
MRS Thelma Henderson:

Biographical Note

Thelma Henderson started working on Namibian language and education in 1977 and continued to be involved in Namibian projects in Zambia, Namibia and the UK for the next 25 years.

Before independence, there was a great deal of activity in Lusaka directed towards improving the level of education of Namibian refugees and also to planning future education policy. Thelma contributed to both these activities.

In order to help to improve knowledge and use of English, Thelma acted as an adviser on materials development (i) at workshops for students entering courses at the United Nations Institute for Namibia in 1977, 1978 and 1987 funded by the British Council; (ii) at the Commonwealth Conference Workshop, Lusaka, in 1981, for the production of the Namibian English Language Course intended for distribution to the Namibian settlements in Angola and Zambia; (iii) at the Namibian Extension Unit, Lusaka, in 1982, 1987 (twice) and 1988 for the production of the Junior Secondary English Course also intended for distribution to the settlements in Angola and Zambia, and again funded by the British Council. Many of these materials were written in the context of the situation at that time.

In order to plan language and education policy after independence, a number of international conferences were organised at UNIN. Funded by ODA (now DFID), Thelma was invited to present papers and contribute to the discussions of new language education policy and strategies. This included contributions to the conferences on English Strategies for Namibia (1980) and Language Policies for Namibia (1983); and, just before independence, the final conference on the future of education in Namibia to which, for the first time, specialists and officials from the previous administration of Namibia were invited.

After independence, there was a heightened sense of urgency concerning the strategies for the reform of the education system and their implementation. A great many
consultancy reports were written about the existing education system and the changes that would be needed to bring it into line with the new government’s mission. Thelma was invited to write several of these reports for the Ministry of Education: Introducing English within the Formal System of Education (1990); Introducing English within the Adult and Non-Formal Sector of Education (1991); English at Tertiary Level (1994); English Language Teacher Education in Namibia: Current State and Future Needs (1994). In order to write these reports, it was important to take account of the emerging new education system and the ways in which a new second language might fit within it. The documents reflect the wider context of education reform.

Parallel to these activities in Africa, Thelma was also Joint Director of what is now called the Centre for Applied Linguistics at the University of Warwick. Warwick was always very proud of its Namibian connections and of the fact that Namibians were trained there in subjects such as law, economics and education.

Due to work on the language and education policy, a number of groups of Namibians students were received at Warwick who attended teacher education and postgraduate courses; and established a link with the new Language Centre at the University of Namibia.

The groups of education students started coming to Warwick before independence, the first being a group from UNIN who took part in a split B. Ed programme which had been specially designed for them. It was followed, after independence by other groups who came to study for the Diploma in English Language Teaching and, later, for the MA in English Language Teaching. A number of teachers, lecturers and education officers, in Namibia now, will remember their experience in the UK.

When the Language Centre was set up at UNAM, a link was established with Warwick. It involved the provision of advice and support for the Director and the staff. Staff from UNAM visited Warwick and vice versa over a period of time. It was hoped that those initial contacts would prove useful in setting up and sustaining the work of the UNAM Centre.

When Thelma finally retired in 2001, she still had a large collection of documents about Namibia which had been assembled over the previous 25 years. She always felt they belonged in Namibia as a basis for research for younger generations. These are the set of documents which make this collection.
THE COLLECTION

Summary

The Thelma Henderson collection of some 3-400 items covers the influential period of educational development from 1974 to 2001. It includes documents on colonial education, education in South West Africa, Namibia’s education problems, education and language plans for an independent Namibia. It also covers the history of the country including the fight for freedom. The liberation struggle as well as SWAPO’s literacy campaign efforts are some of the topics found in the collection. Issues of manpower development, adult learning, role of language in development and transition needs and requirements for Namibia are included. Furthermore, the documents also refer to issues of language policy for the country and the consideration of using English as a medium of communication as well as an examination of English proficiency in Namibia. Other notable areas covered by the collection include the work of the United Nations and the UNIN on Namibian education and general development; mobilization of resources; English curriculum and syllabus; research reports on education matters; wages and salaries for the education profession; English teacher training and seminars on education in Namibia. The collection also holds documents on plans to establish an institution for higher learning in Namibia which resulted in the formation of UNAM.

