Western Cape Government

Education

Collaboration

Schools Pilot Programme

Information for Teachers

Inligting vir Onderwysers

Iinkcukacha Ezenzelwe Abefundisi Ntsapho

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The Western Cape Education Department (WCED) is committed to providing quality education in all public schools. We have to work innovatively with all schools and partners in government, the private sector and civil society to ensure that we use all available resources to improve access to quality education, especially in our poorest communities.

As one of a number of innovations aimed at improving education quality, the WCED has partnered with a group of donor foundations to launch a new pilot: the Collaboration Schools Pilot Programme. Your school has chosen to be part of this exciting new opportunity.

What is a Collaboration School?

A "Collaboration School" is a new type of public school, partnered with an experienced non-profit school support organisation (called an "operating partner"), with the WCED overseeing school performance and holding the school and operating partner to account as part of the public education system. The pilot aims to give school operating partners and school leaders additional resources and management flexibility, in order to improve the efficiency and effectiveness of schooling. School operating partners will ensure intensive support to teachers and principals through training, additional resources, performance monitoring and regular feedback. The overall aim is to substantially improve educational outcomes for learners in these schools.

What does this mean for me as a teacher?

- **Will I be required to resign from the WCED?**
  No, teachers employed in public schools that choose to become Collaboration Schools will continue to be employed and paid by the WCED under the terms and conditions as prescribed in the Employment of Educators Act.

- **If I join a Collaboration School will I need to sign a new employment contract for a SGB teaching post?**
  Yes, new teachers will be required to sign employment contracts with the governing body of the school.

  Teachers applying for new or vacant posts at a Collaboration School will be appointed by the governing body on terms and conditions set out in governing body employment contracts. Successful candidates have the right to accept or reject the offer made by the governing body and will be employed in terms of the Labour Relations Act and the Basic Conditions of Employment Act.

How will this benefit me as a teacher?

Teachers at Collaboration Schools will benefit from significantly more in-school support. School operating partners will invest time and resources to provide support to teachers and principals through training and development programmes. Staff progress will be monitored and regular feedback will be provided.

Additional resources will be made available to the school via donor funding, which may pay for goods and services such as educational aids, scholastic materials, extra books, extra-curricular activities and funding for additional staff such as teaching assistants. Specific academic interventions will be launched at the schools to improve the educational outcomes of learners.

The Collaboration Schools will also aim to develop learners outside of the classroom, by introducing new sporting or cultural clubs and societies for learners to join. Teachers are invited to participate in these new offerings as well.

Does the pilot project envision the appointment of additional teachers at the schools?

School operating partners and principals at Collaboration Schools will have the flexibility to decide on their staff structure and they will have the discretion to appoint additional staff if required (budget dependent). Additional educators and non-educators would be appointed as governing body positions when and where required.

Who will fund teacher salaries?

The WCED will fund posts at Collaboration Schools according to its post provisioning model, either by paying the salaries of departmental educators directly or by transferring funds to the Collaboration School to pay governing body employed educators. Donors will provide school operating partners with additional funding to support the programme, which may be spent on additional governing body posts.

Will teachers on SGB posts earn higher salaries than those on WCED posts?

All successful candidates will be offered salaries and benefits in line with the current compensation offered by the WCED.

What key indicators will be evaluated to track the performance of the school?

Key performance indicators have been agreed upon by the WCED and the school operating partners and these will be regularly monitored to ensure that the programme is on track. The indicators are based on school improvement plans that all public schools complete on an annual basis, but also include some additional indicators including:

- Targets and plans to improve language and mathematics on WCED systemic tests
- Repeater and retention rates
- Academic performance improvement plans
- Teacher recruitment and development plans
- Resource management
- Governance and systems

What is the rationale for the Collaboration Schools Pilot?

The pilot programme seeks to partner under-performing schools and schools serving marginalised communities with a school operating partner to strengthen school governance and management and improve quality of teaching and learning in that school, so all learners can reach their full potential.

