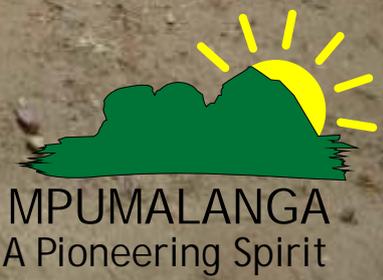




**education**  
DEPARTMENT: EDUCATION  
MPUMALANGA PROVINCE

# S'bukosetfu

Education Newsletter Volume 1 2011 January - March



**MPUMALANGA**  
A Pioneering Spirit

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**Disclaimer: Opinions expressed in this publication do not necessarily reflect those of the Mpumalanga Department of Basic Education**

## Editorial Comment

If one could borrow the wise words of the Chinese philosopher, Lau Tzu that "The journey of a thousand miles begins beneath one's feet," and state that even the longest educational journey that we have embarked on is on course and should lead to the desired destination.

This edition of S'bukosetfu takes us through the journey of seeing where we are going and thus a reflection of who we are. S'bukosetfu, this quarter reflects on the improvement of the pass rate in the Province from the percentage obtained in the Grade 12 2009 examination.

The improvement of 8.9% is indicative of the working together of all stakeholders in the education sector towards one single goal of learner attainment and a message of gratitude should go to all stakeholders who partook of this undertaking.

The Department of Basic Education has also covered some ground with regards to the journey as the Minister has visited Bohlabela to have discussions with stakeholders on the improvement of learner performance in the District.

To reflect on the action on the ground, we look at the re-opening of schools for the 2011 school calendar which went well without glitches. This assessment is indicative of the delivery of stationary, learner and teaching material on time for the good functioning of schools regardless of the heavy rainfalls that have stalled smooth progress.

The private public partnership practice is also well documented in this edition. This has featured in the donation by IT mogul, Mr. Robert Gumede of the Robert Gumede Family Keni Foundation whose philanthropy is well known. This time around his benevolence has benefited learners from around the Province with bursaries to study at universities of their own choice.

We also highlight the inauguration of the examination board which is tasked amongst others with advising the MEC on various matters pertaining to exams including amongst others, the mechanisms that need to be adopted to improve public confidence in the provincial examination system.

The safety of teachers and learners is promoted as the torch of peace has gone to Kopanang Secondary School in Emalahleni to light up the lives of learners in the that part of the Province.

The spotlight also goes to the development of school infrastructure in the form of the construction and hand over of Lamile primary school in Mzinoni, Bethal in the Gert Sibande District. The Randza Xikolo Xawena campaigns rolled off as schools were painted and rehabilitated read more about this and other stories.

Have a nice read.



## Write to Us

Please send us your comments, suggestions, criticism and any information that may help to improve the delivery of quality education in this province.



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## Mpumalanga post 8.6% Pass increase



SADTU Provincial Chairperson, Mr. Solwako Mahlangu, MEC for Education; Mrs Reginah Mhaule presenting Bonginkosi Mnisi with an Excellence Award

**T**he 2010 long protracted civil servants' strike and the FIFA soccer world cup break did not dampen the spirit and resolve of school communities through out the country. On the contrary, learners and teachers rose to the occasion and worked hard to catch up for lost time.

As wise people always say, “hardships are one's companion to success” and this is mostly true as hardships prepare a person for the challenges of life as evident in the virtues of determination and courage displayed in the preparations of the 2010 Grade 12 examinations.

In Mpumalanga, 51 695 Grade 12 learners sat for the examination in 2010. The Mpumalanga Department of Education recorded a 56.8 % pass rate. This percentage represents an 8.6 pass percentage increase as compared to the 47.9% obtained in 2009.

The MEC for Education, Mrs Reginah Mhaule said that the Department is not content with just over half of the matriculants going through and that in 2011 programmes such as Schooling Transformation and Reform Strategy (STaRS) have been put in place to improve on the results.

