,461 males, 153,298 females). Currently the Population is projected to be 370,967 (181,253 Males and 189,714 Females) and the annual growth rate is 2.7% while the population Density is 1:159

1.5.2 Climate and Soil

The Minimum and maximum temperature range from 18°C to 20°C during the rainy season and 26°C to 30°C during the dry season. The annual rain is bi modal with short rain in October to December and dry period in January to February. Heavy rain occurs in March to May. The annual rainfall ranges from 700mm to 1000mm

1.5.3 Population Mobility

The most obvious migration in the District is rural to urban migration which is mostly done by the youth. Generally, the community move from one place to other place in search of green pasture for their animals and good fishing grounds, sometimes within the district and, when conditions are critical, they migrate to other districts or regions.

More than 90% of the productive population is engaged in agriculture although it is not the most economically viable employment. This is one of the reasons why youth migrate to urban areas where, in turn, they suffer under-employment or unemployment. The fishing industry employs 3% of population whereas medium and small petty trade employ 5%. The service sector employs 2% of the district Population.

1.6 Rationale of the Review:

This revised Plan of 2021/22 to 2025/26 has been prepared after taking stock of the achievements and constraints of the previous Plan. It is expected that this Plan will create a common understanding among Magu District Council Administration and Management, staff, and other stakeholders, with the aim of enhancing their collective contribution in attainment the core functions of the Council. In addition, this revised Plan is expected to be a guiding tool to Management and staff on direction of the Council's operations; be a reference document in preparation of the Council's Annual Plans and Budgets, and resource allocation; be a tool for allocating tasks and activities among various coordinating units in timely and planned manner; as well as be a tool for coordination and monitoring of the Council's operations. Also this review the council has revised the organization structure by accommodating government opinion of harmonized Council structure of 13 Department and 6 units. Between 2015 to 2020 government strategies changed a bit by inaugurating several acts, policy, and general election manifesto of 2020-2025, while these happen it shows that there is a need of organising a stakeholders meeting so as to incorporate their views and suggestions. The stake holders meeting was conducted on 19th December 2010 involving 100 participants from various sectors community groups, NGOs, CBOs, FBOs, special groups, Government institutions, service providers just to mentions the few. Others who attended were Councillors, the Member of Parliament from Magu constituent and Heads of departments. Also the review of this strategic plan aiming at improving service Delivery and Poverty Reduction were still viable as it is stated in National Vision 2025.

Stakeholders comments on :-

-Reduce the number of livestock so as to have good livestock Husbandry

-A more stable economical base through tourism promotion, inventing on new cash crops and on land use plan

-Emphasising the community participation and accountability during implementation of planned projects

1.7 Methodologies

- To carry stakeholders meeting
- Council management team (CMT) to undergo scrutiny
- Inception draft of Strategic Plan by Individual Department and Sections
- The training on Strategic thinking was given before starting the preparation of this strategic plan

CHAPTER TWO: SITUATION ANALYSIS

2.1 BRIEF REVIEW OF EACH DEPARTMENT AND SECTIONS

This section indicates a summary of each department or section of Magu District Council. It is therefore considered that before the SWOC matrix, it is possible to have an overview of the department/unit.

2.1.1 Planning, Statistics, M & E

The Planning, Statistics, M & E Department is composed of 5 staff including the Head of Department (DPLO) and 4 economists.

The Department is charged with the following main functions:

- Coordinating Planning and Budgeting process.
- Monitoring and Evaluation of Projects implementation.
- Coordinating Data collection, Analysis and Updating.
- Preparation of Project Write -ups.
- Resource Mobilization for Development purpose.
- Community sensitization on Development issues.
- Development Policy Analysis and Advocacy.

The Department faces the following challenges:

- Lack of Departmental transport facilities specifically for Monitoring Development projects.
- The Department has two rooms for office which is not spacious enough to accommodate the five officers and clients. There is no room for privacy in case a client needs service of such nature.
- Capacity Building on the preparation of quality Plans and Budgets is essential before the onset of Planning and Budgeting preparation.
- Monitoring and Evaluation function is not conducted effectively and efficiently, there is a need for improvement.
- Result Based Report Writing needs special attention.

2.1.2 Human Resource Management

There are 13 departments and 6 units with a total number of 2,834 working staff in the District out of a total number of 4700 working staff required.

The recruitment system in Magu district council is through direct employment from colleges through attachment from the central government and also through filling in of gaps in various fields of profession through acquisition of special permit from the Secretary General of Public Service Management and advertising the vacancies and recruit from the applicant available.

The staffs are trained yearly though the capacity building grant is insufficient compared to the number of staff that requires to be trained. The workers are motivated through reward system including on the workers day (Labour day)

Staffs who performs extra ordinarily are awarded with appreciation certificate or supported with financial rewards, to get them more motivated on their public duties. However, the department faces a big shortage of enough working rooms for its various staffs and shortage of working facilities such vehicles etc.

2.1.3 Internal Audit Section

The internal audit department operates in regard to local Government act No 9 of 1982 sub-section No. 45(1) and Local government financial memorandum of 1997 section 12-16 together with internal audit manual of 2005 and Institute Internal audit standards.

A part of that this section is performing its activities in collaboration with other 13 Departments and other 5 sections, the day to day financial transactions of all those departments and sections and physical implementations of different projects in the council generates various activities to be conducted by internal auditor unit.

2.1.4 Health

The district council has one Government District Hospital one is hospital, 5 Health Centres out of 25 required, 38 dispensaries out of 82 required. In health sector various services are provided such as: less than one children vaccination, reduction of Malnutrition, Sexual Reproductive Health, family planning, purchase and distribution of drugs, disposal of solid waste and liquid waste. The children immunization coverage is at 86 %by 2020, severe malnutrition had been dropped from 2.2% 2005 to 0.1% in 2020, while death for women during delivery have been dropped from 257/100,000 to 242/100,000 by 2019. Regarding family planning 2% of women who have an age of child delivery have adopted family planning by 2020. The rate of collecting solid waste away is at 54%, while for disposing solid waste away is at 65%, while for disposing waste water is at 40%.

However, health services for the community are still inadequate, there is only 1 MD,8AMOs and 72 Clinical officers, therefore 1 doctor serves approximately 205,254 population. Also, one health centre serves approximately 82,710 people, but according to the policy of Health one health centre is supposed to serve 50,000 population. One dispensary serves approximately 12,061 people instead of 10,000 populations required. Therefore, the demand driven requirement of quality health services provision in the district council is still on high demand.

2.1.6 LANDS NATURAL RESOURCES AND ENVIRONMENT

A land is the main stay of more than 90% of the total population in Magu District. Most social economic activities are carried out on land. It constitutes soils land and buildings sometimes refer to the property. Its components include; town planning, survey and mapping, valuation, land management and housing. In this context land is subdivided into farms and plots for different uses; farming, residential, commercial, recreation, road networks and industrial. Development of these parcel of land contribute substantially in reducing poverty initiatives in the district. A surveyed parcel of land is titled and may attract investment opportunities and land security and therefore become the change agent in the household income of landholders.

There are 6000 surveyed plots in the district however two thirds out of the is demarcations referring to incomplete surveying. It is observed that through cost sharing system, surveyed plots have increased ten times from 200 in 1980s to 2000 in 2010. Public Private Partnership concept is the beacon of the success. It is mainstreamed in three programs namely: The 5000 Plots Magu District, Property Formalization Project and Land Rent Collection Programme.

Magu district has an area of 2,671 Sq. Km, out of which 85% is developable however less than 5% of the area is developed. Scattered homesteads practicing subsistence agriculture form linear development of human settlements along Mwanza Musoma Highway. This encourages rapid and uncontrolled development. Kisesa, Nyanguge and Lugeye are typical example of the development. Lands sector constitute a number of strengths, areas for improvement, opportunities and challenges as analyzed by SWOC

2.1.7 COMMUNITY DEVELOPMENT AND SOCIAL WELFARE DEPARTMENT.

The Community and Social Welfare department is one among 19 departments providing services within Magu District council. The department has a total of 23 staff out of 36. as per staff establishment.

This department operates through 8 Sectors which are:-

- i) Research Statistics and Planning
- ii) Building brigade
- iii) Women and Children
- iv) HIV and AIDS
- v) Civil Societies
- vi) Family services, Orphanage and Day care centres.
- vii) People with disability and Elderly people
- viii) Children in conflict with Law.

Community and Social Welfare department provides its services in collaboration with the following stakeholders:-

Civil societies are 55, Women IGAs 282. PLHIV 33 groups, MVC 5802, MVC in secondary schools 1210, PSWs 201, People with disability 8000, Elderly people 1805, MVCC 124, CJFs 178. 1 Civil Society Network, 27 Youth Network, 66 Youth IGAs.

However the realization of the department targets become difficult due to a number of factors such as:- few staff, budget constraints, lack of community knowledge on developmental issues, unstable marriages etc..

