



**QUICK  
LINKS**

[Curriculum Website](#) | [Exams Website](#) | [Circulars](#) | [Question Papers](#) | [Vacant Posts \(Dept\)](#)  
[Subscribe to Hoor hier](#) | [Manage the Unmanageable](#) | [Submit CV](#) | [Available Teachers](#)

▶ **Crisis in Classrooms: Learner Violence against Teachers**

**2** Circulars

**1** Assessment Instruction

▶ Eastern Cape Exam News

**847** Posts: Bulletin for HODs & Deputies



▶ No Limits to Learning

▶ Governing Body Foundation Seminar

**14** Webinars – Courtesy of SAOU

▶ Annual Teaching Plans (ATPs)

▶ Exams Website: Question Papers & Memos

**27** Links to important Online Resources

**31** Vacant Posts

**4** CVs

**213** Available Teachers: Online CVs

▶ **Managing the Unmanageable**

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# Crisis in Classrooms: Learner Violence against Teachers

<https://www.ecexams.co.za/CM.htm>

## PROBLEM STATEMENT

Learner violence against teachers has escalated, including verbal abuse, physical aggression, and threats with weapons. Incidents include swearing, throwing objects, stabbing with knives, and brandishing firearms, posing severe risks to educators' safety and well-being. This alarming trend demands immediate attention to protect teachers and ensure a safe, conducive learning environment in South African schools.



## EFFECTS ON TEACHERS

Learner violence against teachers has profound and multifaceted effects on educators and the teaching environment:

### ● Physical Health:

- Injuries from physical assaults, ranging from minor bruises to severe harm, including knife wounds and gunshot injuries.
- Long-term physical ailments due to repeated violence and stress-related health issues.

### ● Mental Health:

- Increased stress, anxiety, and depression due to constant fear and intimidation.
- Development of post-traumatic stress disorder (PTSD) from violent incidents.
- Reduced job satisfaction and overall morale.

### ● Professional Impact:

- Higher absenteeism due to physical and psychological injuries.
- Increased burnout rates, leading to higher turnover and a shortage of experienced educators.
- Erosion of the teacher-learner relationship, reducing trust and cooperation in the classroom.

## EFFECTS ON TEACHING AND THE EDUCATIONAL ENVIRONMENT

### ● Classroom Management:

- Difficulty maintaining discipline and order, disrupting the learning process.
- Increased time and resources spent on managing violent behaviour instead of teaching.
- A hostile classroom environment that hinders effective learning.

### ● Academic Outcomes:

- Lower academic performance due to frequent disruptions and a chaotic learning environment.
- Decreased learner engagement and participation because of a lack of a secure and supportive atmosphere.

### ● School Climate:

- A pervasive sense of fear and insecurity among staff and learners.
- Decline in school reputation, affecting enrolment and community trust.
- Heightened tensions among learners, potentially leading to a cycle of violence and retaliation.

### ● Policy and Administrative Burden:

- Increased pressure on school managers to implement stringent security measures.
- Higher costs associated with training, security, and counseling services.

## BROADER SOCIETAL IMPACT

### ● Teacher Shortages:

- A deterrent for prospective educators, exacerbating teacher shortages, particularly in high-risk areas.
- Potential long-term impact on the quality of education and learner outcomes.

### ● Community Relations:

- Strained relationships between schools and the communities they serve.
- Greater involvement of law enforcement and social services, reflecting broader societal issues.

Addressing learner violence against teachers is critical to ensuring a safe and effective educational environment, safeguarding the well-being of educators, and fostering a positive learning experience for learners. It requires a comprehensive approach that involves both immediate response strategies and long-term preventive measures. Here are practical tips for teachers and the School Management Team (SMT):

## PRACTICAL TIPS FOR TEACHERS

### ● Immediate Response to Violence:

- **Stay Calm:** Maintain composure to manage the situation effectively and avoid escalating the violence. Never lose your temper and engage in a physical fight with a learner.
- **Seek Help:** Immediately call for assistance from nearby staff or use panic buttons if available.
- **De-escalate:** Use non-confrontational language and body language to calm the learner.
- **Protect Yourself:** Position yourself near an exit and avoid turning your back on the aggressive learner.
- **Inform the Principal immediately:** It is the principal's responsibility to handle the situation and take the necessary steps against the learner according to school policy. The principal must also support the traumatised teacher and inform the parents. If it is a criminal offence, the principal should assist the teacher in laying a criminal charge with the police.
- **Inform your Teacher Union:** Teacher Unions are concerned with the conditions of service, as well as the welfare of teachers.

### ● Building Positive Relationships:

- **Rapport Building:** Establish positive relationships with learners to create a respectful and trusting classroom environment.
- **Consistent Rules:** Clearly communicate and consistently enforce classroom rules and expectations.

### ● Professional Development:

- **Training:** Participate in training programs on conflict resolution, de-escalation techniques, and classroom management.
- **Support Networks:** Engage with support groups or counseling services provided by the school.

### ● Documentation:

- **Record Incidents:** Keep detailed records of any violent incidents, including the nature of the violence, the individuals involved, and the actions taken.

### ● Seek Support:

- **Report:** Inform school management and the designated safety officer about any incidents of violence.
- **Counseling:** Access counseling services to address the emotional impact of violence.

## PRACTICAL TIPS FOR THE SCHOOL MANAGEMENT TEAM (SMT)

### ● Policy and Procedures:

- **Clear Policies:** Develop and enforce clear policies on handling violence, including disciplinary actions and support for affected teachers.
- **Inform the Department of Education:** Serious incidents must be reported to the Department of Education as soon as possible.
- **Zero Tolerance:** Implement a zero-tolerance policy for violence against teachers and communicate it to all stakeholders.

### ● Safety Measures:

- **Security Personnel:** Employ security personnel to monitor school premises and respond to incidents.
- **Surveillance:** Install CCTV cameras in strategic locations to deter violence and provide evidence if needed.

### ● Support Systems:

- **Counseling Services:** Provide access to psychological counseling for both teachers and learners involved in violent incidents.
- **Conflict Resolution Programs:** Implement programs that teach conflict resolution, anger management, and social skills to learners and teachers.

### ● Training and Development:

- **Staff Training:** Offer regular training for teachers and staff on managing classroom violence and effective communication techniques.
- **Learner Programs:** Introduce programs that promote positive behaviour, respect, and empathy among learners.

### ● Community Involvement:

- **Parental Engagement:** Involve parents in discussions about learner behavior and school safety, and encourage their support in reinforcing positive behavior at home.
- **Partnerships:** Collaborate with local law enforcement, social services, and community organizations to address the root causes of violence and provide holistic support.

### ● Monitoring and Evaluation:

- **Regular Reviews:** Conduct regular reviews of violence incidents and the effectiveness of current policies and procedures.
- **Feedback Mechanisms:** Create channels for teachers and learners to provide feedback on safety concerns and suggestions for improvement.

