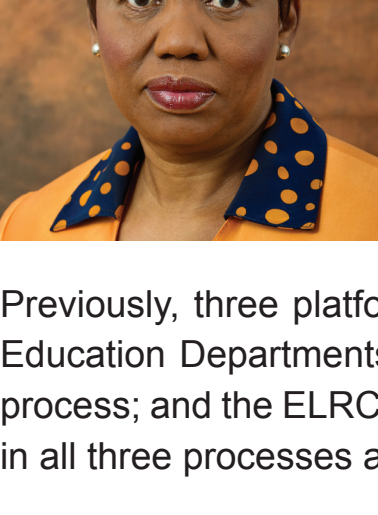




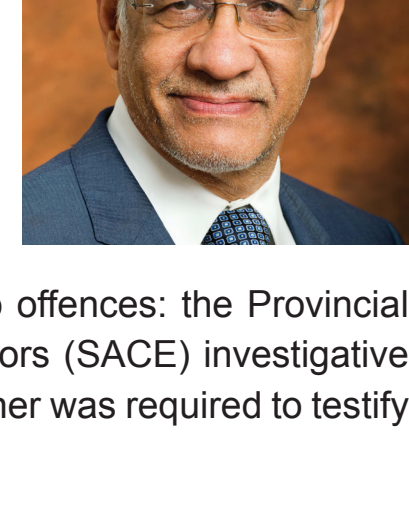
PRODUCED BY:  
THE DEPARTMENT OF BASIC EDUCATION

## NEWSLETTER

# Basic Education Sector introduces tough measures to deal with sexual offenders



Ground breaking collective agreements on how to deal with sexual offenders were reached between the Department of Basic Education (DBE) and teacher unions in the Basic Education Sector. The agreements were presented to the Portfolio Committee on Basic Education on 17 October 2018 in Parliament, Cape Town. The Education Labour Relations Council (ELRC) informed the Committee that the collective agreements would assist in creating safe environments for learners and enhance stability in schools. The most important agreement is with regards to sexual offenses committed by teachers against learners.



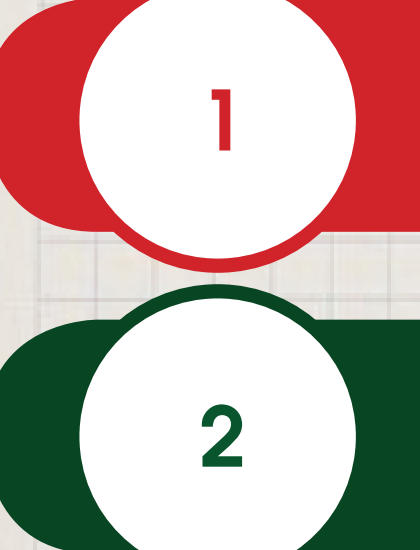
Previously, three platforms were available to learners who were victims of sexual misconduct or witnesses to offences: the Provincial Education Departments' (PEDs') internal disciplinary hearing processes; the South African Council for Educators (SACE) investigative process; and the ELRC arbitration process, in the event that the teacher refers a dispute to the Council. The learner was required to testify in all three processes and had to relive the trauma.

Collective Agreement No. 3 of 2018 provides a one-stop arbitration process that replaces the Department's internal disciplinary hearing and prevents the learner from having to testify multiple times and going through secondary trauma. There will also be a special panel of suitably qualified and experienced arbitrators to deal with matters related to sexual misconduct between learners and teachers. Intermediaries have been appointed to aid the child victim or witness to give evidence at a special venue such as the Children's Court where two-way mirrors will be used. Judgement of arbitration shall be final and binding and has the same status as an arbitration award under the *Labour Relations Act*.

A partnership has also been initiated with the Registrar of the National Sexual Offenders Register, and a Memorandum of Understanding has been put in place with the Department of Justice and Constitutional Development for the use of the Children's Court for special cases, and the recruitment of intermediaries. The ELRC and SACE have established a partnership to synchronise the processes of the two entities in relation to special cases where children are involved and both have agreed to collaborate on an awareness and advocacy campaign. The ELRC has also partnered with the South African Police Service (SAPS) to ensure that the names of people involved in sexual offenses with children are registered.