2.1.8 Works department.

Works Department comprises of one qualified Engineers and two Technicians who both carry out, Building works and plant and vehicle maintenance and repair. The department deals with advising on matters related to construction industry; inspecting construction works performed by Council and ensure their quality and to issue certificates to contractors for completed contracts,

2.1.9 Procurement Management Unit

Magu Procurement Management unit is composed of three staffs; Head of PMU and other two staff.

Our PMU staff was established officially by the 2nd July 2010. Formally PMU we had PMU Practicing as committee members from different Departments. But now we are practicing as Staff and reporting direct to the District Executive Director.

Roles of PMU staff in Magu District Council includes;

Preparation of tender Board (TB) meeting and implementation of Tender Board Resolutions,

Assistance to Tender Board acting as Secretariat of the TB and Advice on the Procurement procedures and regulation,

Prepare tender documents contracts and contract management.

Prepare and keep procurement records.

With official establishment of PMU in our council we are now gaining more power to make sure that procurement procedure and regulation adhered and we are getting more support from the user Departments and the Council as a whole.

We hope to get more Support from Procurement stakeholders for Better Performance.

2.1.10 Primary education

Magu district council has 117 primary schools ,104 Government schools and 13 private schools with a number of pupils making a sum of 106,755 pupils (52,899 boys and 53,856 girls).

There is 939 total number of school classrooms in the district. This number of classrooms implies that the ratio of pupils per room is 114:1 compared to the ratio 45:1 nationally. A total of 2,307 classrooms are still required to fulfil the actual requirements. Therefore, there is a shortage of 1,368 classrooms in the district.

There are 21,039 desks which make a ratio of 1:5 instead of 1:2. Moreover, Magu District Council has a total of 1,401 primary school teachers, of this 682 are males and 719 are females. There are 1,401 teachers wherein, 1,089 are grade IIIA, 206 Diploma in education, 97 bachelor degree, and 9 teachers with Master degree. The ratio for one teacher to pupils currently is 1:76 and book pupil's ratio is 1:5.

2.1.11 Secondary education

Magu district council has 31 secondary schools, 23 of them are government schools and 8 private schools. The number pupils in Government schools is 18,861 (9,412 boys and 9,449 girls). Where the number of pupils in private schools is 809 (381 boys and 428 girls). This make the total number of pupils to be 19,670 (9,793 boys and 9,877 girls)

There is 297 total number of school classrooms in the district. This number of classrooms implies that the ratio of student per room is 66:1 compared to the ratio 45:1 nationally. A total of 457 classrooms are still required to fulfil the actual requirements. Therefore, there is a shortage of 160 classrooms in the district.

There are 13,695 desks which make a ratio of 1:4 instead of 1:2. Moreover, Magu District Council has a total of 687 secondary school teachers.

2.1.12 Legal section

The Legal Section is a special section within Magu District Council run by one legal practitioner out of 2 legal practitioner required to run the same. .

The section is tasked with the following important tasks to accomplish: -

- represent the council in all legal matters before the courts of law
- Handle all legal matters pertaining the day to day council activities.
- Offer legal assistance and training to the community mainly on human rights issues.

Legal section has got one room that operates as an office instead of at least 2 rooms that are required.

The section is faced with a serious shortage of essential facilities to enable it operate effectively and efficiently e.i vehicle, legal materials.

2.1.13 Livestock development and fisheries.

Livestock Development sector; in Magu District being an economic Sector supports about 61,469 livestock keeping families (Total families 70,565). The District has 416,484 indigenous cattle, 92 dairy cattle, 146,908 indigenous goats, 42 dairy goats, 68,699 sheep, 163 donkeys, 500,000 indigenous poultry, 564 layers, 568 ducks, 2,000 pigs, 2,756 rabbits, 12,463 dogs and 2,561 cats. Most of the animals are kept semi-intensively. The sector contributes to about 45% of the District economy and provides about 35% of district employments.

The District area suitable for grazing is about 68, 130 Hectors (Total District area is about 480,000 hectors). The existing grazing ratio (grazing land/number of animals) is about 0.2; but the permissible ratio is 4.

The sector has 36, 11 and 4 extension groups for poultry, pigs and dairy goats respectively. 35 private extension service providers; most of which are livestock input suppliers. It has 70 livestock LGA employee specialists. 34 dips, 5 cattle crushes, 11 slaughter slabs, 7 livestock development

centres, 27 water dams and 360 water troughs, 5 hides and skin stores, 3 livestock primary markets, 30 input supplying centres, 1 artificial insemination centre, 3 check points, 3 night camps, 14 motorbikes, 15 burdizo, 30 automatic syringes, 30 cool boxes, 1 milk inspection kit and 30 automatic syringes. It does not have any motor car, microscope, fridge and vet kit.

2.2 Stakeholder analysis

Stakeholders as part of the community have needs and expectations together with potential impact at various levels in the course of the council operations and performance.as indicated in the matrix below.

The stakeholders expecting to be served by the District Council include farmers, civil servants, development partners, community, businessmen, Ministries, Independent departments and Institutions, NGOs/Development partners and politicians. The stakeholder's analyses and expectations are summarised hereunder in the table

Table No. 1.1: Stakeholders Analysis

STAKEHOLDERS	WHAT YOU DO FOR THEM	NEEDS/EXPECTATIONS OF STAKEHOLDERS	IMPACTS/RESULTS (IF EXPECTATIONS NOT MET)	PRIORITY RANK (H,M, & L)
Community	<ul style="list-style-type: none"> a) Registration of births/deaths and marriages b) Conflict resolving. c) Involvement in development activities. 	<ul style="list-style-type: none"> a) Peace and order. b) Involvement in decision making and development activities. c) Efficient and effective services delivery. d) Accurate information on planning guidelines and developmental issues. e) Accurate information on cause of action to take. 	<ul style="list-style-type: none"> a) Poor participation in development activities. b) Unguided public initiatives. c) Civil strife. d) Increased public complaints. e) Poor coordination of community activities 	H
Farmers	<ul style="list-style-type: none"> a) Provide extension and infrastructure services 	<ul style="list-style-type: none"> a) Good extension and infrastructure service b) Improved crop production c) Improved animal husbandry 	<ul style="list-style-type: none"> a) Poor crop production b) Poor animal husbandry 	H
Councilors	<ul style="list-style-type: none"> a) Provide information, data and reports. b) Implement their directives 	<ul style="list-style-type: none"> a) Timely submission of reports, information and data. b) Timely submission of financial and audit reports c) Compliance and adherence to the approved plans and budget. d) Compliance and adherence to various directives 	<ul style="list-style-type: none"> a) Delay in decision making. b) Poor implementation of activities. c) Punitive measures 	H
Civil Servants	<ul style="list-style-type: none"> a) Provide remunerations. b) Provide promotions. c) Provide training. d) Provide office accommodation. 	<ul style="list-style-type: none"> a) Good remuneration package. b) Timely promotions. c) Training opportunities. d) Conducive working environment. e) International and 	<ul style="list-style-type: none"> a) Lack of commitment due to lack of work morale. b) Poor service delivery. c) Lack of creativity. d) Poor performance. e) Institutional conflicts 	H

STAKEHOLDERS	WHAT YOU DO FOR THEM	NEEDS/EXPECTATIONS OF STAKEHOLDERS	IMPACTS/RESULTS (IF EXPECTATIONS NOT MET)	PRIORITY RANK (H,M, & L)
	e) Provide courses and seminars.	National exposure.		
President's Office Regional Administration and Local Government (PO RALG)	a) Feedback on interpretation of policies and guidelines. b) Provide information on physical and financial Progress reports. c) Link with LGAs/CSOs.	(a) Accurate and timely various reports. (b) Timely and accurate feedback. (c) Financial accountability (d) Good linkage of Central Government and LGAs/CSOs. (e) Coordinate Government business in the region. (f) Dissemination of Sector policies and directives.	a) PO RALG failure to act and give feedback efficiently and timely. b) Poor/late decision making. c) Late release of funds d) Poor implementation of policies.	H
Ministries, Departments and Agencies (MDA's)	a) Feedback on interpretation of policies and guidelines. b) Provide information on physical and financial progress reports.	a) Accurate and timely various reports. b) Timely and accurate feedback. c) Financial accountability d) Good linkage of Central Government and LGAs/CSOs.	a) MDAs' failure to act and give feedback efficiently and timely. b) Poor/late decision making. c) Late release of Fund	H
	c) Link with LGAs/CSOs.	e) Coordinate Government business in the region. f) Dissemination of Sector policies and directives.	e) Misappropriation of funds. f) Poor implementation of policies	
Development Partners	a) Provide reports, data and information. b) Assistance on project monitoring, supervision and evaluation. c) Submission of progress report	(a) Accurate information and data concerning the Regional profile/potentiality (b) Increased RS and LGA's capacity to plan implement and monitor activities independently.	a) Late/refraining from releasing funds b) Late decision making c) Withdraw of assistance d) Lack of trust	H