Ehlanzeni District, Nelspruit Circuit, the top ten learners per subject, overall top ten learners and top ten schools were awarded with accolades at an occasion held on 14 January 2011 at Sikhwahlane Secondary School in the Nkomazi Municipality, Ehlanzeni. The Top ten learners were awarded with laptops and printers thanks to Bhp Billiton and Hima Copy Sentrum/Laptitude. Five learners who obtained 100% in Mathematics and Five who obtained 100 % in Physical Science in the Province also shared a donation totaling R70 000 from SASOL.

The Robert Gumede Keni Family Foundation-Scholarship Programme pledged to give 20 learners full scholarships. Of these, two will be from Umjindi Municipality eight from Nkomazi Municipality and ten from Mbombela Municipality. With regards to the involvement of business in the Department's programme, the MEC for Education, Mrs Reginah Mhaule said, “I urge all business institutions to invest in the future of our children and at the same time, contact the Department in the event that they contribute so that we can acknowledge their contributions. I take this time to formally acknowledge all these donations and further extend my profound appreciation for this patriotic gesture. Thank you very much for your compassion.”

The Provincial Government has assisted all learners who obtained six or more distinctions who have been admitted to Institutions of Higher Learning. Learners who want to pursue education as a career can contact Fundza Lushaka Bursary Scheme through institutions of higher learning bursary offices.

# 2011 Started without Major Glitches

**T**he re-opening of schools in Mpumalanga commenced without any hassles on 12 January 2011.

Almost all schools were ready to start with teaching and learning. This was attributed to the timeous delivery of required resources by the Department.

This included the delivery of Learner and Teacher Support Material, supply of Top Up textbooks, extended the contracts of all Temporary Educators as well as the smooth running of the scholar transport programme.

The Department was also satisfied with the attendance of educators, none teaching staff and learners on the first week of school re-opening. It was good to see educators back at school with dedication, zeal and keen to start with teaching and learning.

What was inspiring was the fact that the year started on a positive note with the Department having improved its Grade 12 results by 8.9% following a flawless examination process.

In this regard, the MEC for Education, Mrs Reginah Mhaule expressed her appreciation to all stakeholders and officials who played a pivotal.

The continuous heavy rainfall stalled some of the processes which were put in place. However, these processes were closely monitored by the Department.

There were also some delays in the admission of learners in some areas and officials were there to assist parents and learners.

The MEC has already spelt out the improvement pass target which is 10% across the board. It is good to know this early because every one would find it easy to reach or work beyond this envisaged target.

If what was achieved last year is any thing to go by surely there are signs that working together we can do more. It will be prudent that we remain focused, united and work around the clock to excel further.

Schools that did not do well need to pull their work and improve their learner attainment and performance and they will be supported at that.



Head of Department, Mrs Mahlasedi Mhlabane, Mr. TC Khoza (Principal of Mugena Secondary in Bohlabela) and MEC for Education, Mrs Reginah Mhaule during a visit to the school on the day of the re-opening of schools.

The Province does not deserve to be in the last ladder of learner performance other wise the proverbial saying that the wise came from the east will be of no meaning.

The MEC has already spelled out what needs to be done going forward to further improve the results. She articulated this during the announcement of the 2010 grade 12 results.

? The examination results will be rigorously analysed in order to inform the system of where interventions need to take place – momentum cannot be lost

? We will continue to intervene in schools that are underperforming or have shown a decline in their percentage pass rate.

? Learners in Grade 1-6 will have written the Annual National Assessment in February 2011.

? The Department has assisted learners who will write Supplementary Examinations by providing classes which will commence on 15 February 2011.

All said and done let's take this time to welcome educators, none teaching staff, learners and parents back in schools and wish them the best in all their schooling endeavours.

May the 2011 school year be fruitful year and be characterized by hard work and desirable results for all the grades in the Province.