By implementing these practical tips, schools in South Africa can create a safer and more supportive environment for both teachers and learners, ultimately enhancing the quality of education and overall school climate



## NB! CIRCULARS NB!



# CIRCULARS

[www.eccurriculum.co.za/Circulars.htm](http://www.eccurriculum.co.za/Circulars.htm)

Available at <https://www.eccurriculum.co.za/Circulars.htm>:

- Memo: Transfer of educators within the Province for academic year 2024: March 2024 - September 2024
- Memo: Leave Management: Utilization of leave credits (Leave cycle ending 30 June 2024)

## NB! ASSESSMENT INSTRUCTIONS NB!



# ASSESSMENT INSTRUCTIONS

[www.ecexams.co.za](http://www.ecexams.co.za)

Available at [https://www.ecexams.co.za/2024 Assessment Instructions.htm](https://www.ecexams.co.za/2024%20Assessment%20Instructions.htm):

- 25/2024: Advertisement of Temporary Posts of Examination Assistants (EAs)

## EASTERN CAPE EXAM NEWS

- **Prospective EAs** (Exam Assistants) can apply now: Assessment Instruction 25/2024
- **Gr. 12 May/June Common Exams 2023: Memos**  
Please note that the memos will be available within 24 hours after the papers have been written. In most cases it should already be available in the evening after 21:00.
- Available at [www.ecexams.co.za](http://www.ecexams.co.za)



## NB! NEW BULLETIN NB!

**668**

**HOD POSTS**

**179**

**DEPUTY PRINCIPAL POSTS**

## PROMOTION POSTS IN THE EASTERN CAPE

<https://www.eccurriculum.co.za/Bulletins.htm>



# INNOVATE & INSPIRE .24

ELEVATING MINDS, EMPOWERING TEACHERS

Don't let your school miss out! This is your last chance to sign up for the **Innovate & Inspire Conference** at Hudson Park Primary School on **8 July 2024**. **Registration closes on Tuesday, 28 May.**

We've got an incredible lineup of **topics**, including:

- "Seeing is Believing: Visual Perception Skills"
- "AI Teacher Tools: PL.ai"
- "Ruhl's 5 C's for Social Science Projects"
- "Create with Canva: Design Magic"
- "Get Started with Scratch Junior"
- "Chat GPT & AI: The Teacher's Guide"
- "Level Up: Starting eSports at Your School"
- "Think Big: Design Thinking & Authentic Learning"
- "Code Unplugged: Fun without Computational Thinking"
- "Stay Safe: Cyber Security Essentials"
- "Create & Collaborate: Canva Docs"

For more details, please see the attached PDF. To sign up, visit:

**[bit.ly/I2registration-teachers](http://bit.ly/I2registration-teachers)**

We look forward to seeing you there!



# NO LIMITS TO LEARNING

## Elsen Academy's "No Limits to Learning Presents: Classroom Barriers" Workshop - a Roaring Success!

**Port Elizabeth, Eastern Cape– 17 April 2024** – Elsen Academy's "No Limits to Learning Presents: Classroom Barriers" workshop, held on the 17th of April 2024, proved to be a resounding success, drawing nearly 100 educators.

The event focused on equipping teachers with the knowledge and tools to effectively support learners facing learning barriers like ADHD, Autism, Dyslexia, and Dyscalculia. Teachers from as far as Jeffreys Bay, Addo, and Cookhouse attended the informative session that delved into these specific learning differences, along with practical strategies for implementing concessions within mainstream classrooms.



"We are thrilled with the positive response to the 'Classroom Barriers' workshop," said Monique Ward, the co-ordinator of the event. "Our goal was to empower educators with the resources they need to create inclusive learning environments for all learners. Seeing such a strong turnout and receiving such enthusiastic feedback reinforces the importance of this initiative."

Here's what some of the attending teachers had to say:

- "It was a privilege to attend the informative sessions. I feel much better equipped to support my learners with learning differences."
- "Thank you again for a lovely workshop. The practical strategies shared will be invaluable in my classroom."
- "Very informative session that answered quite a few questions I had about concessions in the mainstream classroom."
- "A wonderful session with lots of information. I left feeling inspired and motivated to make a difference in my classroom."

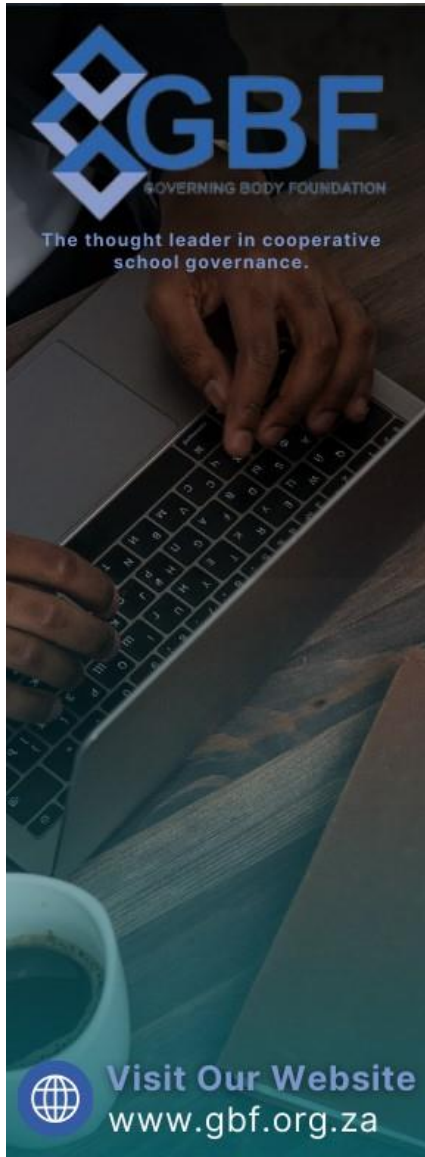
Elsen Academy's commitment to fostering a culture of inclusive learning extends beyond its own walls. The "Classroom Barriers" workshop exemplifies this dedication by providing valuable professional development opportunities for fellow educators. The event also awarded attendees CPTD points.

### About Elsen Academy

Elsen Academy, a beacon of inclusive education in Port Elizabeth, South Africa, celebrates 19 years of empowering learners with diverse learning needs. The school offers a nurturing environment where qualified specialists cater to individual needs, fostering a love of learning and a pathway to reaching each learner's full potential.

Photo credit: Klaas Kingma

# GOVERNING BODY FOUNDATION



GBF SEMINAR  
EASTERN CAPE

## Making the most of meetings *Effective governance through effective meetings.*

This will deal with how to organise and run SGB meetings. Unless the correct procedures are followed, decisions of the SGB could be challenged or invalidated.

Tuesday, 4 June  
18:00 - 19:30



Online via Zoom  
See registration details below.

