



**QUICK
LINKS**

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

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Matric Results!



We would like to congratulate the Grade 12 learners on their excellent matric results and wish them success for the future.

We also extend our congratulations to the schools on achieving an outstanding matric pass rate of 84.9% – the highest pass rate ever recorded by the province! Your hard work and dedication have truly paid off.

Some interesting statistics are ...

- 56 schools achieved a 100% pass rate. Pearson High School stands out as the school with the most matriculants (224) attaining this milestone.
- 4 schools have maintained a 100% pass rate for the 5th consecutive year.
- 9 schools have achieved a 100% pass rate over the past 3 years.

All this and more can be found in the following examination reports available at: https://www.ecexams.co.za/Exam_Results.htm:

- Eastern Cape Grade 12 NSC Results
- Eastern Cape Top Achievers
- DBE: NSC Examinations 2024: School Performance Report
- DBE: NSC Examinations 2024: School Subject Report
- DBE: NSC Examinations 2024: Examination Report
- Speech by Minister Siviwe Gwarube
- Speech by MEC FD Gade

What I was never taught at university

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

While university training provides a solid foundation, there are many lessons about teaching that can only be learned in the real world. From managing relationships to navigating complex dynamics, here are 10 key teaching secrets that I wish someone had shared during my training.

1. Learners Need Connection Before Content

Learners are more likely to engage with teachers who show genuine care and respect. Building rapport with your learners and understanding their individual needs and challenges creates a foundation for effective teaching. Be kind, consistent, and approachable - it goes a long way in gaining their trust.

2. Consistency is Key for Classroom Management

Rules and routines are vital for a well-functioning classroom. Learners thrive on structure, so establish clear expectations from the beginning and consistently enforce them. This fosters a sense of security and respect.

3. Colleagues Can Be Your Greatest Allies

Your colleagues are invaluable sources of support, advice, and inspiration. Build strong, positive relationships with your peers by sharing resources, discussing challenges, and celebrating successes together. Collaboration creates a stronger school community.

4. The Principal is Your Partner, Not Just Your Boss

A good relationship with your principal can significantly impact your teaching experience. Communicate openly, seek advice when needed, and demonstrate your commitment to the school's vision. Principals appreciate teachers who show initiative and professionalism.

5. Parents Are Not the Enemy

Parents are key partners in their children's education. While some interactions may be challenging, remember that most parents want the best for their children. Approach them with respect, empathy, and a solutions-oriented mindset. Open and honest communication builds trust and fosters collaboration.

6. The Department of Education Requires Patience and Professionalism

Navigating policies, curriculum changes, and administrative requirements from the Department of Education can be overwhelming. Stay informed about departmental expectations, meet deadlines, and approach challenges with patience. Advocacy and constructive feedback can also help improve systems over time.

7. Flexibility and Adaptability are Essential

No two school days are the same. Be prepared to adapt your plans based on unexpected disruptions, learner needs, or feedback. Flexibility helps you maintain a positive attitude and respond effectively to challenges.

8. Teaching is a Lifelong Learning Journey

Your initial training is just the beginning. To stay relevant and effective, you must continually grow as an educator. Attend workshops, collaborate with peers, and reflect on your teaching practices. Professional development keeps your passion alive and your skills sharp.

9. Self-Care is Not Optional

Teaching is demanding, and burnout is real. Prioritise your mental and physical health by setting boundaries, taking breaks, and seeking support when needed. A well-rested teacher is more effective and better equipped to handle challenges.

10. Celebrate the Small Wins

In a profession filled with daily challenges, it's easy to overlook the victories. Celebrate small successes, whether it's a breakthrough moment with a struggling learner, a lesson that went exceptionally well, or positive feedback from a parent. These moments remind you why you chose teaching in the first place.

Final Thoughts

Teaching is an ever-evolving profession filled with lessons you won't find in a textbook. By embracing these secrets, you'll not only grow as a teacher but also create a positive and impactful environment for learners, colleagues, and the broader school community.