The Sector needs to align appointment processes to include a SAPS clearance certificate and also collaborate with School Governing Bodies for public and private schools where teachers are appointed. The DBE is confident that these improved measures will ensure that sexual predators do not teach learners in our schools.

## THE DIRECTOR-GENERAL OFFERS THE CLASS OF 2018 SOME FINAL EXAMINATION ROOM TIPS



Congratulations on reaching an important milestone in your schooling career – your Grade 12 examination!

I am sure that you have prepared both intellectually and emotionally for this most stressful part of your last academic school year. You have come this far and your final Grade 12 examination is the only thing that separates you from all the excitement of the long summer break that is just round the corner and more especially a bright future.

I am sure that your teachers, parents and family have given you lots of tips for examination preparation and having followed them you are confident that you are well prepared to write these papers.

May I kindly share with you a few last minute **examination room tips** to help you finish well!

1

**Breathe.** As you take your seat in the examination room, it is essential that you do not let the stress overwhelm you. Before you start to write, take a few deep, calming breaths to release all the built-up tension and put your body at ease. Relax!

2

**Read the instructions.** When you receive your question paper, take the time to carefully survey the format of the paper. How many questions are you being asked to answer? Is there a choice? How many marks are allocated to each part? Then plan on how much time you're going to spend on each question.

3

**Don't waste too much time outlining your answers,** writing down formulas you've memorized, or starting a question and then stopping and starting another question. You're being marked on the quality of your answer, not on notes to yourself or false starts.

4

**Be sure to develop your answers fully.** Many learners don't realize that, on essay exams, part of what's being marked is how well you develop and explain your answer, not just how correct it is. Consider explaining your points in more detail so that someone unfamiliar with the answer would know, just from what you say, what the answer is.

5

**Pace yourself.** Two or three hours is a long time. Think of the final exam as a work session, divided into a number of sub-sessions. Take a few-minute breaks between each question or part. Approach each question separately from the rest.

6

**Don't panic too soon.** In three hours, confronted with a number of questions of varying degrees of difficulty, there are bound to be ups and downs—times you're feeling better, and worse, about how the exam is going. Ignore such instantaneous feedback. Most tests are designed to have some harder questions, and in any case, such self-evaluation is often wrong.

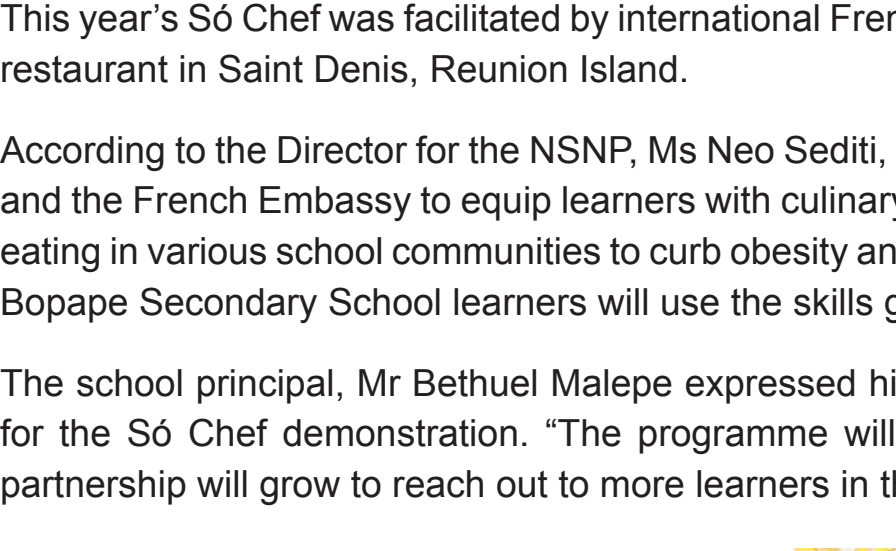
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**Stay until the end.** Leaving before the examination is over, is never a good thing to do, since there are always problems to be checked over or essays to be proofread. Even making a single correction to a problem, or adding a single point to an essay can make the difference between a good mark and a not-so-good mark.

