

# Strategiese Plan

Fiskale jare  
2010 – 2014

# Strategic Plan

Fiscal years  
2010 – 2014

# IsiCwangciso soBuchule

OoNyaka-mali  
2010 – 2014

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**WESTERN CAPE**  
**Education Department**

Provincial Government of the Western Cape

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on request, in Afrikaans and Xhosa by  
31 March 2010.*

## Imbulambethe



Donald Grant, Umphathiswa  
Wemfundo, ISebe leMfundo  
leNtshona Koloni

URhulumente waseNtshona Koloni uya kuphucula amathuba okuphila abo bonke abantwana bakhe ngokuthi ababonelele ngemfundo esemgangathweni. Ngenxa yoku, bonke abantwana baya kuqhubeka befunda esikolweni ithuba elide kangangoko oku kunokwenzeka yaye bazuze ezona ziphumo zingcono. Eyona nto kuza kugxininiswa kuyo ngakumbi kwithuba 2010 - 2019 iya kuba kukuphucula lwazi lwabafundi lokufunda, ukubhala nokubala. Ngeli thuba 2010 - 2014 abantwana beli phondo baya kuvuna iziqhamo zenkqubo esele yenzelwe ukuphumeza nelawulwa ngohlobo lokuba iphumeze iithagethi ezibekiweyo.

Izalathi-mpawu eziphambili zokulinganiswa kwenkqubela eyenziwe liSebe leMfundo leNtshona Koloni (*Western Cape Education Department*) (iSebe iWCED) ekuboneleleni ngemfundo esemgangathweni ziya kuthi ngaloo ndlela i) ziphucule

ulwazi lokufunda nokubhala nolwazi lokubala kumaBakala 1-6 zize ii) zandise amanani okupasa kwiBakala 12 – kubandakanywa ukwanda kwamanani abo bapasa imathematika nesayensi baze bakufanele ukwamkelwa kwisidanga sokuQala.

Ukwenzela ukuxhasa uthatho-nxaxheba nempumelelo yabafundi, uRhulumente waseNtshona uya kubonelela: ngamagosa anenkathalo, anolwazi nazilungiselele ukunika inkxaso ezikolweni, ootitshala nabafundi; ootitshala ababakho esikolweni mihla le, abazilungiseleleyo nabasebenzisa iincwadi ezibhaliweyo (*texts*); imali eyabelwa ukwandisa kakhulu impumelelo; izikolo ezaneleyo nezikhuselekileyo nendawo ekhuthazayo kwabo sibambisene nabo emfundweni ukwenzela ukuba bafake igalelo elijolise kwimfundo esemgangathweni: imibutho yootitshala, amaBhunga oLawulo eZikolo, amashishini abucala, iMibutho eNgekho Phantsi koRhulumente, izikolo zabucala, iikholeji namaZiko eMfundo ePhakamileyo.

Ngasinye isigqibo esithathwe ngokunxulumene nemfundo eNtshona Koloni siya kusekelwa kwimfuno yokufikelela kwimpumelelo yabafundi kwiziphumo ezicacisiweyo. Kuya kufundiswa ikharityhulam entlantlu-ninzi emva kwemfundo yaseprayimari ukuqinisekisa ukuba abafundi babonelelwa ngamathuba afanelekileyo okuphuhlisa izakhono nolwazi lwabo. Akukho sisombululo sikhawulezileyo ngokubhekiselele ekuphuculeni umgangatho wemfundo ebonelelwa eNtshona Koloni. Oku kwenzeka kuphela nje ngokuthi kulandelwe inkqubo ezinzileyo yethuba elide, ejolise koko kufunwayo nangendlela ecwangciswe ngobuchule neya kwenza sibe nako ukufikelela kwiithagethi ezicacisiweyo.

OneGunya loLawulo lweSebe leMfundo leNtshona Koloni

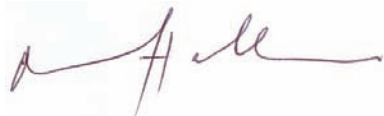
## Ukunikezelwa koxwebhu ngokusemthethweni

Esi siCwangciso ngoBuchule

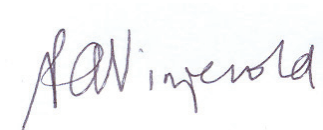
- siqulunqwe ngabaphathi beSebe leMfundo leNtshona Koloni phantsi kwesikhokelo soMphathiswa weMfundo eNtshona Koloni, uDonald Grant.
- sithathela ingqalelo imigaqo-nkqubo echaphazelekayo, imithetho nezinye izigunyaziso iSebe leMfundo leNtshona Koloni elinoxanduva lwazo.
- sibonisa ngokuchanekileyo iinjongo ezicwangciswe ngobuchule nezinto ekujoliswe kuzo iSebe leMfundo leNtshona Koloni eliya kuzama kangangoko ukufikelela kuzo ngeli thuba 2010 - 2014.



L Ely [IGosa lezeMali eliyiNtloko]

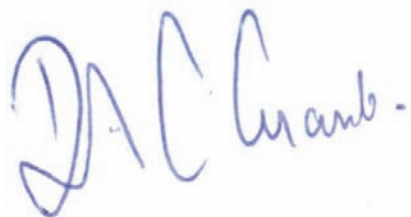


M Harker [IGosa eliyiNtloko elijongene nezoCwangciso]



PA Vinjevold [IGosa eliMele ukuPhendula ngoSetyenziso lweMali]

Sivunywe ngulo:



DA Grant [OneGunya loLawulo]

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## ICandelo A: IsiShwankathelo sesiCwangciso

### 1. Umbono (*Vision*)

Iziphumo zemfundo eziphuculweyo kuluntu oluvulela amathuba wonke umntu.

