



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

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Dear Mr Schreuder

STREAMLINED IMPLEMENTATION OF THE INTEGRATED QUALITY MANAGEMENT SYSTEM FOR SCHOOL-BASED EDUCATORS FOR THE 2020 EVALUATION CYCLE.

You are hereby informed that due to the COVID-19 environment and the phased-in return of learners to schools, a streamlined approach for the implementation of the Integrated Quality Management System (IQMS) for the 2020 evaluation cycle was adopted at a meeting of the Education Labour Relations Council (ELRC) held on 03 September 2020.

The streamlined implementation for school-based educators is based on the guidelines below:

- a. The annual assessment cycle for the year 2020 shall be limited to self-appraisal by the educator including the principal and submitted to the Development Support Group (DSG) and Circuit Manager respectively for verification;
- b. The appraisal of educators will be informed primarily by activities of the First School Term from 13 January – 18 March 2020 as well as activities undertaken after the re-opening of schools;
- c. The Principal and the Staff Development Team (SDT) must validate the summative scores for submission to the district office; and
- d. The final date for the submission of all IQMS documentation as required by the province will be extended to 11 December 2020.

The above guidelines are also applicable to educators with comorbidities who have been granted permission to work from home or a venue away from the classroom.

The streamlined 2020 appraisal process must also be guided by transparency while taking into account the context of the prevailing teaching and learning environment in the school.

The Department of Basic Education will continue monitoring and supporting your province on the streamlined IQMS through provincial engagements and meetings of the Heads of Education Department Committee subcommittee for Quality Assurance and Skills Development.

For further information on the above, you are welcome to contact Mr Mashaba at Tel: 012 357 3789 or email: Mashaba.S@dbe.gov.za

It will be appreciated if the content of this communication is brought to the attention of all relevant officials and schools in your province.

Yours sincerely



MR HM MWELI
DIRECTOR-GENERAL
DATE: 11 SEPTEMBER 2020