



basic education

Department:  
Basic Education  
REPUBLIC OF SOUTH AFRICA

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## NEWSLETTER

# 2016 Supplementary Examination results



The Class of 2015 retained an above 70% pass rate. The 70.7% pass rate represents 455 825 candidates who have passed the 2015 National Senior Certificate (NSC) Examinations, the largest in history.

The 2016 NSC Supplementary Examinations took place from 10 February 2016 to 17 March 2016. The Supplementary Examinations proceeded extremely well with very few reported irregularities. A total of 115 966 full time and 816 part time candidates enrolled to write the supplementary examinations. The Supplementary Examination is a fully fledged NSC examination administered to candidates who were unable to write the November examination due to ill health, or being short of two subjects to meet the requirements of the NSC or short of one subject to meet the requirements for admission to Higher Education. In essence, the Supplementary Examination provides candidates with a second opportunity to meet the requirements of the NSC and is, therefore, in keeping with the principle of broadening access to education.

The high number of learners who enrolled to write the supplementary examinations is an indication that the Second Chance NSC Programme is yielding positive results. This year we saw 25 577 more candidates than in 2015. However about 40 142 candidates who enrolled did not write the examination. This represents a “no show” of 34.6%, and when considered against the high costs incurred in running a full-scale examination, it is imperative that as the DBE we institute measures to curb the high level of “no shows”.

Click on the below link for the full media release:

<http://www.education.gov.za/Newsroom/MediaRelease/tabid/347/ctl/Details/mid/3963/ItemID/4056/Default.aspx>



# DBE to introduce new *Managing and Leading Education with Digital Technologies* Short Learning Programme

The DBE, in partnership with Vodacom Foundation, Microsoft, UNICEF and through the University of Johannesburg (UJ), will be launching a blended university accredited Short Learning Programme (SLP) on *Managing and Leading Education with Digital Technologies* for selected education officials on 11 July 2016. The selected officials will attend face-to-face lectures at the UJ Auckland Park Campus until 14 July 2016; after which they will continue with the virtual lecture part of the course until 30 November 2016.

This SLP is targeted at 115 Education Managers of District Teacher Development Centres (DTDCs) and Provincial Teacher Development Institutes (PDTIs), which are collectively called Teacher Centres, as well as 50 e-Learning Specialist Trainers who represent all Provincial Education Departments (PEDs) on the DBE's National Core ICT Training Team (NCITT). The DBE, through its partnership with Vodacom, Microsoft and UNICEF, has been growing the competencies of the managers of the DTDCs systematically over the past two years in order to take the proficiencies and competences of DTDC Managers and e-Learning Specialists to the next level. The purpose of the SLP is to enable education officials who are in the DBE and PEDs to effectively harness the potential of digital technologies in support of their management and leadership roles.