CIRCULARS

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

- Memo: Halting employee displacement by SGBs
- Memo: National School Nutrition Programme (NSNP) 2024/2025 4th Tranche Transfer
- Bursaries: Guidelines for Employees
- Bursaries: Guidelines for Unemployed
- Policy: Records Management Policy



ASSESSMENT INSTRUCTIONS

Available at https://www.ecexams.co.za/2025_Assessment_Instructions.htm:

- 02/2025: Re-marking of Examination Scripts: December 2024 NSC Examinations

BULLETINS

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

- Advert 4/2024/5: **Addendum and Errata** - Non-teaching Support Staff Vacancies within Schools in the Eastern Cape - Closing Date: 31 January 2025
- Advert 4/2024/5: **Extension of Closing Date** - Non-teaching Support Staff Vacancies in Schools within the Eastern Cape - Closing Date: 31 January 2025

FREE LESSONS FOR CODING AND ROBOTICS

Free lessons for Coding and Robotics

Listen to a radio interview with Prof Jean Greyling from Nelson Mandela University. They will be distributing weekly free lessons from Grade R to 7.

<https://omny.fm/shows/op-en-wakker/tegnologie-met-blaine-9-januarie-2025>

For more information: <https://is.qd/ZUIScp>

Gratis lesse vir kodering en robotika

Luister na 'n kort RSG onderhoud met Prof Jean Greyling van Nelson Mandela Universiteit. Hulle gaan weekliks gratis lesse uitstuur vir Graad R tot 7.

<https://omny.fm/shows/op-en-wakker/tegnologie-met-blaine-9-januarie-2025>

Vir meer inligting: <https://is.qd/ZUIScp>

As part of the Tangible Africa Teacher Support Program, a WhatsApp Chatbot was launched this week. This innovative tool will play a pivotal role in providing weekly lessons to teachers from Grade R to 7, preparing them for the future implementation of the new Coding and Robotics curricula.

Vir meer inligting: <https://is.qd/ZUIScp>

TRAINING – COURTESY OF SAOU



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

● 22 January 2025

- HOW TO...deal with the neurodivergent child in your classroom
Focus: Mainstream -, LSEN teachers & therapist

● 23 January 2025

- PLAN for 2025...personal well-being and professional growth
Focus: ECD & Foundation Phase educators

● 27 January 2025

- The use of technology in the classroom for assessment and administration
Focus: Intersen & FET Phase

● 29 January 2025

- HOW TO... keep your identity as an independent school but also embrace diversity
Focus: Educators in Independent Schools, Post Level 1, Managers, Owners, members of Boards & the ECD sector

● 30 January 2025

- Assessment and SBA in Gr R
Focus: Grade R educators

● 3 February 2025

- The use of WhatsApp in teaching, assessment and administration, with emphasis on Channels and communities
Focus: Intersen & FET Phase

● 5 February 2025

- HOW TO... help children deal with bullying through the means of emotional regulation
Focus: Educators in Post Level 1, Beginner -, LSOB teachers & therapists

● 10 February 2025

- The use of ChatGPT and Artificial Intelligence in the classroom: What every teacher should know
Focus: Intersen & FET Phase

● 11 February 2025

- How to manage and address staff absenteeism
Focus: School Management

ANNUAL TEACHING PLANS 2025

| Home | Feedback |

See DBE Circulars [S15 of 2024](#) and [S33 of 2022](#) regarding 2025.

ATP Documents

[Foundation Phase](#)

[Intermediate Phase](#)

[Senior Phase](#)

[FET Phase](#)

More information and updates available at <https://tinyurl.com/DBE-ATPs>

CAPS Documents

[Foundation Phase.](#)

[Intermediate Phase.](#)

[Senior Phase.](#)

[FET Phase.](#)

More information and updates available at <https://tinyurl.com/DBE-CAPS>

ONLINE RESOURCE HUB FOR TEACHERS

The Ultimate Online Resource Hub for Teachers

● Exams

www.ecexams.co.za

● Teaching & Learning

www.eccurriculum.co.za

● Classroom Management

www.ecexams.co.za/CM.htm

● Eastern Cape Educational Newsletter

www.eccurriculum.co.za/hoorhier.htm



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
- [Question Papers](#)
- [Assessment Instructions](#)
- [Study Guides](#)
- [Examination Guidelines](#)
- [Policy Documents](#)

Curriculum

- 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



HOËRSKOOI MCLACHLAN

'n Afrikaansmedium, gekombineerde laer-en hoërskool, geleë in die Langkloof te Joubertina, Oos-Kaap

DRIE VAKATURE BESKIKBAAR (BEHEERLIGGAAMPOSTE)

Die skoolbeheerliggaam behou die reg om nie 'n aanstelling te maak nie. Slegs suksesvolle kandidate sal gekontak word.

