



NATIONAL
EDUCATION
STRATEGY
2024 - 2030

Report on the **Outreach/Engagement Programme** for **Scholastic Year 2023 – 2024**

People Management Department
within the
Ministry of Education, Sports, Youth,
Research and Innovation

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Introduction

The Outreach/Engagement Programme is a key initiative outlined in the National Education Strategy for Malta 2024-2030¹, specifically under *Action 1.1.1 An Engagement Programme that bridges the existing gap between educators in schools and senior management at the Ministry is designed, implemented, and regularly evaluated for further improvement*. The purpose of the information session was to provide educators in schools with valuable insights into services within People Management at the Ministry for Education, Sports, Youth, Research and Innovation (MEYR) and the People and Standards Division (P&SD) within the Office of the Prime Minister (OPM). These services encompass areas such as Human Resources (HR), Education Resources (ER) and Mental Health and Personal Wellbeing Services including People 360 and the Employee Support Programme (ESP). Evaluating the Outreach/Engagement Information Session is crucial as it allows for the assessment of the information session's effectiveness.

Background

The Outreach/Engagement Programme through an information session held in schools aimed to reach out to educators and raise awareness regarding the support offered by the People Management Department within MEYR and People 360 and ESP within P&SD within OPM. Through visits to schools, MEYR employees have gained awareness of the services available and that they can voice any concerns that may be impacting on their wellbeing and gained information on how they can reach out to the People Management Department if they wish support. The Outreach/Engagement Information Sessions were held across 23 schools in Malta during the 2023-2024 school year, including 13 primary schools, 5 middle schools, 4 secondary schools, and 1 higher secondary school. These sessions were held during CoPE meetings organised by each school. The participating schools for 2023-2024 scholastic year were: Gozo College Victoria Middle School, Gozo College Victoria Secondary School, MRC Adults Learning Support Centre Wardija, MRC Mosta Primary A, MRC Mosta Secondary School, SBC Birzebbuga Primary, SBC Mqabba Primary, SBC Kirkop Middle School, SCC Pembroke Secondary School, SGPC Marsa Primary, SGPC Pieta Primary, SGPC Valletta Primary, SIC Luqa Primary, SIC Qormi San Bastjan Primary, SIC Handaq MS, SMC Zabbar B Primary, SMC Cospicua Middle School, SMC Verdala Secondary, SNC Attard Primary, SNC Mtarfa Primary, SNC Rabat Primary, STC Birkirkara Primary, STC Ta' Paris Middle School. Each session lasted approximately 30 minutes and provided valuable

¹ Ministry for Education, Sports, Youth, Research, and Innovation. (2023). *Visioning the Future by Transforming Education: National Education Strategy 2024-2030*. Malta: MEYR

information on support services to a total of 2198 educators. As a result of these information sessions, 24 sought additional support from People Management.

Aims of the Outreach/Engagement Evaluation

The following are the aims of the Outreach/Engagement Evaluation:

- [1] To assess the effectiveness of the information session
- [2] To identify areas of strengths and areas of enhancements in the sessions
- [3] To gather feedback from Heads of Schools on the Outreach/Engagement Programme
- [4] To provide recommendations for future Outreach/Engagement Information Sessions

Findings from the Outreach/Engagement Evaluation

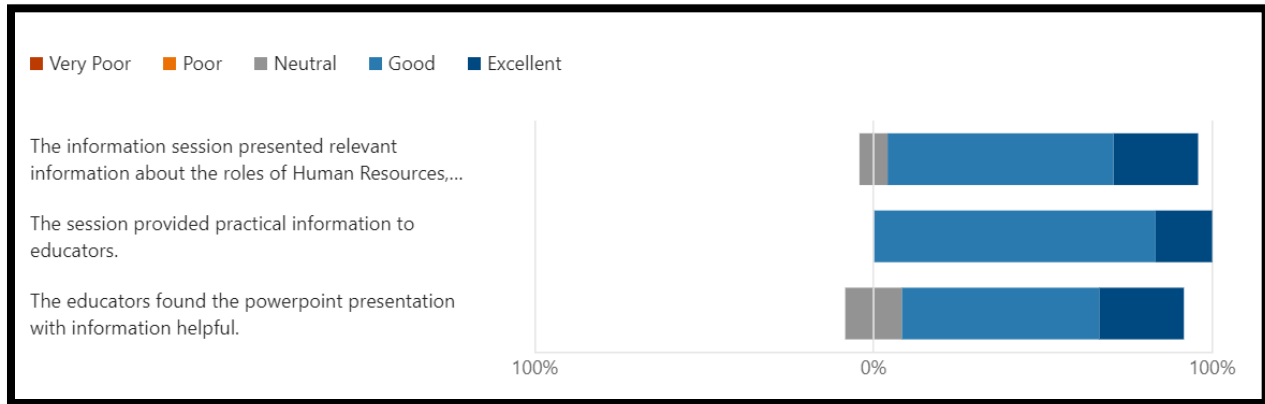
Demographics

A short evaluation was developed by People Management Department within MEYR. The evaluation was comprised of 5 questions to gauge into evaluation of session. The evaluation exercise was held between 3 and 12 July 2024. The survey was sent to 22 Heads of Schools and 12 (54.54%) Heads of Schools working in 7 primary schools, 3 middle schools and 2 secondary schools replied to the evaluation survey.