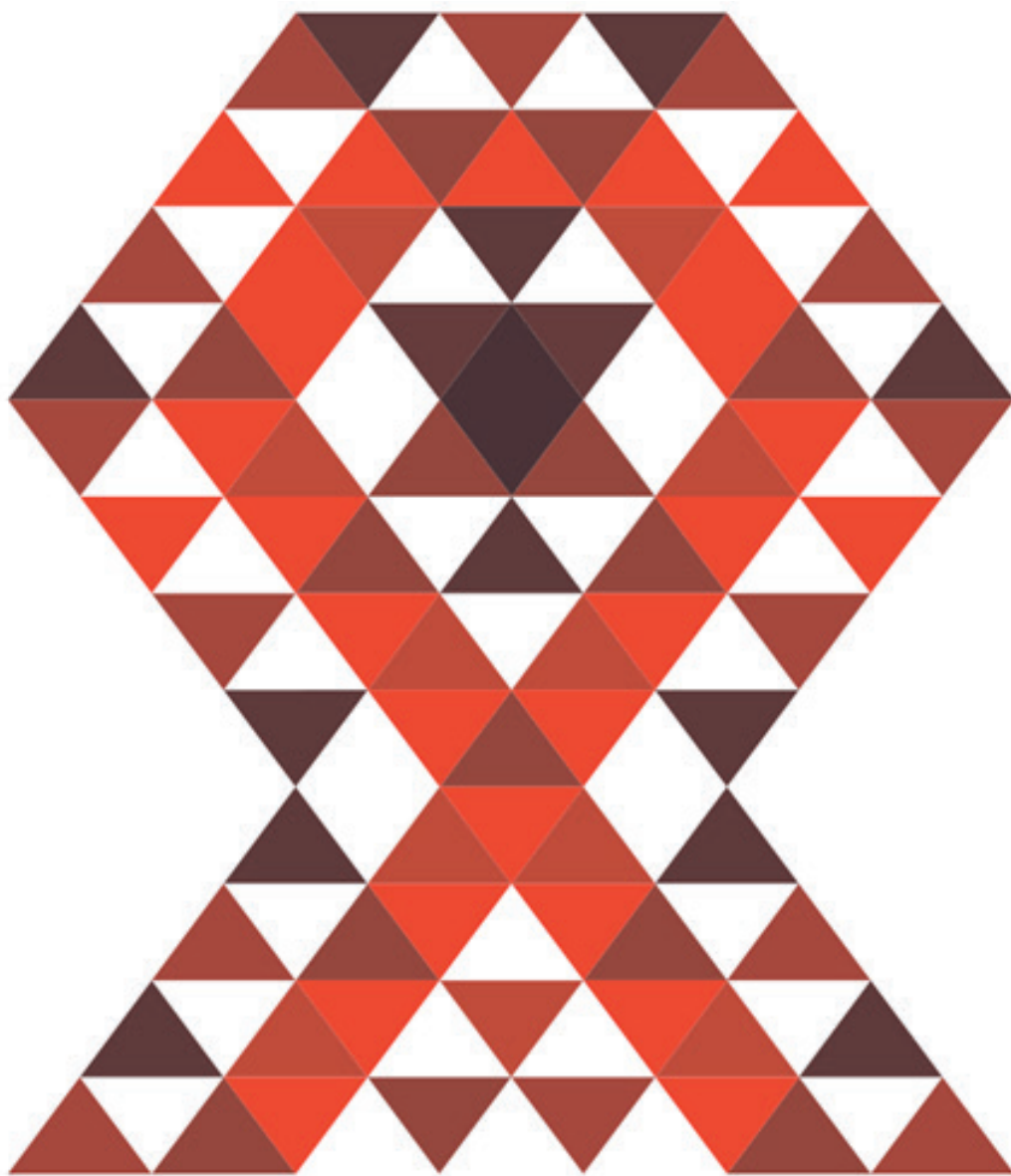


# Oliver Tambo Debate Series/ DBE Roundtable on Assessment



The Minister and Deputy Minister of Basic Education, Mrs Angie Motshekga and Mr Enver Surty, will be hosting the DBE Assessment Roundtable as part of the Oliver Tambo Debate Series on 19 July 2016 at the DBE in Pretoria. The theme for the Roundtable is: *Basic Education + Effective Assessment = Inclusive Growth; How assessment can play a role in improving learning and teaching*. The commissions, during the course of the day's programme, will focus on the following areas of discussion: classroom assessment; examinations; assessment surveys; and technology in assessment. The purpose of the roundtable is to gather educational specialists from a variety of institutions within the sector to share innovative ideas on educational assessment and enhance on-going dialogue on the role of assessment in improving quality education through the strengthening of national assessment models.

## DBE to participate in AIDS2016 Conference



**AIDS 2016**  
**21ST INTERNATIONAL**  
**AIDS CONFERENCE**  
DURBAN, SOUTH AFRICA JULY 18–22, 2016  
**WWW.AIDS2016.ORG**

South Africa will host the 21st International AIDS Conference, commonly known as AIDS2016 from 18 to 22 July 2016 at the Albert Luthuli International Convention Centre in Durban, KwaZulu-Natal, under the theme *Access Equity Rights – Now*.

During the conference, the DBE will participate in a number of activities, such as the *Pre-conference Eastern and Southern Africa (ESA) Commitment Technical Meeting* organised by the Joint United Nations Programme on HIV/AIDS (UNAIDS) in collaboration with the United Nations Educational Scientific and Cultural Organisation (UNESCO), United Nations Population Fund (UNFPA), Southern African Development Community (SADC) and the Eastern African Community (EAC) Secretariat and partners. The Deputy Minister of Basic Education, Mr Enver Surty, the Director-General, Mr Mathanzima Mwelu and the Deputy Director-General for Social Mobilisation and Support Services, Dr Granville Whittle, have been invited to attend the Pre-conference ESA Commitment Technical Meeting which will be held on 18 July 2016. The DBE is participating in the implementation of the ESA Commitment that was affirmed on 07 December 2013.

