Isalathiso: 20190114-247
Inombolo yefayili: 12/14/2/1
Imibuzo: W Conrad

ISetyhula: 0003/2019
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kuBaphathi beeSekethe, kwiiNtloko zoLawulo noKuphathwa kwamaZiko, kwiiNtloko zoKunika iNkxaso kwiKharityhulam; kwiiNtloko zeMfundo eneeMfuno eziZodwa nakwiiNqununu

Isishwankathelo esifutshane: *Ukuqaliswa kwesiCwangciso sokuTshintsha uKwenza (Transform to Perform (T2P) Strategy) okuya kuqhubeka ezikolweni ukususela ngo-2019.*

Isihloko: Ukuqaliswa kwesiCwangciso sokuTshintsha uKwenza *(Transform to Perform (T2P) Strategy)*

1. IZiko i-*Institute for Justice and Reconciliation* lichaze ukuba "kukho ingxaki ekhulayo emalunga nokungabikho kwesimilo nentlonipho kwezemfundo kwihlabathi jikelele)".

2. Uphononongo olwaqhutywa yi-*University of Witwatersrand* ngo-2000 lufumanise ukuba unobangela ongundoqo wembambano phakathi kootitshala, abafundi nabazali ngumahluko kwiimbono zabo.

3. Ukujongana nalo mba, iSebe leMfundo leNtshona Koloni (*WCED)* linovuyo ngokubhengeza ukuqaliswa kwesiCwagciso soKutshintsha uKwenza *(Transform to Perform (T2P) Strategy*) emasiphunyezwe ezikolweni ukususela ngo-2019.

4. Injongo yesi siCwangciso i-*T2P Strategy* kanye ngqo, kukukhuthaza iziko elikhokelwa ziimfundiso ezisisiseko ukudala utshintsho olunika ithemba kumanqanaba okuphembelela iindlela zokucinga zamagosa, ootitshala nabafundi kwiSebe iWCED. Ukutshintsha kwimpembelelo nakwindlela yokucinga kumele ukuba nesiphumo sentsebenzo ephuculweyo.

5. Isikhokelo i-*T2P Strategic Framework* sibandakanya iinkalo ezine ekuzezi, uPhuhliso loBunkokheli (*Leadership Development*), iiMfundiso ezisiSiseko kwezeMfundo (*Values in Education*), uKutshintsha iNdlela yoKucinga (*Change Mindset*) noKuphucula iNdlela yoKucinga (*Growth Mindset*).

6. **INkalo yoBunkokeli noPhuhliso (*Leadership and Development Pillar*):** Isicwangciso sophunyezo sinokubandakanya iiseshoni zoqeqesho phakathi kwababini (*one-on-one coaching*)/ezokunika iingcebiso (*mentoring)* (ukuphucula izakhono), ubunkokeli kwimithetho yentlalo (*ethos leadership*) nokuqaliswa kokutshintshwa kweendlela zokucinga. Le nkalo ibhekiselele kuwo onke amanqanaba obunkokeli nakuzo zombini inkalo yamaziko neyezifundo (*corporate and academic*).

7. **INkalo yeeMfundiso ezisiSiseko kwezeMfundo:** Isicwangciso sokuphunyezwa sibandakanya imisebenzi yokujongana neendlela zokucinga neemfundiso ezisisiseko ezinefuthe kwizenzo neendlela zokuziphatha kwabantu. Injongo kukuphembelela nokutshintsha iziko ukuba libe liziko elikhokelwa ziimfundiso ezisisiseko kwanokuba iziko liziphile iimfundiso ezisisiseko kuwo onke amanqanaba eziko ngokubanzi.

8. **INkalo yoKutshintsha iNdlela yoKucinga:** Injongo yoku kukuphembelela indlela yokucinga yabasebenzi abasezikolweni ukuze bazilungiselele ukutshintsha. Utshintsho lunenjongo yokubaqhubela ekubeni bakuvume ukulinga, ukufunda nokusebenzisa iindlela eziza notshintsho zokucinga phantsi kweendidi zoxinzelelo oluqhubeka okoko zezinto ezenzakayo ngokwenyani entlalweni.

9. **INkalo yoKuphucula iNdlela yoKucinga (kubafundi):** Ukuphucula indlela yokucinga kukuphucula indlela yokwenza evumela amathuba anokubakho nekhuthaza inkqubela ekusonjululweni kweengxaki. Le nkqubo inenjongo yokuphucula indlela yokucinga nokuya kuba nefuthe elinika ithemba kwindlela abaqhuba ngayo abafundi. Ukuphunyezwa kwayo kunenjongo yokuqalisa kumaBakala 4 ukuya ku-7 nakumaBakala 8 ukuya ku-9 ngenjongo yokwandisa umhlaba ekuza kufikelelwa kuwo kule minyaka mibini izayo ukuya kwiminyaka emihlanu.