**You are invited to a Zoom meeting.**

**When:** Jun 04, 2024 06:00 PM Johannesburg

**Register in advance for this meeting:**

**[https://us06web.zoom.us/meeting/register/tZludO6przlqE9HWiLwv7PZax\\_P3S2gTcH](https://us06web.zoom.us/meeting/register/tZludO6przlqE9HWiLwv7PZax_P3S2gTcH)**

After registering, you will receive a confirmation email containing information about joining the meeting.

# TRAINING – COURTESY OF SAOU



Register here: <https://bit.ly/SAOUwebinars> or scan the QR code above.

- **28 May 2024**
  - Work-life balance  
All educators are welcome to attend this professional development session
- **3 June 2024**
  - Learners & Post Level 1 Wellness Week: Mam/Sir – YOUR own well-being must be seen as a priority
  - Learners & Post Level 1 Wellness Week: Practical tips to look after the well-being of your learners without it leading to burn-out
  - Technology leadership: Teaching through, with, around and of Artificial Intelligence  
All Primary School educators are welcome to attend this professional development session
- **4 June 2024**
  - Students & Post Level 1 Wellness Week: Nobody can (or should) function on an empty tank
  - Managing stress on a personal level  
All educators are welcome to attend this professional development session
- **5 June 2024**
  - Students & Post Level 1 Wellness Week: Juggling numerous tasks as a school manager whilst still looking after your own well-being
  - Students & Post Level 1 Wellness Week: Practical ways to ensure the optimal well-being of your staff member
  - Rights of parents vs. rights of teachers  
All educators at Independent schools are welcome to attend this training session
- **6 June 2024**
  - Students & Post Level 1 Wellness Week: Ride the wave to a healthier you!
  - Speech therapy development ECD & FP  
All FP & ECD educators are welcome to attend this training session
- **10 June 2024**
  - Shaping learners' 21st century skills through Coding and Robotics  
All educators, especially Foundation and Intersen Phase, are welcome to attend this professional development session
- **11 June 2024**
  - Stress - Positive and Negative stress  
All educators are welcome to attend this professional development session
- **22 June 2024**
  - SACE Registration  
SAOU Offices, Gqeberha  
All teachers and students who need assistance with SACE registration and CPTD management are welcome to register



# ANNUAL TEACHING PLANS 2024



**ANNUAL TEACHING  
PLANS 2023 - 2024**

[www.eccurriculum.co.za/ATPs2023-2024.htm](http://www.eccurriculum.co.za/ATPs2023-2024.htm)

<https://www.eccurriculum.co.za/ATPs2023-2024.htm>



**NO. 1  
EXAMINATIONS WEBSITE  
FREE QUESTION PAPERS & MEMOS**

**[www.ecexams.co.za](http://www.ecexams.co.za)**

# LINKS TO IMPORTANT ONLINE RESOURCES



## Teachers

- [Bulletins \(Vacancy Lists\)](#)
- [Circulars](#)
- [Submit online CV](#)
- [Hoor Hier newsletter](#)
- [Subscribe to newsletter](#)
- [List of prospective teachers](#)
- [PAM \(Personnel Administrative Measures – Conditions of Service\)](#)
- [Managing the Unmanageable – A Teacher’s Guide to Classroom Success](#)

## Exams

- [www.ecexams.co.za](http://www.ecexams.co.za)
- [Question Papers](#)
- [Assessment Instructions](#)
- [Study Guides](#)
- [Examination Guidelines](#)
- [Policy Documents](#)

## Curriculum

- [www.eccurriculum.co.za](http://www.eccurriculum.co.za)
- [ATPs 2023 - 2024](#)
- [CAPS](#)
- [Curriculum Instructions](#)
- [FET Phase](#)
- [Senior Phase](#)
- [Intermediate Phase](#)
- [Foundation Phase](#)
- [Grade R](#)
- [ECD: 0 - 5 years](#)
- Digital Textbooks:
  - [Business Studies](#)
  - [Technical Mathematics and Science Textbooks](#)
- [Foundation Phase eLibrary](#)



# VACANT POSTS



# PORT REX *Technical High School*

The following  
**DEPARTMENTAL POST**  
exists for a suitably qualified candidate from  
**9 JULY 2024.**

## **TEACHER (PL 1)**

*POSSIBLE INTRA-DISTRICT TRANSFER*

***SOCIAL SCIENCES (GRADE 8 & 9)***  
***NATURAL SCIENCES (GRADE 8 & 9)***  
**AND**  
***ENGLISH HOME LANGUAGE (GRADE 8 – 10)***

State other subjects offered.  
State extra-mural offerings.

Successful candidates will be required to:  
Submit SAPS clearance certificate.  
Supply comprehensive CV with references, experience & qualifications,  
Supply SACE certificate and valid PDP licence.

**CLOSING DATE FOR APPLICATION: FRIDAY 7 JUNE 2024**

Submit to: [secretary@portrexths.co.za](mailto:secretary@portrexths.co.za)

If applicant has not been notified within 14 days, consider the position filled.  
The Governing Body reserves the right not to fill the position.

In line with POPIA (Protection of Personal Information Act), we will attempt to ensure the confidentiality of all applications for this role. All reasonable measures will be in place to protect personal information which will be used in the recruitment, selection and reporting process. By submitting your application for this position, you recognise and accept this disclaimer.



# VACANCY

## DESPATCH CAMPUS

### Intermediate Phase EDUCATOR

**Subjects: Afrikaans FAL**

**Start date: 9 July 2024**

#### REQUIREMENTS:

- Relevant teaching qualification
- 2 years teaching experience in relevant subject
- SACE Registered
- Contactable references
- Excellent people skills
- Excellent communication skills
- Team player
- Preferred experience with Rugby coaching and refereeing

**Qualifying applicants will be invited for an interview.**



**Follow the link to apply:**

<https://form.jotform.com/241362798562567>



# VACANCY

## DESPATCH CAMPUS

### FET EDUCATOR CAT and Geography

**Start date: 9 July 2024**

#### REQUIREMENTS:

- Relevant teaching qualification
- 2 years teaching experience in relevant subjects
- SACE Registered
- Contactable references
- Excellent people skills
- Excellent communication skills
- Team player

**Qualifying applicants will be invited for an interview.**



**Follow the link to apply**

<https://form.jotform.com/241362798562567>





## LAERSKOOL BURGERSDORP

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### *Vakature: Skoolsekretaresse (Beheerliggaampos)*

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Selfgedrewe, passievolle kandidate, met sterk administratiewe en kommunikasievaardighede en goeie menseverhoudinge, word uitgenooi om aansoek te doen vir die vakante pos.