The DBE will also be part of an exhibition by the South African Government and the South African National AIDS Council (SANAC) and partners to showcase efforts aimed at bringing vital knowledge and interventions to learners, educators, officials and communities in order to prevent and mitigate the spread of new HIV infections; and to exhibit the multi-sectoral response that South Africa has implemented. The Department will disseminate material by the various Directorates at the conference to communicate the range of pro-poor care and support programmes that are currently being implemented by different Branches.



# Play Conference on **E**arly **C**hildhood **D**evelopment

The DBE, Cotlands and UNICEF, supported by The LEGO Foundation, will be hosting a national conference on the importance of play-based learning in Early Childhood Development (ECD) at The Aviator Hotel near the OR Tambo Airport in Kempton Park from 12 to 14 July 2016. The conference will focus on three main tracks: the importance of play for the young child; play-based learning; and resources in developing a culture of play-based learning.

During the conference, some of the foremost researchers and experts will share their views and insights on the importance and value of play-based learning in early childhood development in South Africa, Africa and the world. The interactive clinics, scheduled for the afternoons, will enhance practical skills and knowledge, enabling science and policy to inform practice.



## 2016 Youth Citizen's Action Programme to empower our youth



The finals of the Youth Citizens Action Programme (YCAP) national competition will take place from 22 to 24 July 2016 at Roodevallei in Pretoria. Provinces convened their YCAP district and provincial elimination rounds from May 2016 to June 2016. The YCAP is a youth development programme that has been running in schools nationally since 2009. The programme was initiated out of a series of youth dialogues held in 2009 by a Non-Profit Organisation (NPO), Afrika Tikkun, which focused on empowering South Africa's most vulnerable children to develop them into productive members of society.

The first YCAP initiative was endorsed and piloted in the Eastern Cape Province, KwaZulu-Natal Province, Gauteng Province and the Western Cape Province in 2009. Following the successful pilot in the four provinces, the programme was expanded to all nine provinces during 2010. The programme is endorsed by Heartlines in partnership with the University of South Africa (UNISA) who have partnered with Empowervate as research partners. Empowervate is funded by Deutsche Bank and UTi Mounties. YCAP aims at empowering and motivating learners, and to provide opportunities to practically implement life skills and values. The programme has grown since its inception from 40 schools participating in 2010 to 364 schools participating in 2014 in 64 districts across all provinces.

The programme is open to learners in Grade 7 and Grade 10 as a five member team. Learners are expected to identify problems in their schools and communities such as health, safety, educational, environmental and moral issues. The 2016 programme will also include a new Social Entrepreneurship Programme for Grade 11 and 12 learners. Once the learners have identified a problem, they must develop an action plan to address these problems and show how their actions made a positive change, as well as how the project will be sustained in the future. In addition, learners are also requested to create a portfolio of evidence and prepare an oral presentation for the finals.



# Basic Education Director-General visits Technical Occupational School in Kempton Park

During the Technology and Technical Education Roundtable Discussion held at the DBE Conference Centre in Pretoria, on 04 December 2015, Minister Motshekga informed various education stakeholders that there has been a need to introduce Vocational, Technical and Occupational streams in addition to the academic stream. The main objective being to provide earlier access to skills and vocational subjects to learners who have a greater interest and aptitude in technical and vocational education and thereby ensuring that they have improved chances to proceed into artisan training and employment.

In this regard, the Minister approved the establishment of a Steering Committee for the development of a Skills and Vocational NQF Level 1 Qualification. To date, the development of the draft qualification in this area is far advanced and encompasses 26 skills and vocational subjects that include an academic component aligned to the CAPS as well as vocational subjects that are aligned to the occupational qualifications accredited by the Quality Council for Trade and Occupations (QCTO).

“We have successfully trained Subject Advisors for both the GET and FET bands in these new offerings. We are of a firm view that this three-pronged approach i.e. Academic, Technical Vocational and Technical Occupational pathways will be able to accommodate all learners. We are also alive to the debates that not all learners are academically inclined. The introduction of the three streams will economically benefit the country and draw a sizeable number of learners towards addressing the skills shortages and producing ready-made learners for the TVET Colleges,” said the Minister.