Through the Collaboration Schools pilot, the WCED aims to test a new model of schooling by harnessing strong management and innovation from donor funded non-profit organisations to strengthen the education outcomes, increase accountability and develop educators in public schools. The pilot programme will run on a **non-profit** basis, with the full agreement of participating governing bodies.

What makes a Collaboration School different from a normal public school?

Collaboration Schools remain **no-fee, public** schools. They will receive the resources from the WCED to which they are entitled.

The primary difference is that the school will be partnered with a non-profit school operating partner. Schools in the pilot will receive additional financial support from a group of private donors interested in developing a sustainable model for improved education outcomes for learners from low income communities in the Western Cape Province. The non-profit school operating partner will also hold the majority of seats on the governing body of the school.

Furthermore the non-profit school operating partners and school leaders will have greater management flexibility (in terms of staffing and budgeting) in order to improve the efficiency and effectiveness of schooling.

Who are the school operating partners and how will they work with the schools?

The school operating partners involved in the Collaboration Schools Pilot are non-profit organisations with relevant school management and education expertise. They have agreed and are committed to the aims and values of the programme and will be working to improve quality education.

Schools that have chosen to participate in the pilot have agreed that the operating partners will constitute the majority of their governing body, and have been granted approval by the WCED to change their composition to effect this. This is crucial for the WCED to hold the school operating partners accountable for their work in the school. Collaboration Schools will still have representation, as is the case in ordinary public schools, of parents, staff, learners (in high schools) and principals on the governing body.

How will these schools be funded?

The Collaboration Schools will receive funding as per the WCED's norms and standards for school funding. The WCED budgets for the Collaboration Schools will remain the same as per ordinary public no-fee schools. All schools involved that are categorised as "no fee schools" will retain this status and if the school is receiving pro poor policy initiatives such as The National School Nutritional Programme, this will be retained.

Additional funding requirements over and above these state funding levels will be provided by the group of private donors, within budgetary frameworks.

What will happen if the pilot proves to be unsuccessful?

All parties involved are committed to ensuring that the pilot is successful. The schools involved in the pilot are public schools and will remain so. The WCED retains the right to withdraw a school from the pilot programme should the operating partner not fulfill the mandates entrusted to them within the required time-frames. If this eventuality occurs, the governing body posts will convert to WCED posts at the school in terms of the WCED's post provisioning model.

Who do I contact if I have any concerns or queries regarding the Collaboration School Programme?

For a comprehensive list of frequently asked questions please visit the WCED's website at **www.westerncape.co.za** or at **http://wced.school.za**. You are invited to share any queries or concerns you have regarding this programme with your principal or the district office.

Collaboration Schools Loodsprogram

Inligting vir Onderwysers

Die Wes-Kaap Onderwysdepartement is daartoe verbind om gehalte-onderwys in alle openbare skole aan te bied. Ons moet op innoverende wyse saamwerk met alle skole en vennote in die regering, privaatsektor en burgerlike samelewing om te verseker dat alle beskikbare hulpbronne gebruik word om toeganklikheid tot gehalte-onderwys te verbeter, veral in ons armste gemeenskappe.

Die WKOD, in samewerking met 'n groep donateurstigtings, stel 'n nuwe loodsprojek bekend: Die "Collaboration Schools" Loodsprogram. Die program is een van verskeie innoverende projekte wat gemik is op die verbetering van onderwysgehalte. U skool het gekies om deel te wees van hierdie baanbrekerinisiatief.

Wat is 'n Collaboration School?

