

**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION 2791**

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**INTERNAL QUESTION PAPER: 29/2022**

**2791. Mr B B Nodada (DA) to ask the Minister of Basic Education: to ask the Minister of Basic Education:**

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(1) What are the reasons that more than 99% of educators are rated as acceptable, where acceptable is defined in collective Agreement No.2 of 2020 as satisfies minimum expectations which means that the level of performance is acceptable and is in line with the minimum expectations, when several studies have shown that more than 50% of SA teachers lack basic levels of Mathematics content knowledge (details furnished);

(2) whether she has found that a teacher who satisfies minimum expectations can teach acceptably when they lack basic content knowledge; if not, how is it that virtually 99,9% of teachers are rated as acceptable and/or higher despite widespread evidence that teachers lack basic content knowledge; if so, what are the relevant details?

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##### **Response**

1. The available rating of educators is based on the Integrated Quality Management System (IQMS) that was phased out at the end of 2021 and replaced with the Quality Management System (QMS) as informed by Collective Agreement No.2 of 2020.

The IQMS was based on assessments amongst teachers and were undertaken by the Development Support Group (DSG). It was not based on any formal assessment of content knowledge. The published research which states that more than 50% of South African educators lack basic levels of Mathematics content knowledge is acknowledged.

The QMS which was introduced for school-based educators in January 2022 as an appraisal process driven by the principal and is briefly outlined below:

- Signing of a work plan: At the beginning of the academic year every member of the SMT develops and signs a workplan with their immediate supervisor.
- Self-appraisal by the educator: The educator must conduct a self-appraisal prior to the mid-year and annual appraisal by his/her supervisor.
- Pre-appraisal discussion: a discussion between the educator and their immediate supervisor must be held before any evaluation.
- Lesson observation: The supervisor undertakes observations of a lesson as part of the mid-year and annual appraisal process.
  - Post-appraisal discussion between the appraiser and appraisee.

2. The Minister does not believe that teachers can teach acceptably well without a basic minimum of subject knowledge. The QMS rating for Post Level 1 educators, according to Collective Agreement 2 of 2020 is based on five Performance Standards, namely:

- Performance standard 1: Creation of a positive learning and teaching environment

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- Performance standard 2: Curriculum knowledge, lesson planning and presentation
- Performance standard 3: Learner assessment and achievement
- Performance standard 4: Professional development
- Performance standard 5: Extra-mural and co-curricular participation

A rating of one (1) to four (4) is allocated to each descriptor during the appraisal process. A rating of 2, in terms of Collective Agreement 2 of 2020, refers to acceptable performance and is described as “satisfies minimum expectations, but development and support are still required”. School-based and external interventions are undertaken to capacitate teachers in areas that require development.