# IT Mogul Sponsors Bursary Scholarships



Scholarship Benefactor: Mr. Robert Gumede

**T**wenty fully paid scholarships will be given to aspiring students from around Mpumalanga. At least some annual beneficiaries' must be from my former schools, Khaliphani and Thembeke High in Kanyamazane and Emgwenyane primary in Kabokweni where my late mother used to sell vetkoek and soup." These are the words of Billionaire and IT mogul Robert Gumede at the event of the R40 million scholarship award programme held on 09 February 2011 at the Mbombela Civic Centre.

The scholarship award programme was attended by the Minister for Higher Education and Training, Dr. Blade Nzimande and the MEC for Education, Mrs Reginah Mhaule.

Mr. Gumede who owns the JSE listed IT company Gijima Technologies is no stranger to hard times and hardships of life as he was raised by his grandmother, Memede Gumede, a domestic worker who was cash strapped. Mr. Gumede professes that he was also helped by other people who were fortunate hence he is doing the same for others.

The scholarship is an initiative of the Robert Gumede Family Keni Foundation which focuses on social investment in the field of education, community infrastructure development, sports, healthcare and religion.

The Chief Executive Officer of the foundation, Dr. Portia Gumede said the beneficiaries stand to benefit as individuals but cautioned them to pay attention to their studies. "Once they graduate, the students will be expected to stay in the province and apply their acquired skills at local and provincial government or any non-government organisation for at least two years," she concluded.

Nineteen year old Richmond Sambo is one of the beneficiaries who were surprised by the scholarship award. "I am still surprised but very happy that I will now be able to further my studies at the University of Johannesburg. On completion of my degree I want to follow what Mr. Gumede has done by starting an engineering company and help others achieve their dreams," he said.

The philanthropist has also made other donations such as a fully fledged computer centre worth R1.6 million to Emgwenyane primary, a R2 Million donation for the feasibility Study towards the establishment of a University in the Province, donation of Lapdesk at Thembeke , Khaliphani High School and in other schools just to mention a few. The generosity of Robert Gumede is unprecedented and goes a long way in adding impetus to our quest to improve the delivery of education in Mpumalanga.

# Exam Board Inaugurated



Front row from left : Mahlasedi Mhlabane(HOD); Mrs. Reginah Mhaule(MEC); Dr. Henk Jooste (Chairperson of the Exam Board)  
Back Row from left: Mr. Mrs. Nokuthula Mthethwa; Mrs. Lucy Moyane; Mr. Kendrick Matsane; Ms. Lizzy Nkosi;  
Mr. Chukudu Manyabeane; Ms. Ruth Ledwaba; Mr. Greg Theron.

**T**he South African Democratic Teachers Union, Independent Trade Unions; Higher Education South Africa (HESA); National Institute of Higher Education; National Association of School Government Bodies, Mpumalanga Alliance Independent School Association (MAISA), Mpumalanga Adult Basic Education and Training (MABET) are social partners in education who responded to the call towards constituting the examination board. These organisations are represented in the Examination Board.

Dr. Henk Jooste was appointed chairperson of Mpumalanga Provincial Examination Board. He is a person of vast experience in education who is also engaged in research projects that seek to contribute in the effective establishment of a University in Mpumalanga. The other members are the Head of Department; Mrs Mahlasedi Mhlabane, Mrs. Nokuthula Mthethwa; Mrs. Lucy Moyane; Mr. Kendrick Matsane, Ms. Lizzy Nkosi, Mr. Chukudu Manyabeane, Ms. Ruth Ledwaba, Mr. Greg Theron

The inaugural meeting of the provincial exam board was held on 10 March 2010 at the Mpumalanga Regional Training Trust in Kanyamazane. Examinations administration is one of the most critical services on which the Department cannot afford to falter.

The importance of the examination processes is underlined by the evidence that learners are able to demonstrate the benefit of having been in a schooling system for the conventional minimum of twelve years duration and thus are a determinant factor towards the quality of products at the end of the school line.