During June 2016, Basic Education’s Director-General, Mr Mthanzima Mweli, accompanied a visiting delegation of the European Union on a visit to Kempton Panorama School in Kempton Park, to monitor how Vocational, Technical and Occupational subjects are being offered there. The school is currently offering 16 workshops in the technical occupational stream, in addition to the academic senior phase subjects. These workshops include: two for Needlework, one for Early Childhood Development, a workshop for Food Production, two for Consumer Studies, one for Hairdressing, three Computer Labs, two for Welding, one for Sheet Metal, one for Motor Mechanics, one for Spray Painting and Panel Beating as well as two for Woodwork.

Click on the below link for the full article:

<http://www.education.gov.za/ArchivedDocuments/ArchivedArticles/BasicEducationDirector-GeneralvisitsTechnicalOccupationalSchoolinKemptonPark.aspx>



# ICT Update on Learner and Teacher Resources – Siyavula resources

Every learner should have access to the most basic resources to achieve quality education. In pursuit of making education accessible, the DBE in partnership with Siyavula under the sponsorship of Sasol Inzalo Foundation (SaIF), have developed book titles spanning Mathematics and Science subjects from Grades 4 to 12. These are high-quality, curriculum-aligned Open Educational Resources. Releasing them under a Creative Commons licence lowers the legal barrier to sharing them, while making them available in multiple formats lowers technical barriers to accessing them. These Siyavula resources can be accessed for free online (even from the most basic internet-enabled phone), as an ePub, or a PDF file ready for printing. A DBE/Siyavula shared mandate is to provide an effective learning experience, whilst making quality content easily accessible to all.

*Siyavula* is a Nguni word which means *we are opening*. Formerly seeded by the Shuttleworth Foundation, Siyavula supports and encourages communities of teachers to work together, openly share their teaching resources and benefit from the use of technology.

Please visit <http://www.siyavula.com>

and [http://www.education.gov.za/Curriculum/LearningandTeachingSupportMaterials\(LTSM\)/SiyavulaTextbooks.aspx](http://www.education.gov.za/Curriculum/LearningandTeachingSupportMaterials(LTSM)/SiyavulaTextbooks.aspx) for additional information.



# Professor Malik Maaza pays a courtesy call to the National Commission for UNESCO



The South African National Commission for UNESCO Secretariat received a courtesy call visit from the Chair holder of the UNESCO Chair in Nanoscience and Nanotechnology, Professor Malik Maaza.

The chair is a trilateral partnership between the United Nations Educational, Scientific and Cultural Organisation (UNESCO), Unisa and iThemba LABS. It falls within the framework of the UNITWIN/UNESCO Chairs Programme, which provides “think tanks and bridge builders” between the academic world, civil society, local communities, research and policy-making.

Other partners in the Chair include the Abdus Salam International Centre for Theoretical Physics (ICTP), the Academy of Science for the Developing World (TWAS), the Organisation for Women in Science in the Developing World (OWSDW), the Science and Technology Directorate of the French Embassy, the National Research Foundation of South Africa (NRF) and the United States (US) National Science Foundation.

## Let's celebrate Nelson Mandela International Day by making a difference in the lives of others

**Nelson Mandela International Day**  
**Take action - Inspire change**  
**18 JULY 2016**  
**NELSON MANDELA INTERNATIONAL DAY**  
**Read to Lead**  
*A Reading Nation is a Leading Nation*

**Make every day a Mandela day**  
callcentre@dbe.gov.za | call centre: 0800 202 933 | www.education.gov.za

Nelson Mandela International Day was launched in 2009 in recognition of former President, Nelson Mandela's birthday on 18 July via a unanimous decision of the United Nations' General Assembly. It was inspired by a call Nelson Mandela made a year earlier, for the next generation to take on the burden of leadership in addressing the world's social injustices when he said that “it is in your hands now”. Nelson Mandela International Day encourages all global citizens to take responsibility of improving each other's lives and addressing the world's social injustices. It is more than a celebration of Madiba's life and legacy. It is a global movement to honour his life's work and act to change the world for the better.

Some of the focus areas for the month will include food security; education and literacy; shelter and infrastructure; and the environment. The DBE will again, this year, be packing food parcels for distribution on the day in partnership with Vodacom. Through the National School Nutrition Programme (NSNP) the DBE ensures access to sufficient, safe and nutritious foods for learners to maintain a healthy and active life. This is a crucial social support measure for effective development and growth. Feeding activities, whether food parcels, food gardens or feeding schemes that provide long-term access to food security, can transform world hunger.