Posvereistes:

- Ten volle rekenaarvaardig (Word, Excel, Internet, ens.)
- Opleiding en minimum van 3 jaar ondervinding in PASTEL.
- Tweetalig
- Algemene sekretariële werk
- Sterk administratiewe en professionele vaardighede
- Goeie oordeel en konfidensialiteit
- Wersure: 07:15 - 15:30

Aansoeke moet die volgende dokumentasie insluit:

- Curriculum Vitae
- Aansoekbrief
- ID Dokument

Stuur aansoeke aan: [bls@burgersdorp.co.za](mailto:bls@burgersdorp.co.za)

Sluitingsdatum: Maandag, 10 Junie 2024

Diensaanvaarding: Dinsdag, 9 Julie 2024

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Navrae: ES Oosthuizen (Beheerliggaam - Voorsitter)  
082 4179 400



## LAERSKOOL BURGERSDORP

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### TYDELIKE POS

*Beheerliggaam- onderwyspos (Intermediêre Fase)*  
*Graad 5: Wiskunde, Engels en Lewensvaardigheid*  
*Graad 6-7: Skeppende Kunste*

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Selfgedrewe, passievolle kandidate, met sterk leierskapvaardighede en goeie menseverhoudinge, word uitgenooi om aansoek te doen vir die vakante pos.

Onderrig inligting en verantwoordelikhede:

- Klasvoog
- Alle vakke word in Afrikaans aangebied
- Bereidwilligheid om buitemuurse aktiwiteite aan te bied

Aansoeke moet die volgende dokumentasie insluit:

- Curriculum Vitae
  - Aansoekbrief
  - ID dokument
  - Toepaslike onderwyskwalifikasies en ervaring
  - SACE sertifikaat
- 

Stuur aansoeke aan: [bls@burgersdorp.co.za](mailto:bls@burgersdorp.co.za)

Sluitingsdatum: Vrydag, 31 Mei 2024

Diensaanvaarding: 6 Julie 2024 - 31 Oktober 2024

**Navrae: Elsie Oosthuizen (Beheerliggaam Voorsitter)**

**0824179400**



# MOLTENO HIGH SCHOOL

Hall Street, Molteno, 5500

045-9670167

moltenohighschool@yahoo.co.za

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The following SGB post exists for a suitably qualified  
Post Level 1 Educator to start Term 3

Requirements:

Fully qualified

SACE registered

***English & Afrikaans medium of instruction***

## Grade 1 Educator

Supply comprehensive CV with references, experience and  
certified qualifications.

Closing date for application:

***Thursday, 6<sup>th</sup> June 2024***

Please hand in applications at the office.

The school will contact you for an interview.

The SGB reserves the right not to make an appointment.





# MOLTENO HIGH SCHOOL

Hall Street, Molteno, 5500

045-9670167

moltenohighschool@yahoo.co.za

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The following SGB post exists for a suitably qualified  
Post Level 1 Educator to start Term 3 – half post

Requirements:

Fully qualified

SACE registered

***English & Afrikaans medium of instruction***

Subjects:

**Art Gr 4 – 6**

**AND**

**Creative Arts Gr 7 - 9**

Supply comprehensive CV with references, experience and  
certified qualifications.

Closing date for application:

***Thursday, 6<sup>th</sup> June 2024***

Please hand in applications at the office.

The school will contact you for an interview.

The SGB reserves the right not to make an appointment.



# MOLTENO HIGH SCHOOL

Hall Street, Molteno, 5500

045-9670167

moltenohighschool@yahoo.co.za

---

The following SGB post exists for a suitably qualified  
Post Level 1 Educator to start Term 3

Requirements:

Fully qualified

SACE registered

***English & Afrikaans medium of instruction***

Subjects:

**Afrikaans HL & FAL Gr 4 – 6**

**AND**

**Social Sciences Gr 4 - 6**

Supply comprehensive CV with references, experience and  
certified qualifications.

Closing date for application:

***Thursday, 6<sup>th</sup> June 2024***

Please hand in applications at the office.

The school will contact you for an interview.

The SGB reserves the right not to make an appointment.

# Douglas Mbopa High School

Mr M. Keye | Principal  
Email: [info@douglasmbopa.co.za](mailto:info@douglasmbopa.co.za)  
Website: [www.douglasmbopa.co.za](http://www.douglasmbopa.co.za)  
Tel: (041) 469 1135  
REF: No. 0235972



1 Matanzima Street  
Motherwell  
Gqeberha  
6211

## ADVERTISEMENT OF LEVEL 1 POSTS

THE ABOVE-MENTIONED SCHOOL IS INVITING SUITABLE QUALIFIED CANDIDATES FOR PERMANENT POSTS. THE APPLICANTS MUST BE IN POSSESSION OF A QUALIFICATION TO TEACH

1. Maths & Accounting (FET - GRADE 10-12)
2. Consumer studies and Tourism (FET - GRADE 10-12)
3. History & Geography (FET - GRADE 10-12)
4. English and Economics (FET - GRADE 10-12)

### DOCUMENTS REQUIRED

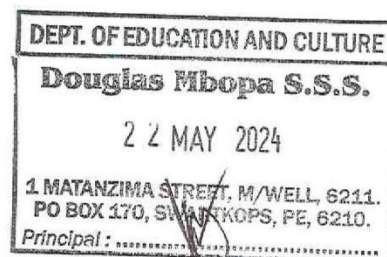
1. REQV 13 MINIMUM
2. SACE CERTIFICATE
3. CERTIFIED COPIES OF QUALIFICATIONS
4. CURRICULUM VITAE
5. ID DOCUMENT
6. ACADEMIC TRANSCRIPT OR ACADEMIC RESULTS
7. POLICE CLEARANCE CERTIFICATE
8. SARS CERTIFICATE

APPLICATIONS CAN BE HAND DELIVERED AT THE ABOVE MENTIONED SCHOOL OR EMAILED TO [douglasmbopa01@gmail.com](mailto:douglasmbopa01@gmail.com).

CLOSING DATE: 31 May 2024

Yours in education

M. Keye (PRINCIPAL)







An opportunity exists for an exceptional individual to join the staff of one of the leading English-medium country schools in South Africa.

**ENGLISH HL – GRADE 8 to 12 (GET & FET PHASE)  
Governing Body Position**

**REQUIREMENTS:**

- Coaching of extra-mural activities essential.
  - Must be SACE registered.
  - Valid PDP.
  - Computer Literate.
- Relevant teaching qualifications.
- An additional Creative Arts (GET Phase) teaching qualification would be advantageous.

**CLOSING DATE: 27 May 2024**

Only short-listed candidates will be contacted. The interview process and appointment will be at the sole discretion of the Governing Body. It is expected that short-listed candidates are available to travel to Graaff-Reinet for an interview.

The successful applicant will be required to start on 8 July 2024.



**To apply for this position, kindly complete the Google Form and upload the relevant documents by clicking on the link in the accompanying text.**



## JOB VACANCY

# WE'RE HIRING

## Q Director of Rugby

Union High school, Graaff-Reinet, Eastern Cape has a vacancy for a Director of Rugby. The Director of Rugby will be responsible for the overall management and development of the rugby programme at the Union High School.