The Examination Board is tasked with advising the MEC on various matters pertaining to exams including amongst others, the mechanisms that need to be adopted to improve public confidence in the provincial examination system; matters of public concern relating to examinations conducted for schools and Adult Education; initiate measures that will entrench credibility and integrity in the management of exams and deal with other examination and assessment related matters that may be referred to the board by the Office of the MEC.

During the inaugural meeting the MEC for Education said “The establishment of the Examination Board will add a voice not only in the running of the examinations but also in how the findings based on assessment information, may be utilised to improve the quality of teaching and learning, gradually improving the entire education system.”

# Peace Torch Brightens Kopanang



Deputy Director General: Curriculum, Mrs Lucy Moyane who led the Mpumalanga Delegation

**K**opanang Secondary School at Emalahleni embraced the light beamed by the Torch of Peace. On 25 February 2011 officials from Limpopo led by Ms Miranda Malele, Senior General Manager: Corporate Service descended at Kopanang to hand over the Torch of Peace.

The Torch of Peace programme is on its sixth year anniversary and continues to inculcate the positive spirit of positive and a change wherever it lands.

On this day the Department of Education chose Kopanang to host this year's Torch of Peace function, because the school has been beset by challenges of learners who were involved in violent acts, substance abuse, drugs and other anti social behavior in the past years. Because of the negative reports, this school was subjected to investigation instituted by the MEC for Education, Mrs Reginah Mhaule. But since a new Principal, Mr. Oskin Usinga, has been appointed to the school, the school has turned a new leaf and started to stabilize.

This Torch of Peace came at the right time when the school is trying to find its footing. The Mpumalanga delegation was led by Ms Lucy Moyane, Deputy Director General:Curriculum, who said, "The Mpumalanga Department of Education pleads with each and every one of us to become ambassadors of Safe and Caring Schools. Let the spirit of this Torch of Peace reign in our schools and help our dear learners and educators enjoy the teaching and learning experience."

The theme for the 2011's Torch of Peace is "Education lighting the Torch to create safe and caring schools: Don't look away – act against violence in schools" and it tries among other things to achieve the following;

- ? Enhancing the system's response when interpersonal violence occurs in learning sites,
- ? Containing the perpetrators of interpersonal violence and
- ? Confronting beliefs and attitudes towards gender based violence/ rape
- ? The strict enforcement of the laws and policies designed to intervene and prevent violence and crime in teaching and learning sites.

# Minister Visits Bohlabela

On 03-04 February 2011, the Minister of Education, Ms Angie Motshekga visited the Bohlabela District to have a dialogue with stakeholders on how to turn the district around for improvements of school grades, the grade 12 results in particular. She mentioned that if lower grades can have the foundation well laid it will definitely result in good performance in grade 12. She urged all stakeholders to do their utmost best to respect the Triple T, which is an acronym for Teacher, Text and Time.

She emphasized to all different stakeholders that she met in the two days, that it was critical that every one; departmental officials, principals, unions, school governing bodies included should give our clients, the respect they deserve. School managers have to make sure that teachers honour their teaching duties and teach the requisite time allocated the departmental officials were implored to make sure that every learner has a textbook.

Below is the dialogue of Subjects and responses from stakeholders:

**Subject:** The double medium at primary schools where Tsonga and Sepedi are offered with the same staff establishment is not sustainable?

**Minister:** The South African constitution embraces eleven languages; therefore all of them need to cater for. School should continue to manage these challenges.

**Subject:** The teacher redeployment process undermines the quality Education, causing a strain on teachers.

**Minister:** I wish to encourage Unions to educate their members about these processes. In the private sector they talk retrenchment and we are more modest, all we ask is that a person to follow his/her post. It is unfortunate that when a school enrolment goes down, it further calls for more teachers to be redeployed.

**Subject:** Transport vehicles for schools are needed because the principal's car is used to run the school.

**Minister:** Principals' subsidized cars are a matter that must be looked into. The department will have to look into the matter. I take this question for consideration.

**Subject:** Minister you instructed that learners will be assessed, what are we going to assess so early in the year?

**Minister:** This Annual National Assessment is aimed assisting school and the department to detect the level of our learners on numeracy and literacy.



