



Province of the
EASTERN CAPE
EDUCATION

Umdibanisi Newsletter

Implementing appropriate and relevant educational programs through quality teaching

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Editor's Desk



Editorial comment



June has always been a trying season for many including myself as we find it impossible to cope with the cold that comes with flu and other cold related sicknesses.

Well, despite that, as Communications we bring you Umdibanisi with the hope that the stories, advice and educational part of our content will keep you good company during this season.

The content is tailored to provide you with a fresh look at how services are rendered by the department to our communities, training of our educators etc. We hope to inspire people internally and externally to consider spending this cold period reading books, sharing magazines and newspapers as these will also help our children's vocabulary grow faster.

Other than that, we hope you will indulge and enjoy our content and advise where necessary what you would like us to feature in the near future.

**Nyameka Mgijima Acting Director:
Communications and Events Management**

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As I joined the department as Acting Head of Department in April 2022, I was delighted to be given another opportunity to contribute into the education sector. I joined the department having vast experience and knowledge that will assist in the attainment of quality public education for the learners of this province. It is my belief that the upward trajectory that the department is currently enjoying, can be sustained if all of us are committed and responsible enough to carry out the tasks assigned to all of us for betterment of the lives of all people of this province.

Our learners wrote their mid-year examinations from 30 May until 21 June 2022. We are proud that the process ran smoothly without any major challenges. Our learners continue to learn under difficult conditions posed by Covid-19; however, they have shown tremendous strength and zeal in dealing with the situation. The department has already started implementing Learner Attainment Improvement Plans in preparation for the final exams. The main focus is on resource support for all grade 12 learners in our schools, filling of critical vacancies and provisioning of school furniture. We remain committed in building partnerships with the private sector in support of the grade 12 class. This has been informed by the inevitable need to supplement the normal tuition done in our schools with extended or extra classes focusing on Quintiles 1, 2

& 3 in an effort to support parents who cannot afford the price of extra tuition.

The department; has already started the process of providing LTSM for 2023 academic year. The endeavors are to ensure that by the end of the year, all schools would have received their LTSM as part of school readiness for 2023 academic year. The department as it continues to provide public quality education, has started piloting an online schooling programme to support learners across the province who cannot access mainstream schooling through the E-Learning strategy of the province. We have to come up with innovative plans that seek to advance education in this province.

As schools close for June holidays, I wish all will keep themselves warm and we must all remember that Covid-19 is still with us.

Keep safe at all times.

Mahlubandile Qwase
Acting Head of Department



“ The department has already started implementing Learner Attainment Improvement Plans. ”



Fundile Gade

MEC, Eastern Cape Department of Education

MESSAGE BY HON. MEC

As we all know that, a country that doesn't invest in her youth is doomed. That is why, to date we as government have created all the opportunities to ensure that our youth becomes a priority. Celebrating the Youth month this year has been very interesting considering the fact currently the department has seen a considerable spike in cases of abuse in our schools. These abuses are committed by those entrusted with the responsibility of looking after these youngsters (In-loco parentis).

I would like to urge educators to desist from this as it is putting a stain on our noble profession, teaching. Recently, we launched the Quality Teaching, Learning Campaign (QLTC) with all our stakeholders. The campaign clarifies the roles and responsibilities of each of the critical stakeholders. The launch of the program is meant to intensify engagements between the parents, educators and learners with an aim of making Education better. The QLTC serves as a platform for all to engage, resolve and improve how things are done. For instance, the program clearly stipulates how each of the three can interact with each other to better things and the outlook of Education in the province. I urge all parents, learners and educators to utilise this platform to further advance their participation in education.

As we are about to close our schools for the winter holidays, I urge our communities to join us in ensuring our schools do not become soft targets for criminals. Where crime has been committed in our schools, let the communities work with the police to ensure those perpetrators face the wrath of the law. Furthermore; I urge the private sector and businesses to work with us in making our schools centres of community life. This could be done through

donations to needy schools and learners.