**Best wishes – remember- “the sky's the limit” and “the world's your oyster”**

Mr HM Mweli  
Director- General

## 19th Annual Provincial Teaching Award ceremonies hosted across the country



The Annual Provincial Teaching Award ceremonies took place in four provinces this week. Limpopo Province hosted their provincial award ceremony on 18 October 2018, whilst the Free State, the North West and Mpumalanga Provinces hosted their provincial award ceremonies on 19 October 2018. The Annual National Teaching Awards (NTAs) were conceptualised and launched in 2000 by the late Professor Kader Asmal. Since their inception, the NTAs have become a popular way of recognising and awarding teachers who make a difference in learning and teaching.

Once the provincial winners have been identified in the various provinces, the National NTA adjudication process will be taking place in the Gauteng Province from 11 to 18 November 2018, with the top three candidates in each category competing for the prime spot during the 19<sup>th</sup> NTAs which will be taking place on 16 February 2019.

Director for the DBE's Continuing Professional Development Directorate, Mr Philip Dikgomo, explained: “The competition is tight. I must honestly say that provinces continue to submit stronger candidates every year. During the adjudication, each candidate is given 35 minutes to present his or her case following a set of criteria. The adjudication panel will comprise of two components; the core team comprising of 13 members representing the DBE and various stakeholder groups, and one or two specialists for each category”.

One of the categories is the Professor Kader Asmal Award which honours educators who make contributions at political and community levels. Educators who win this prestigious award are those teachers who take a stand on social justice issues, such as racism, poverty, gender and disability. In addition to the Professor Kader Asmal Award, the NTAs also play a significant role in recognising and promoting excellence in various areas of teaching specialisation through the following categories:

- Excellence in Primary School Teaching;
- Excellence in Secondary School Teaching;
- Excellence in Primary School Leadership;
- Excellence in Secondary School Leadership;
- Excellence in Grade R Teaching;
- Excellence in Special Needs and Inclusive Teaching;
- Excellence in Technology-Enhanced Teaching and Learning;
- Excellence in Teaching Mathematics (FET);
- Excellence in Teaching Physical Science (FET); and
- The Lifetime Achievement Award.

We wish all our teachers the best of luck during the Annual Provincial Teaching Award ceremonies!

## DBE partners with French Embassy to inspire young chefs

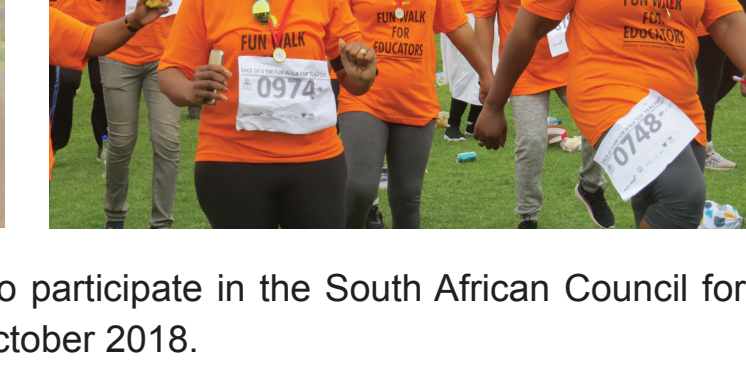
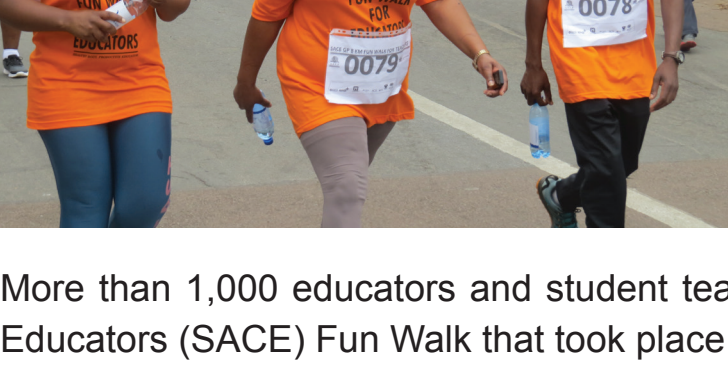
The DBE's Sô Chef programme – a collaboration with the French Embassy – continues to make headway in terms of promoting healthy eating habits in schools. Learners who chose Consumer Studies as a subject at Stanza Bopape Secondary School in Mamelodi, Gauteng Province, proudly hosted the Sô Chef demonstration aimed at promoting healthy eating in schools. It is hoped that the demonstration, which took place under the theme: “Breakfast – the best way to start the day”, will add value in mobilising learners to sustain healthy eating patterns, and accentuate the importance of starting the day with breakfast. This coincided with the United Nations Food and Agricultural Organisation's World Food Day commemorated annually on 16 October to address food security and malnutrition in global communities.