Mrs. Angie Motshekga: Minister of Basic Education

These results will be sent back to schools to analyse and respond quickly to evident gaps.

**Question:** Low performance of schools in rural areas is directly linked to poor financing because of the funding model.

It treats all school as if the working conditions are the same.

We will be tabling the matter to the parliament. A different post provisioning is required. We will either close a school or merge schools if it not viable to run such schools. We have to get rid of multi graded classes as a matter of urgency.

**Subject:** Curriculum Implementers must go to school to deal with curriculum matters and not fight battles using learners as cannon fodder. If they dare do the later, they will meet fire with fire.

**Minister:** What I need to emphasise is that arrogance is wrong. Let us not use it. Let us not triumph at the expense of the vulnerable child. It is wrong. Let there be no disruptions of schools when we resolve our issues. We dare not rise at the expense of the children of the poor. We should not allow anyone to sacrifice the children's future for our own benefits.

**In conclusion,** let us all make sure that the education of our children is protected. I appeal to unions to talk to their members and implore them to observe QLTC. Be on time and teach the children of our poor. The mandate on education needs all the stakeholders to hold hands together and fight for better education for the child of this region. This will allow them to access the benefits of this country and turn the situation around. I thank you.

# School Infrastructure Development Fasttracked

The race to eradicate unsafe and inhabitable school structures is fast coming to a close as the department is intensifying its project to develop infrastructure in the province.

The commitment to eradicate these unsafe structures has been advanced by the construction of state of the art schools like Nhanyane secondary school in Magudu, Cyril Clarke and John Mdhluhi in Matafin in the Ehlanzeni District as well as Lamile primary school in Bethal, Gert Sibande District.

Two of these schools have already been officially handed over to the communities of Magudu and Mzinoni, i.e. Nhanyane and Lamile respectively. The MEC for Education, Mrs Reginah Mhaule officiated the hand over of these schools.

Nhanyane secondary which caters for grades 8 to 12 and features 16 classrooms was officially handed over on 26 February 2011. The school has been named after Chief Nhanyane, a hero and fighter against the taxes which were introduced to curb black ownership of livestock. Subsequent to his resistance to the unjust taxes he was persecuted by the powers that be and imprisoned.

The MEC for Education, Mrs Reginah Mhaule in her keynote address appealed to the people of Magudu to take good care of the school and to ensure that the beautiful structure is even translated to good use in best academic results.

The MEC for Education, Mrs Reginah Mhaule handed over Lamile primary school on 18 March 2011. The people of Mzinoni showed their appreciation of the new school structure by attending the official opening in their numbers.

Esther Mahlangu, one of the parents who attended the hand over said, "It gives me pleasure that our children will learn in good conditions protected from the scorching sun and the cold elements of the seasons. I am extremely happy to be a parent and to have my child in Lamile."

In April 2011, the Department will be officially handing over the Matafin Schools namely Cyril Clarke Secondary and John Mdhluhi Primary which are full service schools.

The Department is also constructing a boarding school in Twyfel Hoek in Witbank Farm. This is an endeavour to ensure that children in farm or Maintenance, 21 IDT Mud Schools.



MEC Mhaule opening the plaque at Lamile Primary



Learners from Lamile dancing to traditional tunes

communities or in poverty stricken communities also receive quality education.

This boarding school will mitigate challenges of scholar transport provision and will help in ensuring that our quest to instill human dignity to our learners is not compromised.

The whole construction and renovation project includes fixing 133 mud Schools, 7 unconventional schools, 98 conventional schools, 19 Grade R centres, 3 substitute Schools, 6 Special Schools ,37 damaged schools and 65 schools.

The complete project stands to benefit the school communities of the province and that shows the care and commitment of government for a better life for all.

# Rhandza Xikolo Xa Wena Campaign Kicks Off

**S**chools deserve to be respected because of the nature of business that takes place at these institutions. These institutions are adorned with parents who serve in the SGB (School Governing Body), professional teachers made of men and women, who are apt to guide the young vibrant learners through the wisdom of books.