Overall Evaluation of the Session

The Overall Evaluation of the Outreach/Engagement Programme yielded highly positive results, demonstrating its effectiveness in delivering relevant and practical information to educators. When asked about **the relevance of the information presented regarding the roles of HR, ER, and Mental Health & Personal Wellbeing services**, participants responded favourably, with 66.67% rating it as 'good' and 25.00% rating it as 'excellent' and 8.33% rating is as 'neutral'. **The practical value of the information provided to educators** was also well-received, with 83.33% of participants rating it as 'good' and 16.67% rating it as 'excellent'. Furthermore, when evaluating the **helpfulness of the presentation and its content**, 58.33% rated it as 'good', 25.00% rated it as 'excellent' and 16.67% noting a 'neutral' response. These ratings indicate that the Outreach/Engagement Programme successfully met its aims in providing valuable and applicable information to educators,

potentially contributing to improved understanding and utilisation of available support services within the education system.



Feedback Received of Information Session

The feedback received from the open-ended question, **What did you and your staff find most valuable about this information session**, divulged several key aspects that participants found particularly beneficial. Many respondents highlighted the importance of **gaining knowledge about the available services**, with comments such as “knowledge of services available” and “getting to know about services being offered” frequently mentioned. Heads of Schools appreciated that their staff and themselves **learning about specific support mechanisms**, including “information about services available to assist staff who are finding it difficult to cope in their role due to personal issues or issues which stem from their role as educators”. The **establishment of a group of professionals focusing on educator wellbeing** was highly valued, as was **the acknowledgement of mental health and wellbeing as a significant matter within the education sector**. Participants also found **value in the personal introduction of various team members managing different sections**, which help educators connect with the services and realise their accessibility. The **practical** nature of the session was commended, with respondents noting that “practical examples were provided on how one can access help and support”. Furthermore, the respondents appreciated the **opportunity to be heard by People Management Officials**, with their presence at schools being “truly appreciated”. Overall, the feedback indicates that the information session successfully provided valuable insights into available support services, fostered a sense of connection between educators and support staff, and

demonstrated a commitment to addressing the wellbeing of educators.

Feedback Received on Further Recommendations

The feedback received from the open-ended question: **What do you feel that the educators under your remit would like to know more about with regards to Pillar 1 - Educator Wellbeing from the National Education Strategy for Malta 2024-2030**, revealed several areas where heads of schools expressed a desire for **more information on educator wellbeing**. Respondents emphasised the need for **detailed information on services available for educators who experience compromised wellbeing** and initiatives that provide **practical strategies for self-care** amidst the daily challenges of their roles. There was a strong interest in understanding how **personal wellbeing initiatives would be implemented**, with a request for ‘true, tangible examples’ of how staff would be assisted. Heads of Schools also suggested the need for efforts **to support their wellbeing and the wellbeing of their staff would be continuous and sustained**. Respondents wanted a **more comprehensive explanation of the measures outlined in Pillar 1 of the National Education Strategy** and the corresponding initiatives to better engage with and relate to the strategy. The feedback highlighted appreciation from respondents on the inclusion of **Wellbeing as a key pillar**. The responses indicated a strong desired among respondents for **practical, ongoing support and clear communication about how the strategy’s wellbeing initiatives** will directly impact and enhance their and their staff’s professional lives.

Recommendations for the Continued implementation of Action 1.1.1 and further Initiatives

Based on the evaluation results and feedback received, several recommendations can be made to enhance further the Outreach/Engagement Sessions. For the upcoming scholastic year, **People Managements plans to expand the programme to 28 schools**, demonstrating a commitment to reaching more educators. To improve accessibility for services, it is recommended that the **generic email (educator.wellbeing.meyr@gov.mt)** and the **helpline telephone number 25981150** are included in the presentation to ensure that educators have a direct point of contact for support. Additionally, People Management should consider developing **practical sessions focused on self-care and wellbeing for educators**, addressing the expressed desire for tangible strategies to cope with daily challenges.

Conclusion

The Outreach/Engagement Programme evaluation for the 2023-2024 scholastic year has demonstrated significant success in bridging the gap between educators and support services. The overwhelmingly positive feedback from heads of school respondents highlighted the information session's effectiveness in delivering relevant and practical information about available resources. The session has successfully raised awareness about mental health and wellbeing services, fostering a sense of connection between educators and support staff. Moving forward, the programme shows great potential for continued impact, with plans to expand to more schools. By addressing the identified areas for enhancement and maintaining its commitment to educator wellbeing, the Outreach/Engagement Programme is well-positioned to play a crucial role in supporting the implementation of the National Education Strategy for Malta 2024-2030, particularly in relation to Pillar 1 – Educator Wellbeing.

Appendix 1: Evaluation of Outreach/Engagement Evaluation

Outreach Programme Evaluation Feedback

Dear Education Leader,

Thank you for your continued collaboration with us.

In relation to the **Outreach Information Session** held at your School, as part of the **National Education Strategy for Malta 2024 - 2030 Pillar 1 - Educator Wellbeing**, this 4-minute 5 question survey aims to evaluate the **Outreach Programme** and we would appreciate your feedback to enhance our engagement programme.

Your responses will help us gain deeper insights about the programme and other initiatives on educator wellbeing. Your valid contribution is important to us.

Regards,
People Management

* Required

1. Please rate each of the following statements: *

	Very Poor	Poor	Neutral	Good	Excellent
The information session presented relevant information about the roles of Human Resources, Education Resources, Mental Health and Personal Wellbeing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The session provided practical information to educators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The educators found the powerpoint presentation with information helpful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. What do you feel that the educators under your remit would like to know more about with regards to **Pillar 1 - Educator Wellbeing** from the **National Education Strategy for Malta 2024-2030**? *

Enter your answer

3. What did you and your staff find most valuable about this information session? *

Enter your answer

4. Which educational context do you lead? *

- Primary School
- Middle School
- Secondary School
- Higher Secondary Education

5. Number of Educators at your school: *

Enter your answer