This position is a 1-year contract with the potential to be a long term contract.  
Governing Body position.

### RESPONSIBILITIES:

- Develop and implement a strategic plan for the rugby programme, focusing on both immediate performance and long-term growth.
- Provide high-quality coaching assistance to all rugby teams, ensuring players develop their skills, understanding of the game and sportsmanship.
  - Oversee team selection, training schedules and match preparation.
- Identify and nurture rugby talent within the school, providing pathways for player development and opportunities for higher-level competition.
- Promote rugby within the school and local community, organising events and building relationships with stakeholders.
- Manage the rugby budget, coordinate with other school departments and ensure compliance with all relevant regulations and safety standards.

### REQUIREMENTS:

Degree and/or Diploma in Sports' Management or relevant qualification.  
Minimum of 3 years' experience in a similar position/environment.  
Police clearance certificate.  
A strong work ethic, communication, motivational and management skills.

### CLOSING DATE: 3 June 2024

Only short-listed candidates will be contacted.  
The interview process and appointment will be at the sole discretion of the Governing Body.

The successful applicant will be required to start as soon as reasonably possible.

**Please send a comprehensive CV to:**

secretary@unionschools.co.za

Website: [www.unionschools.co.za](http://www.unionschools.co.za) | Tel.: 049 891 0262







## JOB ADVERTISEMENT

### SGB ENGLISH FAL & LIFE ORIENTATION TEACHING POSITION

Andrew Rabie High School is seeking a dedicated and qualified English FAL 10-12 and Life Orientation 8-12 Teacher who is passionate about education and able to teach in both English and Afrikaans.

#### Requirements:

- Qualified teacher with a relevant degree or diploma in Education.
- Must be registered with SACE.
- Ability to teach in both English and Afrikaans.
- Active participation in extracurricular activities.
- Certified copies of academic qualifications and full academic record.
- SACE certificate.
- Police clearance certificate.
- At least two contactable references.

**Application Process:** Interested candidates should submit the following documents by **31 May 2024**:

- Comprehensive CV detailing qualifications and relevant experience.
- Certified copies of academic qualifications and full academic record.
- SACE certificate.
- Police clearance certificate.
- At least two contactable references.

Please forward all applications to [admin@andrewrabie.co.za](mailto:admin@andrewrabie.co.za).

Only shortlisted candidates will be contacted.





HOËRSKOO  
ANDREW RABIE  
HIGH SCHOOL

NET DIE BESTE  
ONLY THE BEST

## JOB ADVERTISEMENT

### SGB MATH LITERACY TEACHING POSITION

Andrew Rabie High School is seeking a dedicated and qualified Grade 10-12 Math Literacy Teacher who is passionate about education and able to teach in both English and Afrikaans.

#### Requirements:

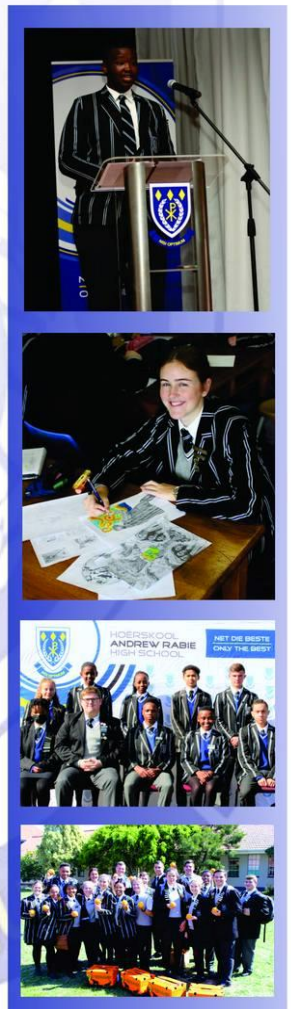
- Qualified teacher with a relevant degree or diploma in Education.
- Must be registered with SACE.
- Ability to teach in both English and Afrikaans.
- Active participation in extracurricular activities.
- Certified copies of academic qualifications and full academic record.
- SACE certificate.
- Police clearance certificate.
- At least two contactable references.

**Application Process:** Interested candidates should submit the following documents by **31 May 2024**:

- Comprehensive CV detailing qualifications and relevant experience.
- Certified copies of academic qualifications and full academic record.
- SACE certificate.
- Police clearance certificate.
- At least two contactable references.

**Please forward all applications to [admin@andrewrabie.co.za](mailto:admin@andrewrabie.co.za).**

Only shortlisted candidates will be contacted.



NET DIE BESTE  
ONLY THE BEST





WESTERING  
HIGH SCHOOL

## **WESTERING HIGH SCHOOL**

**- An educational adventure! –**

**invites applications  
for a School Governing Body appointment**

**Starting Date : 1 July 2024**

**LIFE SCIENCES GRADES 10-12  
NATURAL SCIENCES GRADES 8 & 9  
MATHEMATICS Gr 8 & 9**

**Applicants must send the following:  
an educational qualification is a prerequisite**

- a full cv
- certified copies of qualifications
- copy of ID
- extra-mural involvement
- SACE registration certificate
- Police Clearance Certificate
- E-learning knowledge a recommendation
- names of two contactable referees

**Closing Date: 24 May 2024**



# Laer Volksskool Graaff-Reinet



*Aansoeke word ingewag vir:*

## **ONDERWYSPOS**

*(Beheerliggaam)*

## **GRONDSLAGFASE GRAAD 3**

### VEREISTES:

- Toepaslike kwalifikasies
- SACE registrasie (verpligtend)
- Buitemuurs: sport en/of kultuuraktiwiteite

### AANBEVELING:

- Toepaslike ondervinding
- Bestuurslisensie met PDP

**Diansaanvaarding: 8 Julie 2024**

Stuur aansoek aan [hoof@laervolksskool.org](mailto:hoof@laervolksskool.org)

Sluitingsdatum : 30 Mei 2024

Slegs persone wat na die onderhoud genooi word sal gekontak word.

Die verwerking van alle persoonlike inligting sal ooreenkomstig die betrokke bepalinge van die Wet op die Beskerming van Persoonlike Inligting geskied.

*Die Beheerliggaam hou die reg voor om nie 'n aanstelling te maak nie*

*Laer Volksskool is 'n dinamiese Afrikaansmedium skool in die Karoo met 20 onderwysers en 400 leerders.*



Woodridge College & Preparatory School is an ISASA registered, co-education Christian based school situated on a magnificent 365-acre multi-adventure eco-estate between Gqeberha and Jeffreys Bay in the Eastern Cape.

The School's mission is to "provide a distinctive experience in a unique, natural environment, where all belong and are empowered to realise their full potential".

