



NAPTOSA

National Professional Teachers' Organisation of South Africa

Celebrating 10 years of service excellence to education in 2016

NAPTOSA-DBE/TRADE UNION COLLABORATION COMPREHENSIVE (TUC) REPORT FOR PROVINCES AS PER SCHEDULE 2015/2016

The pencil will become blunt when used many times, it needs sharpening. School principals and teachers need Continuous Professional Development ...” – Prof Auala, Faculty of Education, Namibia

This collaboration with the DBE has ensured that at NAPTOSA we were able to work towards achieving many goals as set out by the DBE in their Action Plan and NDP.

This report is a very clear indication that the programmes rolled out were very successful and welcomed by all who attended. The general consensus from rural to town communities being that these should continue as we move forward to improve teaching and learning in South Africa.

In the course of 5 months, 2992 educators were trained across the provinces. Remote and underserved rural areas were prioritised in these 102 workshops

Workshops were located in sites that would be easily accessible to teachers, most of the workshop sites were located in schools and in instances where we could not secure a school, we resorted to using Teacher Centres and non educational institutions in order for the workshops to continue.

All our workshops were advertised on our national and provincial websites. The TUC programme was completed at the end of June. The TUC programme has run very well in most cases. Two workshops were postponed due to service delivery protests in Nelspruit. We have also had district officials attend as well as the Human Rights Commission to the training for teachers at schools for deaf. Teachers in far rural areas welcomed all our training and always asked for more or for us to return. Requests are still being made to return to many venues with more courses. Every effort was made and in some cases we did return to certain venues, much to the delight of the teachers.

Our NAPTOSA Provincial offices organized bookings for each workshop. All venues used to date have been most accommodating. Catering has been arranged for all teachers. All teachers are asked to complete the register with information about their post level and SACE numbers so that relevant Continuing Professional Teacher Development (CPTD) points can be uploaded. They are all given a notice with an explanation of how to register with SACE if they have not done so already. All the certificates have been captured and sent to Webvault for teachers to access and print. Certificates are created on Webvault for every teacher on the register to keep for IQMS purposes.

The courses and service providers were selected based on the principles embedded in the NAPTOSA's Professional Development Institutes (PDI) Charter. NAPTOSA's (PDI) aims to support the professional development of teachers also creating opportunities that will:

- Assist in teachers achieving curriculum mastery;
- motivate autonomous life-long learning;
- encourage participation in communities of practice;
- promote the delivery of quality teaching and learning in their classrooms.

1. COURSES AND SERVICE PROVIDERS:

All the service providers are accredited with SACE and their programmes all have Continuing Professional Teacher Development (CPTD) points.

The following service providers were approved by DBE for inclusion in the TUC funding.

1. Developing a Maths rich classroom according to CAPS – Janet van Heerden (Foundation Phase Mathematics Specialist)
2. Maths and Science FET Website - Maths and Science Education – John Bransby
3. Capacitating teachers at schools for the Deaf on CAPS and South African Sign Language– Dr Pieter Smal
4. Barriers to Handwriting – Educanda
5. Inclusion in Assessment Strategies – Alex Pinnock
6. Barriers to Reading – Alex Pinnock
7. Identifying types of Barriers to Learning – Literacy and Learning with Judi kurgan
8. Types of Barriers to learning- Macmillan
9. Inclusion – matching teaching and assessment – Macmillan
10. Inclusion when teaching reading – Macmillan
11. Inclusion in First Additional Language – Macmillan

2. ANALYSIS OF WORKSHOPS:

All educators wrote pre and post tests for each professional development session. These have been analysed and barring one workshop, all showed an improvement in knowledge. It is hoped that this knowledge will translate to better practice within the classroom. Calls will be made to random educators on the registers for every workshop to ask if the professional development they attended has had positive consequences.

The logistics of each workshop was evaluated and analysed by the NAPTOSA PDI. Analysis was done in the order of the questions in the evaluation form provided and, in all cases the scale of ranking was indicated as 1 being weak and 5 being excellent. The individual reports on each workshop and analysis are on file as per service provider.

