

ICandelo B: IiNjongo eziCwangciswe ngoBuchule

9. IiNkcazo eziCwangciswe ngoBuchule (Strategic Statements)

1. Ukwenzela ukuqinisekisa ukuba iziphumo zolwazi lokufunda nokubhala nolwazi lokubala ziba bhelele ngokuthi kusiwe ezona zibonelelo zininzi kakhulu (abasebenzi kwakunye nezibonelelo eziyimali (both *human and financial resources*) kumabakala amathathu okuqala ukufunda esikolweni. Oku kuya kukhatshwa kukuvavanywa okunyanzelekileyo kwabo bonke abafundi ukuqalela kumaBakala 1 - 6 ukususela ngo-2010. Isikolo ngasinye siya kubekelwa imilinganiselo engumzekelo neethagethi.
2. Ukuqinisekisa ngolawulo olugqwesileyo lwezikolo apho amagosa, iinqununu nootitshala baya kumelwa kukuphendula ngendima yabo ekuphuculeni intsebenzo yesikolo nesikolo (*individual school performance*).
3. Ukuphucula ukwazi ukuphendula kwangoko nokukhawulezisa ukwenza umsebenzi (*responsiveness and efficiency*) kweSebe iWCED ngokuthi kufokhaswe ekuphuculweni iinkqubo neesistim zomsebenzi kanye owenziwa lisebe
4. Ukunciphisa umthwalo wokujongana nezolawulo kootitshala ukwenzela ukuba kwandiswe ixesha lokufundisa. Ootitshala baya kunikwa iincwadi (*texts*) kwangoko kunye namathuba okuqhubeka okokoko nokuphucula umsebenzi wokufundisa noqeqesho. Amagosa aya kubonelela ngenkxaso yezolawulo nakwizifundo (*administrative and academic support*) kootitshala nasezikolweni xa ifunwa.
5. Ukuqinisekisa ukuba nganye iklassi izele ziincwadi zokufunda kulo ngalinye lala maBakala 1- 6 kunye neencwadi zezifundo (*textbooks*) kuwo onke la maBakala 4-12 kwisifundo ngasinye ngasinye yaye kusetyenziswe ithekhinoloji nangakumbi ekufundiseni ikharithyulam esemgangathweni eklasini.
6. Ukubonelela ngokutya namanye amancedo okunciphisa intlupheko namanyathelo okhuseleko okuhlangabezana neemfuno zabafundi abathwaxwa yintlupheko.
7. Ukwenza uluhlu lweprayorithi zolondolozo lweziseko zophuhliso (*for infrastructure maintenance*) kwaye lisebenzise ezona ndlela zonga imali kakhulu nezikhawulezayo zokulondolozisa izikolo.
8. Ukusa abasebenzi nezibonelelo eziyimali kwezo zithili nezikolo ebezikade zingahoywanga ngaphambili kwaye zisabelwa imali encinane.
9. Ukucwangcisa imfuduko yabantu abeza eNtshona Koloni kwaye kusetyenziswe oko kuboniswa luphando ekuqinisekiseni ukuba zikho izikolo nootitshala bokufundisa imfundo esemgangathweni kubantwana abangena kweli phondo.
10. Ukubonelela ngoqeqesho lwabalawuli oluthagetha izinto ezithile (*targeted management training*) kunye nenkxaso eyenzelwa ezikolweni kuwo onke amalungu olawulo lwesikolo nawee-SGBs.

9.1 IiNjongo eziCwangciswe ngoBuchule (Strategic objectives)

Ukwenzela ukuba kube nokwenziwa ezi zinto zilapha ngentla, iSebe iWCED liqaphele iinjongo eziCwangciswe ngobuchule ngeprogram nganye. Oku kuthethe ukuba kuza kucaciswa isethi yeethagethi nezalathe-nkqubela (*indicators*) yaye kulandelelwe intsebenzo yecandelo ngalinye leSebe iWCED.

KwiProgram 1 (EzoLawulo) iinjongo zeeNkonzo zoLawulo lweZiko (*Corporate Services' objectives*) ziqinisekisa **ngolawulo lwezemali nolawulo lweenkonzo zoqhagamshelwano lwabathengi nabathengisi kunye nolawulo lwabasebenzi lwangaphakathi** ngokulawula iimeko zengqesho, ukuqeshwa nobudlelwane emsebenzini.

Iinjongo zoLawulo lweMfundo zeCandelo eliKhulu (*Branch*) loLawulo lweKharithyulam (*Curriculum Management*) ziqulethwe kwizicwangciso zalo zokuzinzisa (*consolidate*) isicwangciso solwazi lokufunda nokubhala nolwazi lokubala ngohlobo lokuba sijike imeko yamanqanaba asezantsi olwazi lokufunda nokubhala nokupasa ulwazi lokubala kwizikolo zaseprayimari nokomeleza ukuphunyezwa kweNgcaciso yeKharithyulam kaZwelonke kumaBakala R – 9. Kukhona izicwangciso zokuncedisa ukuphucula imeko ukwenzela ukuqinisekisa ukuba ulawulo lwekharithyulam nezakhono zophuhliso ezifunekayo zibonelelwa ngendlela eya ikhula ngokukhula kootitshala bamaBakala 10 – 12 nokuba izikolo zenzaezona zigqibo ezinenzuzo enkulu ngoko kufundiswa kwikharithyulam. Ukuphumeza lo mgaqo-nkqubo *the White Paper on e-Education (White Paper 7)* kukho izicwangciso zokuqinisekisa ukuba bonke abalawuli (*administrators*), abaphathi (*managers*), ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela ibhelele, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo. Ngenxa yokuba iincwadi/iiteksti (*texts*)

zinguthombo obaluleke gqitha kukwakho izicwangciso zokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni.