Arrangement of documents

The collection has been re-arranged by the archivist having noted that there collection did not come with any formal and systematic arrangement scheme – this is common with personal collections. The archivist re-grouped items in the collection according to (i) subjects, (ii) records series (classes) in an attempt to group together items that would make sense for them to be together, for easy access to researchers. This resulted in a total of 11 classes - articles, books, booklets, curriculum and syllabuses; newsletters; policy statements; posters, proposal, reports, seminars, and teaching & training materials [see Summary of Classes below].
**Archives Reference**

PA 5 (Private Archives 5) – this is the reference (prefix) to the whole Henderson collection. From there, each class of records has a sub-number, e.g. 1 – Articles; 2 – Books; 3 – Booklets. Thus, to order the third file from the class ‘Articles’, one would order PA 5/ 1/3.

**The Papers**

The collection from UK was donated to UNAM on behalf of Thelma Henderson by Prof. Mawditt on 21 February 2013 at UNAM, Windhoek.

The Collection was processed by Violet Matangira in March 2013.
DESCRIPTION OF ARCHIVES

SUMMARY OF CLASSES

1. Articles
2. Books
3. Booklets
4. Curricula & Syllabuses
5. Newsletters
6. Policy Statements
7. Posters
8. Proposals & Plans
9. Reports
10. Seminars & Workshops
11. Speeches
12. Teaching & Training Materials
13. Miscellaneous Papers
DESCRIPTION OF ARCHIVES

Harry, T.
PA 5

ARTICLES: 1970 - 2001

1. Abdulaziz, M.H. *English in Language Planning and Use in Kenya*, a paper delivered at the seminar on English Strategies for Namibia, UNIN: 1980 May


PA 5/1/ Articles cont.


14 Cunningham, John, *Science: with particular emphasis upon the preparation of teachers for the primary age phase*, a paper presented at the International Conference on Teacher Education in Namibia, United Nations Institute for Namibia, Lusaka, Zambia: 1989 Sept


16 Dodds, Tony, *Training Teachers by Distance Education: the potential for Namibia*, a paper presented at the International Conference on Teacher Education in Namibia, United Nations Institute for Namibia, Lusaka, Zambia, September 1989

17 *Educational Statistics: Namibia*: 1977 (2 copies)


20 *Equipping Namibia for Independence*, an article in Commonwealth Currents: 1978 June

21 Erkana, Tangeni, *The Present Situation in and outside the Classroom with regard to National Languages*, a paper delivered at the National Conference on the Implementation of the New Language Policy, Ongwediva Teacher Training College, Namibia: 1992 June

22 Green, R.H. *Namibia, Background Notes*: (n.d. 1970s)

23 Guile, Timothy, *The Role of Local Languages*, a paper delivered at the seminar on English Strategies for Namibia, UNIN: 1980 May