3. DETAILS PER PROVINCE PER WORKSHOP

NAPTOSA PDI COURSE INFORMATION AS PER PROVINCE

TUC/DBE PROFESSIONAL DEVELOPMENT PROGRAMME

EASTERN CAPE

COURSE NAME	DATE	TIME	VENUE
Inclusion in Assessment Strategies Gr 4-7	27 October 2015	13:30 – 16:00	Eastern Cape Training Centre – Port Elizabeth
	28 October 2015	13:30 – 16:00	Stutterheim High School – Stutterheim
	29 October 2015	13:30 – 16:00	Transkei In Service Teachers Center (TRINSET), Mthatha, Vulindela
Barriers to Reading Gr 4-7	27 October 2015	13:30 – 16:00	Eastern Cape Training Centre – Port Elizabeth
	28 October 2015	13:30 – 16:00	Stutterheim High School – Stutterheim
	29 October 2015	13:30 – 16:00	Transkei In Service Teachers Center (TRINSET), Mthatha, Vulindela
Training for teachers at schools for the Deaf	5 February 2016	08:00 – 16:00	Sive School , Matatielle
	8 February 2016	08:00 – 16:00	St Thomas School
	9 February 2016	08:00 – 16:00	Reuben Birin
	12 April 2016	08:00 – 16:00	Efata School
	19 July 2016	08:00 – 16:00	Walter Sisulu University
	21 July 2016	08:00 – 16:00	Reuben Birin School
Developing a Maths rich classroom according to CAPS FP	18 February 2016	08:00 – 16:00	King Edward High School, Matatielle Maluti District
	20 February 2016	08:00 – 16:00	East London Education Institute, Stirling, East London
Inclusion in FAL – FP	23 February 2016	08:00 – 16:00	Eastern Cape Training Centre, Port Elizabeth
	25 February 2016	08:00 – 16:00	JJ Serfontein School, Queenstown
Barriers to Handwriting FP	4 March 2016	08:00 – 16:00	St James Public School, Cofimvaba
	5 March 2016	08:00 – 16:00	Mazidlekaya B&B, Dutywa
Barriers - Identifying Types Gr 1-7 (2 day workshop)	6 and 7 May 2016	08:00 – 16:00	Eastern Cape Training Centre, Port Elizabeth
Inclusion in Assessment Strategies Gr 4-7	30 May 2016	13:30 – 16:00	East London Leadership Institute
	31 May 2016	13:30 – 16:00	

			Dale College, Malcolm Andrews Sports Center
Barriers to Reading Gr 4-7	30 May 2016	09:00 – 12:00	East London Leadership Institute
	31 May 2016	09:00 – 12:00	Dale College, Sports Center

FREE STATE			
COURSE NAME	DATE	TIME	VENUE
Training for teachers at schools for the Deaf	2 February 2016	08:00 – 16:00	Bartimea School, Selosesha District
	3 February 2016	08:00 – 16:00	Tiboloha School, Phuthaditshaba
Inclusion in Assessment Strategies Gr 4-7	23 February 2016	13:30 – 16:00	Welkom Teachers Center,
	24 February 2016	13:30 – 16:00	Motheo District – Unity Primary School
	25 February 2016	13:30 – 16:00	Xhariep District – Koffiefontein ERC
Barriers to Reading Gr 4-7	23 February 2016	13:30 – 16:00	Welkom Teachers Center,
	24 February 2016	13:30 – 16:00	Motheo District – Unity Primary School
	25 February 2016	13:30 – 16:00	Xhariep District – Koffiefontein ERC

GAUTENG			
COURSE NAME	DATE	TIME	VENUE
Training for teachers at schools for the Deaf	21 October 2015	08:00 – 16:00	NAPTOSA Head Office
	22 October 2015	08:00 – 16:00	Orlando Teachers' Center
	28 April 2016	08:00 – 16:00	Lenasia – MC Kharbai School
Inclusion using blended learning for FET Maths and Science	26 January 2016	12:30 - 16:00	Dalpark Teachers Center
	27 January 2016	12:30 - 16:00	Boipelo Teachers Center
	13 April 2016	14:30 – 16:30	Allen Glen High School
	13 April 2016	13:00 - 16:00	Simunye Teachers Center , Westonaria