**Woodridge College has the following position available:**

## Mathematics Teacher GET & FET

### Skills & Requirements:

- An appropriate professional teaching qualification from a recognised institution (university degree and professional qualification);
- Upwards of five years' mathematics teaching experience (GET and FET);
- Willingness to teach Mathematical Literacy;
- Previous experience gained in an IEB school and an understanding of Cooperative Education is advantageous;
- Knowledgeable and intellectually inquisitive with the drive and passion for developing and caring for children;
- An expert on adolescent development;
- An open and creative outlook to education;
- Ability to adapt to change;
- Self-motivated team player with strong interpersonal and communication skills (with pupils, staff and parents);
- Excellent organisational and time management skills;
- Exceptional administration skills, including computer literacy, and a willingness to develop inspiring, contemporary teaching material;
- Ability to promote and embrace diversity and inclusion;
- Willingness and commitment to contribute to the School extracurricular, sports and outdoor education programmes;
- SACE registered with the requisite clearance certificates.

### Duties and Responsibilities:

Shall include, but are not limited to:

- Teaching FET and GET mathematics according to the educational needs and abilities of the individual and groups;
- Required to teach mathematical literacy;
- Fulfilling the role of a form teacher;
- Communicating effectively and developing relationships at all levels with pupils, staff and parents;
- Providing academic support through extra lessons or providing extension activities;
- Ensuring a disciplined classroom environment;
- Keeping abreast of developments and best practice in teaching mathematics;
- Incorporating thinking skills in order to foster independent, critical and creative thinkers;
- Participating fully in the life and extracurricular programme of the School, including pastoral care, sport, outdoor education and other school events/functions;
- Incorporating the ethos and values of the School into all aspects of education;
- General administration.

**Closing date: 25 May 2024 | Commencement date: June 2024**

Please click on the link below to complete your application and submit your CV with two contactable references.

<https://www.woodridge.co.za/mathematics-teacher-get-fet>

### MORE THAN A SCHOOL, AN EXPERIENCE

Woodridge College & Preparatory School reserves the right not to fill this position. Woodridge is an equal opportunity employer. Only short-listed candidates will be contacted. If you have not heard from Woodridge within three weeks of the closing date, please consider your application unsuccessful. An application will not, in itself, entitle an applicant to an interview or an appointment.

In line with the Protection of Personal Information Act 4 of 2013 (POPIA), Woodridge College and Preparatory school (Woodridge) will take all reasonable steps to ensure that your personal information is protected. Your information will not be used for any other purpose, or positions that might become available in future. By submitting your CV/application, you agree and give consent that your information may be used in the recruitment, selection, and reporting process of this position.





**GRAEME COLLEGE  
GRAHAMSTOWN / MAKHANDA  
EDUCATOR VACANCY**

Applications are invited from suitably qualified teachers for the full-time School Governing Body post:

**AFRIKAANS (G10-12)**

**Extra Mural involvement: Advantageous to your application**

**Submit your CV, together with the following to qualify for consideration:**

- Letter of application**
- Certified copies of academic qualifications**
- Three contactable references**
- Certified copy of Identity Document**
- Certified copy of SACE certificate**

Graeme College is a fine, traditional public boys-only school, in Makhanda, with a rich heritage and proud history. Founded in 1873, the College caters for just over 650 boys from Grade 00 to Grade 12.

**Appointment date: 1 January 2025**

**Closing date, 1 August 2024**

Apply to: The Headmaster

[info@graemecollege.co.za](mailto:info@graemecollege.co.za)

Applicants who have not heard from the school by 1 September 2024 should assume that their application was unsuccessful.



# KING EDWARD HIGH SCHOOL MATATIELE

## EGD EDUCATOR

To commence duties ASAP

### MINIMUM REQUIREMENTS:

- Relevant Tertiary qualifications
- SACE registration
- Willingness to coach extra mural activities

The interview process and appointment will be at the sole discretion of the School Governing Body.

The SGB reserves the right not to fill the position.

Only shortlisted candidates will be contacted.

E-mail a brief CV to [principalpa@kehs.co.za](mailto:principalpa@kehs.co.za).

Closing date: 27 May 2024



LAERSKOOL GAMTOOSVALLEI

*Patensie, Oos-Kaap*

## KENNISGEWING VAN VAKANTE POSISIE HOD BETREKKING, DEPARTEMENTELE POS

TAALMEDIUM VAN ONDERRIG: AFRIKAANS

**Vir meer inligting en aansoekinstruksies, besoek:**

“Bulletin for Deputy Principals and Departmental Heads:  
Volume 2 of 2024”

Posnommer: Vol 2 van 2024: Pos 811

<https://www.eccurriculum.co.za/Bulletins.htm>

**Sluitingsdatum vir aansoeke:**

**31 MEI 2024**

**Rig asseblief aansoeke en enige navrae direk aan:**

DEPARTMENT OF EDUCATION: SARAH BAARTMAN

District Director

Private Bag x 726

GRAAFF REINET

6280

[www.lsgamtoos.co.za](http://www.lsgamtoos.co.za)



# **HOËRSKOOL P.J. OLIVIER**

## **Grahamstad**



We are awaiting applications from suitably qualified, English speaking candidates with sound administrative skills for the following vacancy:

### **Gr. 7-12: English FAL/HL**

Permanent SGB position

- Competitive salary
  - Hostel accommodation is available
- Closing Date: 31 May 2024  
Assumption of Duty: 1 August 2024

E-mail comprehensive application to:

E-mail: [admin@hspjolivier.co.za](mailto:admin@hspjolivier.co.za)

Tel: 0828298409

Our school is a value-driven school, that strives for excellence. We speak Afrikaans and are proud of our diversity and rich history. We put a high premium on offering English Home Language, as well as Afrikaans Huistaal.

The SGB reserves the right not to make an appointment.

***Respek Integriteit Omgee***



## D.F. MALHERBE HIGH SCHOOL Gqeberha

### ONE SCHOOL GOVERNING BODY DEBTOR'S CLERK POST AVAILABLE

#### Requirements:

- National Senior Certificate
- Relevant tertiary qualifications
- Computer literate in Word, Excel and Outlook
- Basic knowledge of SASAMS a recommendation
- Must be able to communicate effectively in Afrikaans and English
- Excellent communication, organisational and interpersonal skills

**Closing date for applications: 24 May 2024**

If you have not heard anything from the school by 31 May 2024, please accept that your application was unsuccessful.

**Appointment date: 1 July 2024**

Please send a covering letter together with Curriculum Vitae, certified copies of relevant qualifications, national senior certificate and/or courses completed **and** identity document to:

**The Principal**  
**dfmsec@dfmalherbe.co.za**  
**or fax: 0864 800 739**  
**Tel: 041 581 3145**



# PEARSON HIGH SCHOOL

## Notice of Department of Education Posts:

Commencement date: 1 September 2024

## 1. DEPUTY PRINCIPAL

MEDIUM OF INSTRUCTION – E/A

## 2. DEPARTMENTAL HEAD

MEDIUM OF INSTRUCTION – E/A

Application instructions and necessary forms can be found on:  
<https://www.eccurriculum.co.za/Bulletins.htm> or in  
Volume 2 of 2024 Open Post Bulletin for Deputy Principals and Departmental Heads.