'n Collaboration School is 'n nuwe kategorie openbare skool wat bedryf word in samewerking met 'n ervare nie-winsgewende skool ondersteunings organisasie ('n bedryfsvennoot). Die WKOD monitor die prestasie van die skool en hou die skool en bedryfsvennoot aanspreeklik as deel van die openbare onderwysstelsel. Die loodsprogram bied skoolbestuur enbedryfsvennote aanvullende hulpbronne en leierskap geleenthede om verhoogde doeltreffendheid en effektiwiteit van onderrig te bewerkstellig. Bedryfsvennote sal tasbare ondersteuning bied aan onderwysers en skoolhoofde deur opleiding, aanvullende hulpbronne, monitering van die skool se vordering en gereelde terugvoer. Die oorkoepelende doelwit is om die onderwysuitkomste vir die leerders in hierdie skole op 'n daadwerklik te verbeter.

Wat beteken dit vir my as onderwyser?

Moet ek uit my WKOD pos bedank?

Nee, onderwysers aan openbare skole wat kies om deel te neem aan die Collaboration Schools loodsprogram sal steeds in diens bly en vergoed word deur die WKOD volgens die terme en voorwaardes soos uiteengesit in die Wet op Indiensneming van Opvoeders.

Indien ek aansluit by 'n Collaboration School, moet ek 'n nuwe dienskontrak teken vir 'n beheerliggaam pos?

Ja, nuwe onderwysers by Collaboration Schools moet dienskontrakte teken met die beheerliggaam van die skool.

Onderwysers wat aansoek doen vir nuwe of vakante poste by 'n Collaboration School sal aangestel word deur die beheerliggaam van die skool volgens die terme en voorwaardes soos uiteengesit deur die beheerliggaam. Suksesvolle kandidate het die reg om die werksaanbod van die beheerliggaam te aanvaar of te verwerp en sal aangestel word in terme van die Wet op Arbeidsverhoudinge en die Wet op Basiese Diensvoorwaardes.

Hoe sal dit my bevoordeel as onderwyser?

Onderwysers by Collaboration Schools sal bevoordeel word deur beduidend meer ondersteuning by die skool. Bedryfsvennote sal belê in tyd en hulpbronne om ondersteuning aan onderwysers en skoolhoofde te bied deur gepaste opleiding- en ontwikkelingsprogramme. Personeel vordering sal gemonitor word en gereelde terugvoer sal voorsien word.

Addisionele hulpbronne sal beskikbaar gestel word aan die skool deur skenkings wat aangewend kan word vir die aankoop van goedere en dienste byvoorbeeld onderrighulpmiddels, aanvullende boeke, buitemuurse aktiwiteite en befondsing van ekstra personeel soos hulponderwysers. Spesifieke akademiese programme by die skole sal geloods word om die onderwysuitkomstevan leerders te verbeter.

Collaboration Schools beoog ook om leerders buite die klaskamer te ontwikkel deur nuwe buitemuurse aktiwiteite soos sport en kultuur klubs en verenigings daar te stel. Onderwysers word uitgenooi om ook deel te neem aan hierdie nuwe aktiwiteite.

Maak die loodsprogram voorsiening vir die aanstelling van bykomende onderwysers by die Collaboration Schools?

Bedryfsvennote en skoolhoofde van Collaboration Schools sal die buigsaamheid hê om oor hul personeelstruktuur te besluit en, indien nodig, kan hul diskresie uitoefen om bykomende personeel aan te stel (afhangende van die begroting). Ekstra onderwysers en ander personeel sal, waar nodig, in beheerliggaamposte aangestel word.

Wie sal onderwysersalarisse befonds?

Die WKOD sal poste by Collaboration Schools befonds volgens die posvoorsieningsmodel, óf deur die salarisse van departementele poste direk te betaal óf deur fondse aan die Collaboration School oor te dra om beheerliggaamonderwysers te vergoed. Bedryfsvennote sal skenkings van donateurstigtings vir die loodsprogram ontvang wat kan gebruik word vir bykomende beheerliggaamposte.

Sal onderwysers in beheerliggaamposte meer verdien as die in WKOD poste?