The Sô Chef is one of the critical programmes aimed at promoting entrepreneurship opportunities within the schooling system. Since its inception in 2016, the programme has been rolled out to various provinces, including the Eastern Cape, the Western Cape, KwaZulu-Natal and Gauteng. The purpose of the programme is to impart information and techniques in preparing healthy meals whilst stimulating learners' interest in Hospitality Studies in the hopes that they will aspire to become professional chefs.

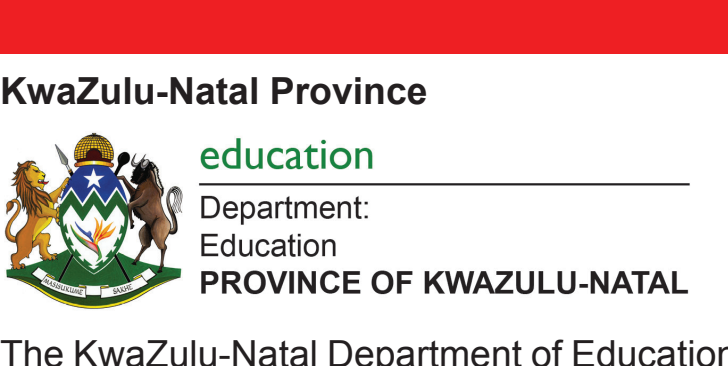
This year's Sô Chef was facilitated by international French chef, Mr Jean Alexandre Galmar, who works for the Apoteek mixologie and food restaurant in Saint Denis, Reunion Island.

According to the Director for the NSNP, Ms Neo Sediti, the Sô Chef programme emanates from a three year partnership between the DBE and the French Embassy to equip learners with culinary skills. “The collaboration complements Government's efforts of promoting healthy eating in various school communities to curb obesity and minimise lifestyle diseases such as diabetes and hypertension. Hopefully, Stanza Bopape Secondary School learners will use the skills gained to prepare healthy breakfasts at home,” remarked Ms Sediti.

The school principal, Mr Bethuel Malepe expressed his appreciation to the DBE and the French Embassy for having chosen his school for the Sô Chef demonstration. “The programme will provide learners with another exciting post-matric career choice. Hopefully the partnership will grow to reach out to more learners in the Province,” concluded the principal.



## Teaching standards to professionalise the teaching profession



“Once recruited, it is important to train and empower teachers in preparation for the system and programmes to meet minimum standards,” said Mr Enoch Rabotapi, Chief Director for Education Human Resources Development and Curriculum and Professional Development during the Teacher Professionalisation Indaba, hosted by the DBE in Pretoria on 12 October 2018. The Indaba offered a platform for different stakeholders to disseminate available research on the Education Sector and engage in conversations on teacher professionalisation as a whole. The main objective of the Indaba was to share current research and future initiatives planned for quality teacher professional development and teaching standards.