KWAZULU NATAL			
COURSE NAME	DATE	TIME	VENUE
Training for teachers at schools for the Deaf (PDI to arrange)	2 December 2015	08:00 – 16:00	Durban School
	7 December 2015	08:00- 16:00	Vuleka School
	15 April 2016	08:00- 16:00	Kwa Thintwa School, Cato Ridge
Inclusion in Assessment Strategies Gr 4-7	2 February 2016	09:00 – 11:30	Durban NAPTOSA office
	3 February 2016	09:00 – 11:30	Forest Hill School
	4 February 2016	09:00 – 11:30	Umhlali Prep, Stanger
Barriers to Reading Gr 4-7	2 February 2016	12: 30– 15:00	Durban NAPTOSA office
	3 February 2016	12:30 – 15:00	Forest Hill School
	4 February 2016	12:30 – 15:00	Umhlali Prep, Stanger
Barriers - Identifying Types Gr 1-7 (2 day workshop)	5 + 6 February 2016	08:00 – 16:00	Durban NAPTOSA office
Inclusion using blended learning for FET Maths and Science	21 June 2016	12:30 – 16: 00	Westville Girls' High
	22 June 2016	12:30 – 16: 00	Durban Girls' High

LIMPOPO			
COURSE NAME	DATE	TIME	VENUE
Training for teachers who teach at schools for the Deaf	15 March 2016	08:00 – 16:00	Sedibeng School - Lephalele
	16 March 2016	08:00 – 16:00	Mastec Teachers' Center, Capricorn
Inclusion in FAL – FP	28 May 2016	08:00 – 16:00	Malamulele Boxing Gym, Thulamela
Inclusion in Assessment Strategies Gr 4-7	25 May 2016	13:30 – 16:00	Matladi Project School, Moletlane, Zebediela
	26 May 2016	13:30 – 16:00	Matladi Project School, Moletlane, Zebediela
Barriers to Reading Gr 4-7	25 May 2016	09:00 – 12:00	Matladi Project School, Moletlane, Zebediela
	26 May 2016	09:00 – 12:00	Matladi Project School, Moletlane, Zebediela

MPUMALANGA			
COURSE NAME	DATE	TIME	VENUE
Training for teachers who teach at schools for the Deaf	28 January 2016	08:00 – 16:00	Kamagugu School – Nelspruit
	23 April 2016	08:00 – 16:00	Silindokuhle School
	25 April 2016	08:00 – 16:00	Kamagugu School – Nelspruit

Inclusion using blended learning for FET Maths and Science	9 February 2016	12:30 - 16:00	Gert Sibande TCET College, Evander Campus
	10 February 2016	12:30 - 16:00	Volksrust Hoërskool, Volksrust
	11 February 2016	12:30 - 16:00	Lowveld High School, Nelspruit
Inclusion in Assessment Strategies Gr 4-7	16 February 2016	13:30 – 16:00	Makhathini Primary School, Reabota
	17 February 2016	13:30 – 16:00	Thandanani Primary School, Mzinoni township, Bethal
Barriers to Reading Gr 4-7	16 February 2016	13:30 – 16:00	Makhathini Primary School, Reabota
	17 February 2016	13:30 – 16:00	Thandanani Primary School, Mzinoni township, Bethal
Barriers to Handwriting FP	13 April 2016	08:00 – 16:00	Maminza Primary School, Kwa Msogwaba, Nelspruit
	14 April 2016	08:00 – 16:00	Kellyville Primary School, Kellys Village, Lydenburg, Mashishing

NORTHERN CAPE			
COURSE NAME	DATE	TIME	VENUE
Training for teachers who teach at schools for the Deaf	28 October 2015	08:00 – 16:00	Retlameleng School
Inclusion using blended learning for FET Maths and Science	16 February 2016	12:30 - 16:00	Mothibistad Teachers' Center
	17 February 2016	12:30 - 16:00	Colesberg High School, Colesberg
	18 February 2016	12:30 - 16:00	Kimberley Teachers' Center