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27 Harlech-Jones, Brian, Language and the Constitution, Facetten: 1990
28 Harlech-Jones, Brian, English in Namibia in Crux, a journal on the teaching of English: 1990 May 2
29 Hoey, Susan, Points I would like to stress in response to the summary paper from the Mathematics and Science group with reference to the Survey of Mathematics Education in Namibia, Institute of Education, University of Warwick, 1989
31 Kashoki, Mubanga, Achieving Nationhood through Language: the Challenge of Namibia, a paper delivered at the seminar on English Strategies for Namibia, UNIN: 1980 May
33 Language Ecology Conference, University of Namibia
34 Lawrence, Lorraine, Guidelines for Developing In-Service Training Programmes in South Africa, a paper presented to the Faculty of Education, Fort Hare, South Africa: xxxx
35 Madzokere, S.M., Patterns of Teacher Education in Zimbabwe, with special reference to the Zimbabwe Integrated National Teacher Education Course (ZINTEC) a paper presented at the International Conference on Teacher Education in Namibia, United Nations Institute for Namibia, Lusaka, Zambia: 1989 Sep
36 Mbassi-Manga, F. English in a Bilingual Situation: the case of the United Republic of Cameroon, a paper delivered at the seminar on English Strategies for Namibia, UNIN: 1980 May
37 Mhina, G.A., Tanzania’s Experience, a paper delivered at the seminar on English Strategies for Namibia, UNIN: 1980 May
38 Mwanakatwe, J.M., Zambia – English as the Official Language, a paper delivered at the Seminar on English Strategies for Namibia, UNIN: 1980 May (x2)
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41 Minister of Education and Culture, Pedagogy in Transition: the imperatives of educational development in the Republic of Namibia, a submission to the National Assembly for the Budget Debate 1991-1992: 1 991 May
42 Namibia Bibliography, from the Seminar on Language and Education in Namibia, International African Institute, London: 1978 June
43 Namibia: Education in Transition – Needs and Requirements, SWAPO Department of Education and Culture: 1990
44 Namibian Association of Norway (NAMAS) The Involvement of NAMAS in and ELU Project for the CCN adult education programme in Namibia 1988-1990, a paper presented to the International Conference on Teacher Education in Namibia, United Nations Institute for Namibia, Lusaka, Zambia: 1989 Sept
45 Namibiar, K.C., English Syllabus and Materials Design in Formal Education, a paper delivered at the seminar on English Strategies for Namibia, UNIN: 1980 May
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48 Nghidinihamba, Ndilula, Principal, Namibia Secondary Technical School, Loudima, Congo, A contribution on teacher training, a paper presented at the International Conference on Teacher Education in Namibia, United Nations Institute for Namibia, Lusaka, Zambia: 1989 Sept
49 Sanders, Claire, Namibia Sheds Afrikaans Accent with Difficulty, THES: 1992 Oct
51 Samoff, Joel, Toward Education for All: a development brief for education, culture and training (Draft 2 for discussion), Ministry of Education and Culture Namibia: 1992 Sept
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3 College of Out of School Training, **Technical Training Yearbook 1991**, Academy, Windhoek 1991

4 Department of Information and Publicity, **SWAPO of Namibia, To be Born a Nation: the Liberation Struggle for Namibia**, Zed Books: 1981


8 Katzao, John, Mbumba, Nagolo, Pateman, Helgard, Van Staden, Eddie and Tait, David, **Understanding History 8, Book 1, Early History of Namibia and Africa**, Longman Namibia, 1991

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10 International Defence and Aid Fund for Southern Africa, **Namibia: the facts**, 1980
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   1 English Course Work Books
      1 Work Book 1
      2 Work Book 2
      3 Work Book 3
      4 Work Book 4
      5 Work Book 5
      6 Work Book 6
      7 Work Book 7
      8 Work Book 8
      9 Work Book 9
     10 Work Book 10
   2 English Course Group Leaders
      1 Notes
      2 Training Handbook
   3 English Course Tutor’s Notes
   4 Primary Health Care Workbook 1
   5 Introductory English Workbooks
      1 Work Book 1
PA 5/2/19/5 Books cont.
2 Work Book 2
3 Work Book 3
4 Work Book 4
5 Work Book 5
6 Work Book 6

PA 5/2 Books cont.
21 O'Callaghan, Marion, Namibia: the effects of apartheid on culture and education. UNESCO: 1977
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27 Williams, Kathy (ed), Namibia, New Discoveries, University of Warwick, October 1992

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1 College for Out of School Training, Windhoek, General and Commercial Training Yearbook 7, 1990
2 College for Out of School Training, Windhoek, Technical Training Yearbook 9, 1990
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43 University of Namibia, *Language Centre Proposal*, University of Namibia: 1993
44 University of Namibia, *Language Centre*: 1998 (2 copies)
45 University of Namibia, Strategic Planning and Development Unit, *Two Year Priority Work Programme, January 1994-December 1995*, University of Namibia, November: 1993
46 University of Namibia, *Faculty of Education Yearbook 1994*, University of Namibia, Windhoek: 1994
47 Von Garnier, Christine, *Katutura Revisited*, Roman Catholic Church, Windhoek, Namibia: 1986