STAKEHOLDERS	WHAT YOU DO FOR THEM	NEEDS/EXPECTATIONS OF STAKEHOLDERS	IMPACTS/RESULTS (IF EXPECTATIONS NOT MET)	PRIORITY RANK (H,M, & L)
	<ul style="list-style-type: none"> d) Ensure that they abide with Government policies & guidelines. e) Propose areas of operation 	<ul style="list-style-type: none"> a) Financial accountability b) Timely and accurate physical and financial progress reports of development projects c) Timely feedback & recommendations. d) Fair assessment & recommendations. e) Timely issuance of work permits f) Qualified, skilled and competent personnel g) Transparency and accountability 		
Political Parties	<ul style="list-style-type: none"> a) Coordination b) Information c) Interpretation of policies, Laws and regulations d) Implementation of policies of the ruling party. 	<ul style="list-style-type: none"> a) Peace and order. b) Timely submission of accurate information and data. c) Good governance and accountability. d) Involvement in development activities. 	<ul style="list-style-type: none"> a) Lack of political will which may lead to poor acceptance of projects/programs by the community, b) Loss of trust to the Government. c) Civil strife. 	M
Non - Governmental Organizations (NGOs) and Community Based Organizations (CBOs)	<ul style="list-style-type: none"> a) Information. b) Facilitate registration. c) Interpretations of policies, laws and regulations. d) Technical advice. 	<ul style="list-style-type: none"> a) Timely and accurate information. b) Clearly defined registration procedures. c) Clarification and timely issuance of policies and guidelines. d) Good governance and accountability. 	<ul style="list-style-type: none"> a) Poor participation in development activities. b) Failure to adhere to rules and regulations. 	M
Business Community	<ul style="list-style-type: none"> a) Peace and order. b) Involvement in development activities. c) Interpretation of policies, laws and regulations. 	<ul style="list-style-type: none"> a) Conducive investment and business environment. b) Timely issuance of various licenses. c) Timely payments for goods and services 	<ul style="list-style-type: none"> a) Delayed investment and trade b) Poor response of new investments and trade c) Poor service delivery from the Business 	M

STAKEHOLDERS	WHAT YOU DO FOR THEM	NEEDS/EXPECTATIONS OF STAKEHOLDERS	IMPACTS/RESULTS (IF EXPECTATIONS NOT MET)	PRIORITY RANK (H,M, & L)
		<ul style="list-style-type: none"> rendered. d) Clarification and timely issuance of policies and guidelines. e) Good governance and accountability 	<ul style="list-style-type: none"> community d) low revenue collection 	
Trade Unions	<ul style="list-style-type: none"> a) Adherence to Labour laws and regulations b) Conducive working environment, c) Good package to workers, d) Timely response to workers, e) Peace and order. 	<ul style="list-style-type: none"> a) Good remuneration package. b) Timely promotions. c) Training opportunities. d) Prompt payments of rights & benefits. e) Conducive working environment. f) Harmonious working relationship. g) Timely & accurate information. 	<ul style="list-style-type: none"> a) Workers strikes b) Lack of commitment due to lack of work morale c) Poor service delivery d) Pilferages e) Poor creativity and productivity f) Industrial Conflicts g) Membership density decline 	M
Financing Institutions	<ul style="list-style-type: none"> a) Interpretation of laws, policies and guidelines. 	<ul style="list-style-type: none"> a) Conducive investment and business environment. b) Timely issuance of various licenses. c) Timely payments for goods and services rendered. d) Clarification and timely issuance of policies and guidelines. e) Good governance and accountability. f) Peace and order 	<ul style="list-style-type: none"> a) Delayed investment and trade (Economic stagnation). b) Poor response of new investments & trade. c) Poor service delivery from the financial institutions. d) Low revenue realization leading to low contribution to Regional GDP. 	M
Vulnerable groups	<ul style="list-style-type: none"> a) Peace and security b) Human rights, c) Social Protection d) Participation in decision making 	<ul style="list-style-type: none"> a) Ensured life security b) Efficient and effective specialized service delivery. c) Adherence to Human Rights principles d) Involvement in decision making and 	<ul style="list-style-type: none"> a) Increased in number of unsecured persons/groups b) Increased Public outcry/complaints c) Easy to lose confident. d) Low opportunity to participate in 	M

STAKEHOLDERS	WHAT YOU DO FOR THEM	NEEDS/EXPECTATIONS OF STAKEHOLDERS	IMPACTS/RESULTS (IF EXPECTATIONS NOT MET)	PRIORITY RANK (H,M, & L)
		development activities	decision making	
Mass media	Information	a) Timely and accurate information. b) Good cooperation. c) Recognition	a) Information gap b) Misleading the public which might lead to: - i. Civil strife, ii. poor participation,	L

KEY

- H - High
- M - Medium
- L - Low

1.2 SWOC ANALYSIS

1.2.1 STRENGTHS AND WEAKNESSES

Magu District Council intends to implement /execute its core functions for the interest of public/stakeholders. In the course of addressing its function the following strengths and weaknesses were observed together with the opportunities and challenges during formulation of District Strategic Plan as outlined in the table below;

Table No. 1.2: Strength and Weaknesses

S/N	STRENGTHS	WEAKNESSES
1.	Experienced and committed staff	Inadequate financial resources and other working facilities
2.	Availability of sector policies and guidelines	Inadequate financial resources for the implementation of the planned projects.
3.	Well established organization structure	Ignorance among decision makers
4.	Community willingness to undertake development projects through Participatory methodology (O&OD)	Low income among communities
5.	Trained villages and Ward leaders on improved O&OD	<ul style="list-style-type: none"> • Inadequate financial resources for follow up at lower level Government. • Ignorance among Community.

1.2.2 OPPORTUNITIES AND CHALLENGES

However, the following opportunities and challenges also were observed during SWOC analysis:

1.3: Opportunities and Challenges

S/N	OPPORTUNITIES	CHALLENGES
1.	Existing Government laws, policies and regulations.	Corruption and contradiction among Government policies
2.	Abundant natural resources such as land and forests	Environmental degradation.
3.	Peace, Unity and stability	Social cultural norms, Traditional beliefs and practices which hinder development
4.	Availability of electricity and communication system	Poor road accessibility especially feeder roads which leads to lack of accessibility to social services

CHAPTER THREE

THE PLAN 2021/22-2025/26

INTRODUCTION

Magu district council intends to implement its activities to serve the public following the prescribed vision, mission, objectives and core values

VISION, MISSION, OBJECTIVES AND CORE VALUES

3.1. Vision

“The Magu district council aims at improved social welfare of all people of Magu by 2025”

3.2 Mission

Magu District Council strives to improving life status of its people by providing community demand driven services through community involvement, participation in planning implementation of their development plan with cost effective utilization of available resources, the guiding principles being equity and good governance.

3.3 Core Values

The core values identified are as follows: -

- Equity in resource allocation
- Full community participation
- High quality services provision
- Good governance

3.4 Key Results Areas (KRAs)

Regarding vision and mission of the district council, people are expecting to see the results of public services reform in the following eighteen areas:

1. Human Capital Development.
2. Planning, statistics and Evaluation
3. Trade & Finance
4. Community Development & Social well fare
5. Land & Natural Resource
6. Works
7. Health

8. Education Primary
9. Education Secondary
10. Agriculture & Co-operative
11. Livestock & Fisheries
12. Legal Affairs
13. Internal Audit Operations
14. Procurement Management Unit
15. Election Affairs
16. Environmental issues
17. Beekeeping unit
18. Information, Communication and Technology

3.3.1 Economy Enhancement on Sustainable basis

The pillars of Magu district council economy is agriculture which contributes to an average of 80% of the district income. According to the population census of 2002, an average income for Magu residence per year is Tshs. 108,000/=, which is the result of low efficiency of agriculture sector, an average production in Agriculture sector and Livestock is at 60% only. The following factors are contributing to low production of agriculture sector:

- Inadequate extension services, 50% of the farmers and livestock keepers do access extension services.
- Unstable market for agriculture and livestock products.
- Inadequate agricultural inputs
- Poor agricultural technologies and irrigation infrastructures for farms.
- Lack of capital to farmers and businessmen due to inadequate financial institutions at the community level and difficult loan conditional ties.
- Limited number of cash crops i.e. Cotton and rice/paddy only.

However, 36% of the District is covered by water whereby fishing activities are mostly done and contributes much to the district economy. Other sectors vital to the district economy are fisheries and trade.

For the five years to come, the district council will put more efforts in expansion of extension services, to increase their community capital through important co-operative sector, to improve irrigation activities and improving agricultural products. Also aims to improve the business environment as well as fully involvement of private sector.

3.3.2 Good social and economic services:

The situation of service delivery is still not satisfactory to the great majority of people. In Education sector, enrolment of children is at 100%. The ration of pupils per class is 1:78 contrary to the national standard of 1:45, the ratio of one desk to pupils is 1:4 instead of 1:2 of the national standard. The ratio of teacher to pupils currently is 1:53; the ratio for book to one pupil is 1:5 instead of 1:1 national standard.