NORTH WEST			
COURSE NAME	DATE	TIME	VENUE
Training for teachers who teach at schools for the Deaf	20 October 2015	08:00 – 16:00	Kutlwanong School for the Deaf, Phokeng, Rustenburg
	29 April 2016	08:00 – 16:00	North West Secondary School - Geelhuis
Inclusion in Assessment Strategies Gr 4-7	26 October 2015	13:30 – 16:00	Madibogo Batlhaping Primary School, Dr RS Mompoti District
Barriers to Reading Gr 4-7	26 October 2015	13:30 – 16:00	Madibogo Batlhaping Primary School, Dr RS Mompoti District
Inclusion in FAL – FP	28 October 2015	08:00 – 16:00	Tlhabane Resource Center, Tlhabane, Rustenburg
Inclusion using blended learning for FET Maths and Science	23 February 2016	12:30 - 16:00	Tlhabane Resource Center, Rustenburg
	24 February 2016	12:30 - 16:00	Nthutang Teachers' Center, Motswedi, Zeerust, Ngaka Modiri Molema District
	25 February 2016	12:30 - 16:00	

			Vryburg Teachers' Center, Vryburg, Dr RS Mompoti District
Developing a Maths rich classroom according to CAPS	4 March 2016	08:00 – 16:00	Vryburg Teachers' Center, Vryburg, Dr RS Mompoti District
	5 March 2016	08:00 – 16:00	Pudumong Teachers' Center, Pudumoe, dr RS Mompoti District
Identifying Types of Barriers 2 Day	4+5 March	08:00 – 16:00	Madibogo Batlhaping Primary School, Dr RS Mompoti District
	11+12 March	08:00 – 16:00	Potchefstroom Teachers Center, Dr Kenneth Kaunda District
Barriers to Handwriting FP	11 March 2016	08:00 – 16:00	Swartruggens Teachers' Center, Swartruggens, Ngaka Modiri Molema District

WESTERN CAPE			
COURSE NAME	DATE	TIME	VENUE
Developing a Maths rich classroom according to CAPS	12 March 2016	08:00 – 16:00	Atlantis School, Winelands Education District
	9 April 2016		George School, Eden Karoo District

4. EVALUATION AND MONITORING -RESULTS OF ALL WORKSHOPS

DEMOGRAPHICS

Teachers were requested to fill in their demographic information on sheets provided with the workshop evaluation form.

➤ RACE PROFILES:

BLACK : = 58%
 WHITE: = 12%
 COLOURED: = 9%
 INDIAN: = 21%

➤ GENDER:

MALE = 25%
 FEMALE = 75%

➤ AGE:

18-35 = 24%
 35-50 = 42%
 50+ = 34%

➤ DISABILITY:

YES = 3%

NO = 97%

Type of Disability :

- Albinism
- Retinitis Pigmentosis
- Short Sightedness
- Blind in one eye
- One ear deaf
- Paraplegic

➤ **RESIDENTIAL LOCATION:**

URBAN = 63%

RURAL = 37%

5. IN CONCLUSION

The Department Of Basic Education /Teacher Union Collaboration programme is unknown in most areas and this led to some misinformed teachers missing this developmental opportunity.

We managed to reach teachers in rural KZN in Nkandla. In the Northern Cape, Mothibistad was serviced. We received encouraging accolades from the teachers expressing gratitude for bringing such information that is beneficial to both their everyday teaching and learning and also for their own professional development.

We were requested by teachers who had attended the Maths Foundation Phase CAPS and Assessment in the Foundation Phase workshop, to escalate these trainings to their Subject Advisors, because they felt that the training would be most useful if all schools in the District could be reached. Teachers in Kwa-Zulu Natal were particularly interested in the Maths & Science Website Workshop. They mentioned that they felt that it was expensive to source Maths & Science resources and the website will actually make it easy for them to access the resources they need and this will also greatly improve their results.

The Capacitating teachers at schools for the Deaf at Walter Sisulu University was a huge success. NAPTOSA PDI welcomes the next opportunity afforded by DBE to continue with the work and professional development programmes so vital in the development of our country and its children.

Juliet Schlebusch

PDI HEAD OFFICE: August 2016