Schools are institutions that have the potential to turn the fortunes of those who come from poverty stricken families, for the better. However it saddens one, to note the decaying state of affairs of schools. Some schools are in a physical state of ruin, with broken doors, cracked window panes, stripped electricity cords, unattractive barren and dirty surroundings. What a state of shock!

It is for this reason that the Department of Education in conjunction with the Congress of South African Students has taken a decision to implement together the “Rhandza Xikolo Xa Wena” campaign which is aimed at mobilizing the communities to take pride in their schools by lending a hand in the cleaning of the schools. This campaign is aiming to mobilize all communities in Mpumalanga to join in.

“Rhandza Xikolo Xa Wena” is Tsonga for ‘Love your school and the campaign means that everyone must love and cherish school/s in his or her community and be prepared to take care of the school's development and safety.

This campaign calls on all school SGB's and community structures to come with programmes of supporting schools in their areas of influence. The campaign has the following objectives; to inculcate a sense of pride and ownership of schools to the school communities, to encourage communities to be in the lead of school renewal programme, to create a sustainable Private-Public Partnership that improves the lives of disadvantaged communities and to create an attractive ambiance in schools.

Further more, the Department has also entered into a partnership with the Gert Sibande, Nkangala, Ehlanzeni FET Colleges as well as the Mpumalanga Regional Training Trust (MRTT) to refurbish damaged school furniture. Schools in Ehlanzeni, Gert Sibande and Nkangala Districts can liaise with the FET colleges in their districts while schools in Bohlabela are catered for by MRTT. For more information on this please call:



Member of the Provincial Legislature, Mr Jabu Mahlangu teaching some young boys the trade of painting



Mpumalanga Regional Training Trust students rehabilitating desks



Ligwalagwala's DJ Shabba participated in the painting of classrooms

# Vodacom brings Hope to ZB Kunene Learners



Vodacom volunteers with ZB kunene Grade 12 Learners

It was an intensely proud moment for ZB Kunene Secondary School in KaNyamazane, when their 2010 matric pass rate registered a huge improvement from 19 to 64%. All thanks to the co operation between role players, teaching staff and members of Vodacom's Yebo Heroes team who gave up their Saturdays last year to tutor the Grade 12 learners at the school.

The Department at a Provincial Special Awards Ceremony also recognised this excellent achievement. Members of Vodacom Yebo Heroes were awarded accolades during the award ceremony for their unwavering support towards the learners of ZB Kunene.

The project began in January 2010 when the staff members of Vodacom's Mpumalanga region met for a strategic planning session and decided to launch a tutoring project, since they regarded education as an important focus area for government.

In South Africa, the Vodacom Foundation was established in 1999 as the primary vehicle for Vodacom to implement its Corporate Social Investment initiatives, with its primary focus on education and health. The Vodacom Foundation supports sustainable projects that help counter social deprivation.

Through the Vodacom Foundation, the company is able to provide a single entry point to respond to the various initiatives for social development and support. Vodacom selected ZB Kunene Secondary School with the assistance from the department since; it was one of the worst performing schools in the province.

After meetings were facilitated, the curriculum was finalised, tutoring schedules were drawn up, and textbooks were organised, a “teach-the-teacher” workshop was also organised prior to the start of the tutoring sessions to ensure that the tutors formed meaningful relationships with the teachers and had a clear understanding of the needs of the scholars.

The twelve Vodacom employees participated in tutoring maths, physical science, English, economics and business studies students with the objective of making a tangible difference in the lives of the Grade 12 scholars of ZB Kunene.

# Human Rights Enacted

The sad history of racial divisions which were birthed by the segregation policies of apartheid and the resistance against such policies gave rise to the burning of pass documents in the 1960's. Peaceful demonstrations marked with the burning of passes were the viable tool that the black majority exercised in the fight against the unjust pass laws.