Applications may only be submitted directly to the Department of Education.

Queries: Directly with the Department of Education

**Closing Date: 31 May 2024**



The Governing Body of



## Alexander Road High School

In Newton Park, Gqeberha would like to appoint a

### **Mathematics Teacher**

With effect from 1 July 2024

Suitable candidates will have most of the following attributes:

- Experience in teaching Mathematics up to Grade 12.
- Qualifications to support the teaching of Mathematics up to Grade 12.
- Excellent communication and collaboration and computer skills.
- Meaningful contribution to the school extramural programme.
- Enthusiasm for professional development.
- A demonstrated capacity to improve the results of their learners.

Applicants should send a CV and motivational letter to [info@arhs.co.za](mailto:info@arhs.co.za) before 31 May 2024.

The successful applicant will be required to submit to a police clearance check.

The SGB of Alexander Road High School reserves the right not to appoint a candidate in this post.



# HOËR LANDBOUSKOOI MARLOW

## INTERNSKAP POSISIE BESKIKBAAR



DIE HOËR LANDBOUSKOOI MARLOW IS OP SOEK NA DIE GESKIKTE KANDIDAAT OM BY ONS AAN TE SLUIT AS INTERN. ONDERWYSSTUDENTE WORD GENOOI OM AANSOEK TE DOEN.

### ALGEMENE VEREISTES

- RUGBY- EN/OF KRIEKET-AFRIGTINSKWALIFIKASIE, PRESTASIES IN, OF LIEFDE VIR RUGBY EN KRIEKET
- BEWYS VAN ONDERWYSSTUDIES D. M. V. AFSTANDONDERRIG
- 'N LIEFDE EN PASSIE VIR ONDERWYS
- SKOOLVERPLIGTINGE BUIE SKOOLURE - BEREIDWILLIGHEID OM MEER AS DIE NORM TE DOEN
- BETROKKENHEID BY BUITEMUURSE AKTIWITEITE 'N STERK AANBEVELING
- MOET GOED IN 'N SPAN KAN SAAMWERK

INDIEN U AAN DIE BOGENOEMDE KRITERIA VOLDOEN EN BELANGSTEL IN DIE AFRIGTING VAN RUGBY EN KRIEKET SAL ONS GRAAG VAN U WIL HOOR.

BEHUISING BESKIKBAAR

**RIG U AANSOEK AAN DIE SKOOLHOOF  
HOOF@MARLOWLANDBOU.CO.ZA**

AANVANGSDATUM: 1 JULIE 2024

SLUITINGSDATUM VIR AANSOEKE: 27 MEI 2024

SLEGS KORTLYS KANDIDATE SAL GEKONTAK WORD

DIE BEHEERIGGAAM HOU DIE REG VOOR OM NIE DIE POS TE VUL NIE





# HOËR LANDBOUSKOOI MARLOW

## VAKANTE BEHEERLIGGAAMPOS - FAKTOTUM



DIE HOËR LANDBOUSKOOI MARLOW IS OP SOEK NA DIE GESKIKTE KANDIDAAT OM BY ONS AAN TE SLUIT AS FAKTOTUM.

### POSOMSKRIVING:

DIE EFFEKTIEWE BESTUUR, INSTANDHOUDING EN OPGRADERING VAN DIE INFRASTRUKTUUR (TERREIN EN GEBOUE) OP MARLOW

### VEREISTES

- VORIGE FAKTOTUM ONDERVINDING SAL VOORDELIG WEES
- BASIESE TEGNIESE VAARDIGHEDS - INSLUITEND BASIESE KONSTRUKSIE, LOODGIETER EN ELEKTRIESE ONDERVINDING
- EC BESTUURSLISENSIE EN PDP
- EIE BETROUBARE BAKKIE
- ERVARING IN BESTUUR VAN EN TOESIGHOUDING OOR PERSONEEL
- VERMOË OM GOEIE MENSEVERHOUDINGE TE KAN HANDHAAF
- DIE VERMOË OM TE KAN ORGANISEER EN INISIATIEF AAN DIE DAG TE LÊ
- MOET BEREID WEES OM NAWEKE TE WERK
- MOET REKENAARVAARDIG WEES
- DIE VERMOË OM 'N BEGROTING OP TE STEL, TE BESTUUR EN VERSLAG DAAROP TE DOEN
- AANKOPE- EN VOORRAADBESTUUR
- GOEIE GESONDHEID

MARKVERWANTE SALARIS  
BYVOORDELE ONDERHANDELBAAR

INDIEN U AAN DIE BOGENOEMDE KRITERIA VOLDOEN, SAL ONS GRAAG VAN U WIL HOOR.

**RIG U AANSOEK AAN DIE SKOOLHOOF  
HOOF@MARLOWLANDBOU.CO.ZA**

AANVANGSDATUM: 1 JULIE 2024

SLUITINGSDATUM VIR AANSOEKE: 27 MEI 2024

SLEGS KORTLYS KANDIDATE SAL GEKONTAK WORD

DIE BEHEERLIGGAAM HOU DIE REG VOOR OM NIE DIE POS TE VUL NIE





# THEODOR HERZL SCHOOLS

Rumour has it that you may be the teacher that Theodor Herzl High School is looking for:

Full Time Position available:

## HEAD of SPORT

1 January 2025

If you are interested in being part of a dynamic team...

then this post is certainly for

# you!

Follow the link to the detailed advertisement:

<https://theodorherzl.co.za/wp-content/uploads/2024/05/Head-of-Sport-2025.pdf>

Submit your CV to:

E-mail: [kennedya@theodorherzl.co.za](mailto:kennedya@theodorherzl.co.za)

Closing date: Friday 31 May 2024

# WE ARE HIRING



SCHOOLS  
with HEART

[www.theodorherzl.co.za](http://www.theodorherzl.co.za)



# VACANT SGB POST: CHARLO PRIMARY SCHOOL

CLOSING DATE: 24 May 2024

STARTING DATE: 9 July 2024

## FOUNDATION PHASE INTERNSHIP

- English / Afrikaans
- Currently enrolled at an accredited distance learning institution
- Teaching experience will be to your advantage
- SACE registered
- Computer literate
- Hockey coaching experience will be to your advantage

### APPLICATIONS:

Send complete letter with CV to  
The Principal  
Miles Road  
Charlo  
Port Elizabeth



**No e-mail applications will be accepted**

**The school reserves the right not to proceed with the filling of the post.  
An application will not entitle the applicant to an interview.**

**Only successful candidates will be notified telephonically to arrange an interview.**

Charlo Primary School, in line with POPIA (Protection of Personal Information Act), will endeavour to protect the confidentiality of all applications for this position. All reasonable measures will be taken to protect personal information of applicants. Take note that the information will be used in the recruitment, selection, and reporting process. By submitting your application for this position, you are recognising and accepting this disclaimer.