Alle suksesvolle kandidate sal salarisse en byvoordele aangebied word in ooreenstemming met die WKOD riglyne vir vergoeding.

Watter sleutelaanwysers sal geëvalueer word om die prestasie van die skool te monitor ?

Beduidende prestasie-aanwysersis ooreengekom met die WKOD en bedrysvennote en die aanwysers sal gereeld gemonitor word om te verseker dat die program volgens plan verloop. Die aanwysers is gebaseer op die skoolverbeteringsplanne wat alle openbare skole jaarliks voltooi asook aanvullende aanwysers, insluitend:

- Teikens en planne ter verbetering van prestasie in taal en wiskunde in die WKOD sistemiese toetse
- Herhaler en leerder retensiekoerse
- Akademiese prestasie planne
- Onderwyser werwing en ontwikkelingsplanne
- Hulpbronbestuur
- Beheer en stelsels

Wat is die rasionaal vir die Collaboration Schools Loodsprogram?

Die doel van die loodsprogram is om ’n vennootskap te sluit tussen onderpresterende skole en skole in agtergestelde gemeenskappe met ’n bedrysfvennoot om om skoolbeheer en bestuur en die gehalte van onderrig in die skool te verbeter sodat alle leerders hul volle potensiaal kan bereik.

Deur die Collaboration Schools Loodsprogram beoog die WKOD om ’n nuwe skoolmodel te toets deur die benutting van goeie bestuur en innovasie van donateur befondste nie-winsgewende

organisasies om opvoedings uitkomste te verbeter, aanspreeklikheid te verhoog en onderwysers in openbare skole te ontwikkel. Die loodsprogram sal op 'n **nie-winsgewende** basis bestuur word met die volle samewerking van die beheerliggame van die betrokke skole.

Hoe verskil 'n Collaboration School van 'n gewone openbare skool?

Collaboration Schools bly **geen-fooi openbare** skole. Hulle ontvang steeds hulpbronne van die WKOD waarop hulle geregtig is.

Die primêre verskil is dat die Collaboration School met bedryfsvennote sal saamwerk. Skole wat aan die loodsprogram deelneem sal aanvullende befondsing ontvang van 'n groep donateurstigtings wat graag 'n bydrae wil lewer tot die ontwikkeling van 'n volhoubare model wat kan lei tot verbeterde onderwysuitkomste vir leerders van lae inkomste gemeenskappe in die Wes-Kaap Provinsie. Die nie-winsgewende bedryfsvennote sal ook die meerderheid op die beheerliggaam van die deelnemende skool hê.

Die nie-winsgewende bedryfsvennote en die skoolbestuur sal verder ook groter bestuursoepelheid hê (oor personeel en begrotings) om verhoogde doeltreffendheid en effektiwiteit van onderrig te bewerkstellig.

Wie is die bedryfsvennote?

Die bedryfsvennote wat deelneem aan die Collaboration Schools Loodsprogram is nie-wingewende organisasies met toepaslike kundigheid in skoolbestuur en onderwys en is aangestel deur die WKOD. Die bedryfsvennote het hulle verbind tot die doelwitte en waardes van die program en beoog om die gehalte van onderrig in die skole te verhoog.

Skole wat gekies het om deel te neem aan die loodsprogram het ingestem dat die bedryfsvennote die meerderheid setels op hul beheerliggame sal hê, en die WKOD het toestemming gegee om dié verandering teweeg te bring. Dit is uiters belangrik vir die WKOD om die bedryfsvennote aanspreeklik te hou vir hul werk in die skole. Collaboration Schools sal nog steeds soos in die geval van gewone openbare skole, van ouers, personeel, leerders (in die geval van hoërskole) en skoolhoofde in die beheerliggaam hê.

Hoe sal Collaboration Schools befonds word?