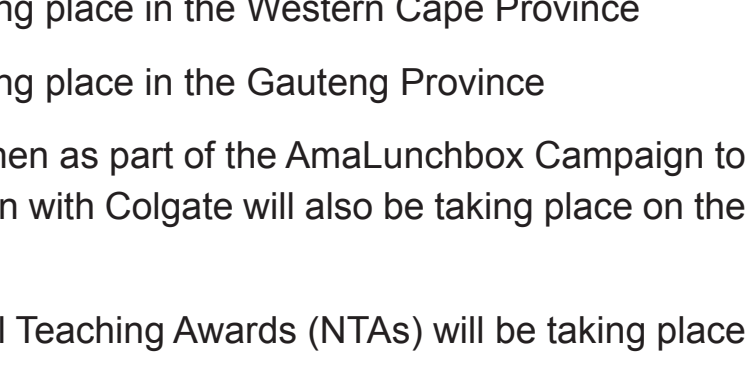
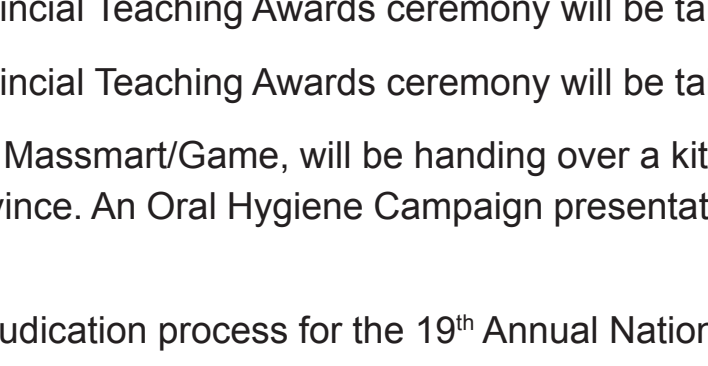
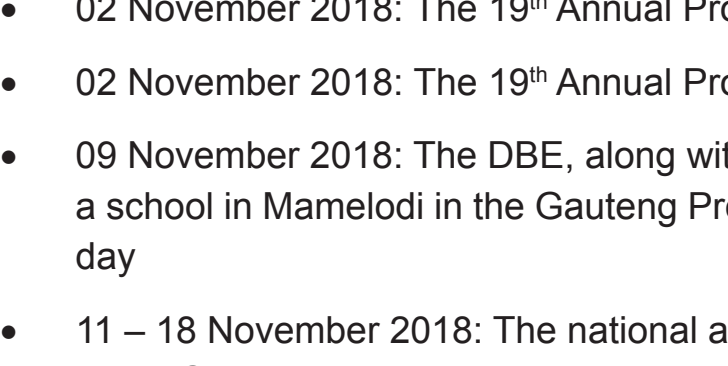
The main topics on the agenda included deliberating the recommendations for the Funza Lushaka Bursary Programme (FLBP) Improvement Plan, as well as the draft Professional Teaching Standards for Teachers and Phase Specialists which will be available in English, isiZulu, Sepedi and Afrikaans.

Mr Rabotapi mentioned that the FLBP had to be evaluated to assess whether the Programme was operating as intended, evaluating both the appropriateness and the effectiveness of its key deliverables for operational efficiency. Research indicated that the teacher development master plan had to be strengthened to ensure that the Programme was recruiting the ideal candidates. Mr Rabotapi also shared current work on the development of a draft SADC Regional Framework for Teacher Professional Standards and Competencies and possible policy implications for teacher professionalisation.