### 2. UMnqophiso (*Mission*)

Ukuqinisekisa ukuba zonke iimeko zemfundo efikelela kwelona qondo liphezulu nenika eyona nzuzo inkulu kuyahlangatyezwana nazo ukwenzela ukuba bonke abafundi bazuze ulwazi, izakhono neemfundiso ezisisiseko abazifunayo ukuze baphuhlise iitalente zabo; baphile ubomi obanelisayo; benze igalelo kuphuhliso lwezentlalo nezozoqosho; bathathe inxaxheba ngokupheleleyo kubomi nentlalo yeli lizwe; bakhuphisane namazwe ngamazwe, yaye bakhe uluntu olukwaziyo ukulawula ubomi balo ngempumelelo nangesidima, iSebe iWCED malenze ezi nkono zingundoqo zilandelayo, kwimeko engqongwe yimfundo enyanzelekileyo kumntu wonke, kubandakanywa iBakala R:

- Ukubonelela ngokucwangcisa yonke imfundo nangolawulo lwayo yonke inkqubo yemfundo
- Ukubonelela amaziko emfundo yoluntu jikelele ngenkxaso
- Ukubonelela ngemfundo izikolo zikarhulumente eziqhelekileyo
- Ukunika inkxaso izikolo ezizimeleyo
- Ukubonelela ngemfundo izikolo zikarhulumente zemfundo eneemfundo ezizodwa
- Ukubonelela ngemfundo noqeqesho oluqhubelekayo (FET) kwiikholeji ze-FET zikarhulumente
- Ukubonelela ngemfundo noqeqesho lwabadala (AET) kumaziko emfundo oluntu
- Ukubonelela ngemfundo yabantwana abasaqalayo (ECD) kwiBakala R
- Ukubonelela ngamathuba oqeqesho kootitshala nakwabo bangezotitshala
- Ukunika inkxaso umntwana ngokupheleleyo (*support the whole child*) ngokufundisa nge-HIV/AIDS; ukunika ukutya kubafundi abaqatshelwe njengabathwaxwa yintlupheko nayindlala ukwenzela ukuba babe nokufunda ngempumelelo; kunye nokukhuthaza indawo yesikolo ekhuselekileyo.
- Ukunika inkxaso ootitshala ngokubacebisa, ngokubonelela ngeemeko zengqesho ezisisiseko (*basic conditions of service*), ngezikhuthazi (*incentives*) nangeeprogram zempilo qete yabasebenzi (*employee wellness programmes*)

### 3. Iimfundiso ezisisiseko (*Values*)

- Iimfundiso ezisisiseko zoMgaqo-siseko weRiphabliki yoMzantsi Afrika noMqulu wamaLungelo oLuntu
- Imigaqo ka-Batho Pele ("ukubeka abantu kuqala -*putting people first*") ngokuthetha-thethana nabo (*consultation*), ngemigangatho yenkonzo exhomileyo, ngembeko, ukwazi ukufikeleleka, ingcaciso, ukwenzela izinto phandle nasekuhlени (*openness and transparency*), ukusingatha izikhalazo nokwenza kuzuzwe lukhulu kwinkonzo (*giving best value*)
- Inguqu ngokuphucula ukwazi ukufikelela, ukulingana; umgangatho, ukwenza inkonzo ngokukhawuleza, ngempumelelo nokulungisa undonakele wangaphambili (*efficiency, effectiveness and redress*)
- Ukubekwa phambili komfundi njengoyena mntu ubaluleke gqitha (*prime importance of the learner*)
- Ukugqwesa ngokuthi kubonelelwe ngootitshala yaye kunikwe inkxaso ngootitshala abanezakhono, abanolangazelelo nabazele lulwazi nangamava (*equipped, optimistic and flourishing teaching force*)
- Indlela yokwenza izinto ngokulungiselela kuqala abathwaxwa yintlupheko xa kusabiwa imali (*pro-poor approach to resource allocation*)
- Ukwazi ukuphendula ngezenzo zakho nokwenzela izinto ekuhlени (*accountability and transparency*)
- Ukwenzela umsebenzi oqaqambileyo nangenceba wezolawulo kunye nemisebenzi yokunika inkxaso
- Ukuzimisela ekwenzeni imisebenzi karhulumente ukuze kwenziwe eyona ndima inkulu nenkonzo eyinzuzo enkulu
- Ukuchasa zonke iintlobo zocalu-calulo (*Rejection of all forms of discrimination*)
- Ukuthathela ingqalelo nokuxhasa umsebenzi oqaqambileyo wootitshala

#### 4. ISigunyaziso esinguNdoqo (*Core Mandate*)

Isigunyaziso esingundoqo seSebe leMfundo leNtshona Koloni (WCED) kukufundisa imfundo esemgangathweni kubo bonke abantu bethu.

#### 5. Imisebenzi engundoqo (*Core functions*)

Ikharithyulam nokuxhasa uvavanyo  
linkqubo zokunika inkxaso ezolawulo nezemali  
Uphuhliso lwamaziko neenkqubo zokunika inkxaso, izitraksha neeprogram

Lisebenza ngokwemida yokwenza umsebenzi (*domains of operation*) emiselweyo iSebe iWCED liya kuthi ke ngoko

- linike inkxaso indlela yokwenza izinto edibanisa (*support an integrated approach*) uphuhliso lomzimba, ukukhula njengabantu nokukhula ngengqondo (*social and cognitive development*) kwabo bonke abantwana abaqalela kwiminyaka 0 kuye kutsho ku-4 abahlala kweli phondo.
- libonelele ngemfundo ekumgangatho ophezulu yeBakala R kubo bonke abantwana ababudala buyiminyaka emi- 5 ukwenzela ukuba bakulungele ukuqalisa imfundo yasesikolweni (*school learning*).
- liqinisekise ukuba bonke abafundi abaqalela kwiBakala 1 ukuya kwiBakala 6 bayakwazi ukufunda, ukubhala nokubala ngokwamanqanaba amiselwe yiNgcaciso yeKharithyulam kaZwelonke.
- liqinisekise ukuba bonke abafundi abakumaBakala 7 kuye ku-9 babonelelwa ngemfundo ngokubanzi ekumgangatho ophezulu.
- libonelele ngengcebiso ngokumalunga nokukhetha izifundo nokukhetha amakhondo omsebenzi (*career guidance*) kubo bonke abafundi abakwiBakala 9 ukwenzela ukuba bakwazi ukulandela iprogram efanelekileyo yaye bakhethe izifundo benolwazi.
- landise uthanto-nxaxheba lwabafundi nereyithi yokupasa, ngakumbi abafundi abamnyama abakwizikolo eziphakamileyo nakwiikholeji zoqeqeshelo-msebenzi (*vocational colleges*).
- landise inali labafundi abakwiBakala 12 abafaneleyo ukungena kwimfundo ephakamileyo.
- landise ukubonelelwa ngamabanga emfundo, ii-*learnerships*, *apprenticeships*, *internships* neeprogram zezakhono kwiikholeji ze-FET ezinxulumene namathuba emisebenzi.
- landise inani labafundi abadala abakwiiprogram zemfundo yabadala ngokusebenzisa iiprogram zezoqoqosho nezentlalo ezinjenge- *Expanded Public Works Program* (EPWP).