Health services also are not satisfactory. One doctor serves an average of 205,254 people. Also, one health centre serves 82,710 patients. According to the National Health Policy, the ratio of one doctor is 30,000 patients per year. A health centre serves 50,000 patients; a dispensary serves an average of 12,061 people instead of 10,000. therefore the demand driven requirement o quality health services provision in the district council is still on high demand.

The residents of the district council who get water service within 400-800 meters are 62 % of total population.

On improving of social and economic services, Strategic Plan of three year-time aims to increase services from sectors namely Education, Health, and Water and Transport infrastructures.

3.3.3 Community Participation in Identification of the District Development Priorities:

Community Participation in planning, supervision and its implementation is one of the criteria in sustainable planning and participation. The district council has been facilitating the community and their leaders in the whole process of identification of development priorities through provision of training on participatory planning.

The objective of the district council is to develop and improve such training to village and ward level leaders, in order to strengthen the level of community participation in identifying their development priorities sustainable.

3.3.4 Use of Resources:

Magu district council is endowed in various resources such as a very fertile land, Lake, forest, livestock and labour as human capital. The district council aim is to improve and enhance community to own and utilize available resources wisely for their sustainable development.

3.3.5 Implementation of good Governance:

The district council have been implementing pillars of good governance by strengthening and fully involving the people in decision making through various meetings. The objective of the district council is to increase democracy, participation, good governance and the rule of law, transparency and accountability with emphasis of conducting meeting for Councillors, village governments and sub villages, Wards Development Committee etc. on rules and laws bases.

3.3.6 Enhancing Peace and Security

Magu District Council has been advocating for peace and security to ensure the community live in harmony and participate fully in all social, economic, political and cultural endeavours.

3.3.7 Environmental and Sanitation Improved

Environmental management and sanitation practices are emphasized to the Magu community. As required by the law, implementation of environmental legislation is taking place in development activities being undertaken in the district to ensure the impacts are minimized. The Magu community is emphasized to practice sanitation procedures to safeguard them from health risks

3.3.8 Financial Management and Accountability

The District Council ensures there's good management of financial resources in accordance to Government guidelines and regulations. For two consecutive years, the Council has been awarded clean certificates from the CAG's office.

3.3.9 Human Capital Development

The District has been investing much on developing the employees academically so that they become competent in the area of their relevant professionalism.

New staff has been recruited to fill the vacant positions. Incentives including houses and allowances are provided to make the district council a conducive environment for working to the newly recruited employees

3.3.10 Total Quality Management on Service Quality

To ensure there is efficiency in service delivery to the community, Magu District Management and working staff are committed in the spirit of team work.

3.4 Corporate Objectives

During the period of this strategic plan, The Council strives to attain the following Corporate Objectives (derived from the names of the KRAs): -

- A. Human Capital Development improved
- B. Planning matters Enhanced.
- C. Education sector services improved.
- D. Water and irrigation services improved.
- E. .Road Service improved
- F. Agriculture and cooperatives services improved.
- G. Livestock and fisheries services improved.

- H. Land and environment services improved.
- I. Human resources services improved.
- J. Community development, social welfare and youth services improved.
- K. Planning, statistics, monitoring and evaluation services improved.
- L. Health services improved.
- M. Provision of legal services improved.
- N. Internal audit services improved.
- O. Procurement management unit services improved.

CHAPTER FOUR

TARGETS AND STRATEGIES

The targets to be used in this Strategic Plan are derived from the agreed Strategic Objectives in Chapter Three. There are 16 corporate Objectives agreed for this period of a strategic Plan (Targets were developed from the department level as well as KPIs in order to complete the Matrix. The matrices of each department shall be given below.

Table 6

Planning, Statistics, Monitoring and Evaluation

Corporate Objective: Planning Statistics Monitoring and Evaluation Processes Improved

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Access to qualify and equitable social service delivery improved	Conducive working environment to 6 planning staffs ensured by June, 2026	<ul style="list-style-type: none"> Conducive working environmental and provides workings tools to 6 staffs. To facilitate monitoring and supervision to implement projects in 25 wards 	Tools provided to 6 planning staffs	Council standing committees minutes	<ul style="list-style-type: none"> DECON HODs
		25 Community initiated projects completed and functional by June, 2026	Supporting projects under Constituency Development Catalyst Fund (CDCF) from community in 25 wards	<ul style="list-style-type: none"> Number of projects monitored and Supervised Number of projects implemented Conducive working environmental 	Project supported and functioning	<ul style="list-style-type: none"> DECON HODs WEOs & VEOs

(Other Dpts & Units to be given below)

Table 7: Health Department Targets and Strategies

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Improve access, quality and equitable Social Services delivery	Infant mortality rate reduced from 0.9 to 0.7 per 1000 live birth by 2026.	<ul style="list-style-type: none"> • collecting vaccines and other EPI supplies from Regional level to the District and then to distribute at 40 Health • Facilitate management of perinatal through quarterly procurement of 3 kits of medicines, medical supplies and laboratory reagents, • Conduct 3 immunization outreaches services monthly to hard to reach area and during National immunization week, • Conduct health service delivery during pregnancy (FANC) through quarterly procurement of 1 kit of medicine, medical equipment for PMTCT 	<ul style="list-style-type: none"> • Prevalence rate reduced, • Number Of Kits Procured 	<ul style="list-style-type: none"> -Health facility reports -Report from DMO 	DMO
		Maternal death reduced from 86/100,000 to	1. 5 days monthly collection of 100 units of blood,	<ul style="list-style-type: none"> • Number of Blood Pack procured 	Health facilities report	DMO

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		46/100,000 live birth by year 2026	<ol style="list-style-type: none"> 2. 30 referral routes from health facilities, 3. 10 village workers supported 4. Quality management of delivery and abortion, 5. Availability of equipment's, drugs and supplies to manage obstetric complications 6. Conduct family planning 	<ul style="list-style-type: none"> • Number of routes conducted • Number of Blood units collected • Number of clients served, • Number of village workers supported 	MTUHA	
		Neonatal mortality rate reduced from 6/1000 to 2/000 by June 2026	<ol style="list-style-type: none"> 1. Conducting training to health workers 	Number of deaths	Health facilities report	DMO
		Immunization coverage raised from 90% to 93 % by June 2026	<ol style="list-style-type: none"> 1. Advocacy targeting community 2. Provision of equipments and supplies. 3. Quality sharps and solid waste management 4. Capacity building to health workers 5. monitoring and evaluation 6. Outreach and mobile services 	Immunization coverage	-HMIS -Health facilities report	DMO
	Multi-sectorial nutrition services	Reduced prevalence of underweight	-Conduct two quarterly Multi sectoral supportive	-Number Rch Supervised	Training reports	DMO

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	improved	among under five from 43.9% to 38.9% by June, 2026	supervision at RCH to 40 health - Awareness to the people -Improve attendance to clinics	-Number of trainings -attendance %		
		Increased coverage and quality of integrated management of Severe Acute Malnutrition (SAM) to above 0.8% at health by June 2026	-Conduct 12days (2 days per facilities) on job training on SAM treatment to 12 health workers -Supportive supervision on IYCF counselling to 40 health facilities -Training on use of MUAC screening to 192 health community workers in the district on IMAM	-Number of Health Workers Trained -Number of Supervision Conducted -Number of Chws Trained	Training reports	DMO
		Management and treatment of anaemia in council hospital improved by June 2026	To facilitate Hospital with equipments and drugs To facilitate outreach services	Availability of equipments Number outreach services	DMOs reports	DMO
		Water and environmental sanitation improved from 86% to 91% by June 2026	1.Participatory Hygiene and sanitation transformation (PHAST) 2. School health-based services 3. Solid and liquid waste management 4. Inspection of food and business premises	-Number of PHAST teams trained -Number of refuse bay constructed -Number of food business premises inspected.	-Inspection Reports -Training reports -Visiting reports	DSHCO

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			School health programs			
		Solid and liquid wastes management improved from 25% to 40% by June 2026	<ul style="list-style-type: none"> -To facilitate cleanliness in all area of township -To ensure that all dump are properly managed -To establish waste collection centres 	Number of collections centres established	Follow up Reports	DHCO
		Detection and treatment of mental health cases raised from 900 to 1210 by June 2026	<ol style="list-style-type: none"> 1. Improved treatment of physical diseases and injury 2. Advocacy regarding health risk behaviours (tobacco alcohol and drug users) 	-Number of mental patients detected and treated	Health facilities reports	DMHCO
		Detection and treatment rate for TB and Leprosy case raised from 700 to 800 by June 2026	<ol style="list-style-type: none"> 1. Improve TB/Leprosy care management 2. Defaulter tracing 3. Direct observation treatment (DOTs). 4. Integration of HIV and TB 	-Number of TB and leprosy patients detected and treated	SDDH Reports	DTLCO
		Number of Health facilities providing TB, TB/HIV collaborative services increased from 49 to 59 by June 2026	<ul style="list-style-type: none"> -To promote other health facilities -To establish/construct new health facilities -Make proper follow up to all health facilities 	<ul style="list-style-type: none"> -Number of follow up reports -Number of new promoted HFs 	Reports	DMO
		Quality of health	1. Minor rehabilitation	-Number of	-Visit	