These donations can range from school uniforms or learning materials to ensure that we avoid learner dropout due to lack of basic schooling facilities. We also accept donations that could make schooling interesting. These could be items like swimming pools for our rural schools, computers to advance our Information Communications Technology (ICT) strategy and other recreational facilities. It should be remembered that these extra curriculum activities help expose our children to a variety of opportunities.

We urge all our people to assist especially rural schools because with all these facilities available we will stop depopulation of our learners from rural schools in search of these opportunities in towns. Lastly, as we recently celebrated the Autism month, we urge all parents of learners with Autism to work with the department to ensure these learners also get quality education.

The recent opening of Merryvale (to accommodate 80 learners), Manzabila (to accommodate 70 learners) and Nomvume (to accommodate 50 learners) is making good progress.

The current expansion at Tembisa school will also alleviate the pressure of ECDoE to respond more effectively to the challenge of specialist placement for Autistic learners, Simultaneously we urge our stakeholders to collaborate with the Department as we ensure that all schools with learners with Autism get access to education as it is their basic human right. We urge parents to observe the set Policy on Screening, Identification, Assessment and Support (2018) as it assists in the process for the admission of these learners.

The policy determines whether a learner on the Autism spectrum needs to be placed in a special school or not. The purpose of the Policy on Screening, Identification, Assessment and Support (SIAS) is to provide a policy framework for the standardization of the procedures to identify, assess and provide programmes for all learners who require additional support to enhance their participation and inclusion in school. As indicated, not all learners on the Autism spectrum should be placed in special schools as some only require low to moderate levels of support. Learners with low or moderate level support requirements are normally accommodated in a public ordinary mainstream school or in one of the 62 designated full-service schools in the province. Currently there are 588 learners on the Autism spectrum placed in 15 different special schools in the province.

Our view is that all parents need to ensure that their children's right to education is served in all schools, even those learners identified as requiring high- levels of support and awaiting placement in a special school .Parents and care givers are invited to contact the Citizen Care services where there are dedicated staff members dealing with all queries from parents with children who have special educational needs. Happy Youth month to all our learners, the future leaders of our country!

Autism Awareness

By *Cheera-Dee Robinson*

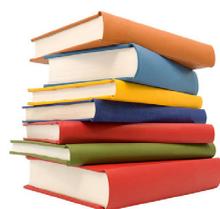
The Eastern Cape Department of Education hosted the Provincial Annual Autism Awareness event at Parklands Special School in East London on the 28th April 2022. The month of April has been marked as World Autism Awareness Month which aims to advocate on autism. With appropriate support, accommodation and acceptance of this neurological variation, all our learners will enjoy equal opportunities, and full and effective participation within our society. The theme for the "SUPPORTING PARENTS OF CHILDREN WITH ASD." Promoting services and support for families and caregivers of learners with Autism focuses on following:

- Having conversations with and offering tele-support for parents, families, caregivers and professionals about Autism

Spectrum Disorder.

- Promoting an intersectoral approach to provision of information, support and resources for affected families.
- Establishing support networks in communities for families, educators and professionals;
- Promote acceptance, inclusion and social cohesion within communities by promoting disability advocacy and dispelling the myths around Autism;
- Promoting early identification, screening and assessment of children with ASD. Simon Ncapayi, Acting Director of Inclusive Education Directorate pleaded with the audience saying; "Education can not do it alone, we need parents, we need our sister departments and we need NGO's, to achieve this in the Eastern Cape."

EASTERN CAPE DEPARTMENT OF EDUCATION



ZERO / LEARNERS DROP / OUT CAMPAIGN



By *Thando Ngcume*

The Eastern Cape Department of Education in partnership with Love Life, Small Projects Foundation and Masibumbane Development Organization held Zero Learner Dropout Campaign for the Eastern Cape Province in Gqeberha, Nelson Mandela Bay Education District. The 3 day Strategic Review session came as a mandate which seeks to identify dropouts in the Education system and to bring these learners back to class using the check and connect model programmed to trace these learners. Setting the scene during the session was the Youth and Special

Programmes Director, Zukiswa Njotini, where she highlighted the main priorities of the campaign. She said; "The campaign seeks to change perception of school dropouts and that the Partnership will be strengthened, addressing the problem of school dropout and action towards it". Possible issues connected

with dropout of learners was presented by Masibumbane Development Organization Mentor, Phumezi Govane. In her presentation Phumezi mentioned the risk factors causing school dropout saying; "Learners can dropout due to poor academic performance, family issues and the kind of school which they attend can result to behavioral problems and absenteeism". "Love Life has already started the baseline and interventions, to contribute towards improving the health outcomes, targeting audience between the ages of 10 - 24 years" said the Provincial Programme Manager Themba Maseti.