Collaboration Schools sal fondse ontvang ingevolge die norme en standaarde vir skoolbefondsing van die WKOD. Die WKOD begrotings vir Collaboration Schools sal dieselfde wees as dié van gewone geen-fooi openbare skole. Al die deelnemende skole wat geklassifiseer is as geen-fooi openbare skole sal hierdie status behou en indien die skool dus 'n voordeel soos die Nasionale Skoolvoedingsprogram ontvang, sal dit voortgaan om dit te ontvang tydens die loodsprogram.

Bo en behalwe vir die staatsbefondsing sal die Collaboration Schools bykomende befondsing ontvang van donateurstigtings wat die loodsprogram ondersteun binne sekere begrotingsraamwerke.

Wat sal gebeur indien die loodsprogram nie slaag nie?

Alle belanghebbendes is daartoe verbind om die sukses van die loodsprogram te verseker. Die Collaboration Schools is openbare skole en sal so bly. Die WKOD behou die reg voor om 'n skool te onttrek uit die loodsprogram indien die bedryfsvennoot nie sy mandaat kan uitvoer binne die gegewe tydperk nie. Sou dit wel gebeur, sal geraakte beheerliggaamposte omskep word in WKOD poste in terme van die WKOD posvoorsieningsmodel.

Met wie kan ek in verbinding tree oor enige vrae of kwessies rondom die Collaboration Schools Loodsprogram?

'n Volledige lys algemene vrae verskyn op die WKOD webtuiste op **www.westerncape.gov.za** of by **http://wced.school.za**. U word ook uitgenooi om u vrae oor die loodsprogram met u skoolhoof en/of die distrikskantoor van die WKOD te deel.

URhulumente weNtshona Koloni

EzeMfundo

Inkqubo elilinge leCollaboration Schools

Iinkcukacha ezenzelwe abafundisi-ntsapho

ISebe lezeMfundo leNtshona Koloni (WCED) lizimisele ukunikezela ngemfundo esemgangathweni kwizikolo zonke zikawonke-wonke. Siza kungenisa iindlela ezintsha zokwenza izinto ezikolweni zonke, nabo sisebenzisana nabo kurhulumente, amashishini abucala kwakunye nabantu ekuhlaleni ukuqinisekisa ukuba sisebenzisa zonke izixhobo esinazo ekuphuculeni ukufumaneka kwemfundo esemgangathweni ngakumbi kwezona ndawo zihluphekileyo.

Njengenye yeenguqu ezijoliswe ekuphuculeni umgangatho wezemfundo, iSebe lezeMfundo laseNtshona Koloni lizimanye nemibutho enika inkxaso ngesisa ekusunguleni ilinge elitsha: iCollaboration Schools Pilot Programme. Isikolo sakho sikhethe ukuba yinxalenye yeli thuba litsha nelihle.

Yintoni ICollaboration School?

"ICollaboration School" luhlobo olutsha lwesikolo sikawonke-wonke esimanyane nequmrhu elinamava elingasebenzeli nzuzo elixhasa izikolo (kuthiwa liqabane elisebenzayo) kunye necandelo lezemfundo eNtshona Koloni. Bajonga indlela isikolo esiqhuba ngayo, kwaye isikolo kunye neqabane elisebenzayo banoxanduva nanjenokuba beyinxalenye yemfundo kawonke-wonke. Elilinge lizimisele ukunika amaqabane ezikolo asebenzayo kunye neenkokheli zesikolo izixhobo ezongezelekileyo nempatho elula ukuze kuphucuke indlela yokufunda neyokufundisa. Amaqabane esikolo asebenzayo azakunikezela ngenkxaso engamandla kubafundisi ntsapho ngokuthi babanike uqeqesho, izixhobo ezongezelelekileyo, baphonononge indlela abaqhuba ngayo kwanenkcaza rhoqo emalunga nendlela abaqhuba ngayo. Eyona njongo kukuphucula iziphumo zabafundi bezizikolo.

Iithetha ukuthini lento kum njengomfundisi ntsapho?