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1 Curriculum Implementation Project – Training Workshop for Teachers of English x2
2 English Language teaching syllabus for pre-grade to Grade 6.
3 Guidelines for review of draft document: Aims & criteria for the development of a broad curriculum for Basic Education.
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6 Ministry of Education and Culture, *Provisional Language Policy for Schools, a draft for discussion*, MOEC, July 1991. (3 copies)
7 Ministry of Education and Culture, *Broad Curriculum for the Basic Education Teacher Diploma, Draft Version 8 (for discussion)*, MOEC, undated. x2
PA 5/4 Curricula & Syllabuses cont.
11 Ministry of Education and Culture, English Syllabus. Primary Phase: Part One Grades One to Three, MOEC, 1994 (2 copies)
13 Namibia Extension Unit – Junior Secondary English – Syllabus
14 The Rosssing Foundation: English Language Training Programmes
15 University of Cambridge Local Examinations Syndicate, English as a Second Language Syllabus from the International General Certificate of Secondary Education, UCLES, 1995
16 University of Namibia, Language Centre, Communication and Study Skills in English, Course Introduction, 1998

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5 NEWSLETTERS: 1979 - 1993
1 Departement van Nasionale Opvoeding, Newsletter, Vol.1, No.2, March 1990
2 EMIS Bulletin, Vol. 1, Number 1, Ministry of Education and Culture, March 1993
3 Geingob, Hage, Namibians Train for Tomorrow, UNESCO Courier, 1977
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9 The Examinations Board for South West Africa, General Instructions, in the Gazette, Vol1, No1/84, Windhoek October 1984
PA 5/5 Newsletters cont.
15 *UNAM Forum*, Newsletter of the University of Namibia, No. 5, May/June 1994
16 *UNIN News*, a quarterly publication of the United Nations Institute for Namibia
   1 Vol. 3, No 3, November/ December 1984
   2 Vol. 4, No 1, April 1987.
   3 Vol. 4, No. 2-4, December 1987
   4 Vol 5, No.1 April 1988 (2 copies)
   5 Vol. 5, No 2-4, December 1988
   6 Vol.6, No 3-4, December 1989.

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6 POLICY STATEMENTS: 1986 - 1990
1 Ministry of Education, Culture, Youth and Sport, *Change with Continuity, Education Reform Directive 1990*, Windhoek, November 1990 (2 copies)
3 The National Teachers Resource Centre Network Policy Paper: 1994 June
4 Part Two: In Transition. A description of the integrated teacher training programme, 1986-89

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7 POSTERS: 1974
1 Stop the Plunder of Namibia’s Natural Resources, United Nations Department of Public Information, 1974
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8 PROPOSALS & PLANS: 1979 - 1995

2 Commonwealth Secretariat, *Proposed Distance Education Programme for Namibians*, June 1980.
3 Department of Adult Youth and Non-Formal Education, *Project Description: Production and Introduction of New Literacy Materials*, MOECYS, 1990
4 English Language Development project, 1993
5 International African Institute, *Project on Language and Education in Namibia*. 1979 Dec 3.
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11 Christie, T., *British Council Higher Education Link Scheme between Faculty of Education University of Namibia and School of Education, University of Manchester: report of an inaugural visit to the University of Namibia*, 1994.