10. Umhla othagethiweyo wokuqaliswa kwesi sicwangciso i-*T2P Strategy* ngowe-**01 Apreli 2019**. Ziya kufikelela ku-150 izikolo eziya kuthagethwa ngo-2019 yaye eli nani liya kwanda qho ngonyaka de sibe siphunyeziwe isicwangciso kuzo zonke izikolo.

11. Iinkcukacha zoqhagamshelwano zamaGosa eZithili azii-***T2P District Champions***:

Isithili	**Igama neFani:**	**Inombolo yefoni .**	**I-imeyili**
Metro North	Bridget Goosen	021 938 3068	bridget.goosen@westerncape.gov.za
Metro Central	Enver Hassen	021 514 6700	enver.hassen@westerncape.gov.za
Metro South	Rodney Theys	021 703 3198	rodney.theys@westerncape.gov.za
Metro East	Keith de Wet	021 900 7036	keith.dewet@westerncape.gov.za
West Coast	Rosseau Mercuur	021 860 1207	rosseau.mercuur@westerncape.gov.za
Cape Winelands	Johann Burger	021 887 0222	johann.burger@westerncape.gov.za
Overberg	Japie Bailey	028 214 7379	japie.bailey@westerncape.gov.za

Isithili	Igama neFani:	Inombolo yefoni .	I-imeyili
Eden and Central Karoo	Bennie Bothma	023 415 2070	bennie.bothma@westerncape.gov.za

12. linkcukacha zoqhagamshelwano **zeKomiti yeProjekthi i-*T2P* kwaNdlunkulu**

Ikomiti yeProjekthi *T2P*	Igama neFani	Inombolo yefoni	I-imeyili
UMphathi weProgram	*Joyce West*	021 467 2633	joyce.west@westerncape.gov.za
UMququzeleli weProjekthi	*Enver Sherry*	021 467 2635	enver.sherry@westerncape.gov.za
EzoPhando	*Noma Makapela*	021 467 2641	nomawabo.makapela@westerncape.gov.za
UMphathi weProjekthi liMfundiso ezisiSiseko kwezeMfundo	*Gavin de Bruyn*	021 900 5062	gavin.debruyn@westerncape.gov.za
UMphathi weProjekthi UPhuhliso loBunkokeli	*Matthys Cronje*	021 467 2479	Margie.Clarke@westerncape.gov.za
UMphathi weProjekthi: UkuTshintsha iNdlela yoKucinga	*Joyce West*	021 467 2633	joyce.west@westerncape.gov.za
UMphathi weProjekthi: Ukuphucula iNdlela yoKucinga	Marycke Cupido	021 467 2633/35	marycke.cupido@westerncape.gov.za

13. Siyacelwa isikolo ngasinye ukuba sikhethe **iGosa le-T2P (*T2P Champion)* neKomiti yoTshintsho (*Change Team*)**, abaya kuqhuba ukuphunyezwa kwesi siCwangciso se-*T2P Strategy*. Mayigxininiswe into yokuba amagosa amele ukuzimisela yaye abenako ukwenza umsebenzi owongezelelweyo ngamaxesha ayimfuneko amisiweyo. Ikomiti yoTshintsho ye-T2P (*T2P Change Team*) imele ukuba namalungu amathandathu: ilungu lebhunga lolawulo, ilungu elingumsebenzi ongafundisiyo, inqununu, ilungu leKomiti yoLawulo yeSikolo (*School Management Team (SMT)*, utitshala (mababe babini kwisikolo esiyiprayimari), nelungu leBhunga eliMele aBafundi (*Representative Council of Learners (RCL*) (izikolo eziphakamileyo kuphela).

14. **AmaGosa azii-*T2P Champions* ezikolweni** aya kwenza le misebenzi ilandelayo:
    a) Ukulawula isiCwangciso *T2P Strategy* nokusiphumeza kwinqanaba lesikolo.

b) Ukwenza umsebenzi wohlanganiso phakathi kwezikolo, amaGosa azii-*T2P* kwiziThili, iKomiti yeProjekthi ye-*T2P* nababoneleli-nkonzo.
c) Ukuqokelela nokunxibelelana ngengcaciso phakathi kwesikolo, amaGosa ii-*District T2P Champions* ne-*T2P Project Team*.
d) Ukuncedisa amaGosa azii-*T2P District Champions* ngokuphunyezwa kweeprojekthi ze-*T2P,* umzekelo amalungiselelo okwenziwa komsebenzi, iirejista zokuhamba isikolo, iisaveyi, njl.njl.)
e) Ukubeka esweni nokunika ingxelo kumaGosa azii-*T2P Champions eZit*hili nakuMphathi weProjekthi ye-*T2P*, njengoko kuceliwe ngokwesiCwangciso soKubeka eSweni noKunika iNgxelo se-*T2P (T2P Monitoring and Reporting Plan)*.
f) Ukuncedisa kwizicelo zenjongo ethile zenkxaso engxamisekileyo noncedo yiKomiti yeProjekthi i-*T2P Team*.

