

## Growth Mindset (GM)

(Directed at learners)

This programme aims to transform the mindset of learners from a fixed mindset, which believes that one is born with certain abilities that cannot be changed, to a growth mindset, where the belief is that effort and hard work can grow one's abilities.

Conceptualised and championed for the last few decades by the internationally revered psychologist, Carol Dweck, Growth Mindset, in this instance facilitation for specifically targeted grades, hopes to yield significant improvements in learner behaviour and results.

## Change Mindset (CM)

CM has two programmes:

**CMT**, directed at teachers, aims to create a positive mindset to prepare them for

change. Where a positive mindset does not exist, it strives to persuade teachers to be more willing to experiment, learn and apply innovative ways of thinking and working within the continued pressures of their daily realities. The WCED has procured the expertise of qualified and registered Neuro Linguistic Practitioners (NLPs) to facilitate this highly specialised training of all teachers.

**CMNT**, directed at non-teaching staff/officials, aims to promote employee well-being through a strengths-based, values and purpose-driven approach. Its first installment is a series of sessions on Personal Mastery (PM) aimed at all nonteaching officials up to salary level 8. The second phase will focus on the Power of Service Delivery (PSD).

## 4 PROMISING SUCCESS INDICATORS SO FAR

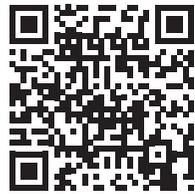
» Recent pilot studies in Growth Mindset show that this intervention yielded significant improvements in high school learners' Mathematics results.

» Officials who have undergone leadership sessions, have given it a resounding thumbs up and speak of a remarkable new insight – into themselves!

» A recent pilot launch of CMT have gotten rave reviews from teachers and principals alike – some openly feeling emboldened and much better equipped to face the many challenges that they are experiencing at school.



Watch T2P Overview Video



## GROWTH MINDSET

"If parents want to give their children a gift, the best thing they can do is to teach their children to love challenges, be intrigued by mistakes, enjoy effort, and keep on learning. That way, their children don't have to be slaves of praise. They will have a lifelong way to build and repair their own confidence".

- Carol S. Dweck

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<https://wcedonline.westerncape.gov.za/transform-perform>



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Directorate: Business Strategy and Stakeholder Management

# THE TRANSFORM TO PERFORM OR T2P STRATEGY

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# 1 WHY IS THERE A NEED FOR ANOTHER STRATEGY?

## NEW MINDSET = NEW RESULTS

As a provincial education department, we owe each child in this province an education to ensure that they will be the best citizen possible, both during and at the culmination of their schooling. While all role players in education have made great strides towards uplifting our standards in recent years, the socio-, psychological and economic challenges of our schooling communities throughout the province are always present. The least we can and should do for our learners is to make their challenges seem less insurmountable and warn them against the false promises of grandeur that social forces promise.

The WCED recognises the need to shift or “transform” the hearts, minds, approaches, attitudes, and behaviour of all stakeholders within the extreme economically, psychologically, and socially constrained environment in which they operate in order to enhance the learning environment and, ultimately, improve children’s results (“performance”). Hence, we call this the Transform to Perform (T2P) Strategy.

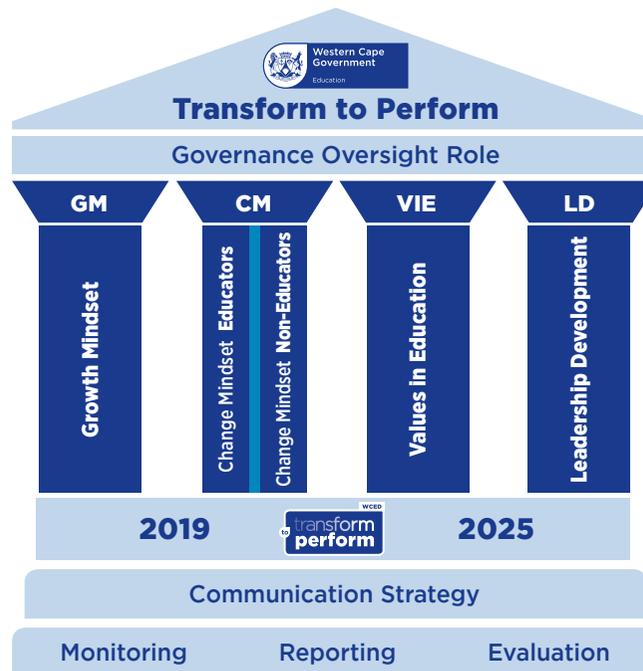
# 2 WHY T2P?

In recent years, the WCED has begun to transform into a values-driven organisation determined to realise its vision of quality education for every child in every classroom in every school in the province. Hence, we declared 2017 The Year of the Teacher, raising the status of the teacher in the teaching community and general public, 2018 The Year of Values-driven Learning, where the focus was on the application of values, values-driven behaviour and accountability across all schools, 2019 The Year of the Learner and 2020 was deemed The Year of Functional Schools. This year, 2021, has been declared The Year of Values-driven Leadership in the hope of “Enhancing functional schools”.

The T2P Strategy addresses the attitudes and values which influence the actions and behaviour of all role

players in the education system (learners, teachers, parents, and officials, including leadership and top management). The aim is to transform thinking, which in turn should lead to greater knowledge and understanding, impact on character-building, social cohesion, and nation building, and will, ultimately, yield better results.

# 3 WHAT IS THE TRANSFORM TO PERFORM (T2P) STRATEGY?



At its core, T2P is an integrated strategy that consists of four pillars. Here is a closer look at the T2P Strategy and its pillars.

## Leadership Development (LD)

(Directed at all sectors of leadership, both corporate and academic)

This programme includes one-on-one coaching/mentoring, personal mastery sessions, “Ethos Leadership” sessions, change mindset introductions and scenario training.

to live out societal values so that it can positively influence the actions and behaviour of all role players/individuals. In this regard the WCED has decided to transform its organisational culture to one of being a values-driven organisation.

Rolling out ViE to entire schooling communities is therefore an extension of what is happening within the organisation, and what it would like to see play itself out across all spheres of every schooling community in the province.

## Values in Education (ViE)

(Directed at all School Communities and all Corporate Officers)

This programme aims to get everyone in education in the province