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		infrastructure improved from 72% to 80 % by 2026	2.Community sensitization and participation	health infrastructure s Constructed and rehabilitated	- Implementation reports	DMO
		Knowledge and skills on data management improved from 85% to 90% by June 2026.	1.Capacity building to staff 2.ensuring availability of data management system	-Number of staff trained on data base management -Presence of HMIS	-Reports	DMO
		Care and access to eye health services in the district raised from 80% to 84%	-Awareness creation -Outreach services -prompt diagnosis and treatment	-Number of New blindness cases detected and treated	SDDH REPORT -HMIS	DMO
	Improve services and reduce HIV/AIDS infection.	HIV prevalence rate reduced from 8.2% to 6% by June 2026	-Advocacy -fighting stigma and discrimination -. workplace intervention -Safety blood, blood products and universal precautions in health care (medical waste Management -HIV/AIDS and STI Orientation to primary and secondary schools -Advocacy on circumcision to	-Infection rate	HIV testing reports.	DMO

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			prevent HIV prevalence.			
		Care and treatment to PLWHAs increased from 1,203 to 2500 by June 2026 Collaboration among institutions providing HIV Services increased	1.Treatment for common opportunistic infections including ARV 2.Strengthening Home based care unit 3. to conduct Coordination meeting	Number of patients treated and given ARVs -Number of PLWHAs visited -Number of meetings	-Health facilities report on PLWHAs. -Report from DMO -meeting reports	DMO
	Improve access, quality and equitable Social Services delivery	Health promotion and control of diseases enhanced to all service delivery levels in the district by June 2026	1. To distribute leaflets and other reading materials	Number of leaflets distributed	Distribution reports	DOM
		Knowledge on Health regulation and practices equipped to traditional healers and TBAs by June 2026	1. Conducting training	Number trainings conducted	Training reports	DMO
		Quality of CCHP reports raised from 76% to 95% by June 2022	To follow guidelines of preparation of the reports	Number of accepted reports	Completeness of the reports	DMO

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		Functioning of CHSB and HFGC raised from 0% to 100% by June 2026	To facilitate meetings of the Health Board on Quarterly basis	Number of meetings held per year	Board meeting reports	DMO
		Supervision are carried over in health facilities by June 2022	To conduct supportive supervision in all HFs	Number of supervision reports	Reports	DMO
		Timely submission and completeness of HMIS data raised from 65% to 100 by June 2026	1. To facilitate collection of data for HMIS 2. To update data	Completeness of data	HMIS reports	DMO
		Reliability of health transport services in the district enhanced by June 2022	1. To facilitate maintenance of vehicle 2. To keep records of all vehicles in HFs	Checked logbooks	Drivers reports	DMO
		Availability of office equipment and supplies improved by June 2026	1. To facilitate office with necessary and working tools	Availability of office working tools	Performance of the work	DMO
		Proportions of health facilities with constant supply of drugs, medical supplies and laboratory reagents increased	To ensure availability of drugs, reagents and medical supplies	Availability of drugs and equipments	Improvement in performance	DMO
	Improve Emergency and	Emergency preparedness	-To create	Number of awareness	DMO	DMO

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Disaster management	and response among health care providers increased by 2026	awareness to people -To facilitate all health facilities with enough equipment and drugs	meeting	reports	
		90% of disease epidemics/disaster preparedness overcome by June 2026	To create awareness to people -To facilitate all health facilities with enough equipment and drugs	Number of awareness meeting	DMO reports	DMO
		Improved standard of H/F buildings and working equipment from 54% to 75% by June 2026				

Table 6: KRA: Community Development and Social Welfare.

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
1	Improve services and reduce HIV/AIDS infection	Advocacy and political commitment strengthened to 178 leaders by June 2026.	<ul style="list-style-type: none"> Awareness creation to the community leaders 	<ul style="list-style-type: none"> Number of community and political leaders strengthened 	<ul style="list-style-type: none"> Training reports 	<ul style="list-style-type: none"> CHAC CDOs DAC
			<ul style="list-style-type: none"> Training of drama groups 	<ul style="list-style-type: none"> Number of drama groups trained 	<ul style="list-style-type: none"> Training reports 	<ul style="list-style-type: none"> CHAC CDOs DAC
		Coordination and Management of HIV/AIDS interventions strengthened in all villages of Magu District Council	<ul style="list-style-type: none"> Facilitate function of CHAC To facilitate follow up and monitoring 	<ul style="list-style-type: none"> Number reports produced Number of quarterly reports 	<ul style="list-style-type: none"> Reports Folow up trips 	<ul style="list-style-type: none"> CHAC CDOs DAC
		Stigma, denial and discrimination reduced in 122 villages and 14 Mitaas by June 2026.	<ul style="list-style-type: none"> Community and faith leader's sensitization 	<ul style="list-style-type: none"> Number of community and faith leaders trained 	<ul style="list-style-type: none"> Training reports 	<ul style="list-style-type: none"> CHAC CDOs DAC
		District and community HIV and AIDS response strengthened in 122 villages and 14 Mitaas, by June 2026.	<ul style="list-style-type: none"> Training of stakeholders on HIV and AIDS 	<ul style="list-style-type: none"> Number of stakeholders trained 	<ul style="list-style-type: none"> Training reports 	<ul style="list-style-type: none"> CHAC CDOs DAC
			<ul style="list-style-type: none"> Advocacy for improved provision of social services 	<ul style="list-style-type: none"> Number of stakeholders trained 	<ul style="list-style-type: none"> Training reports 	<ul style="list-style-type: none"> CHAC CDOs DAC
		School based gender sensitive sexual	<ul style="list-style-type: none"> HIV/AIDS and STI orientation to primary and 	<ul style="list-style-type: none"> Number of primary and secondary schools 	<ul style="list-style-type: none"> Orientation reports 	<ul style="list-style-type: none"> CHAC CDOs DAC

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		reproductive health and HIV and AIDS education strengthened in primary schools and secondary schools by June 2026.	Secondary schools <ul style="list-style-type: none"> • Orientation to primary committees on sexually and reproductive health 	oriented <ul style="list-style-type: none"> • Number of primary and secondary schools oriented 	<ul style="list-style-type: none"> • Orientation reports 	<ul style="list-style-type: none"> • CHAC • CDOs • DAC
			<ul style="list-style-type: none"> • To train Primary school peer educators on life skills and HIV and AIDS education in Primary schools 	<ul style="list-style-type: none"> • Number of peer educators and primary schools trained 	<ul style="list-style-type: none"> • Training reports 	<ul style="list-style-type: none"> • CHAC • CDOs • DAC
			<ul style="list-style-type: none"> • To train Secondary school peer educators on life skills and HIV and AIDS education in Secondary schools 	<ul style="list-style-type: none"> • Number of peer educators and Secondary schools trained 	<ul style="list-style-type: none"> • Training reports 	<ul style="list-style-type: none"> • CHAC • CDOs • DAC
		Risk of HIV and AIDS infection among the most vulnerable groups reduced in 122 villages and 14 Mitaas by	<ul style="list-style-type: none"> • Training of Barmaids, drug users, and guest house providers on HIV/AIDS and behavior change 	<ul style="list-style-type: none"> • Number of barmaids, drug users and guest house providers trained. 	<ul style="list-style-type: none"> • Training reports 	<ul style="list-style-type: none"> • CHAC • CDOs • DAC

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		2026.				
			<ul style="list-style-type: none"> Identifying and establishing of condom distribution outlets among MARPs and vulnerable groups in hot-spot areas, urban slums, rural areas, hotels and guest houses, bars etc 	<ul style="list-style-type: none"> Number of condom distribution outlets identified. 	<ul style="list-style-type: none"> Identifying reports 	<ul style="list-style-type: none"> CHAC CDOs DAC
			<ul style="list-style-type: none"> Identifying and train MARPs peer group educators on safer sexual in Magu District 	<ul style="list-style-type: none"> Number of MARPs peer group educators trained and identified. 	<ul style="list-style-type: none"> Training and Identification reports 	<ul style="list-style-type: none"> CHAC CDOs DAC
		Work place HIV and AIDS programme developed in council by June 2026.	<ul style="list-style-type: none"> Training of council employees on HIV and AIDS prevention and behaviour change 	<ul style="list-style-type: none"> Number of seminars, workshop conducted Number of employees trained 	<ul style="list-style-type: none"> Training and workshop reports 	<ul style="list-style-type: none"> CHAC CDOs DAC
		Continuum of care, treatment and support to 78 groups of PLHIV by June 2026.	<ul style="list-style-type: none"> Community awareness creation on PLHIV groups formation 	<ul style="list-style-type: none"> Number of PLHIV groups formed 	<ul style="list-style-type: none"> Facilitation report 	<ul style="list-style-type: none"> CHAC CDOs DAC

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			<ul style="list-style-type: none"> • Training of PLHIV groups on entrepreneurship skills 	<ul style="list-style-type: none"> • Number of Groups of PLHIV trained on entrepreneurship skills 	<ul style="list-style-type: none"> • Training reports of PLHIV groups 	<ul style="list-style-type: none"> • CHAC • CDOs • DAC
			<ul style="list-style-type: none"> • Provision of capital to groups of PLHIV for entrepreneurship activities 	<ul style="list-style-type: none"> • Number of groups of PLHIV facilitated with capital 	<ul style="list-style-type: none"> • Amount of funds released to PLHIV groups. 	<ul style="list-style-type: none"> • CHAC • CDOs • DAC
2	Improve services and reduce HIV/AIDS infection	Community participation in development activities in 122 villages and 14 Mitaas enhanced by June 2026.	<ul style="list-style-type: none"> • Awareness creation to community on development activities. 	<ul style="list-style-type: none"> • Number of community development activities implemented in the villages. 	<ul style="list-style-type: none"> • Reports from VEOs 	<ul style="list-style-type: none"> • DCDO • CDOs
			<ul style="list-style-type: none"> • Community involvement in all process of development activities 	<ul style="list-style-type: none"> • Number of people participated in implementation of development activities in the village 	<ul style="list-style-type: none"> • Reports from VEOs 	<ul style="list-style-type: none"> • DCDO • CDOs
			<ul style="list-style-type: none"> • Community resource mobilization 	<ul style="list-style-type: none"> • Number of people mobilized in the village 	<ul style="list-style-type: none"> • Reports from VEOs 	<ul style="list-style-type: none"> • DCDO • CDOs
			<ul style="list-style-type: none"> • Advocacy to the community leaders and influential 	<ul style="list-style-type: none"> • Number of leaders and influenced people advocated in 	<ul style="list-style-type: none"> • Reports from VEOs 	<ul style="list-style-type: none"> • DCDO • CDOs

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			people	the village		
3	Management of natural resources and environment improved	Household using energy saving (or alternative) technologies increased by 80,000 by 2026	<ul style="list-style-type: none"> Awareness creation to community. 	<ul style="list-style-type: none"> Number of people educated in the village 	<ul style="list-style-type: none"> Training reports 	<ul style="list-style-type: none"> DCDO CDOs
			<ul style="list-style-type: none"> Community resource mobilization 	<ul style="list-style-type: none"> Local resources provided by the community 	<ul style="list-style-type: none"> Community mobilization report 	<ul style="list-style-type: none"> DCDO CDOs
4	Social welfare, gender and community empowerment improved	Prevalence rate of VANE reduced from 43% girls and 21% boys to 30% girls and 15% boys by June 2026	<p>-Orient 96 primary head teachers on prevention, reporting and response of child abuse</p> <p>-Conduct training on Child protection to 20 GCD police officers and 8 SWOs</p> <p>-Provide appropriate community rehabilitation services (CRS) to children in conflict with the Law</p>	<ul style="list-style-type: none"> Number of children received legal support Rehabilitation to children with conflict with the law, Number of head-teacher trained 	<ul style="list-style-type: none"> Quarterly and annual reports Field visit 	<ul style="list-style-type: none"> DCDO CDOs

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		Protection and response capacity to MVC and abandoned parents improved from 2% to 30% by June 2026	<ul style="list-style-type: none"> Update of MVC data base 	<ul style="list-style-type: none"> Number of MVC updated 	<ul style="list-style-type: none"> MVC register 	<ul style="list-style-type: none"> DSWO
			<ul style="list-style-type: none"> Provision of basic services to MVC 	<ul style="list-style-type: none"> Number of MVC supported 	<ul style="list-style-type: none"> Service providers report 	<ul style="list-style-type: none"> DSWO PSW
			<ul style="list-style-type: none"> update of elderly people 	<ul style="list-style-type: none"> Number of elderly people updated 	<ul style="list-style-type: none"> List of elderly people 	<ul style="list-style-type: none"> DSWO DMO
			<ul style="list-style-type: none"> Update of disabled people 	<ul style="list-style-type: none"> Number of disabled people updated 	<ul style="list-style-type: none"> List of disabled people 	<ul style="list-style-type: none"> DSWO MO 1/C
			<ul style="list-style-type: none"> Identification of widow and widowers 	<ul style="list-style-type: none"> Number of widow/widowers identified 	<ul style="list-style-type: none"> List of widow/widowers identified 	<ul style="list-style-type: none"> DSWO DCDO
	Increase quantity and quality of social services and infrastructures	Knowledge imparted to 122 villages and 14 mitaa on effects of immoral traditional beliefs and taboos by June 2026	<ul style="list-style-type: none"> Identification of immoral traditional beliefs and taboos 	Number of immoral traditional and taboos identified	Identification reports	DCYO
		Improved historical	<ul style="list-style-type: none"> Rehabilitation of historical 	Number of buildings	Rehabilitation	DE

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		sites of Kageye and Bujora by June 2026	sites	rehabilitated	reports	DCYO
		Cultural groups registered by June 2026	<ul style="list-style-type: none"> • Identification of cultural groups 	Number of cultural groups identified	List of cultural groups identified	DCYO
		Sports and games improved at all council levels by June 2026	<ul style="list-style-type: none"> • Sensitization and formation of sport and games clubs 	Number of clubs formed	List of clubs formed	DCYO
			<ul style="list-style-type: none"> • Registration of sport and games clubs 	Number of sport and games clubs registered	List of registered sports and games	DCYO

2.0 Corporate Objective:

Table 3: Land Management, Natural Resources and Environment improved and sustained

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible Officer
1	Increase quantity and quality of Social Services and Infrastructure increased	1. Planned Human settlements in urban and rural areas increased to 65% by June 2026	<p>(i) Surveying of plots and mapping in urban centers</p> <p>(ii) Preparation of Town Planning drawings in urban centers</p> <p>(iii) Community mobilization to contribute for planning and survey costs</p> <p>(iv) Surveying of farms</p> <p>(v) Land use planning in rural and urban areas</p> <p>(vi) Outsourcing to contractors in survey works</p> <p>(vii) Mobilization of funds for land and buildings compensation</p>	<p>- Number of plots surveyed</p> <p>- Number of drawing prepared</p> <p>- Number of awareness meetings conducted</p> <p>- Number of farms surveyed</p> <p>- Number of approved land use plans</p> <p>- Number of contractors involved</p> <p>- Number of land owners compensated</p>	<p>- Approved Reports and minutes of meetings submitted</p> <p>- Field visits reports submitted</p> <p>- Attendance register</p> <p>- Approved land use plans</p> <p>- Approved Town Planning Drawing</p> <p>- Registered Certificate of Titles</p> <p>- Approved land surveys</p> <p>- Approved minutes of District land</p>	<p>DLRNEO</p> <p>DVO</p>

S/ N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible Officer
					Allocation Committee - Approved Compensation Schedules	
		2. Motivated staff environment ensured by June 2026	(i) Qualified Staff recruitment (ii) Enhancement of working tools (iii) Long and short courses training	- Number of staff recruited - Number of working tools provided - Number of trainings offered	- Certificates awarded - Working tools procured	DLNREO
		3. Technical know-how on land planning and management of Lands, Natural resources and environment ensured by June 2026	(i) Long and short courses training (ii) Community capacity building	- Number of staff trained - Number of community members trained	- Certificates awarded - Attendance register books	DLNREO
2.		1. Office accommodation of Land sector increased from 0 to 6 rooms by June 2026	Budgeting for office construction	- Number of rooms availed and in use	- Presence of office buildings	DLNREO
		2. Office accommodation in Natural Resources and	(i) Budgeting for office construction (ii) Recruitment of qualified staff	- Number of rooms availed and in use	- Presence of office buildings	DLNREO

S/ N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible Officer
		Environment sectors increased from 2 to 6 rooms by June 2026				
	Increase quantity and quality of Social Services and Infrastructure increased	Town planning for future development improved by the year 2026	<ul style="list-style-type: none"> -200 plots surveyed and allocated to people through participatory process - Surveying plots and demarcation, - Facilitate the availability of Plots at Bundilya, Kisesa, Igudija, Magu Mjini and Mudae by June 2020 -registration of drawings 	<ul style="list-style-type: none"> -Number of plots surveyed and distributed, -Percentage Of The Land Compensated Land 	-Distribution lists and reports	DNREO
		3. Households with legal ownership and access to land certificate of titles increased from 10% to 70% by June 2026	<ul style="list-style-type: none"> (i) Community sensitization on land ownership (ii) Sensitization of community to pay land taxes 	<ul style="list-style-type: none"> - Number of meetings conducted - Number of sensitization meetings conducted 	<ul style="list-style-type: none"> - Aailed attendance register in place - Approved minutes of sensitization meetings 	DLNREO
3.		1. Villages owning approved	(i) Carrying out land use planning in rural areas	<ul style="list-style-type: none"> - Number of land use plans - Number of 	- Number of approved land use	