On 21 March 1960, the unfortunate happened in Sharpeville when peaceful demonstrators were brutally gunned down by a government that was supposed to protect them. This day was later known as the Sharpeville massacre and later changed because of the advent of democracy to the Human Rights Day.

The Human Rights day for 2011 was held at Emjindini Stadium in Barberton. The communities of Umjindi benefited from the human rights legacy projects delivered by government departments. The department of education painted KaMhola Secondary School and handed over school uniforms to nine learners. Two ECD centres in the Barberton Circuit also received learning kits on the day.

The event was graced by the presence of the MEC for Education, Mrs Reginah Mhaule, and MEC for Finance, Mrs Pinky Phosa, MEC for Culture, Sport and Recreation, Mrs Dikeledi Mahlangu and the Executive Mayor of Ehlanzeni District Municipality Councilor Khosi Mkhonto.

The MEC for Education pleaded with school community of Emjindini to pull up their socks and pull their weight with regards to improving learner attainment and performance.

The day was summed up by the proven and inventive poetry presentation of Shelter Me, a poem by Mandisa Maseko a Grade 12 learner at KaMhola Secondary School. The poem reads thus:

## **Shelter Me!**

Upon this dry land  
I walked with no direction  
I stumbled and fell in wrong hands  
Who try to rule me? And thought they were  
improving me  
Yet they were removing all that made me  
Who I am  
Shelter Me!



Poet Mandisa Maseko

I'm the child  
The world conceived with its promises  
Predicted my arrival  
By calling me the key to the future

Shelter Me!  
Love Me!  
Protect Me!

I choose to live by choices  
Not by chances  
I choose to do right  
and be the light.

Shelter Me!  
Love Me!  
Protect Me!

It is my right!  
Protect me from all  
Evil plotted against me  
For I wish to express  
My emotions  
But am not allowed  
Gone are those days  
When it used to be a  
Dry white Season  
Where dark leaves  
Never lasted.

Shelter Me!  
Love Me!  
Protect Me!

# News In Brief

## CODE OF PROFESSIONAL ETHICS

The Department convened a workshop on a code of professional ethics from 24 January to 19 February 2011 to cover all the circuits in the province. This was after it has done an intensive research on the conduct of educators in schools in Mpumalanga.

The findings indicated that the statistics do not present the magnitude of how teachers trample on professional conduct of teaching as a Profession.

Many cases are not reported due to the environment that communities find themselves in, which makes them to be tolerant of unprofessional conduct, especially when it come to teacher-learner relationship.

The programme aims to achieve the following:

- ? Promoting well-being and human rights
- ? Treating each other with dignity and respect
- ? Acting with integrity, honesty and self-discipline
- ? Building harmonious relationships that are non racist and non sexist
- ? Demonstrating commitment to our work
- ? Compliance with the code and other legal requirement

## RE-EMPLOYMENT OF EDUCATORS

The Head of Department on 27 January 2011 clearly communicated the position of contract educators in the province, which mandated Districts to re-employ serving contract educators with effect from 01 February 2011 in approved vacant posts which are not reserved for the placement of permanent educators who are in excess in their respective schools.

The directive clearly indicated to all role players that where a specific post was earmarked for the placement of a permanent excess educator, and the excess educator failed to immediately assume duty due to a grievance or dispute, the contract educator initially employed against such a vacant post up to 31 January 2011, may be retained at the school as a preliminary arrangement only until the permanent excess educator assumes duty in the post.

The contract educator should receive a 30 days Notice of Termination of Contract before the excess educator assumes duty on that particular post.

## LIGBRON ACADEMY OF TECHNOLOGY

The ligbron e-learning project is a school community project that shares mathematics and science lessons with rural, disadvantaged and underperforming schools by using video conferencing and desktop sharing to help schools raise their standard of teaching and learning and improve pupil results.

The live transmissions from mathematics and science classes at Ligbron Academy enable learners and teachers from other schools to participate in the lesson and ask questions of the leading teacher, making both pupils and teachers part of the learning and teaching experience.