#### 6. Izigunyaziso zoWiso-mithetho (*Legislative mandate*) nezinye izigunyaziso

##### 6.1 Izigunyaziso zoMgaqo-siseko (*Constitutional mandates*)

ISiqendu 9 soMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho 108 ka-1996) [UMqulu wamaLungelo oLuntu (*Section 9 of the Constitution, Act 108 of 1996 [Bill of Rights]*), senza isibonelelo sokuba wonke umntu abe nelungelo lokufumana imfundo esisiseko, kubandakanywa nemfundo yabadala esisiseko, nakwimfundo eqhubekayo, nekufuneka urhulumente, ngokusebenzisa amanyathelo afanelekileyo, ayenze ihlale ifumaneka. IShedyuli 4 yoMgaqo-siseko ithi imfundo kumanqanaba onke, ngaphandle kwelemfundo ephakamileyo (*excluding tertiary education*) iwela kumhlaba ophantsi kwegunya lesiwisi-mithetho sikazwelonke nesephondo (*national and provincial legislative competence*). Igunya lokuwisa imithetho lesiwisi-mithetho nesephondo livela kwiSiqendu 126(1) soMgaqo-siseko, nesithi sinike igunya amaphondo lokwenza imithetho ngokumalunga nemibandela edweliswe kwiShedyuli 6 yoMgaqo-siseko, kwaye ke imfundo iwela kumhlaba ophantsi kwegunya leShedyuli 6 nelilawulwa ngaxeshanye nePalamente.



## 6.2 Izigunyaziso zoWiso-mithetho (*Legislative mandates*)

Izigunyaziso	Inkcazo emfutshane
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (Mthetho 108 ka-1996)	UMgaqo-siseko ufuna ukuba imfundo ingqinelane neemfundiso ezisisiseko zesidima sobuntu ( <i>human dignity</i> ), ulingano ( <i>equality</i> ), amalungelo oluntu ( <i>human rights</i> ) nenkululeko, ukungabikho kobuhlanga ( <i>non-racism</i> ) nokungabikho kocalu-calulo ngokwesini ( <i>non-sexism</i> ). Uqinisekisa ukwazi ukufikelela kwimfundo esisiseko yonmtu wonke ngokubonelelwa kwimfundo esisiseko kubandakanywa nemfundo yabadala. Isikhokelo somgaqo-nkqubo se-Ofisi yoMphathiswa wezeMfundo sicaciswe kolu xwebhu <i>Ministry's first White Paper: Education and Training in a Democratic South Africa: First Steps to Develop a New System (February 1995)</i> .
4 UMgaqo-siseko wePhondo leNtshona Koloni, 1998 (UMthetho 1 ka-1998)	Phantsi koMgaqo-siseko kazwelonke, ngowona mithetho wongamileyo kwiPhondo leNtshona Koloni <i>Subject to the national Constitution, it is the highest law in the Western Cape</i> .
UMthetho weZikolo waseMzantsi Afrika, 1996 (uMthetho 27 ka-1996) njengoko ufakelwe izilungiso	I-SASA ibonelela ngenkqubo efanayo ngoququzelelo lolawulo, ukuphathwa nokwabelwa imali kwezikolo. Ikhuthaza ukwazi ukufikelela, ulawulo olusemgangathweni nolulandela intando yesininzi kwinkqubo yokuhamba isikolo ( <i>schooling system</i> ). Iqinisekisa ukuba bonke abafundi banelungelo lokwazi ukufikelela kwimfundo esemgangathweni ngaphandle kocalu-calulo yaye yenza ukuhamba isikolo okunyanzelekileyo kubantwana ababudala buyiminyaka esi-7 - 14. Ibonelela iintlobo ezimbini zezikolo – izikolo ezizimeleyo nezikolo zikarhulumente Imigaqo yokwabelwa imali kwezikolo, ecaciswe kwi-SASA ibeka phambili ukulungiswa kobugwenxa bangaphambili ( <i>redress</i> ) nokuthagetha ubuhlwempu ngokumalunga nolwabiwo lwemali kusabelwa inkqubo yokuhamba izikolo zikarhulumente ( <i>public schooling system</i> ).
UMgaqo-nkqubo weMfundo kaZwelonke (uMthetho 27 of 1996) ( <i>National Education Policy Act (Act 27 of 1996) [NEPA]</i> )	Injongo yalo Mithetho kukubonelela ngesigqibo sokumisela umgaqo-nkqubo wezemfundo kuzwelonke, kwakunye nesigqibo sokumisela umgaqo-nkqubo wemivuzo neemeko zengqesho ( <i>conditions of employment</i> ) zootitshala. Wawenzelwe ukuba ufake emithethweni yomibini le migaqo-nkqubo kunye nemisebenzi egunyaziswa sisiwisi-mithethi neyokubeka esweni inkqubo yoMphathiswa wezeMfundo, nokumisa ngendlela ubudlelwane phakathi kwamagunya kazwelonke nawephondo. Ubeka iziseko zokusekwa kweBhunga laBaphathiswa bezeMfundo ( <i>Council of Education Ministers (CEM)</i> ) neKomiti yeeNtloko zamaSebe eMfundo ( <i>Heads of Education Departments Committee (HEDCOM)</i> ) njengeeforam phakathi koorhulumente ( <i>inter-governmental forums</i> ) asebenzisana ekuphuhliseni inkqubo yemfundo entsha. Ngaloo ndlela ubonelela ngokuqulunqwa kwemigaqo-nkqubo kazwelonke ngokubanzi kunye neyemfundo noqeqesho oluqhubelekayo, phakathi kwezinye izinto, ikharithyulam, uvavanyo, umgaqo-nkqubo wezeelwimi noqinisekiso lwemigangatho. I-NEPA iqulethe ( <i>embodies</i> ) umgaqo wolawulo olusebenzisanayo ( <i>principle of co-operative governance</i> ), oluchazwe ngakumbi kwi- <i>Schedule Three of the Constitution</i> .
UMthetho weeKholeji zeMfundo noQeqesho oluQhubelekeyo ( <i>Further Education and Training Colleges Act, 2006 (Act 16 of 2006)</i> )	This Act aims to regulate further imfundo and training; to provide for the establishment, governance and funding of public further imfundo and training institutions; to provide for the registration of private further imfundo and training institutions; and to provide for quality assurance and quality promotion in further imfundo and training. Together with the Imfundo White Paper 4 on Further Imfundo and Training (1998), and the National Strategy for Further Imfundo and Training (1999-2001), it provides the basis for the development of a nationally co-ordinated further imfundo and training system, comprising the senior secondary component of schooling and technical colleges. It requires further imfundo and training institutions, established in terms of the new legislation, to develop institutional plans, while making provision for programs-based funding and a national ikharithyulam for learning and teaching.