**668**

**HOD POSTS**

**179**

**DEPUTY PRINCIPAL POSTS**

# PROMOTION POSTS IN THE EASTERN CAPE

<https://www.eccurriculum.co.za/Bulletins.htm>

**HIRE ME!**



Forbes.com



NAME	SURNAME	QUALIFICATIONS	PHASE	SUBJECTS	AREA
Nonhlanhla Monica	Ngubane	Bachelor of social sciences Post graduate certificate in education	Intermediate / Intermediêr, Senior, FET / VOO	Social sciences History Life orientation isizulu	Port Elizabeth
Kgosiitsile John	Makoko	Bachelor's Degree In Language Education. 120 Hours TEFL/TESOL Small, Micro Business & Entrepreneur Development. Conflict Management certificate.	Foundation / Grondslag, Intermediate / Intermediêr, Senior, FET / VOO, School Admin Post / Administratiewe pos	English FAL English as foreign language. Southern Sesotho. NST(History and Geography) Life skills. Language development.	Anywhere
Samkelisiwe Thobekile	Thusi	Matric Bachelor of Commerce degree Post Graduate Certificate in Education	FET / VOO	Business Studies and Economics/EMS	I am flexible
Janis Moira	Du Plessis	Bachelor of Education in Foundation Phase Teaching. Currently busy with my Bachelor of Honours in Inclusive Education	Foundation / Grondslag	English Home Language Mathematics Life Skills Afrikaans	Port Elizabeth (Gqeberha) Uitenhage (Kariega) Despatch

## AVAILABLE TEACHERS: ONLINE CVs



213 online CVs are available at <https://bit.ly/CVdata>

## RE-APPOINTMENT OF PREVIOUSLY RESIGNED EDUCATORS

Kindly take note of HRM Circular 4 of 2023: Re-appointment of previously resigned educators and those who had retired prematurely. It is available at <https://www.eccurriculum.co.za/Circulars.htm>

# Managing the Unmanageable - A Teacher's Guide to Classroom Success -

Read all these articles at <https://www.ecexams.co.za/CM.htm>

The following broad **categories and topics** are covered:

## ● **Personal but professional**

- ✚ How to get appointed in a new teaching job
- ✚ Do's & Don'ts for Newly Appointed Teachers: Navigating Colleagues, Learners & Principal
- ✚ Guiding the Novice: Nurturing Newly Appointed Teachers
- ✚ How to prepare for the new academic year
- ✚ How to be a respected colleague and a good friend
- ✚ How to plan and prepare for retirement
- ✚ The Two-Pot Retirement System

## ● **Emotional Intelligence (EQ)**

- ✚ Work smarter; not harder: Beating the burden
- ✚ Anger Management Tips for Teachers
- ✚ How to Overcome Teacher Burnout
- ✚ Learners don't need a perfect teacher; they need a happy teacher
- ✚ How to stay motivated as a teacher
- ✚ Nurturing Emotional Safety for Teachers: Surviving and Thriving in the Classroom

## ● **Proactive Classroom Control**

- ✚ Embarking on a New School Year: A Teacher's Guide to the First Week
- ✚ How teachers can be effective classroom leaders
- ✚ Maintaining a positive classroom culture
- ✚ Establishing classroom rules and expectations
- ✚ Creating a Vibrant Learning Haven: Classroom Decoration and Design

## ● **Managing Learners: Engage, Empower, Excel**

- ✚ Crisis in Classrooms: Learner Violence against Teachers
- ✚ Taming the Class Clown
- ✚ Managing Expectations: Inspirational Teacher and Successful Coach
- ✚ Autism: Strategies for teaching mildly Autistic Learners in my class
- ✚ Quality Education in Poor Communities: Empowering Minds in Adversity
- ✚ Building positive relationships with learners
- ✚ How to motivate and inspire learners
- ✚ Handling bullying and harassment
- ✚ Dealing with disruptive behaviour
- ✚ Navigating Subject Choices in Grade 10: Guidelines for learners

- ✚ What to say to learners at an Awards Ceremony

## ● Cool Teaching Tactics

- ✚ From Good to Great
- ✚ ADHD: Strategies for Teaching ADHD Learners
- ✚ Autism: Strategies for teaching mildly Autistic Learners in my class
- ✚ Mathematics Myth: Turning the Tables on Perceived Difficulty
- ✚ Making your Subject Irresistible to Learners
- ✚ If you are not having fun, you are doing something wrong!
- ✚ Encouraging critical thinking skills
- ✚ Incorporating the four predominant learning styles in teaching
- ✚ Teaching learners different learning and studying methods
- ✚ Using technology effectively in the classroom
- ✚ How do I determine the standard of my teaching
- ✚ How do I determine the effectiveness of my teaching

## ● Tips for Acing Exams

- ✚ How do I determine the standard of my assessment
- ✚ How to prepare learners for successful exam writing
- ✚ How to give feedback after an exam
- ✚ Encouraging Resilience and Growth: Supporting Learners after Exam Results

## ● Navigating the Principal's Office

- ✚ How to approach the principal with a new innovative, revolutionary idea for the school
- ✚ How to approach the principal with a grievance: Navigating rudeness and unfair treatment

## ● Parental Bridge Building

- ✚ Tears & Tantrums: Please help; my child does not want to go to school!
- ✚ What can teachers do to improve parental involvement in their school going children's education
- ✚ Dear Parents... (Open letter to parents)

## ● Vacation Vibes

- ✚ What teachers could do during the winter holidays
- ✚ Sun, Sand, and Self-Care: Summer Adventures for Teachers

# DEADLINE FOR SUBMISSIONS

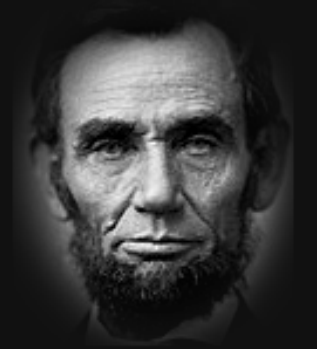
This weekly newsletter is a **free** service to schools. Please distribute it electronically to all your colleagues.

Schools are invited to advertise their **vacancies** here. Teachers looking for posts are welcome to submit their **resumes** online at <https://bit.ly/CVinfo>.

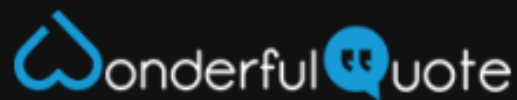
The deadline for all contributions: **Thursdays at 13:00**.



The ballot is  
stronger than the  
bullet.



*Abraham Lincoln*



- This is a private newsletter and it does not reflect the official views of the Department of Education.
- Drik Greeff assumes no liability for direct and/or indirect damages arising from requests from individuals or institutions to distribute information on their behalf.
- **Contact details:** [drik.greeff@gmail.com](mailto:drik.greeff@gmail.com)