

PRIVATE & CONFIDENTIAL

Dear Colleague

I thank you in advance for taking the time to read my mail. I promise not to bore you and further promise that this message will add wealth and value to your education programmes.

I am Selvin John Daniels a “retired” Circuit Team Manager” with 15 years of field experience.

**I have a proposal to make to you!!!!!!!!!!!!!!**

The proposal is based to two defined truths about the SA Education System. This has been reinforced by my years of experience in **Supporting & Governing Schools and School Leadership.**

- 1 Principal, teachers, the community and WCED are complaining about the quality of teachers Colleges and Universities are recently putting into the market
- 2 Underperforming schools have school leadership as its primary challenge – ill-prepared school leadership does not put into place basic required systems to make the school a functional organization
- 3 The D in NEEDU
- 4 Workload of teachers in MG schools

As a society we make many accusations (shame and blame) and many assumptions (most of which go unchallenged or not clarified) about the abovementioned truths.

***Through my experience I have development two practical yet developmental approaches to these dilemmas.***

**Proposal One – Teacher Training [Space: College-School-Classroom]**

- A more appropriate marketing strategy to solicit potential candidates for the profession
- Development of a compulsory yet practical module for teacher training “Community Outreach” which will include lectures by a vertical slice of role-players and stakeholders in Education (Head Office, District Office, School, School Management, The Teacher, The Learner, The Unions, Community Organizations – this will clarify (in a real way) roles, responsibilities, rights and expectations
- A more appropriate liaison strategy between the College/University and the School when it comes to Practice Teaching – this need to clarify (in a real way) roles, responsibilities and expectations

**Proposal Two – Practical Guide to School Leadership**

The Model is based on the following systemic approach

- School Development **Planning** which include in a very practical way the systems required to develop, clarify, implement and sustain School Improvement and Operational Planning
- School Records Management – A practical guide
- Internal School Quality Management System – Internal supervision and moderation
- Induction, Orientation & Coaching/”Mentoring”.

**Proposal Three – Association Agreement with NEEDU**

NEEDU stands for the National Education **Development** Unit

- NEEDU does systemic M&E work
- A school report is issued with recommendations for school improvement
- NEEDU model has implied education standards
- Follow up on school report is the responsibility of the District Office
- Research has shown that due to incapacity this is the level of the system that has failed us
- An agency agreement to do following with school should be possible – although not required by law
- Service Provider
  - Contact District/Circuit and School
  - Analyze and interpret school report
  - Work on a School Improvement Plan (SIP)
  - Delivery of training

#### **Proposal Four – Teacher assistants**

- Identify community members – matriculants
- Training and skilling them
- Job creation
- Portability into teacher training
- Association agreement

**In order to further discuss both proposals and its funding I propose we meet asap for further discussions. I have attached a copy of my CV in case any other opportunities arise.**

Wish to hear from you soon!

Selvin John Daniels – [s.daniels@vodamail.co.za](mailto:s.daniels@vodamail.co.za)

Dear Darren

The following seven concept proposals for your attention. Attached two articles, one published in The New Age and the other still to be edited (latter for your eyes only). They form my basis and rationale for these concept proposals. I suggest we meet if you are interested in operationalising any of these proposals and set up a TOR. I have both capacity (able and willing) competence (knowledge and skills) to set up and operationalise any of the following proposals. I have also designed and formulated a Manual for School Principals (more than 100 pages) and would like to show it to you at some point.

ONE

Setup a unit for District Development...District mandate is support and control. The latter function neglected due to incapacity. Many has asked for the return of school inspectors (ministers, academics, public). THIS HAS A HUGE BUSINESS POTENTIAL.

TWO

Many management make strategic decisions at school level without due consideration for school data and information (research). This due to incapacity. Set up a few modules in school based research methodology for school managers.

THREE

Focus on school improvement strategy - a focus on input of time and effect on output. In poorer school up to 35% of input time is compromised for pastoral duty. The need to increase input time and decrease factors affecting time...monitor effect on output and outcomes. Design modules for training.

FOUR

A focus on school governance

FIVE

Focus on instructional leadership - a strategy for school improvement

SIX

A quarterly newspaper (1-2 pages) on school improvement - the voices of all roleplayers and stakeholders

SEVEN

Teaching teachers and managers the skill and value of item and error analysis of assessments.

Kind regards

Selvin