POS 1:

- Rekeningkunde gr.9 - 12
- Besigheidstudies gr.10 - 12

Moet bereid wees om met buitemuurse aktiwiteite behulpsaam te wees. Dui kwalifikasies en / of vaardighede van spesifieke sportkodes aan.

Sluitingsdatum: 20 Januarie 2025
Diensaanvaarding: 3 Februarie 2025

POS 2:

- Assistent onderwyser- gr. 1 klas

Moet bereid wees om met buitemuurse aktiwiteite behulpsaam te wees. Dui kwalifikasies en / of vaardighede van spesifieke sportkodes aan.

Sluitingsdatum: 20 Januarie 2025
Diensaanvaarding: 3 Februarie 2025

POS 3:

- Assistent onderwyser- gr. 2 en 3 klas

Moet bereid wees om met buitemuurse aktiwiteite behulpsaam te wees. Dui kwalifikasies en / of vaardighede van spesifieke sportkodes aan.

Sluitingsdatum: 20 Januarie 2025
Diensaanvaarding: 3 Februarie 2025

Stuur CV, gesertifiseerde afskrif van kwalifikasie(s) en identiteitsdokument, SARO-sertifikaat na

✉ info@hsmclachlan.co.za

Vir meer inligting kontak:

✉ info@hsmclachlan.co.za /

☎ 042-940-2775 / 071 730 0131



SUNDAYS RIVER PRIMARY SCHOOL

Vacant Post Foundation Phase

SGB post with the potential to become
a Departmental appointment.

REQUIREMENTS

Qualification:

- Recognised Foundation Phase qualification

Language:

- Afrikaans / English Home Language

Registration:

- Registered with SACE

Sport:

- Coaching - state sport codes

**CLOSING DATE:
31 January 2025**



042 234 0313



sunriver@xsinet.co.za

Email letter of application, complete CV and certified copies of all relevant documents to: **sunriver@xsinet.co.za**.

The SGB reserves the right not to make an appointment. Please consider your application as unsuccessful if you have not received a reply by 28 February 2025.



VACANT SGB POST: CHARLO PRIMARY SCHOOL

CLOSING DATE: 14 FEB 2025

STARTING DATE: 1 APRIL 2025

FOUNDATION PHASE TEACHER GRADE 2

- English / Afrikaans
- CAPS trained
- Teaching experience will be to your advantage
- SACE registered
- Computer literate
- 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.



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

**PRIMARY DEPARTMENT TEACHING POSITION (Grade 5 to 7)
Governing Body Position - Intermediate and Senior Phase**

REQUIREMENTS:

- Suitable teaching qualifications for relevant subjects.
 - Complete command of English.
- Coaching of extra-mural activities is essential.
 - Must be SACE registered.
 - Computer Literate.

CLOSING DATE: 31 JANUARY 2025

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 1 April 2025.



**To apply for this position, kindly submit your CV
via e-mail to secretary@unionschools.co.za**



An opportunity has arisen to join our highly committed staff. Applications are invited from suitably qualified and experienced persons for the following **Governing Body Post** with effect from **28 January 2025** (or as soon as possible).
(Post Number 02/2025)

INTERMEDIATE / SENIOR PHASE EDUCATOR

Requirements:

- B. Ed (Intermediate or Senior Phase)
- Degree with PGCE
- D.E.
- H.D.E.
- The ability to teach English Home Language, Afrikaans 1st Additional Language, Maths and all Intermediate Phase subjects
- Working knowledge of Intermediate and Senior Phase CAPS documents
- Must be SACE registered
- Must have the relevant police clearance
- The ability to coach extra-murals, specifically rugby, cricket, hockey & swimming
- Must be a team player who is able to work under pressure and meet necessary deadlines
- Must be computer literate
- Drivers' licence and PDP would be advantageous

A detailed C.V. listing all areas of specialist training and experience together with the names of two referees and a motivating covering letter of application should be e-mailed to:

E-mail address : office@dalejunior.co.za
no later than **Monday, 20 January 2025.**

IMPORTANT!