The e-Learning Project has proved most successful in bridging the urban-rural digital divide, creating a positive attitude to the use of wireless technology and SMART Board interactive whiteboards to share educational material. The project has positively influence pupils to learn more and improve their levels of discipline, concentration and class attendance.

Additional information on Ligbron Academy and the Ligbron Academy e-Learning Project can be found @ [www.ligbron.co.za](http://www.ligbron.co.za)

## PERFORMANCE REVIEW

The Department has embarked on a performance review strategy to chart a way forward with regards to the improvement of learner attainment especially Grade 12. Performance Review Summits have been organised to be attended by principals and circuit managers within the Districts. The performance reviews are undertaken per District and by the end of March two of the four Districts i.e. Ehlanzeni and Gert Sibande have been covered.

The Performance Review Summits focus on the performance of schools and circuits at the Grade 12 level. The performance analysis culminates to the presentation of good practices and improvement plans for the schools and circuits. The rationale is to learn from the excelling schools and circuits and at the same time bring the poor performing ones on board.

# Malwane Tops in Library Awards



Dr. Henry Van Zyl, Chief Director: Curriculum and Quality Assurance

“Umtapo wolwazi” is Zulu for reservoir of information. This phrase defines the intention that the Department has in turning school libraries into centres of learning and teaching excellence. In keeping with the 2010 theme; developing our own school library resources the concept of information reservoirs is translated into reality.

Sources and reservoirs of information that are spread through the urban and rural geographic space in the Province would indeed lift up the knowledge base of learners and improve on the use of information to the betterment of the lives of the people of the Province. These libraries are spread in the form of central and mobile libraries throughout.

The interests of the Department with regards to the library issues are not just the numerical spread but also the quality of the management of these institutions. The Department hosts an annual event to honour the best managed school libraries in the Province. Malwana primary school in Bohlabela District has been selected as the winner of the 2010 school library competition.

In his address to the Malwana school community, Dr. Henry Van Zyl, Chief Director: Curriculum and Quality Assurance said, “The Mpumalanga School Library Policy promulgates the establishment of central libraries in all the schools. In the current scenario the library is seen as a teaching method rather than an add-on, an extra-curricular activity. In pursuance of the tenets of the policy the Department focuses on the one model of provisioning school libraries individually.”

Dr Van Zyl also took time to thank the Japanese government for the donation of three mobile libraries which will be used to benefit the people of the Province. He mentioned the successes of the Room to Read project and appreciated the good work done by Mr. Chris Mothupi and his team in the other Districts.

To ascertain service delivery, the Department has a low-key second provisioning model, through which one community library serves the neighbouring schools. In this model the Department does not provision the eight schools individually, but provisions the community library and the neighbouring schools utilize and share their resources at the community library.

This model is supported by the Memorandum of Understanding between the Department and the Department of Culture, Sport and Recreation. Messrs Molai, Khumbulani Ndawo and Francois Hendrickse from Culture and Sports used to meet regularly at Maphotla Community Library and championed it as a viable service model and a concrete example of a joint venture.

The Department takes this opportunity to congratulate Malwana primary for the great feat and wish all other school libraries the best.

It involves the painting of schools, planting food and flower gardens, planting trees and school furniture.

You can contact their nearest departmental circuit offices on how to get involved in this noble project.

Accelerating Education Delivery.



education  
DEPARTMENT: EDUCATION  
MPUMALANGA PROVINCE



# Education Delivery Agreement

## Outcome One

Improved Quality of Basic Education

Outcome one:

- Improve the quality of teaching and learning
- Make regular assessment to track progress
- Promote early childhood development and
- Establish a credible outcomes-focused planning and accountability

## Outcome Five

A Skilled and Capable Workforce to Support the Inclusive Growth Plan.

Outputs of outcome five:

- Establish a credible institutional mechanism for skills planning
- Increase access to programmes leading to intermediate and tertiary learning and