15. Uyacelwa uzalise olu Xwebhu lweMvumelwano yeNtsebenziswano (*Memorandum of Agreement (MoA)*) uze uliskene ulithumele nge-imeyili okanye ngefeksi ku-Mnu E Sherry: enver.sherry@westerncape.gov.za

16. Kucelwa wazise okukule setyhula bonke abasebenzi abafundisayo nabangafundisiyo namabhunga olawulo abachaphazelekayo ukuze bakuthathele ingqalelo.

17. Iya kuthakazelelwa kakhulu inkxaso eqhubekekayo njengoko iSebe i*WCED* lizimisele ukufikelela kumbono walo **wemfundo esemgangathweni kumfundi ngamnye kwiklasi, nakwisikolo ngasinye kwiphondo**.

ISAYINWE: NGU-BK SCHREUDER
INTLOKO: YESEBE LEMFUNDO
UMHLA : 2019-02-04

Isalathiso: UXwebhu lweMvumelwano yeNtsebenziswano yamaGosa e-*T2P*
Imibuzo: W Conrad

ISICWANGCISO SOKUTSHINTSHA UKWENZA (*TRANSFORM TO PERFORM (T2P)*)

UXwebhu lweMvumelwano yeNtsebenziswano (*Memorandum of Agreement (MoA)*): yeGosa lesiCwangciso soKutshintsha uKwenza

IGAMA LESIKOLO: .....

INOMBOLO YE-*CEMIS* YESIKOLO: .....

Mna, ... (igama lenqununu), ndiyavuma yaye ndiyakuxhasa ukuqeshwa kweGosa loTshintsho le-*T2P* lesikolo elenza imisebenzi neemfanelo njengoko zidwelisiwe apha ngezantsi, ngethuba lesiCwangciso i-*T2P Strategy*.

IKOMITI YOTSHINTSHO YE-*T2P*:

Isikhundla	Igama neFani	Inombolo yePesali	Inombolo yefoni	Iselula	I-imeyili
IGosa le-*T2P*					
Ilungu lebhunga lolawulo					
Ilungu labasebenzi abanika inkxaso abangafundisayo					
Inqununu					
Ilungu le*SMT*					
Utitshala					
Ilungu le*RCL* (isikolo esiphakamileyo)/utitshala (izikolo eziziiprayimari)					

AmaGosa azii-*T2P Champions* ezikolweni aya kwenza le misebenzi ilandelayo:

1. Ukulawula isiCwangciso i-*T2P Strategy* nokusiphumeza kwinqanaba lesikolo.
2. Ukwenza umsebenzi wohlanganiso phakathi kwezikolo, amaGosa azii-*T2P* kwiZithili, iKomiti yeProjekthi ye-*T2P* nababoneleli-nkonzo.
3. Ukuqokelela nokunxibelelana ngengcaciso phakathi kwesikolo, amaGosa ii-*District T2P Champions* ne-*T2P Project Team*.
4. Ukuncedisa amaGosa azii-*T2P District Champions* ngokuphunyezwa kweeprojekthi ze-*T2P*, umzekelo amalungiselelo okwenziwa komsebenzi, iirejista zokuhamba isikolo, iisaveyi, njl.njl.)
5. Ukubeka esweni nokunika ingxelo kwii-*T2P Champions* zeZithili nakuMphathi weProjekthi ye-*T2P*, njengoko kuceliwe ngokwesiCwangciso soKubeka eSweni noKunika iNgxelo se-*T2P* (*T2P Monitoring and Reporting Plan)*.
6. Ukuncedisa kwizicelo zenjongo ethile zenkxaso engxamisekileyo noncedo lweKomiti i-*T2P Project Team*.

Isayinwe apha …….. (indawo), ngalo mhla …….

(usuku) ku…..…..…… (inyanga) ngo…….. (unyaka)

.....	**.....**
ISIGNITSHA YEGOSA LESIKOLO LE-*T2P*	**UMHLA**
.....	**.....**
ISIGNITSHA YENQUNUNU	**UMHLA**

ISITAMPU SESIKOLO: