

Your biweekly update on
what's happening at the WCED



2020: The Year of Functional Schools

Message from the SG



It gives me great pleasure to reveal the Theme for 2020: The Year of Functional Schools - Developing a values-driven team.

This theme continues to build on and celebrate the three pillars of the Transform to Perform Strategy, namely, the Teacher, Values and the Learner. It is a natural development from the themes over the past three years.

I would like to encourage all officials at Head Office to assist our schools to become more functional. By living our values: Responsibility, Integrity, Competence, Caring, Innovation and Accountability,

we can support our schools in achieving functionality and our vision for Quality Education for every learner, in every classroom, in every school in the Province.

I am sure that all of our officials will embrace the new theme and what it stands for as you have embraced our previous themes these past three years.



Watch the reveal video by visiting: <https://wcedonline.westerncape.gov.za/2019-national-teaching-awards-provincial-winners> and clicking - 2020 The Year of Functional Schools video.



Time to think workshop



The Time to Think workshop at the Provincial Training Institute in Stellenbosch received rave reviews from attendees.

The workshop is aligned to the department's Transform to Perform Strategy and this focussed Leadership Development programme targets all Senior Managers, Deputy Directors and Chief Education Specialists.

It is described as an experiential, practical workshop focusing on building listening skills. The workshop is designed to develop and grow critical independent thinking skills and the ability to influence the quality of another's thinking.

The outcomes include providing a leader tools and practices to engage with others for maximum innovate and

productive thinking.

Hylton Harris of the Directorate Specialised Education said he was impressed by the fact that the workshop actually made one think and do some introspection as how to become a more effective listener and manager.

Cherie Meyer-Williams, a Circuit Manager in Metro East, said the facilitator created a safe and experience rich environment with real practical activities which can be taken away and applied in her workplace immediately.

Cheryl Le Roux, Deputy Director: People Empowerment, encouraged all SMS/MMS staff who have not yet attended to try their utmost to slot in with the dates the Directorate: People Empowerment have planned.

Teacher shows appreciation to Subject Adviser for class visit

John Smit, a substitute teacher at Swartberg Primary School in Caledon, was so moved by a subject adviser's visit to his classroom that he penned an email to expression his appreciation.

Smit said during the visit, Beulinde Fisher, an InterSen Language Subject Adviser in the Overberg Education District, made him feel supported and empowered. He graciously agreed to a request to publish an extract of his message to Fisher.

"I know that a vast majority of teachers don't want class visits at this stage of the year, but I see this support as a contribution towards my professional development as a teacher. I just want to say thank you for the sympathy and empathy which you displayed throughout the visit. I also want to acknowledge and salute you for the positive remarks and encouragement. Throughout my



career as a teacher (nationally and internationally) there has been a few times that I had come across individuals who displayed so much professionalism and objectivity. Many thanks for walking the extra mile for teachers and that you show sympathy for their ongoing daily challenges in the classroom. I believe in investment in human capital, and an investment in human capital can change the future of our country."

Smit said before the visit he felt demoralised and Fisher's encouraging words inspired him to look at the bigger picture.

Do you have an official in mind that you would like to acknowledge? Take two minutes to send a mail to thank or acknowledge excellence in your fellow colleagues!

Long Service Awards - Appreciating and celebrating dedicated service

As previously mentioned in WCED@work, officials from Head Office in September united on the 9th floor of Grand Central Building to film a video to say "Thank you", "Enkosi" and "Dankie" to the educators and public service staff that will be receiving 20, 30 and 40 year awards at the 2019 Long Service Award ceremony to be held next month.

The video is out! You are invited to see the video on the WCED website under the

search "LSA". Or visit <https://wcedonline.westerncape.gov.za/long-service-awards> for all the action!



Behind every successful boss is a great team



On Friday 18 October 2019, staff of the Branch: Curriculum and Assessment Management celebrated National Boss Day and Secretary's Day, a joint collaboration as a symbol of appreciation.

The day was celebrated with honoring each other for who they are, and what they represent

to each other within the branch. Dr Peter Beets, Deputy Director-General: Curriculum and Assessment Management, quoted "I am because of you", stating that nothing was possible without team effort and commitment to make the branch a success.



We all need to play a role in ensuring Functional Schools.

What is your Directorate's contribution to ensuring school functionality?



Shayma Fredericks
Directorate: Planning Information Management – Cape Winelands District

Shayma says that it is expected of a functional school to use data to make decisions in the interest of good teaching and learning. Her directorate will support schools in gaining access to these data needs as well as support schools in the analysis of this data to design interventions.



Gershwyne Fredericks
Directorate: Recruitment and Selection: Head Office

Gershwyne says that cutting red-tape by paying teachers on time will contribute to Functional Schools. He also says that we should accept technology and eliminate old fashioned protocols.



Sive Jara
Directorate : Management and Information System: Metro South

Sive says that his Directorate can contribute towards Functional Schools by uploading information and accessing data from the system. He says that accurate information is key to ensuring that the WCED has reliable data on institutions and learners, and this assists with processes such as admissions, tracking learner attendance, textbook retrieval, etc.