IZigunyaziso	Inkcazo emfutshane
UMthetho woQinise-kiso lweMigangatho kwiMfundo noQeqesho ngoku-banzi, 2001 (UMthetho 58 ka-2001), njengoko ufakelwe izilungiso ngo-2008 (uMthetho 50 ka-2008)	Lo Mthetho ubonelela ngokusekwa, ukwakhiwa nokusebenza kweBhunga loQinisekiso lweMigangatho kwiMfundo noQeqesho ngokubanzi ( <i>General and Further Imfundo and Training Quality Assurance Council</i> ), ukwenzela ukubonelela ngoqinisekiso lwemigangatho kwimfundo noqeqesho ngokubanzi, ngolawulo lwemigaqo nemigangatho yekharithulam novavanyo, ukwenzela ukukhushwa kwezatifikethi ngethuba lokufika ekugaibeleni ( <i>at the exit points</i> ) nokuqhutywa kovavanyo. Utshitshisa uMthetho weBhunga leZatifikethi laseMzantsi Afrika, 1986 ( <i>South African Certification Council Act, 1986</i> ).
UMthetho wezeNgqesho yooTitshala, ka-1998 (UMthetho 76 ka-1998)	Kwenziwe isibonelelo sokuqeshwa kootitshala nguRhulumente nesommiselo weemeko zengqesho, ululeko, umhlala-phantsi nokugxothwa kootitshala kulo Mthetho. Ulawula imisebenzi yobutitshala, uxanduva lokuziphatha nolokuziphatha kakubi ngokwasemsebenzi kootitshala ( <i>professional, moral and ethical responsibilities of educators</i> ), kwakunye neemfuno eziluxanduva lootitshala. UMthetho wePalamente omnye nebhunga lomsebenzi oqeqeshelweyo elinye, i- <i>South African Council of Educators</i> (SACE), ngoku ilawula ootitshala ababefudula bahlula-hluliwe ngaphambili.
UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho no. 12 ka-1997)	Ubonelela ngenkqubo yemfundo efanayo yoququzelelo lolawulo, ukuphathwa nokwabelwa imali kwazo zonke izikolo kwaye ubonelele ngemfundo eneemfuno ezizodwa zeli phondo.
UMthetho woLawulo lweMali zika-Rhulumente, ka-1999 ( <i>Public Finance Management Act, 1999</i> )	Ulawula imiba yolawulo lweemali kurhulumente kazwelonke nakoohulumente bamaphondo, uqinisekisa ukuba yonke imali yengeniso yerhafu, inkcitho, ii-asethi namatyala abo urhulumente ilawulwa ngendlela eyiyo nefanelekileyo ukwabonelela ngemisebenzi yabantu abaphathiswe ulawulo lweemali kwabo rhulumente.
IMithetho yoKwahlulwa kweNgeniso qho ngoNyaka ( <i>The Annual Division of Revenue Acts</i> )	Le Mithetho ibonelela ngokwahlulwa ngokulinganayo kwemali yengeniso yerhafu phakathi korhulumente kazwelonke, koorhulumente bamaphondo nakoohulumente beengingqi ( <i>local spheres of government</i> ) ngabo nyaka-mali balandelelanayo, imiqathango efunekayo yokunika iingxelo ngezo mali zabiweyo ( <i>allocations</i> ) ngenxa yoko kwhlulwa, ukubanjwa nokulityaziswa kweentlawulo kunye nokumela yintlawulo yeendleko ezibangelwe zizimangalo zokwaphula imigaqo yolawulo ngobambiswano ( <i>principles of co-operative governance</i> ) nobudlelwane phakathi koorhulumente.
UMthetho weNkonzo kaRhulumente, ka-1994 njengoko ufakelwe izilungiso (ISibhengezo 103 sika-1994),	Ubonelela ngoququzelelo nolawulo lwenkonzo kaRhulumente, kwakunye nolawulo lweemeko zengqesho, ithuba lokuba senkonzweni, ululeko, umhlala-phantsi nokugxothwa kwamalungu enkonzo karhulumente.
UMthetho weGunya leziQinisekiso waseMzantsi Afrika, uMthetho ka-1998 ( <i>The South African Certification Council Act, 1986</i> )	Lo Mthetho ubonelela ngokuphuculwa nokuphunyezwa kwe- <i>National Qualifications Framework</i> (NQF) nokusekwa kwe- <i>South African Qualifications Authority</i> ukulungiselela lenjongo. I-NQF yindlela ebalulekileyo yokubonisa inkqubo yokufunda apho imfundo kuzwelonke apho imfundo noqeqesho zizinto ezincedisanyo zobuchule babantu ( <i>as complementary facets of human competence</i> ).
UMthetho weMfundo noQeqesho lwaBadala, 2000 (UMthetho 52 ka-2000)	Ulawula imfundo noqeqesho lwabadala; ubonelela ngokusekwa, ukuphathwa nokwabelwa imali kwawo onke amaziko emfundo yabadala karhulumente; ubonelela ngobhaliso amaziko emfundo yabadala abucala kwaye ubonelele ngoqinisekiso lwemigangatho nokupasa ngokusemgangathweni kwimfundo noqeqesho lwabadala.
UMthetho weBhunga looTitshala laseMzantsi Afrika (UMthetho 31 ka-2000).	Lo Mthetho ugunyazisa i-SACE ukuba ibonelele ngobhaliso lwabo bonke ootitshala. Uchaza ukubaluleka kobhaliso kwabo baqeqeshelwa ubutitshalal. UMthetho we-SACE uphinde ube neenjongo zokukhuthaza umgangatho womsebenzi woqeqesho lootitshala kunye nokukhuthaza uphuhliso lootitshala kunye nokuziphatha kwabo ngendlela echubekileyo ( <i>professional conduct</i> ). Wenza isibonelelo secandelo le- <i>Legal Affairs and Ethics department</i> ekufuneka liqinisekise ukuba ootitshala abayaphuli iMigaqo yokuZiphatha okuVunyiweyo eMsebenzini i- <i>Code of Professional Ethics</i> yootitshala; ubonelela ngokukhuselwa kwesidima somsebenzi wobutitshala ( <i>dignity of the profession</i> ) kunye nokuhlaziya iMigaqo yokuZiphatha kooTitshala ( <i>Code of Educators</i> ) okuqhubeka okokoko.

### 6.3 Izigunyaziso zeMigaqo-nkqubo (*Policy mandates*)

Ukongeza kwizigunyaziso zowiso-mithetho kunye nolu xwebhu *Education White Papers (EWP) 1-7* le migaqo-nkqubo ilandelayo ikhokela iPhondo leNtshona Koloni ekufundisweni kwemfundo esemgangathweni:

- *National Curriculum Statement : Grade R – 9 (Gazette 23406, Vol. 443 – May 2002)*
- *Language in Education Policy, 1997*
- *National Policy on Religion and Education, 2003*
- *Policy Document on Adult Basic I Education and Training (12 December 2003)*
- *National Policy on HIV/AIDS for Abafundi and Educators in Public Schools and Students and Educators in Further Education and Training Institutions, 1998*
- *National Policy regarding Further Education and Training Programs: Approval of the amendments to the programme and promotion requirements for the National Senior Certificate: A Qualification at Level 4 on the National Qualification Framework (NQF) [Gazette 29851 of April 2007]*
- *National Policy on the conduct, administration and management of the assessment of the National Certificate (Vocational), 2007*
- *Regulations pertaining to the conduct, administration and management of assessment for the National Senior Certificate [Gazette 31337, Volume 518 of 29 August 2008]*
- *Addendum to FET Policy document, National Curriculum Statement on the National Framework regulating Abafundi with Special Needs (11 December 2006)*
- *National Planning on an Equitable Provision of an Enabling School Physical Teaching and Learning Environment (21 November 2008)*
- *National Policy of Whole School Evaluation (July 2001)*
- *Norms and Standards for Educators, Government Gazette, Vol. 415, No. 20844, 2000.*
- *National Policy Framework for Teacher Education and Development in South Africa (26 April 2007)*
- *National Education Policy Act: Requirements for administration of surveys, (2 April 2007)*
- *National Education Information Policy (Government notice 1950 of 2004)*

Umgangatho wemfundo kweli phondo uya kuphinda womelezwe ngakumbi liqela lamaphulo (*initiatives*), angala:

- *Dinaledi "Centres of Excellence" in Mathematics, Science and Technology*
- *QIDS UP (Quality Improvement, Development, Support and Upliftment Programme)*
- *Foundation for Learning Campaign*
- *Education Management Information System (EMIS)*
- *Integrated Quality Management System (IQMS)*
- *NEEDU (National Education Evaluation Development Unit) overseeing the measurement and improvement of educator performance*
- *Dedicated bursaries for initial educator training (e.g. Funza Lushaka) and the ongoing professional development of educators.*

### 6.4 Izinto ezivela kwimigaqo-nkqubo ecwangcisiweyo (*Planned policy initiative*)

Njengoko kuye kufuneke.

#### 6.4.1 UkuJongisiswa kwakhona kwemigaqo-nkqubo ekhoyo (*Review of existing policies*)

Njengoko kuye kufuneke.

## 7. Ucazululo lweemeko eziqhubekayo (*Situational analysis*)

### 7.1 Iimeko ezenziwa phantsi kwazo iinkonzo

Luye lwanda uluntu lwaseNtshona-Koloni lukususela ngobalo lwabantu (*census*) lokugqibela ngo-2001 kwaye lusaqhubeka nokukhula. Ngokoqikelelo loluntu lwaphakathi enyakeni ka-2009, olukhutshwe liZiko leeNkcukacha manani loMzantsi Afrika (i-Stats SA), iNtshona-Koloni ilikhaya kubantu abayi-5,356 yezigidi zabantu, nto leyo emele i-10,9% yabantu baseMzantsi Afrika bebonke. INtshona Koloni inabona bantwana baphila ithuba elide bakuba bezelwe, amakhwenkwe namantombazana.

Ngethuba eliqala ku-2006 – 2011 kuqikelelwa ukuba eNtshona Koloni kuya kungena abantu abavela ngaphandle abamalunga nama-140 000. Le thebhile ilandelayo ibonisa ukwanda/ukuncipha kokukhula koluntu ukususela ngo-2006 – 2011, isekelwe ekwandeni koluntu ukususela ngobalo lwabantu ngo-2001 kuqikelelo loluntu luka- 2009:

IPhondo	Abaphumayo	Abangenayo	Amanani
IMpuma Koloni	390 100	116 500	-273 600
IFreyistata	125 900	94 100	-31 800
IGauteng	295 000	741 900	446 900
IKwaZulu-Natal	195 200	207 300	12 100
ILimpopo	286 700	97 500	-189 200
IMpumalanga	166 600	122 800	-43 800
UMntla Koloni	66 000	41 100	-25 500
UMntla Ntshona	193 900	161 800	-32 100
INtshona Koloni	112 800	249 800	137 000

(Source: Mid-year population estimates, 2009 – StatsSA: p.13)

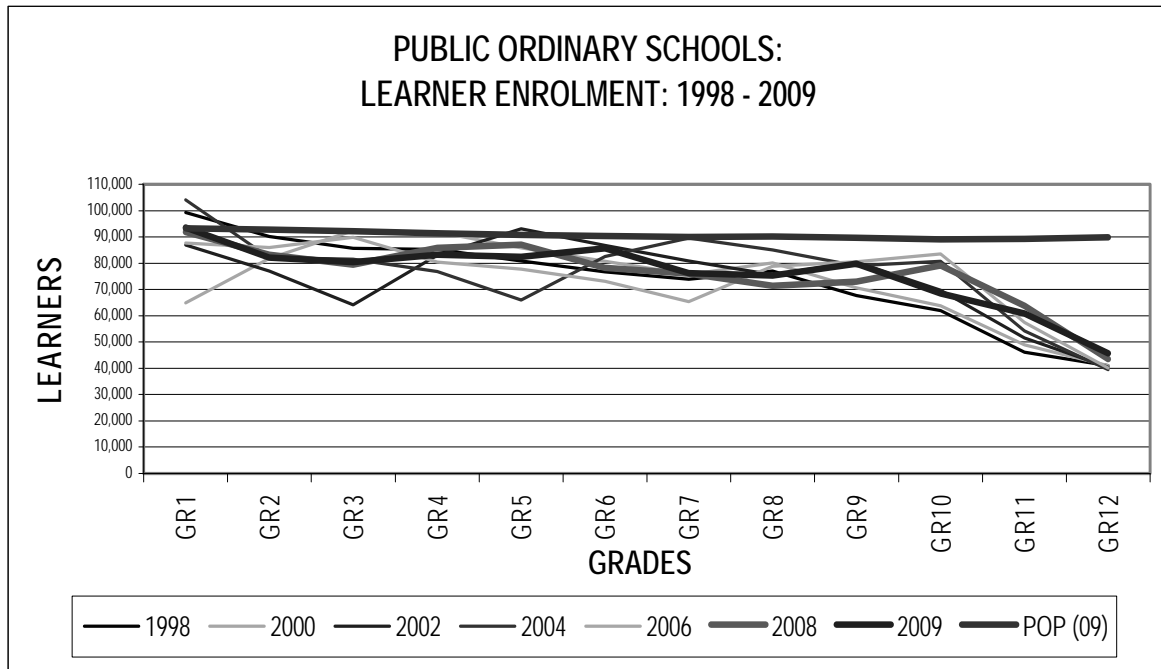
Okuzelwe koku kwanda koluntu eNtshona Koloni kukuba ngalunye uhlobo lwemfundo noqeqesho kweli phondo lufumene ukukhula kwamanani.

Idatha yenkqubo yezikolo zikarhulumente eziqhelekileyo eNtshona Koloni ukususela ngo-2000 – 2009 inikwe **kwiThebhile 1** apha ngezantsi kwaye ibonisa ukukhula kwamanani abafundi apha kweli phondo. Lo gama amanye amaphondo ebonisa ukuhla kwamanani abafundi ababhalisayo, iSebe iWCED liyaqhubeka ngokufumana ukunyuka kwamanani. Ukunyuka kwamanani kwinqanaba leBakala 12 kuyinto enika ithemba.

#### **IThebhile 1: Amanani abafundi ababhalise kwizikolo zikarhulumente eziqhelekileyo ukuqala ku-2000-2009**

*Umthombo weDatha: 2000 – 2009: ISaveyi yeZikolo yaQho ngoNyaka (Izikolo zikaRhulumente eziQhelekileyo kungabandakanywa abafundi be-LESEN). IZiko leeNkcukacha-manani loMzantsi Afrika (i-Stats SA): Amanani abantu ngo-2008 asekelwe kuBalo Jikelele lwamaKhaya lwango-2007*

Year	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Total
2000	64,844	81,865	92,343	91,949	85,766	80,658	75,813	80,026	70,634	63,840	48,934	40,996	877,668
2001	81,790	62,960	81,832	94,302	89,254	83,305	77,778	82,190	71,966	67,034	50,206	39,910	882,527
2002	86,969	77,026	64,134	83,022	93,188	86,786	80,865	75,601	80,450	69,752	51,618	40,468	889,879
2003	86,916	82,454	75,931	66,033	82,383	92,341	84,514	81,154	73,200	81,739	51,746	39,644	898,055
2004	104,105	82,130	81,489	76,781	66,060	82,574	89,614	85,053	78,964	80,756	54,199	39,451	921,176
2005	93,515	94,231	80,695	80,809	74,984	66,141	81,953	88,778	82,169	81,577	56,657	39,303	920,812
2006	87,650	85,972	89,828	80,443	77,811	73,106	65,347	78,926	80,595	83,529	57,536	40,198	900,941
2007	92,818	82,562	83,914	89,973	78,674	78,021	72,733	66,406	80,697	86,495	61,938	42,624	916,855
2008	91,853	83,267	79,454	85,891	87,116	78,290	76,146	71,410	72,914	79,133	63,819	43,470	912,763
2009	93,601	82,158	80,385	83,150	82,382	85,621	76,262	75,227	79,795	68,405	60,812	45,692	913,490



Ukuhla kobhaliso kule minyaka mithathu idlulileyo yokuhamba isikolo, kubonisa ngokuphandle ubuthathaka benkqubo eyakhelwe kwisiseko sokufunda esihexayo. Ukubasezantsi kweziphumo zolwazi lokufunda nokubhala nolwazi lokubala kwiBakala 3 nakwiBakala 6 kunika ingcaciso yokuxhasa injongo ephambili yeSebe iWCED kule minyaka ilishumi izayo. Abafundi abanesiseko esihexayo kwiilwimi nakwimathematika abayi kukwazi ukuhlangabezana neemfuno zezifundo zezikolo eziphakamileyo.

## 7.2 Imeko engqonge iSebe (*Organisational environment*)

Iiprayorithi ezibalulekileyo zesebe, owona msebenzi walo ophambili (*its core business*) namaqonga okwenziwa kweenkonzo akhoyo ngoku (*current service delivery platforms*) kufuneka athathele ingqalelo imeko engqongileyo ngokubanzi yezentlalo nezozoqosho kwaye ahlangebezane neemfuno zabantu abenzelwa inkonzo. Ukongeza, ukuphendula ngempumelelo nangokwenene kwimingeni yokungalingani (*inequality*) namanqanaba asezantsi okuzithemba kumgangatho wemfundo kufuna amanyathelo azizigqibo eziqinisekileyo ngakwicala likarhulumente. Kubaluleke gqitha ukuba kuhlale kugcinwe isisiseko esiluqilima (*solid base*) sokuxhasa izikolo zaseprayimari, ngakumbi kwiSigaba seSiseko, ngokwenza iinzame ezifana neprogram yezikolo ezingabizi zifizi (*"no-fee" school programme*) neProgram yeSondlo yeZikolo kaZwelonke (*National School Nutrition Programme (NSNP)*).

ISebe iWCED, ekulelona lingumqeshi omkhulu kuRhulumente wePhondo leNtshona Koloni, lenziwa yi-Ofisi yeMfundo yePhondo ekhokelwa yi-Ofisi yoMphathiswa weMfundo wePhondo, yi-ofisi kandlunkulu wephondo, zii-ofisi zezithili zemfundo kunye namaziko emfundo, abandakanya izikolo zikarhulumente eziqhelekileyo nezikolo zabafundi abaneemfuno zemfundo ezizodwa, iikholeji ze-FET, amaziko oluntu emfundo yabadala namaziko ophuhliso lwabantwana abasaqalayo (*ji-ECD sites*).