One of the participants, Education Support Services, Official from Chris Hani East Education District, Onke Ncobo said; "The session was more of a jack up for us, as the district officials to focus and tune in on our expectations as Education Officials, to fight against the high volume of dropouts in the system and hope that such a campaign can be escalated to the Top Management.



Eastern Cape Department of Education to induct 90 newly appointed Principals

By **Thando Ngcume**

About 90 newly appointed Primary and Secondary School Principals from Chris Hani West, Chris Hani East and Joe Gqabi were inducted by the Eastern Department of Education in Queenstown. The main objective is to prepare these appointees to assume their duties with a clear understanding of what is expected of them by the department.

Highlighting the purpose of the day was the ECDoE Mandla Makupula Education Leadership Institute Acting Director Pula Tabata. During her presentation Pula said “this induction programme will equip newly appointed principals with the knowledge and skills necessary to lead effective, efficient and functional schools which ultimately results to improved teaching and learning outcomes”

The Queenstown and Albertina Nontsikelo Sisulu Science Centre Director, Phumzile Mashalaba added that the ECDoE saw the need to induct newly appointed principals on strategies to strengthen systems with regards to strong curriculum management and leadership, excellent supervision, improved time management skills, development and implementation of proper monitoring systems and tools.

Speaking on behalf of the newly appointed principals was the Mazibuko Senior Secondary School Principal, in Cala, Chris Hani East Education District, Charles Bunyonyo he said “attending this workshop will surely give me direction on how to manage the

institution professionally based on policies supplied by education department, also how to implement them in the institution to make the institution functional”.

Bolotwa Senior Primary School Principal under Chris Hani East, Nomthandazo Yawa also said “This is one of the greatest stories to tell about the Department as to day we will be equipped with management skills which will have an impact to change our behavior in schools, therefore, I can openly say that the programme was a success”.

“ This induction programme will equip newly appointed principals with the knowledge and skills necessary to lead effective, efficient and functional schools which ultimately results to improved teaching and learning outcomes ”

Boost for learners as MEC donates uniforms to Mdantsane schools

Learners from two primary schools in Mdantsane could not hide their excitement after receiving new school uniforms from the Eastern Cape Department of Education (ECDoE) recently. ECDoE MEC Fundile Gade handed over a total of 200 new school uniform to Mzimkhulu and Khanyisa senior primary schools learners in Mdantsane as part of the department's social responsibility initiative. Earlier in the week MEC Gade handed over another 200 school uniform to Ulwazi High School and Mzomhle Senior Secondary Schools respectively. Mzimkhulu and Khanyisa are feeder schools to both high schools in the area. ECDoE MEC Fundile Gade said the school uniform project was the department's social responsibility initiative aimed at promoting and encouraging academic excellence in rural and township schools. Mzimkhulu Primary's Grade 6 learner Awethu Quwe was one of the learners who benefitted from the school uniform project. Her

mother Lusanda Nkatazo said she felt a sense of joy when her child was chosen to be among those who benefitted from the project. "I am very excited that my child was chosen to receive the new uniform from the MEC. She is very dedicated to her school work and always work hard to pass," said Nkatazo. Mzimkhulu Primary School principal Ntsikelelo Ruiters said the entire school and parents were grateful to the MEC for donating new school uniform to their learners saying this will ease and lessen burden to parents especially those coming from needy backgrounds. "The majority of our learners come from poor backgrounds and depended mostly on Government's child support grants," said Ruiters. Khanyisa Primary School principal Khayaletu Lobi echoed Ruiters' sentiments adding that this will bring pride and dignity to their learners. The donation included new school shoes, shirts, trousers, socks, jerseys and uniform for girls.