12 Chuard, Dominique, Jarousse, Jean-Pierre and Mingat, Alain, *Costs, Financing and Development of Education in Namibia (First draft)*, IREDU, University of Burgundy, France October 1994

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17 Dodds, Tony, Goliath, Zacheus, Matshazi, Meshack, Mbango, John, Mortenson, Knud, Mthoko, November and Scales, Dick, Distance Education in Namibia: a report of a feasibility study conducted in January-February 1990, Namibia Extension Unit, 1990.
18 Ellis, Justin, Secondary Education in Namibia, a background paper for the World University Service seminar on Education for Namibians in the UK, London June 1982
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20 English Strategies for Namibia: a working paper, Social and Education Division, United Nations Institute for Namibia, Lusaka, (undated)
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45 Moore, C.J. and Dunbar, M.H., Vocational Education and Training, ODA/MOEC, July 1992

46 Mulat, Lakew, Project Performance Evaluation Report (for UN Volunteers), UNDP, October 1990


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51 Project Development Committee of the National Institute for Education Development, Report on the Study of the Precendent Trip to Zimbabwe, Zambia and Botswana, July 1990.

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64 Teacher Education Reform Programme (TERP) in Namibia. *Staff Development Course in Education for Teacher Educators*, Department of Education, University of Umea, Sweden, 1995
65 Turner, John, *Education in Namibia: Appendices*, ODA, March 1990
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10 SEMINARS & WORKSHOPS: 1980 - 1995
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PA 5/11/1 Seminars & Workshops cont.

3 Carver, David, *Current English Language Use, Instructional Facilities and Teaching Methodologies in Namibia*, a paper delivered at a seminar on the English Language Programme for Namibians at UNIN in Lusaka, 1983


5 Commonwealth Secretariat, *Implementation of the Seminar Recommendations: the identification and mobilisation of resources*, a paper delivered at a seminar on the English Language Programme for Namibians at UNIN in Lusaka, 1983


7 Dodd, H.R. *Issues and Strategies in the Teaching and Use of English as a medium of Instruction within the School System in Botswana*, a paper delivered at a seminar on the English Language Programme for Namibians at UNIN in Lusaka, 1983

8 Jenkins, Janet, *Distance Teaching as a Means of Spreading the Use of English among Namibians*, a paper delivered at a seminar on the English Language Programme for Namibians at UNIN in Lusaka, 1983


10 NEU, *The Work of the Namibian Extension Unit in English Language Instruction*, a paper delivered at a seminar on the English Language Programme for Namibians at UNIN in Lusaka, 1983


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2 Address by the Hon. Mister of Education and Culture, Prof. L.K.H. Goma at the official opening of the seminar on English strategies for Namibia held at UNIN, Lusaka, Zambia: 1980 May 5
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3 Bryden, Pat and Shkatatange, Lydia, Draft of Literacy: Basic English (undated)
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7 Dickens, Patrick, Draft of Ju/Hoan Lessons (literacy), (undated)
9 Goodwin, Chris, English Communication Course for the National Primary Certificate: Syllabus, 1990
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14 Omeb, Moses, Is the Communicative Language Teaching Approach Appropriate in Namibia? An assignment for the Dip AES Course in the TESOL Unit at the West Sussex Institute of Higher Education, January 1989
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15 Omeb Moses, English Language Syllabus and Materials in the English Language Unit’s Adult Education of the Council of Churches of Namibia, an assignment for the Dip AES Course in the TESOL Unit at the West Sussex Institute of Higher Education, June 1989
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2 A List of Literature Books needed: n.d.
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13 Aide Memoire for Minister of Education. Needs and strategies for the implementation of English Language in the formal system of education: 1990
14 Minutes of Informal meeting of members of the sub-committee for Library and Information Services with Mrs Henderson, Mr Utley and Mr Chamberlain: 1990 June 1
15 Interim Steering Committee, National Institute for Education Development (NIED) Project, Draft Agenda for next meeting: 1990 May 22
16 Education Forum ESL Questionnaire: n.d.
18 Academy documents in one folder: [1989]
19 Grade 9 Monitoring visits; Khorixas Region: 1992 Nov 17-20
20 Bill to establish the University of Namibia and to provide for the administration and control of affairs of the university, for the regulation of its activities and for matters incidental thereto: n.d.
21 Untitled document - Curriculum development issues?
22 The Namibian Association for Teaching of English (NATE) – constitution (draft?)