S/ N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible Officer
		operational land use plans increased from 0 to 20 by June 2026	(ii) Awareness campaign and training on land use planning	trainings conducted - Number of awareness campaign carried out	plans - Attendance register books in place - Approved minutes of awareness campaigns meetings availed and in place - Amount of funds collected and in place	DNREO
	Management of natural resources and environment improved	Participatory enforcement for illegal activities against natural resources enhanced by June 2026	Support to the preparation of forest management plans	- Number of forest management plans prepared	- Approved Forest management plans availed and in place	DFO
		Beekeeping activities promoted through making hives by June 2026	Support to beekeeping individuals	- Number of beekeeping groups and individuals supported	- Field reports availed and in place	DBO
		Environmental Management enhanced by June 2026	(i) Enforcement of Environmental Management Act No. 20 of 2004 and by-laws (ii) Carrying out of Environmental Impact	- Number of Environmental issues addressed - Number of development projects subjected to Environmental Impact Assessments	- Field observation - EIAs reports or EIS availed	DEMO

S/ N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible Officer
			Assessment (EIA) in projects, mining and other undertakings	(EIA)		
		Wildlife management enhanced by June 2026	(i) Conservation of Wildlife and advertisement of its availability	- Number of wildlife and their environment conserved	- Number of wildlife areas protected and are functioning	DGO
4.	Enhance, sustain and effective implementation of Nation Ant-corruption strategy	1. Transparency rate to the community increased from 25% to 75% by June 2026	(i) Effective and efficient delivery of services (ii) Customer care training	- Number of people receiving services satisfactorily	-Reduced public complaints - Customer turn up increased	DLNREO
		2. Responsibility and accountability increased to 50% by June 2026	schedule of duties and action plans to be adhered by staff	- Number of staff with schedule of duties and action plans	- Aailed logbooks and attendance registers filled and are in place - Submitted reports	DLNREO

Key Results Arrears' (KAR): PRIMARY EDUCATION

CO-OPERATE OBJECTIVE. EDUCATION SERVICE IMPROVED

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
1	Improve access, quality and equitable social services delivery	Enrolments rate in Primary schools increased from 99% to 100% by 2026	-Facilitating community sensitization meeting in 25 Wards on enrolment of school aged children -Facilitating statistical data collection, compilation and submission	-Enrolment of Pupil -Data Collection, Compilation and Submission	Report	DED, DEO
		Pass rate of standard IV and VII examinations raised from 86% and 83% to 95% and 85% respectively by June 2026	-conduct standard IV National Assessment (SFNA) to 17,524 pupils -conduct standard VII Primary School Leaving Examination (PSLE) to 8,572 pupils -conduct 2 academic progress review meetings -To conduct 52 trips of follow up and supervision for 117 primary school	-Supervision Of 115 Primary Schools -Conducting Psle -Two Academic Meeting -52 Trips of Follow Up	Report	DED, DEO
		Increase number of Text books from 603595 to 1327909 2026.	<ul style="list-style-type: none"> Development partners social marketing. Capitation Grant utilization 	Number of Text Books Procured	Procurement Reports Delivery Reports	S.L.O
		Increase	Mobilisation of the	Number of	WEOS,	DED

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		classrooms from 939 to 2,307 by year 2026	community by VEOS and WEOS	classrooms constructed	VEO reports Quarterly Department meeting minutes Villages cash Books	DEO
		Increase teachers' quartos from 1,387 to 2,207 by year 2026	Mobilisation of the community by VEOS and WEOS	Number of teacher's quarters contracted	WEOS, VEO, DETO, reports and physical visit	DED, DEO, SLO and DETO
		Increase pit latrines from 1,390 to 4,676 by year 2026	Mobilisation of community by VEOs and WEOS	Number of pit latrines constructed.	WEOS, VEO, DETO, SLO reports and physical visit.	
		Increase desks from 21,039 to 34,601 by year June 2026	<ul style="list-style-type: none"> Mobilization of the community by school committees LGCDG utilization Involvement of partners 	Number of desks procured	WEOS, VEO, DETO, SLO reports and physical visit	

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
2	Improve access, quality and equitable social services delivery	Increase number of primary teachers from 1,387 to 2,207.	Application to central Government	Number of teachers increased	School quarterly reports and school Inserters report.	DED, DEO DCIS.
		Increase pupil's attendance rate from 76% to 94%	<ul style="list-style-type: none"> • Provision of food • Accessibility of Safe and clean water • Availability of school band • Flowering • Accessibility of sports and games. 	Attendance rate.	<ul style="list-style-type: none"> • Attendance registers • School duty books • School quarterly reports • 	DEO, VEOs and school committee chairman
3	Improve access, quality and equitable social services delivery	Increase REFLECT groups from 56 to 80	<ul style="list-style-type: none"> • Mobilization of the community • Technical advice 	Number of REFLECT groups	WECs quarterly reports.	DEO, DAEC and WECs
		Increase COBET enrolment from 65% to 85%	<ul style="list-style-type: none"> • Timely and thoroughly payments of COBET teachers. • Availability of teaching and learning materials 	Percentage of COBET enrolment	<ul style="list-style-type: none"> • Attendance registers • School quarterly reports 	DEO, DAEC and WECs
		Increase vocational Training centres from 2 to 6	<ul style="list-style-type: none"> • Construction of vocation workshops • Availability of facilities 	Number of Training centres.	<ul style="list-style-type: none"> • Physical visit 	DETO and WECs
4	Improve access, quality and equitable social services delivery	Establishment of Special need education centre.	<ul style="list-style-type: none"> • Availability of teaching and learning facilities. 	Special need education centre established.	<ul style="list-style-type: none"> • WECs reports 	DSEC and WECs

Key Results Arrears' (KAR): SECONDARY EDUCATION

CO-OPERATIVE OBJECTIVE. EDUCATION SERVICE IMPROVED

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Access, quality and equitable social services delivery	Conducive working Environment of Secondary staff improved by the year 2026	-Facilitating Leave travel to 200 teachers of secondary schools -Facilitating moving expenses to 36 teachers of secondary schools	-Paid Leave Travelled Teachers -Paid Transferred Teachers	Report	DEO
		Schools' infrastructure improved from 75% to 95% by the year 2026	-rehabilitation of 5 classrooms at Bujashi secondary school -completion of 1 hostel at Sukuma secondary school -completion of SEDP projects at Nyanguge, Mwamanga and Sukuma secondary schools -completion of 2 classrooms at Sukuma and 2 Bukandwe secondary school	-Rehabilitated Classrooms -Constructed Hostel -Completed Projects -Constructed Classrooms	Project reports	
		Pass rate of standard IV and VII examination raised from 85% to 95% and 75% to 80% by June 2026	Improve teaching methodology To facilitate in-training for teachers To create awareness to	-Number of teachers trained -Awareness meetings conducted	Training reports	DEO

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			parents on construction of classrooms			
		Increase overall GER and NER of girls and boys in primary schools from 106 and 99 to 111 and 100 respectively by June 2026	-To create awareness on enrolment all eligible children -To collect data	- Awareness meetings conducted -reports on data collected	-Reports from data collected -Increase number of enrolments	DEO
		Enrolment of children with disabilities in primary schools raised from 15% to 75% of the total by June 2026	-To establish data base for disabilities of all children in the district -Awareness to the parents with disabilities children	-Complete data base -Awareness meeting conducted	Data base reports	DEO
1		Increase classrooms from 297 to 457 by year 2026	Mobilisation of the community by VEOS and WEOS	Number of classrooms constructed	WEOS, VEO reports Quarterly Department meeting minutes Villages cash Books	DED DEO(S)
		Increase number of Text books from 25930 to 51860 by 2026.	<ul style="list-style-type: none"> Development partners social marketing. Capitation Grant utilization 	Number of Text Books Procured	Procurement Reports Delivery Reports	S.L.O DEO(S)
		Increase teachers' quarters from 687 to 900 by year 2026	Mobilisation of the community by VEOS and WEOS	Number of teacher's quarters contracted	WEOS, VEO, DETO, reports	

S/ N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		<p>Increase pit latrines from 331 to 765 by year 2026</p> <p>Increase desks from 13,695 to 18,861 by year 2026</p>	<p>Mobilisation of community by VEOs and WEOs</p> <ul style="list-style-type: none"> • Mobilization of the community by school committees • LGCDG utilization • Involvement of partners 	<p>Number of pit latrines constructed.</p> <p>Number of desks procured</p>	<p>and physical visit</p> <p>WEOS, VEO, DETO, SLO reports and physical visit.</p> <p>WEOS, VEO, DETO, SLO reports and physical visit</p>	<p>DED, DEO(S), SLO and DETO</p>
	<p>Improve access, quality and equitable social services delivery</p>	<p>Pass mark for both girls and boys raised from 50% to 80% by June 2026</p>	<p>-To strengthen follow up and supervision</p> <p>-To facilitate teachers training (in-service)</p>	<p>-Follow reports</p> <p>-Increased students with good pass mark</p>	<p>-Training reports</p> <p>- Improve in pass rate</p>	<p>DEO</p>
2		<p>Increase number of secondary school teachers from 347 to 947.</p> <p>Increase pupils attendance rate from 78% to 91%</p>	<p>Application to central Government</p> <ul style="list-style-type: none"> • Provision of food • Accessibility of Safe and clean water • Flowering • Accessibility of 	<p>Number of teachers increased</p> <p>Attendance rate.</p>	<p>School quarterly reports and school Inserters report.</p> <ul style="list-style-type: none"> • Attendance registers • School duty 	<p>DED, DEO (S) DCIS.</p> <p>DEO (S) , VEOs and school committee chairman</p>