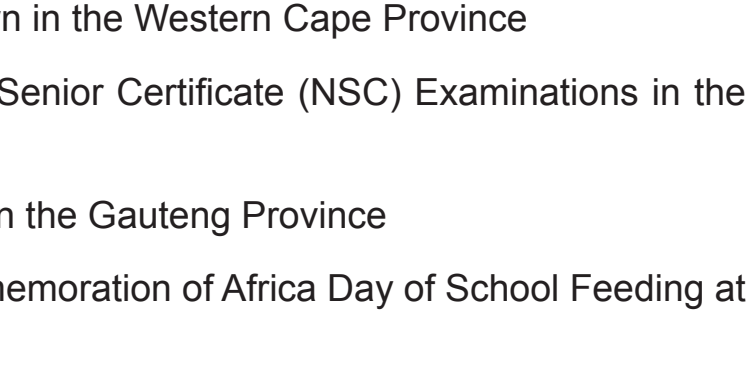
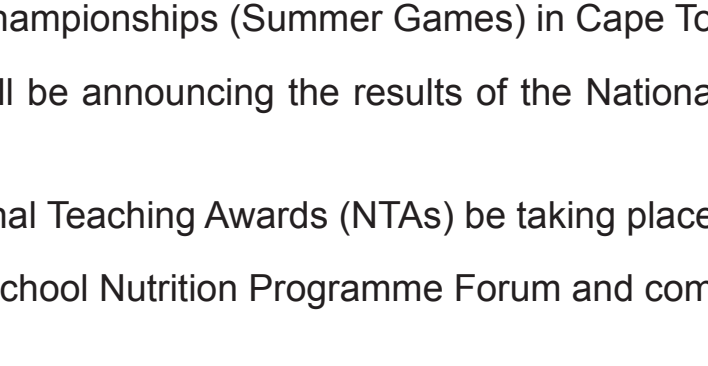
A panel of experts representing teacher unions, the South African Council for Educators (SACE), Jet Education Services and the University of the Witwatersrand under Dr James Keevy, shared the stones towards the development of the professional teaching standards for the South African content in a multi-stakeholder perspective. “The Lighthouse idea points the way towards three dimensions in respect of standards. Teachers should be building communities in their classrooms, in their profession and within their communities. Teachers must also possess the necessary competencies and content and pedagogical knowledge required. Continuous assessment, self-reflection and self-appraisal are also required,” explained Dr Keevy.

Mr Gerrit Coetzee, Director for Initial Teacher Education (ITE) said that, “It was important to rethink the role of incentive programmes such as the Funza Lushaka Bursary Scheme within the context of free Higher Education, and to explore policy options to ensure sustainability”. Five options were shared with the Indaba ranging from expanding the District and Community Based Teacher Recruitment programme and meeting the emerging priorities of Early Childhood Care and Education, Inclusive Education, the Three Streams Model and the Fourth Industrial Revolution.

The Indaba fuelled deliberations and provided useful insights resulting in a high level summary of areas of collaboration for further research, and key areas for collaboration in teacher development.



## Educators participate in 2018 SACE Fun Walk



More than 1,000 educators and student teachers endured the weekend's rainy weather to participate in the South African Council for Educators (SACE) Fun Walk that took place in Centurion in the Gauteng Province on 13 October 2018.

A collaboration between SACE and the DBE, the 8km Fun Walk is an annual activity that aims to instil a culture of healthy living in educators.

It also coincides with President Cyril Ramaphosa's call for all South African citizens to exercise regularly and to live healthy lifestyles.

The Fun Walk concluded with an aerobics session conducted by qualified personal trainers while the marimba band from Midrand Primary School entertained the crowd. The event will remain a highlight on the annual SACE calendar as it provides educators an opportunity to network and exchange ideas.

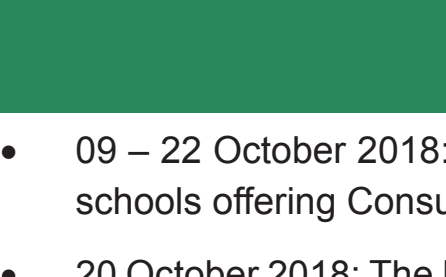
## Provincial Round-up

### KwaZulu-Natal Province



The KwaZulu-Natal Department of Education (KZNDOE) School Library Excellence Awards (SLEA) took place on 16 October 2018, at the Provincial Teacher Training Institute in Glenwood in Durban. The Education Library Information and Technology Services (ELITs) Directorate invited all schools with functional central libraries to participate in the 2018 SLEA, however the SLEA winners from the previous two years were not allowed to enter. The objectives of the awards are to encourage excellence in school librarianship; to acknowledge models of good practice; and to challenge schools that might be lagging behind in offering library services. The adjudication process focussed on key aspects of library functionality such as space allocation, shelving, furniture and equipment, collection development, organisation and management, access and utilization. The provision of functional school libraries is in support of the *Read to Lead Campaign* which was officially launched by Minister Motshekga on 22 July 2015, and will continue up until 2019. The focus of the Campaign is to improve the reading abilities of all South African children whilst the main aim of the Campaign is to ensure that all learners are able to demonstrate age appropriate levels of reading by 2019.