MEC for education Fundile Gade donates school uniforms to the parents of Phakamile Senior Primary for the children in need.

Pic: Thabang Maseko



MEC for Education Fundile Gade together with Member of Parliament Busi Tshwete awarded the school uniforms to two Mdantsane schools.

Pic: Thabang Maseko

As part of its social responsibility initiative and an attempt to encourage academic excellence, the Eastern Cape Department of Education (ECDoE), has donated school uniform to deserving learners of Ulwazi Senior Secondary School and Mzomhle High School situated in Mdantsane in the Buffalo City Metro region. ECDoE MEC Fundile Gade handed over new school uniform to 200 learners from both schools at the Dr WB Rubusana Education District offices recently.

Mdantsane is one of the impoverished townships in the country caused mainly by rising unemployment and most learners from both schools come from poor and needy backgrounds. Addressing parents and learners, MEC Gade, told the crowd that despite challenges Ulwazi High School has beaten all odds becomes the best school in Mathematics and Science not only in the Eastern Cape but throughout the country.

"Ulwazi High School is one of the best performing schools in the province and it is the department's responsibility to invest resources and improve its school infrastructure," said Gade. Ulwazi High School has maintained its 100% matric pass rate for

13 consecutive years something rare in a township school. MEC Gade said the aim was to ensure proper development and improvement of infrastructure especially for rural and township schools in the province to prevent mass exodus of learners to study in schools situated in urban areas. He urged parents to encourage their children to remain in these schools as they continue to get good matric pass rate. Ulwazi High School principal Mhlahli Makalima welcomed the school uniform donation adding that this will encourage his learners to work hard in an attempt to maintain its 100% matric pass rate. "On behalf of parents and learners I would like to thank the MEC for giving our learners these new school uniforms. The intention is to maintain our outstanding matric pass rate record and there's no turning back," said Makalima. Mzomhle Senior Secondary principal Malusi Koltana said the school uniform donation will help assist and prevent school dropouts due poverty. In 2020 the school achieved 92% matric pass rate, in 2021 it achieved an improved 94% pass rate and Koltana is confident that they will get 96% this year.

Contracting is not an option but a must



By Dineo Matroko

Managers came in scores from the Eastern Cape department of Education when the Human Resources Development directorate held a session, equipping senior managers on contracting. Senior managers from head office including those from the district offices were taken through a training session on how and when to contract. This, in order to make sure that senior managers comply so that their subordinates follow suit.

Acting Head of Department (HOD), Mahlubandile Qwase set the tone for the session and had a few remarks on the contracting of the senior managers. Qwase asserted on the alignment of contracting with the policy speech and the Annual Performance Plan (APP). Qwase said "In terms of the core business, the department is doing well. This session is about making sure that we deliver what we have contracted." Qwase who has been acting as the HOD for over three weeks, is not necessarily new to the education department, pleaded with the managers not to be diverted on their mission of making sure the department succeeds. "There are a few key elements that make an organization a high performing department focusing on the Quadruple bottom-line." Said Qwase. In depth of the key performance areas he (Qwase) explained further to the managers what he meant. Qwase said "we need to strive to be an employer of choice, provider of choice in the education space as there are private and independent schools. We also need to ensure that we are the investment of choice and lastly we need to be known for providing excellent service to the ordinary citizen, from the head office to the district right down to schools. Therefore, the department

needs to be a corporate citizen of choice as well." Acting Director Lukhanyo Sidiya who heads the Human Resource Development reminded those in attendance on why it is important to contract. Sidiya said "performance management is a tool that seeks to make senior managers account and take responsibility on how services are delivered to citizens." Sidiya also tapped into what her HOD (Qwase) said about a given mandate. "senior managers are given a mandate on their key deliverables so that when implementing their activities, they do so inline with the intended purpose to be done." Sidiya concluded with high hopes that the senior managers of the department will be encouraged to effectively deliver saying "I hope that after this session, senior managers will invest time in planning, and working together and supporting each other. We want this instrument to implement change in the department."