S/ N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			sports and games.		<ul style="list-style-type: none"> • books • School quarterly reports 	
3	Improve access, quality and equitable social services delivery	Adult education and ODL enhanced by June 2026	<ul style="list-style-type: none"> • Mobilization of the community • Technical advise 	Number of ODL groups	WECs quarterly reports	DEO (S), DAEC and WECs
		Increase IPPE enrolment from 65% to 85%	<ul style="list-style-type: none"> • Timely and thoroughly payments of IPPE teachers. • Availability of teaching and learning materials 	Percentage of IPPE enrolment	<ul style="list-style-type: none"> • Attendance registers • School quarterly reports 	DEO(S), DAEC and WECs

Corporate Objective: Provisions of legal services improved

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Enhance Good Governance and Administrative Services	Improved conduct and monitoring of cases by 2026.	Conduct the cases effectively and efficiently	Number of case handled effectively and efficiently	Judgements and ruling delivered by courts of law	DLO
	Enhance Good Governance and Administrative Services	Improved legal advices to the council by 2026	Periodical advises to the council legal matters updates	Presence of a good legal advices to the council on various matters	Number of Written and oral advices present	DLO and heads of departments
	Enhance Good Governance and Administrative Services	Provision of Legal education of mass improved by 2026	Wide Provision of human rights education	Number of training conducted	Training reports prepared	DLO

**CORPORATE STRATEGIES – STRATEGIC OBJECTIVES-TARGETS – STRATEGIES MATRIX
-TEMPLATE**

Table 6: KRA: AGRICULTURE & COOPERATIVE

Corporate Objective: POVERTY REDUCED AND STANDARD OF LIVING IMPROVED

	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
AGRICULTURE	Access to quality and equitable of social services improved	Extension services and Livestock keepers in District improved from 40% TO 70% by the year 2026	-Rehabilitation of one Livestock Staffs Office, -Conduct monitoring and supervision of livestock activities in 25 wards -Facilitating conducive working environment for 46 Livestock staffs by June 2020	-Rehabilitation Of The Office -Percentage Of Livestock Activities Facilitated And Monitored -Number Of Livestock Staff Facilitated	- reports Reports from agr extension officers	-DACO Agr officers
COOPERATIVE	Quality and Quantity of Socio-Economic Services and Infrastructure Increased	Quantity and quality of livestock and livestock product improved from 55% to 65% by the year 2026	-rehabilitation of 2 cattle dip tanks at Mwalinha and Mwabulenga villages -construct 1 milk collection centre at	-Number Of Dip Tanks Rehabilitated -Presence Of Milk Collection Centre -Rehabilitated Abattoir -Number Of	Reports	DCO(COOPERATIVE) DVO DFO DCO(AGR) DFO DFO

	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			Lubugu ward -construction of Fence and rehabilitation of abbatoir campus at Magu Mjini medium sized abattoir -construct 1 cattle dip tank at Bubinza village and 1 dog dip tank at Magu township area -construct 1 cattle dip tank at Bubinza village and 1 dog dip tank at Magu township area -Meat Inspection and Hygiene activities at Magu Township and Kisesa abattoirs -construct 1 weighing scale shed at Kabila Livestock Market	Dip Tanks Constructed -Abattoir -Facilitated Meat Inspection -Weighing Scale		

	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
LIVESTOCK	Access quantity and quality of social services and Infrastructure	Quantity and quality of livestock and livestock products improved from 55% to 65% by the year 2026	<ul style="list-style-type: none"> -Monitoring and evaluation of projects -Facilitate the payment of mobile utilities to the Head of Department, -Procure 1 motorcycle for Livestock officers -To minimize the number of stray dogs at Magu mjini, Isandula, Itumbili, Nyanguge, Kisesa, Ngh'aya, Kabila and Shishani wards -To facilitate Artificial Insemination activities in 25 wards To facilitate livestock traceability and ARDS operation in all 25 wards 	<ul style="list-style-type: none"> 1) Participation of Farmers and Livestock Officers In Nanenane Festival 2). Number of Projects Monitored 3). Payed Telephone Utilities 4). Motorcycle 5). Minimized Number Of Stray Dogs In 8 Wards 6). Number Of Cows Inseminated 7). Livestock Data 	Reports	DCO(COOPERATIVE) DVO DFO DCO(AGR) DTO

	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
		<p>Livestock mortality rate reduced from 20% to 3% by June 2026</p> <p>Charco dams constructed in 20 villages for supply water to livestock keepers by June 2026</p> <p>Animal vaccination and disease control to 100000 cattle and 40000 dogs improved by June 2026</p>	<p>Training of poultry keepers on modern system of indigenous poultry rearing</p> <p>Construct 8 new and renovate 10 old cattle dips and make them functional.</p> <p>Construct 10 charco dams and make them functional.</p> <p>Vaccinate 24,000 dogs against rabies, 3,000 cattle against Foot and Mouth Disease, 180,000 goats and sheep against PPR, 300,000 cattle against Black quarter and 500,000 poultry against Newcastle.</p> <p>Construct 10 cattle crushes and make them usable</p>	<p>1). Number of new and old cattle dips constructed and renovated respectively and made functional.</p> <p>2). Number of char co dams constructed and made functional</p> <p>3). Number of dogs vaccinated against rabies, number of cattle vaccinated against FMD, number of sheep and goats vaccinated against PPR, number of cattle vaccinated against BQ and number of poultry vaccinated against Newcastle.</p> <p>4). Number of</p>	<p>Reports</p>	<p>DVO DFO DCO(AGR) DTO</p>

	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			Livestock and livestockkeepers identification, registration and traceability carried out in all wards in the District	cattle crushes constructed and made usable. 5). Number of wards in which livestock and livestock keepers are identified, registered and traced		
			Purchase 50 automatic syringes, 50 vaccine carriers, 100 packets of needles, 6 fridges, 6 light microscopes, 30 burdizo, 6 laboratory kit and 30 flying knives Purchase 1 pickup Purchase 24 motorcycles for extension staff Train 9 livestock staff under graduate degree	Number of automatic syringes, vaccine carriers, and packets of needles, fridges, light microscopes, burdizo, laboratory kits and flying knives purchased. Number of pickup Number of motorcycles purchased Number of livestock staff trained in livestock new technologies		

	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
			programme and 3 staff postgraduate degree programme in any livestock fields.	of livestock management systems and emerging diseases.		
FISHERIES	Access to Quality and Equitable Social Services Delivery Improved	Extension services on fisheries management resources improved from 40% to 70% by the year 2026	-To facilitate 48 patrols activities against illegalities on fisheries resource -To facilitate conducive working environment for 9 fisheries staff	-Number Of Patrols Conducted -Number Of Fisheries Staff Facilitated	Reports	DFO

	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Management of Natural Resources and Environment Enhanced and Sustained	Quality and quantity of fisheries products improved from 55% to 65% by the year 2026	<ul style="list-style-type: none"> -To procure 1 motorcycle for Fisheries officers -To sensitise and supervise fish farming activities at Chabula, Kitongosima, Kahangara and Lubugu wards -To conduct 48 patrols against illegalities on fisheries resource -To conduct 48 patrols against illegalities on fisheries resource 	<ul style="list-style-type: none"> -Motorcycle Procured -Sensitization And Supervision Of Fish Farming In 4 Wards -Number Of Patrols Conducted 	Reports	DFO

CHAPTER FIVE

MONITORING AND EVALUATION (M&E)

Monitoring is a routine supervision of implementation of strategic plan (SP) to see whether it is being implemented as planned.

Evaluation is a process which attempts to critically, systematically and objectively, determine the worth of Strategic Plan, whether it is proposed, ongoing or completed.

The SP will be monitored through implementation of Departmental targets that are correlating with those mentioned in the District Strategic Plan.

INTERVALS OF MONITORING AND EVALUATION

The District Strategic Plan will be monitored and evaluated on annual basis that is before planning process where Departments will review implementation of targets and see how they have been achieved.

RECOMMENDATIONS.

- The prepared Strategic Plan should be used properly by Heads of Departments and Heads of sections in order to achieve the objectives of the Magu District Council effectively & efficiently.
- The comprehensive District plans and budget should adhere to District Strategic Plan every year during the preparation of Council Annual Budget.