

Nkosinathi SP Sishi, PhD HOD KZN

LEVELS OF COMPETENCY

BASIC applies basic concepts and methods but requires supervision and coaching.

COMPETENT independently develops and applies more advanced concepts and methods. Plans and guides the work of others. perform analysis.

ADVANCE understands and applies more complex concepts and methods. leads and directs people or groups of recognised specialists. able to perform in-depth analysis.

EXPERT sought out for deep, specialised expertise. leads the direction of the organisation. defines model or theory.

PRIORITIES

1. strategic capability and leadership
2. 2. programme and project management
3. 4. change management
4. 5. knowledge management
5. 6. service delivery innovation
6. 7. problem solving and analysis
7. 8. people management and empowerment
8. 9. client orientation and customer focus
9. 10. communication; and
- 10.11. honesty and integrity.

What needs to done

1. strategic interventions designed to promote effectiveness in the delivery of the education mandate – balance short- & long-term interventions
2. 2. leveraging accelerated delivery through focus on: i. performance managementii. accountability iii. Remediation

Ten Point Intervention Plan –MEC

T&L/M&E/SL&M/GOVERNANCE/TIMETABLING/LITNUM

WAR EDUCATION FORUM – PREMIER

Culture of L&T

Education Summit 2011

SL&G/

ORGANISATIONAL FOCUS

The Classroom

VITAL STATISTICS 2012

INTRODUCTION

Umlazi Education District (UED) is clearly one of the better, if not the best performing Education District in KZN. The question then remains why this investment in a clearly well performing District?

1. Sustained development requires sustained improvement
2. Maintenance of the District is therefore necessary
3. No District in terms of schools as unit of analysis is uniform – there is always differences in performance which requires attention
4. A sustained and further improved Education District will have a positive ripple effect of the rest of the Province which will lead to greater social cohesion
5. In terms of our philosophy of a developmental state improvement in Umlazi adds to improvement in KZN which results in improvement in South Africa – school improvement is an ongoing quest towards “perfection” responding positively to a changing environment.

PROVINCE: KZN

AMOUNT OF DISTRICT: 12. In terms of national norms KZN needs 21 Districts

DISTRICT: UMLAZI

SCHOOLS: 511 HS=167

CIRCUIT MANAGER: 16 with a ratio 1:32 to schools

PASS RATE: 80% highest 2012

THE COMPOSITE SERVICES INDEX (CSI) was (1) type of toilet, (2) water source, (3) refuse disposal method, and (4) the type of energy used for cooking. The Highest 0.86

THE POVERTY PROFILE OF DISTRICTS, the issue of poverty in education districts was reviewed. A socio-economic deprivation index was created for each district by combining data on functional literacy, per capita income and households with electricity. The resulting index scores ranged from 0 (most poor) to 1 (least poor) and were used to measure the relative disadvantage between districts in South Africa. Umlazi is the 4th least poor in KZN

CORRELATION WITHIN DISTRICT – Umlazi has highest % of learners with matric in Province

EDUCATOR AVERAGE AGE is the highest 46

REOV 14 AND ABOVE = 81-87% highest

PREPARED BY SELVIN DANIELS – PURPLE TOD CONSULTING

LEARNER: EDUCATOR RATIO – 27 this include all posts. State LER is 33 the 5th lowest in province.

OUT OF SCHOOL (2011) - 5-7% (300 000-600 000) highest % in KZN

LEARNER PREGNANCIES – KZN 14 000 pregnancies 2010

ORPHANS -5-6% both parents deceased in KZN with Umlazi better off with lowest %

EDUCATION LEVELS OF ADULTS – matric and higher -50-60% highest in Umpazi

ANNUAL HOUSEHOLD INCOME –R150-R250 000p/a – highest in Umlazi

THE COMPOSITE SERVICES INDEX summarizes households' access to services within districts and is based on Census 2011 data which provided a combined measure of water, sanitation, electricity and security infrastructure at schools. This index was developed from NEIMS – highest in Umlazi District - 0.81-1.0 sanitation/water/refuse/cooking

THE FOLLOWING CRITERIA WERE USED TO CREATE THE INDEX:

- Functional Literacy - percentage of the adult population that has attained at least Grade 6 schooling, divided by the total number of adults (age 20 and above)
- Per Capita Income - total monthly income divided by the total population
- Percentage of households with electricity (supplied by Eskom or a local municipality) – The index is the highest in Umlazi District

LEARNERS IN Q1 & Q2 – 20% lowest in Umlazi District

CLASSROOM BACKLOG -600-800 in KZN with Umlazi 6/12lowest

% OF SCHOOLS WITH CLASSROOMS GREATER THAN 40 LEARNERS – 21-30% in KZN with Umlazi District being 5/12

POPULATION DENSITY – school going age -900-1300 highest in Umlazi District

Durban – urban, traditional rural, informal settlement

DISTANCE BETWEEN SCHOOL & DO – 11-25km lowest/shortest, Less than 10km – 277 schools, 10-50km – 232 schools

REPETITION RATE IN GRADE 10 -15-19% in KZN with the lowest in Umlazi District

CORRELATION BETWEEN ANA – MATRIC, maths 51% the best in Umlazi -57% Umlazi second best

ANA LEARNERS ABOVE 50% - 48-56% highest in Umlazi

ANA GRADE 9 MATHS – LEARNERS ACHIEVE ACCEPTABLE LEVELS – highest in Umlazi District – 8-11%

ANA GRADE 9 LANGUAGES – LEARNERS ACHIEVE ACCEPTABLE LEVELS - 33-43% 3rd best in Umlazi District

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GRADE 6 MATHS –LEARNERS ACHIEVE ACCEPTABLE LEVELS -19-28%-highest in Umlazi District

GRADE 6 LANGUAGES – 51-68% highest in Umlazi

GRADE 3 MATHS ABOVE 50% -51% highest in Umlazi

GRADE 3 LANGUAGE ABOVE 50% - 68% highest in Umlazi

Q1 SCHOOL WITH 80-100% MATRIC PASS RATE = 0% in Umlazi

HOME LANGUAGE CHOICE OF MATRICS – isiZulu 50%, English 48%

PROPORTION OF MATHS & SCIENCE PASSES -7-8%

% OF PASSING KEY SUBJECTS IN KZN

Accounting 21%
Agricultural Science 11%
Business Studies 35%
CAT 04%
Economics 22%
Geography 31%
History 16%
Life Sciences 36%
Maths 24%
Physical science 21%

MATHS LIT - MATHS – 48%(9/12) - 52%(3/12)

SCHOOLS LESS THAN 40% PASSRATE – number of schools per district -6-10 schools

SMALL SCHOOLS – less than 150 learners -25-50 schools