Please complete the attached information form and submit together with your application. Applications will **NOT** be considered without **ALL** the necessary documentation.

(If applicants have not been notified within 21 days after the closing date, please consider the position to be filled. The SGB reserves the right to reply only to short-list applicants and the SGB reserves the right not to fill the advertised post).



An opportunity has arisen to join our highly committed staff.

Applications are invited from suitably qualified and experienced persons for the following **Governing Body Post** with effect from **February 2025** (Post Number 01/2025).

MARKETING

Requirements:

- > knowledge of marketing
- > computer literacy
- > fundraising
- > business management
- > presentations

Suitable qualifications and experience will be beneficial. There is a possibility of being involved in co-curricular activities, e.g. extra-murals.

A detailed C.V. listing all areas of specialist training and experience together with the names of two referees and a motivating covering letter of application should be e-mailed to:

E-mail address : office@dalejunior.co.za
no later than **Monday, 20 January 2025.**

IMPORTANT!

Please complete the attached information form and submit together with your application. Applications will **NOT** be considered without **ALL** the necessary documentation.

(If applicants have not been notified within 21 days after the closing date, please consider the position to be filled. The SGB reserves the right to reply only to short-list applicants and the SGB reserves the right not to fill the advertised post).



Three bodies, one heart... Theodor Herzl Pre-Primary, Primary and High Schools together form one of South Africa's top independent, co-educational institutions, nestled in the leafy suburb of Walmer, Gqeberha, Port Elizabeth.

Theodor Herzl was founded as a day school for the children of the local Jewish community and has evolved into a thriving, multi-cultural family school with a reputation for doing things differently; for incubating confidence and excellence.

This is the school where everybody knows your name, where individual attention and inspired teaching is the norm, and where each child is motivated to be the best *they* can be...

Being passionate about teaching and up-to-date with the trends in education is a foregone conclusion. If being part of a dynamic team offering 21st century teaching and learning interests you, then this post is certainly for you! Applications are invited for the following full time position,

effective 1 April 2025

Teaching Head of Department (Foundation Phase) and Grade 2

**Position Title: Head of Department (Foundation Phase)
Reports To: Head of Primary
Location: Port Elizabeth, Eastern Cape
Contract Type: Permanent/Full-Time**

Start Date: April 2025

Applications Close: FRIDAY 6 December 2024 at 12h00

Job Purpose:

The Head of Department (HOD) for the Foundation Phase is responsible for leading, managing, and supporting a team of 6 class teachers, 1 remedial teacher, and teacher assistants to deliver high-quality teaching and learning for students. The role requires ensuring academic excellence, promoting holistic development, and fostering a positive, collaborative culture within the department. This person will be a teaching head and responsible for a Grade 2 class.



Qualifications and Experience:

- **Education: A Bachelor's Degree in Education (Foundation Phase) or equivalent. Postgraduate qualifications in educational leadership are advantageous.**
 - **Experience:**
 - **Minimum of 6 years teaching experience in the Foundation Phase.**
 - **Previous leadership experience (e.g., Grade Head, Team Leader) is preferred.**
 - **Experience working with remedial education and teacher assistants is a plus**
-

Skills and Competencies:

1. **Strong leadership and team management skills.**
2. **Excellent communication and interpersonal skills.**
3. **Comprehensive knowledge of the Foundation Phase curriculum and pedagogy.**
4. **Ability to mentor, motivate, and support staff.**
5. **Analytical and organizational skills for effective planning and problem-solving.**
6. **Compassionate and student-focused with an ability to build positive relationships with learners and parents.**
7. **Proficiency in integrating technology into teaching and management.**

Application Process:

Qualified candidates should submit their CV and a cover letter to

The Head via the email address: goldbergh@theodorherzl.co.za

Certificates will be requested at interviews.