- **Ndizakugunyaziswa ukuba ndiyeke ukusebenzela isebe lezemfundo leNtshona Koloni (WCED)?**
  Hayi, ootitshala abasebenza kwizikolo zikawonke-wonke abakhethe ukuba yinxalenye yeCollaboration Schools bazakuhlala beqeshwe kwaye bebhatalwa lisebe lemfundo leNtshona Koloni phantsi kwemimiselo nemiqathango echazwe kwiEmployment of Educators Act.

  Ukuba ndijoyina iCollaboration School ingaba kuzakufuneka ndityikitye isivumelwano sengqesho esitsha xa ndizakusebenzela ibhodi yesikolo elawulayo (SGB)?

- **Ewe, ootitshala abatsha kulindeleke ukuba batyikitye izivumelwano zengqesho neebhodi elawulayo yesikolo.**
  Ootitshala abafaka isicelo somsebenzi esitsha okanye esivulelekileyo kwiCollaboration School bazakukhethwa

yibhodi elawulayo ngokwemimiselo nemiqathango ekwizivumelwano zengqesho zebhodi elawulayo. Abagqatswa abaphumeleleyo banelungelo lokwamkela okanye bagatye oko bazakube bekunikwa yibhodi elawulayo, kwaye bazakuqeshwa ngokwe Labour Relations Act kunye neBasic Conditions of Employment Act.

Nanjengotitshala, ndizakuzuza njani kulenkqubo?

Ootitshala kwiCollaboration Schools bazakuyizuza kakhulu inkxaso esikolweni. Amaqabane asebenzayo esikolo azakukwenza konke okusemandleni ukunikezela ngexesha kwanezixhobo ngeenjongo zokuxhasa ootitshala neenqununu ngokuthi bafumane iinkqubo zoqeqesho nophuhliso. Inkqubela phambili yabasebenzi izakuphononongwa kwaye nenkcaza epheleleyo malunga nendlela abaqhuba ngayo abasebenzi izakunikezwa rhoqo.

Izixhobo ezongezelelekileyo zizakwenziwa zifumaneke kwisikolo kusetyenziswa imali evela kwimibutho enika inxkaso ngesisa enokuthi isetyenziswe kwizixhobo zokufundisa, iincwadi, ezemidlalo kunye nemali yokongeza abasebenzi – njengabasebenzi abazakuthi bancedise ootitshala kumagumbi okufundela. Kukho neenkqubo ezithile ezintsha ezizakuthi ziqaliswe ezikolweni nezizakuthi ziphucule iziphumo zemfundo yabantwana.

IiCollaboration Schools zizimisele ukuphuhlisa abantwana nangaphandle kwamagumbi okufundela ngokuthi zizise ezemidlalo kunye neentlobo-ntlobo zamaqela abafundi abanokuthi bazimanye nawo. Ootitshala bayabongozwa ukuba babeyinxalenye yezizinto zintsha zinikezelwayo.

Ingaba elilinge linawo umbono wokongeza ootitshala ezikolweni?

Amaqabane esikolo asebenzayo neenqununu kwiiCollaboration Schools bazakukwazi ukuzithathela isigqibo malunga nobume babasebenzi, kwaye ukukhetha abasebenzi kuzakube kusisigqibo esisezandleni zabo (oku kodwa kuzakuxhomekeka kwisimo sezezimali). Ootitshala abongezekileyo nabasebenzi abangafundisiyo bazakukhethwa kwizihlalo zebhodi elawulayo xa isidingo sikhona.

Ngubani ozakubhatala imirholo yootitshala?

Isebe lezemfundo leNtshona Koloni lizakubhatala izihlalo kwiiCollaboration Schools ngokwemodeli yalo yemirholo ngoluhlobo: ngokuthi libhatale ootitshala ngqo okanye ngokuthi lithumele imali kwiCollaboration School ukuze ibhatale ootitshala abaqashwe yibhodi elawulayo. Abaxhasi bazakunika amaqabane asebenzayo imali eyongezelelweyo ukuxhasa inkqubo, imali leyo inokuthi ichithwe kwizihlalo zebhodi elawulayo.