## 8. Isicwangciso esenziwe ngobuchule seSebe iWCED (*Strategic plan of the WCED*)

Ukuveliswa kwesi sicwangciso kwandulelwe luphononongo olupheleleyo lwesicwangciso seminyaka emi- 5 edlulileyo, uthetha-thethwano nabathathi-nxaxheba (*stakeholder consultations*), iidrafti nokuhlaziywa kaninzi. Silawulwa yinkcazo ethi "Ukudalwa koLuntu oluVulela amaThuba Wonke uMntu eNtshona Koloni – Injongo: Ukuphucula iziphumo zemfundo ngo-2010 – 2019 (, *"Creating an Open Opportunity Society for All in the Western Cape - Objective: Improving education outcomes 2010 – 2019"*), evunywe yikhabhinethi yePhondo leNtshona Koloni.

Esi sicwangciso sithathela ingqalelo into yokuba ukufikelela kwimfundo esemgangathweni lilungelo elisisiseko lomntu (*is a basic human right*), elingaqulathwanga nje kuphela kuMgaqo-siseko, koko elamkelwe kwii-ajenda zamazwe ngamazwe, ezinjenge-*Millennium Development Goals* ne-UNESCO's *Education for All*. Ii-*Millennium Development Goals* zibophelela urhulumente ukuba ehlise ubuhlwembu nentswela-ngqesho de kuye esinqingatheni. Ukudala uluntu ngokubanzi olufundileyo nangakumbi, ukwakha iintlobo ngeentlobo zezakhono ezifanelekileyo, ukuphucula izikolo njengeendawo zokufunda nokufundisa okusemgangathweni, apho abafundi bafundayo nootitshala bafundisayo, konke oku kusisitshixo sokuba kufikelelwe kwesi siphumo ngempumelelo. Izicwangciso zifumana ifuthe ngqo kwiiprayorithi zecandelo lezefundo likazwelonke, njengoko zivunywe liBhunga laBaphathiswa bezeMfundo (*Council of Education Ministers* (CEM)).

## 8.1 Izinto eziphambili zesicwangciso (*Strategic elements of the plan*)

### INkcazo yengxaki ephambili (*Problem statement*)

Uninzi lwabantwana bePhondo leNtshona Koloni luyoyisakala kukuphuhlisa iitalente zalo zokuqhuba kakuhle ezifundweni. Oku kubangelwa ikakhulu koku:

1. Ixesha elinganelanga nokungahoyi ukufunda, ukubhala nokubala kumabakala amathathu okuqala esikolo
2. Ukubayeke-yeke kokumelwa kukuphendula ngenxa yokuqhuba kakubi kwabafundi (*poor levels of accountability for performance*) ngamagosa emfundo nootitshala
3. Ulawulo lwezikolo oluyeke-yeke nobunkokeli obukwanjalo (*weak school management and leadership*)
4. Ukuphendula kade ngokuzwabaluka nenkxaso encinane yesebe lemfundo
5. Ukuhla komoya wokuzimisela ukusebenza kootitshala (*low morale of teachers*)
6. Iincwadi zezifundo (textbooks) ezikumgangatho onganelisiyo nezinye izincedisizokuxhasa ukufunda
7. Izinto ezimbi zasentlalweni ezinjengobuhlwempu nolwaphulo-mithetho
8. Umgangatho oya usihla weziseko zophuhliso (infrastructure) zezikolo
9. Imeko esiyifumene kwabangaphambili yokungafakwa kwemali ngokwaneleyo (*legacy of underinvestment*) kwiinkalo ezininzi kwiPhondo leNtshona Koloni
10. Uxinzelelo olubangelwa luluntu oluhla lusenyuka lusiza eNtshona Koloni

Indibaniselwano yezi meko (*combination of these factors*) ikhokelele ekuqhubeni kakubi kwabafundi ezifundweni

- Ireyithi yokupasa kwabafundi beBakala 12 iya isihla. Ngo-2004 ireyithi yokupasa yayingu- 85%, kodwa le reyithi iye isihla kule minyaka mihlanu idlulileyo yaya kutsho ku-75,1% ngo- 2009.
- Iziphumo zolwazi lokufunda nokubhala nolwazi lokubala njengoko ziye zalinganiswa (*as measured*) kubafundi bamaBakala 3 no- 6 zibonisa ukuba abafundi abakwazi kufunda, kubhala nakubala ngokwamanqanaba afanelekileyo kula mabakala kwaye bengenako nokuxhasa ukufunda kumabakala alandelayo.
- Inani lezikolo eziqhuba kakubi (izikolo ezifumana ireyithi yokupasa engaphantsi kwe-60% kwimatriki) eNtshona Koloni liye landa ukusuka kweziyi-36 ngo-2006 ukuya kutsho kweziyi-85 ekupheleni kuka-2009.

### 8.2 Iinjongo ezicwangciswe ngobuchule

Ezi njongo zezithe ngqo (*are specific*), zinokulinganiseka (*measurable*), zinokufikeleleka (*achievable*), zezifanelekileyo (*relevant*) kwaye zibekelwe ixesha (*time-bound*). Ezi njongo zikhethwe ukwenzela ukuqinisekisa ukuba nganye into kwiisistim zokunika inkxaso (support systems) ilungiselelwe ukuba iphucule iziphumo zokufunda. Ukwenza umzekelo, ngaphandle kokuba ootitshala baxhotyiswe kakuhle ukuba babe nako ukusingatha iimfuno zekharutyhulam (*handle demands of the curriculum*), izibonelelo zibonelelwa ngokufanelekileyo, izithuba zengqesho zizaliswa kwangoko, iikomiti zolawulo zezikolo zisebenza ngokufanelekileyo yaye izikolo zikhuselekile, njl. njl., abafundi abayi kuba nako ukuqhuba kakuhle ngokubonakalayo. Iinjongo ezicwangciswe ngobuchule zeProgram nganye zijongisa (*focus*) onke amacandelo eSebe iWCED kweyona njongo yongameleyo yemfundo esemgangathweni yomntu wonke (*quality education for all*).