Applications close on 6 December at 12h00

Theodor Herzl Schools is an equal-opportunity employer. Should you not have heard anything from us by 14h00 on 10 December 2024, please consider your application unsuccessful.



JOB VACANCY

GRADE 8-12

AFRIKAANS HL / FAL

EDUCATOR

SGB POST

**DORDRECHT
HIGH SCHOOL**



045 943 1012



Dordrecht, Eastern Cape

Requirements:

- Language of instruction: Afrikaans
- Complete CV
- Certified professional qualifications
- Certified academic qualification
- Certified copy of matric certificate
- Certified copy of ID
- Certified copy of SACE certificate
- Police clearance

ASSUMPTION OF DUTY: 01 FEBRUARY 2025

CLOSING DATE: 20 JANUARY 2025

APPLY NOW: principaldhs@lcom.co.za



Hoërskool Cradock High School (Dubbelmedium – Afrikaans/Engels)

Die Beheerliggaam beoog om 'n
gemotiveerde, dinamiese en
gekwalfiseerde onderwyser aan te stel.

**Vakante
Beheerliggaampos – moontlikheid
van Departementeel**

Rekenaartoepassings- tegnologie (RTT)

- Rekenaarstoepassingstegnologie (RTT) (10-12)
- Meld ander vakke

MINIMUM VEREISTES:

- ◆ *Professionele Onderwyskwalifikasie (VOO/NGOS)*
- ◆ *SACE geregistreerd*
- ◆ *Meld buitemuurse aktiwiteite*
- ◆ *Afrikaans EN Engels magtig (albei op Graad 12-vlak)*
- ◆ *Moet in Afrikaans en Engels kan onderrig*

Kompeterende vergoedingspakket

Die onderhoud en aanstelling berus by die
Beheerliggaam.

Dien aansoek per e-pos in by:
aansoeke@cradockhs.co.za

Sluitingsdatum:
31 Januarie 2025

Aanvangsdatum:
1 Maart 2025

Indien u teen 14 Februarie nie gekontak is nie,
kan u die aansoek as onsuksesvol beskou

CVs: <https://bit.ly/CVdata>

(CVs received since the previous edition. See the list below. Text is unedited as received.)

NAME	SURNAME	QUALIFICATIONS	PHASE	SUBJECTS	AREA
Varkeychan Varun	Joseph	BEd Mathematics and Physical Sciences SP & FET	Intermediate / Intermediêr, Senior, FET / VOO	Mathematics, Physical Sciences, Natural Sciences.	East London
Anzau	Japtha	B.Ed IP	Intermediate / Intermediêr	Sosiale Wetenskappe Natuurwetenskappe en Tegnologie Wiskunde	East London Port Elizabeth Port Alfred Uitenhage Hankey
Clarissa	Jordan- Kotze	Grade R Diploma Bed Foundation Phase (3rd year student) First Aid level 1	Foundation / Grondslag, School Admin Post / Administratiewe pos	English Home Language or First Additional Language Afrikaans Home Language or First Additional Language Mathematics Life Skills	Gqeberha Uitenhage Despatch
Tamia	Campher	BCom General Accounting and PGCE	Senior, FET / VOO	Accounting and EMS	Port Elizabeth
Lakeesha Lenique	Groepe	Grade 12 B.Ed Intermediate Phase Final Semester - University of Fort Hare	Intermediate / Intermediêr	Natural Science and Technology Afrikaans Additional Language Social Science Mathematics Life Skills	East London
Zimasa Portia	Sisilana	Bachelor of Education Higher certificate in Adult Basic Education and Training	Intermediate / Intermediêr, Senior	Economics and Management Science, IsiXhosa and Mathematics	Anywhere in the Eastern Cape

AVAILABLE TEACHERS: ONLINE CVs



159 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>

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 and teachers looking for posts are welcome to submit their **resumes** online. (See the link at the top of the page.)
The deadline for contributions: **Thursdays at 13:00.**



I finally found my RHYTHM
when I realized that
even the steps
BACKWARDS were
part of the DANCE.

Melody Gifford

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- 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