MEC Fundile Gade contracted with the Head of the Department on the second day of the session. But before doing that, the political head shared his thoughts with the senior managers about the contractual process. Gade said "when given an opportunity to look closely on a matter; you do not divert, when contracting you are doing so between yourself and the government. Not the MEC or the HOD." Gade went on further to discourage working in silos between managers. "As we sign let's be objective, find space of knocking sense into each other because if we all excel in our performances then the department has achieved its mandate." Concluded Gade.



Official Contracting of the Eastern Cape Department of Education

By Siphosethu Zimba

The ECDoE piloted Official Contracting session for the Department Officials. The 5 day session was held for the alignment of performance agreements to Chief Directorate plans and Strategic Objectives of the Department.

Giving the purpose of the session: was the Human Resource Development, Acting Director, Lukhanyo Sidiya, She explained how the Department has adopted a strategy to enhance performance within the department starting from senior management to the low level. She further explained by saying "Research by HRD has revealed that staff contracts are not aligned to the departmental strategic plan, and staff contracting is uncoordinated thus losing focus of where the department is heading. Owing to continued unachieved operational plan targets, HRD and Strategy Directorates were tasked, to develop a focused Performance Management Strategy wherein staff contracting is aligned to the Departmental strategic plan. The strategy talks to a well coordinated contracting starting at Senior Management echelons signing their contracts with their supervisors. This trend will be followed up to the level of Director. The process will be brought down to branches wherein contracts of DDG's will be shared with branches to enhance and filter down appreciation and understanding of the departmental strategic plan." And lastly she mentioned that this process will give meaning to strategic direction, coordination of targets and activities, as well as monitoring and evaluation. To this end HRD has dedicated this week from Monday to Thursday, doing rounds in the various branches to further this end. Deputy Director HRD-PMDS Noncedo Goduka, who highlighted the importance of contracting and submitting of PMDS said "This session is meant for all employees in IOM Branch; to expose them in the Annual Performance Plans and Operational Plans of the IOM Branch". Adding to her statement she explained that Performance Contracting is done in order to assess individual performance of employees and the department at large. Individual performance is linked to the developmental performance, and that Performance cycle starts on the 1st April of each year and the submission due date is the 31 May.

After which assessment reviews are done on a semester basis (half yearly). By attending the session; School Administration, Assistant Director, Thabani Gqweta said that she has gained knowledge, the reason and importance of signing performance contracts: to be identified as the employee of ECDOE and



to measure performance. And also how to align performance contracting with the Departmental Strategic Plan, cascaded down to Annual Performance Plan and Operational Plans. Taking into account Audit Outcomes when dealing with performance management. Highlighting Strategic Targets and Performance expectations of the Branch, DDG – IOM, Mr Themba Mtyida closed off the forum by giving a brief background on the Core business of the Departments of Education – provision of quality teaching and learning, and the progress made in the 2021 academic year and how it demonstrated the hard-working of educators, principals, stakeholders and the officials of the department. And given this background, 2022 schooling performance strategy will focus on top priorities to improve learner performance in all grades. Mr Mtyida also emphasised on how the session had brought him to the realisation of his mistakes and where he was failing as DDG and his office, and how this was a great platform to engage better with other managers and his colleagues. He encouraged the department to hold more of these sessions to enable better understanding and engagement to improve staff performance and plans in the department.



Picture Gallery





Picture Gallery





VISION

To provide learners with opportunities to become productive, responsible and competitive citizens through an inclusive quality basic education system.

MISSION

To achieve the vision, we will implement appropriate and relevant educational programmes through quality teaching and learning; mobilise community and stakeholder support through participation; and institutionalise a strong culture at all levels of the Department.

VALUES

*High Performance | Responsiveness | Accountability
Empathy | Access | Equity | Integrity*

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**Let's Grow
South Africa
Together.**



• Wash & sanitize
your hands

• Hlamba ucoce
izandla zakho



• Keep your distance
from others

• Gcina umgama
phakathi kwakho
nabanye



• Wear your mask

• Nxiba i-mask yakho