Ingaba ootitshala abakwizihlalo zebhodi elawula isikolo bazakurhola ngcono kunabo baqeshwe lisebe?

Bonke abasebenzi abaphumeleleyo bazakufumana imirholo namaqithi-qithi afana nqwa naleyo iphuma kwisebe lezemfundo leNtshona Koloni.

Zeziphi izikhombisi ezingundoqo ezizakujongwa ukuhlola indlela esiqhuba ngayo isikolo?

Izikhombisi zenkqubela phambili ezizakujongwa ekuvunyelwene ngazo lisebe kwakunye namaqabane esikolo asebenzayo zizakuhlolwa rhoqo ukuqinisekisa ukuba inkqubo le iqhuba kakuhle. Izikhombisi zisekeleleke kwizicwangciso zokuphucula isikolo ekumele zonke izikolo zika wonke-wonke zizigqibe minyaka le, kodwa ziquka izikhombisi ezongezelelekileyo njengezi zilandelayo:

- Izinto ekubekwe iliso kuzo kwanezicwangciso ezenziweyo lisebe lezemfundo leNtshona Koloni kukuphucula iimvavanyo ezicwangcwisiweyo zolwimi

nemathematika
- Iqondo lokufeyila nelokuhlala kwabafundi
- Izicwangciso zokuphucula izifundo
- Izicwangciso zokuqesha ootitshala nezokubaphuhlisa
- Indlela yokuphatha izixhobo zokufunda nezokufundisa
- Ukuphatha nendlela yako

Yintoni isizathu seli linge iCollaboration Schools?

Lenkqubo ililinge iinjongo zayo kukuzimanya nezikolo ezingaqhubi kakuhle, kwanezikolo ezisebenzela kwiindawo ezihlelekileyo nesikolo esiliqabane elisebenzayo ukuqinisa ulawulo nempatho, kwaye liphucule umgangatho wokufundisa nowokufunda ukuze bonke abafundi baphumelele emagqabini.

Ngokusebenzisa iCollaboration Schools Pilot, isebe lezemfundo leNtshona Koloni lizimisele uvavanya lendlela intsha yofunda ngokuthi lidibanise impatho nendlela entsha yonkwenza izinto esuka kumaqela angasebenzeli nzuzo axhomekeke kubaxhasi ngemali ukuqinisa iziphumo zemfundo, aphuhlise ootitshala kwanokukhulisa uxanduva kwizikolo zikawonke-wonke. Elilinge alizukubanangeniso – ngokuvumelana nebhodi elawulayo.

Yintoni eyenza iiCollaboration Schools zahluke kwizikolo zikawonke-wonke eziqhelekileyo?

IiCollaboration Schools zizakuhlala **izizikolo zikawonke-wonke ezingabhatalisiyo**. Zizakufumana izixhobo ezenzelwe zona ezisuka kwisebe lezemfundo leNtshona Koloni.

Owona mahluko kukuba esisikolo sizakuzimanya neqabane elisebenzayo elingasebenzeli nzuzo. Izikolo ezikwelilinge zizakufumana inkxaso yemali eyongezelelekileyo evela kwimibutho enika inkxaso ngesisa enomdla wokukhulisa lemodeli ukuze iziphumo zemfundo zabantwana abaphuma kwiindawo zokuhlala ezihlelelekileyo kwiphondo leNtshona Koloni zibengcono. Iqabane elingasebenzeli nzuzo lizakuba nezihlalo ezininzi kwibhodi elawulayo. Iqabane elisebenzayo lesikolo elingasebenzeli nzuzo kunye nabakhokheli besikolo bazakukwazi ukuphatha ngendlela engasokolisiyo (malunga noqasha nezemali) ukuze kuphucuke ukwenza izinto esikolweni.