### Western Cape Province



BETTER TOGETHER.

Many of the matric candidates who began writing the 2018 National Senior Certificate (NSC) Examinations this week, rely solely on public transport to arrive at their examination venues timeously. Recent unrest within the Western Cape public transport network has been detrimental to commuters. With on-going reports of Metrorail trains being delayed, cancelled or set alight, there is a possibility that some matric candidates will not reach their examination venues on time. The MECs for Education and Transport and Public Works respectively, Ministers Debbie Schäfer and Donald Grant, have appealed to all public transport operators to take the necessary steps to ensure that learners traveling to, and from their examination venues are not disrupted in any way during this crucial period.

Although candidates who arrive within one hour of the commencement of an examination may be admitted into an examination room, they will have to complete the examination within the same time as other candidates - ultimately placing the candidate at a disadvantage. Learners and parents can call the 24-hour Transport for Cape Town Information Centre on 0800 65 64 63 (Toll-free from a landline) for information on all public transport.

## Upcoming Events

- 09 – 22 October 2018: Sô Chef Workshops will be taking place in partnership with the French Embassy at four selected secondary schools offering Consumer Study/Hospitality subjects in four provinces
- 20 October 2018: The National Public Servants Sports and Cultural Event Tournament (NPSSCE) will be taking place at Hillview High School, Pretoria, Gauteng Province
- 25 October 2018: The 19<sup>th</sup> Annual Provincial Teaching Awards ceremony will be taking place in the Eastern Cape Province
- 27 October 2018: Minister Motshekga to embark on a Second Chance Matric Support Programme Roadshow to George in the Western Cape Province
- 29 October 2018: The 19<sup>th</sup> Annual Provincial Teaching Awards ceremony will be taking place in the KwaZulu-Natal Province
- 29 October 2018: The 19<sup>th</sup> Annual Provincial Teaching Awards ceremony will be taking place in the Northern Cape Province
- 02 November 2018: The 19<sup>th</sup> Annual Provincial Teaching Awards ceremony will be taking place in the Western Cape Province
- 02 November 2018: The 19<sup>th</sup> Annual Provincial Teaching Awards ceremony will be taking place in the Gauteng Province
- 09 November 2018: The DBE, along with Massmart/Game, will be handing over a kitchen as part of the AmaLunchbox Campaign to a school in Mamelodi in the Gauteng Province. An Oral Hygiene Campaign presentation with Colgate will also be taking place on the day
- 11 – 18 November 2018: The national adjudication process for the 19<sup>th</sup> Annual National Teaching Awards (NTAs) will be taking place in the Gauteng Province
- 30 November 2018: The DBE will be commemorating World AIDS Day at Pondolwendlovu Senior Secondary School in the OR Tambo District, Eastern Cape Province
- 06 – 07 December 2018: Minister Angie Motshekga will be hosting her fourth quarter meeting with District Directors at the DBE in Pretoria, Gauteng Province
- 10 – 14 December 2018: The DBE, in collaboration with the Department of Sport and Recreation South Africa, will jointly host the annual South African Schools National Championships (Summer Games) in Cape Town in the Western Cape Province
- 03 January 2019: Minister Motshekga will be announcing the results of the National Senior Certificate (NSC) Examinations in the Gauteng Province
- 16 February 2019: The 19<sup>th</sup> Annual National Teaching Awards (NTAs) be taking place in the Gauteng Province
- 28 February – 01 March 2019: National School Nutrition Programme Forum and commemoration of Africa Day of School Feeding at the DBE in Pretoria, Gauteng Province

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