<b>INjongo eCwangciswe ngoBuchule 1</b>	<b>Ukupasa bhetele kuLwazi lokuFunda nokuBhala nakuLwazi lokuBala</b>
<b>Inkcazo yenjongo</b>	Ukuphuculwa koLwazi lokuFunda nokuBhala noLwazi lokuBala ngohlobo lokuba: i75% yabafundi kwiBakala 3 yenze ngokwemigangatho emiselwe ubudala babo ( <i>according to age norms</i> ) kuLwazi lokuFunda nokuBhala ngo-2014 ize i60% yenze ngokwemigangatho emiselwe ubudala babo kuLwazi lokuBala. i65% yabafundi kwiBakala 6 yenze ngokwemigangatho emiselwe ubudala babo ngo-2014 kuLwazi lokuFunda nokuBhala ize i50% yenze ngokwemigangatho emiselwe ubudala babo kuLwazi lokuBala. 65% yabafundi kwiBakala 9 yenze ngokwemigangatho emiselwe ubudala babo ngo-2014 ize i55% yenze ngokwemigangatho emiselwe ubudala babo kuLwazi lokuBala
<b>Izizathu</b>	Njengangoku yi-53.5% yabafundi beBakala 3 eyenza ngokwemigangatho emiselwe ubudala babo/ibakala labo kuLwazi lokuFunda nokuBhala ize ibe yi-35% kuLwazi lokuBala kwaye yi-44.8% yabafundi beBakala 6 eyenza ngokwemigangatho emiselwe ubudala babo/ibakala labo kuLwazi lokuFunda nokuBhala ibe yi-14% kuLwazi lokuBala. Le meko engamkelekanga kangaka ibonisa gca ukuba iya kuwachaphazela mpela amabakala angasentla
<b>Uqhagamshelwano</b>	IProgram yeZiseko zokuFunda ( <i>Foundations for Learning Campaign Programme</i> ); iilayibrari; imidiya; amaSebe ezeMpilo, ezoPhuhliso lwezeNtlalontle; iAET ((ULwazi lokuFunda nokuBhala noqeqesho lwabazali); neNguqu kwezeNtlalontle ( <i>Social Transformation</i> ) ( <i>Learning Communities and Community Ploughback</i> ) zonke zinawo amandla okunika inkxaso kule njongo. Kufuneka izikolo zibe zezikhuselekileyo nezinezibonelelo ezaneleyo ( <i>adequately resourced</i> ) (kuzo zombini iziseko zophuhliso/ nezinto zokufundisa/nezixhobo ( <i>both infrastructure and materials/equipment</i> )). Kufuneka ootitshala babe nezakhono. Ukwazi ukulawula ixesha, amagumbi okufundisela nobungcali kwezekharityhulam kuya kuyiqhuba ngamandla intsebenzo ekwelona zinga liphezulu. Amaziko emfundo ephakamileyo aya kubonelela ngophando olwenziwa ziingcali aze axhase uqeqesho. Kuya kuhlantatyezwana neemfuno zokufunda zabo bonke abafundi kwaye zombini iilwimi, isiNgesi nolunye ulwimi lwasekhaya, ziya kuphuculwa kakhulu ( <i>will be strongly developed</i> ).

<b>INjongo eCwangciswe ngoBuchule 2</b>	<b>IZiphumo ezibhetele zeSatifikethi seMatriki sikaZwelonke</b>
<b>Inkcazo yenjongo</b>	Ukubonelela ngoqeqesho lootitshala neeprograms zokunika inkxaso, ngoqeqesho lwabaphathi nokubanika inkxaso, ngamancedo nezibonelelo ( <i>facilities and resources</i> ) zokunceda izikolo nokomeleza intsebenzo yabafundi bazo kuzo zonke izifundo ingakumbi ngokubhekiselele kwiMathematika neFizikhali Sayensi. Iithagethi zika-2014 zezi: IReyithi yokuPasa kwiNCS: 84% ; Amanani abafundi abapasileyo: 43 000 Ireyithi yokwamkelwa eyunivesithi: 37%; Amanani abafundi abapasileyo: 17 500 Amanani abafundi abapasa iMathematika: 17 000 Amanani abafundi abapasa iFizikhali Sayensi: 13 500
<b>Izizathu</b>	Ngo-2009, iimviwo ( <i>National Senior Certificate</i> (NSC)) zabhalwa ngabafundi f44 931 kumaziko okubhalela ayi-417 kwiphondo liphela. IPhondo leNtshona Koloni laqhubeka nokufumana eyona reyithi yokupasa iphezulu engu- 75.1%. Kodwa yehla nge-3% xa kuthelekiswa reyithi yokupasa engu- 78.6% eyafunyanwa ngo-2008 kwiimviwo zeSatifikethi seMatriki sikaZwelonke (INgxelo 550). Bebonke ngabaviwa abayi-19 210 ababhala iMathematika ngo-2009, yaza ngabaviwa abayi-13 349 ababhala iFizikhali Sayensi. Kwaba baviwa, bayi-12 467 abapasa iMathematika, bayi-7064 abapasa iFizikhali Sayensi.
<b>Uqhagamshelwano</b>	Inkxaso inokunikwa ngootitshala abathathe umhlala-phantsi/ziingcali okanye ngootitshala abaziingcali okanye iinkokeli ( <i>expert or lead teachers</i> ). Uqhagamshelwano olunabela nakwamanye amasebe ( <i>transversal links</i> ) luya kubandakanya ukunika inkxaso kumaphulo okulwa neziyobisi kunye notywala. Iilayibrari namakhaya angenambane afuna ingqwalaselo.

<b>Injongo ezicwangciswe ngobuchule 3</b>	<b>Ukuncitshiswa kwenani lezikolo eziphakamileyo eziqhuba kakubi (<i>under-performing high schools</i>)</b>
<b>Inkcazo yenjongo</b>	Ukupheliswa kokuqhuba kakubi kwiimviwo zeSatifikethi seMatriki sikaZwelonke kwizikolo eziphakamileyo o.k.t. kungabikho zikolo ezinereyithi yokupasa engu- <60%.
<b>Izizathu</b>	Liya linyuka qho inani lezikolo eziwela kweli hlelo apho lalingu-34 ngo-2004 de laya kutsho ku-85 ngo-2009. Le yimeko engenako ukuvunyelwa ukuba iqhubeke.
<b>Uqhagamshelwano</b>	Inxaso inokunikwa ngootitshala abathathe umhlala-phantsi okanye ziingcali okanye ngootitshala abaziinkokeli ( <i>expert or lead teachers</i> ). Uqhagamshelwano olunabela nakwamanye amasebe ( <i>transversal links</i> ) luya kubandakanya ukunika inkxaso kumaphulo okulwa nosetyenziso gwenxa lweziyobisi kunye notywala. Iilayibrari namakhaya angenambane afuna ingqwalaselo.