Ngoobani amaqabane asebenzayo esikolo?

Amaqabane asebenzayo esikolo akwiCollaboration Schools ngamaqela angasebenzeli nzuzo kwaye anamava okuphatha kwezemfundo. Athe akhethwa lisebe lezemfundo leNtshona Koloni ngenxa yokuba ziincutshe kwezemfumdo. Bavumile kwaye bazimisele ukubonakalisa ukuba bayinxalenye yeenjongo kunye neeveluzi zalenkqubo. Iibhodi ezilawula isikolo, isebe lezemfundo leNtshona Koloni namaqabane asebenzayo bazakusebenzisana ukuzama ukuphucula imfundo kwaye banoxanduva lwezikolo ezikhethe ukuba yinxalenye yalenkqubo elilinge.

Izikolo ezikhethe ukuba yinxalenye yelilinge zivumile ukuba amaqabane asebenzayo azakubanezihlalo ezininzi kwibhodi elawulayo, kwaye balifumene igunya elivela kwisebe lezemfundo leNtshona Koloni ukuba ubume bebhodi butshintshe. Kubalulekile ukuba isebe lezemfundo leNtshona Koloni liwathwalise amaqabane asebenzayo uxanduva lwezikolo asebenza kuzo. IiCollaboration schools zisezakumelwa kwibhodi elawulayo kanjenga kwizikolo eziqhelekileyo – ngabazali, abasebenzi, abafundi (esinaleni) nenqununu.

Izakuvelaphi imali yokuxhasa ezizikolo?

IiCollaboration Schools zizakufumana inkxaso yemali ngokwemithetho nemiqathango elithi isebe lezemfundo leNtshona Koloni liyilandele xa lixhasa izikolo. Ibhajethi yesebe lezemfundo leNtshona Koloni eyenzelwe iiCollaboration Schools izakuhlala ifana neyezikolo zikawonke-wonke eziqhelekileyo ezingabhatalisiyo. Zonke izikolo eziyinxalenye yeliphulo ezikuluhlu lwezikolo ezingabhatalisiyo zakuhlala zinjalo, ukuba isikolo sifumana inkxaso ehambelana nokuncedisana nabantu abahluphekileyo njengeNational School Nutritional Programme izakugcinwa.

Izikolo zentsebenziswano zizakufumana inkxaso yemali esuka kwimibutho enika inkxaso ngesisa, exhasa eliphulo. Ibhajethi yesikolo sentsebenziswano izakubankulu kuneyezikolo zikawonke-wonke kuba izixhobo ezongezelelekileyo zizakube zivela kubaxhasi nabaqeshwa abalawulayo abongezelelekileyo.

Kuzakwenzeka ntoni ukuba elilinge aliphumeleli?

Onke amalungu ayinxalenye yelilinge azimisele ukulenza libeyimpumelelo. Isebe lezemfundo leNtshona Koloni linelungelo lokusirhoxisa isikolo kwelilinge ukuba iqabane elisebenzayo alenzi okulindelekileyo ngexesha elifanelekileyo. Ukuba oku kuphela kusenzeka, izihlalo zebhodi elawulayo zizakutshintshelwa kwizihlalo zesebe lemfundo leNtshona Koloni ngokwemodeli evelisa ingqesho yesebe lephondo.

Ndingaqhakamshelana nabani ukuba ndinenkxalabo nemibuzo malunga neCollaboration Schools Programme?

Malunga noluhlu lwemibuzo ebuzwa rhoqo, nceda utyelele iwebhusayithi yesebe lemfundo leNtshona Koloni u **www.westerncape.co.za** okanye ku **http://wced.school.co.za**. Uyamenywa ukuba uvakalise inkxalabo nemibuzo onayo malunga nalenkqubo ngokuthi uqhakamshelane nenqununu okanye iofisi yesithili.