In a world where knowledge truly is power, education and literacy are the basic building blocks that unlock the gates of opportunity and success. We all have a responsibility as parents, as caregivers, as educators, as leaders and as citizens, to instil in individuals, children and communities the critical drive for literacy and learning so that we can give them the chance to fulfil their dreams. Last year the Minister of Basic Education, Mrs Angie Motshekga, also held provincial roadshows to promote the National Reading Campaign, which gives effect to reading promotion and library provisioning initiatives which include, amongst others, the refurbishment of at least 1000 school libraries per annum, the implementation of reading programmes the involvement of communities in promoting reading.

“What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead” – Nelson Mandela.

# What is a performance agreement with an employee? By Labour Relations Director, Mr DN Ntloana



A performance agreement is a formal plan developed by you and your supervisor which records what is to be achieved, how and by when. The agreement details how progress will be monitored and achievements will be measured and recorded. Some of the key benefits of a good performance management system include:

## ***Working towards common goals***

We often become so caught up in our daily work routine that we forget about our purpose in an organisation. Individual performance drives organisational performance. It is important to ensure that everyone understands the department's/organisation's vision and goals, how their work fits in to the organisation, and how they contribute to the accomplishment of the mission. Doing this increases engagement and improves programme delivery.

## ***A clear understanding of job expectations***

When employees and supervisors have a clear understanding of their specific job duties, ambiguities in the workplace are eliminated. Each individual is held accountable for their own duties and responsibilities. Performance Management empowers you to think about and to clarify your role in the organisation. Setting clear goals and expectations help with this exercise. Employee performance plans must provide for balanced, credible measures. Balance, so that in

addition to measuring expected results, the performance plans include appropriate measures, such as quality, quantity, timeliness, and/or cost effectiveness. To be credible, performance expectations must be: based on job analysis; clear, specific, and understandable; reasonable and attainable; measurable, observable or verifiable, and results oriented; communicated in a timely fashion; and foster continual improvement in productivity.

## ***Regular feedback about performance***

Regular feedback facilitates better communication in the workplace. Performance Management helps to identify strengths and weaknesses. It also allows for feedback opportunities to exchange views and opinions away from the normal pressures of work. Most importantly, it provides a better understanding of how performance is being assessed and monitored. This builds employee confidence and adds to your contribution in the workplace. Performance management can be a motivational tool, fostering you to not only feel more satisfied, but to go beyond the expected. If supervisors and employees aren't talking throughout the year, the system won't work, so there must be performance feedback processes that facilitate dialogue between supervisors, managers, and employees throughout the year. Performance management is not something that's looked at only at the beginning and end of the rating cycle, with just one mid-cycle review – it's a continuous, ever changing process, reflecting and measuring the work employees are performing for their department/organisation.



# Upcoming Events

- 10 –14 July 2016: The National School Sport Winter Games Championships will be taking place at the University of KwaZulu-Natal
- 11 – 14 July 2016: Introduction of DBE, UNICEF, Vodacom and Microsoft *Managing and Leading Education with Digital Technologies* course at the University of Johannesburg
- 12 –14 July 2016: The Play Conference will be held at The Aviator Hotel near OR Thambo Airport in Kempton Park
- 18 July 2016: Nelson Mandela International Day
- 18 – 22 July 2016: The AIDS2016 conference will be held at the Albert Luthuli International Convention Centre in Durban, KwaZulu-Natal
- 18 July 2016: Deputy Minister Enver Surty to attend the Pre-conference ESA Commitment Technical Meeting at the AIDS2016 Conference
- 19 July 2016: Minister Angie Motshekga and Deputy Minister Enver Surty will be hosting the Assessment Roundtable as part of the Oliver Tambo Debate Series at the DBE in Pretoria
- 22 – 24 July 2016: Youth Citizens Action Programme at Roodevallei in Pretoria
- 09 August 2016: National Women's Day
- 25 – 26 August 2016: Minister meets with District Directors at the DBE, Pretoria
- October 2016: Teacher Appreciation Month
- 01 – 02 October 2016: iNkosi Albert Luthuli Oral History Programme and gala dinner
- 03 – 07 October 2016: Heritage Education Schools Outreach Programme in the North West Province
- 05 October 2016: World Teachers' Day