Izicwangciso zokuqinisekisa ukuba zonke iisitim zihamba kakuhle zilungiselelwe phantsi kweenjongo **zokuququzelela uphuhliso lomgaqo-nkqubo** nenkqubo yokwenziwa kwemithetho kwiSebe iWCED, ngothetha-thethwano nabo bonke abathathi-nxaxheba ukuqinisekisa ukwenziwa kwenkonzo eyiyo ngempumelelo; **zokubeka esweni nokuvavanya (*monitor and evaluate*)** ukuphunyezwa komgaqo-nkqubo, kwemigaqo neenkqubo (*processes and procedures*) kweli ziko; zokusetyenziswa kweentlobo zedatha zombini, eveliswe ngaphakathi nangaphandle ukuvelisa ungenelelo ngoncedo okuphunyezwa komgaqo-nkqubo nokuqinisekisa usetyenziso ngeyona ndlela inenzuzo enkulu kwezibonelelo ezizizakhiwo nemali (*optimal utilisation of physical and financial resources*) kunye nokuqinisekisa ukuba ungenelelo ngoncedo lwabaphathi nezigqibo zenziwa kususelwa kwidatha **ephandisisiweyo** namava okwenene (*informed by well researched empirical data*).

Kubaluleke gqitha ukuba izikolo zibe zezikhuselekileyo ngako oko ke injongo yokudala indawo **ekhuselekileyo** nefumana inkxaso ukuze ukufunda nokufumana inzuzo enkulu kube kuyenzeka icacisa gca ezi thagethi.

Enye into kwakhona ebaluleke kakhulu yenkqubo iphela **luphuhliso lwabasebenzi**. Imida esikelwe oku, nokugxininisa ekuqhubekeni nophuhliso emsebenzini lwabasebenzi noqeqesho lootitshala abasenkonzweni neekhokeli zezikolo ichazwe apha yaye ixhaswa ngemali zizo zonke iiprogram. Imfuneko yokugqibela enenzuzo macala (*final transversal need*), yokulawula i-**Administration** ukulungiselela iinjongo zokusebenza ngempumelelo nophuhliso, iqatshelwe kwaza kwacaciswa izicwangciso kwiProgram 1.

IProgram 2 kulapho ubukhulu bebhajethi bukhona o.k.t. imivuzo yootitshala. Lo gama iiNjongo eziCwangciswe ngoBuchule zeProgram 1 ziqinisekisa ukuba zonke iinkonzo zilungiselelwe ukuxhasa izikolo kunye nezinto zesistim ezenza oku kube yimpumelelo, ii-Ofisi zeZithili zizo ezidibanisa izikolo nesebe (*interface*) ngako oko ke injongo ecwangciswe ngobuchule yale program ngokulula nje kukuba zenza owona msebenzi ubaluleke gqitha ezikolweni ukwenzela ukuba bonke abafundi nezikolo zisebenze ngeyona ndlela inempumelelo enkulu kuze ke ngaloo ndlela kufikelelwa kwiithagethi zeSebe iWCED.

IProgram 3 icacisa gca iithagethi zokunika inkxaso **kwizikolo ezizimeleyo (*independent schools*)** nakwabafundela ekhaya ngokungqinelana nemithetho echaphazelekayo ukuqinisekisa imfundo esemgangathweni kubo bonke abafundi abakwezi zikolo.

IProgram 4 ichaza indima nenjongo yokwandisa kakhulu impumelelo ezifundweni nothatho-nxaxheba kwabo bonke abafundi kwizinto zenkcubeko nakwikharithulam yamaziko emfundo nokunciphisa **izithintelo ekufundeni (*barriers to learning (Education White Paper 6)*)**.

KwiProgram 5 indima yeSebe iWCED kukunika inkxaso kwiiKholeji ze-FET ukuqinisekisa ukulungelelaniswa kwezicwangciso zamaziko nezeeprogram ukwenzela ukuba kufundiswe iiprogram ezifanelekileyo neziphendula iimfuno (*responsive programmes*) ezijonge ukuhlangabeza iimfuno zamashishini engingqi, zabahlali nezabafundi. Ukongeza, kuza kujoliswa ekugcineni indawo ekwaziyo ukufundisa iiprogram yomgangatho ophezulu odibanisa ithiyori/iprakhthali ngokulawula nokuphatha amaziko nokunika inkxaso kwimisebenzi eyenziwayo.

KuProgram 6 kuya kunikwa inkxaso kulawulo nokuphathwa kwe-**A(B)ET** ngokuveliswa kwemigaqo-nkqubo nokungenelela ngoncedo okucwangcisiweyo okwenza kubelula ukufundiswa kwekharithulam ngempumelelo kumaZiko eMfundo yaBadala. Zicaciswe apha izicwangciso zokubonelela ootitshala nabafundi bamaziko akwa-ABET ngeenkonzo zokunika inkxaso kwikharithulam ezilawulwa lisebe kunye nokubonelela ngophuhliso emsebenzini wokufundisa lootitshala nabo bangezotitshala.

Ifokhasi kwiProgram 7 kukubonelela izikolo zikarhulumente eziqhelekile ezithile nezikolo ezizimeleyo eziqatshelweyo ngezibonelelo (*resources*) ezifunekayo kwiBakala R kunye nokubonelela ngeemeko ezikhuthaza izikolo ukuba ziseke iiklasi ze**Bakala R** kumagumbi okufundela akhoyo okanye kumagumbi okufundela amatsha. Okunye okujoliswe kuko lulungelelaniso lwamanqanaba oqeqesho 1, 4 no- 5 kootitshala be-ECD ukwenzela ukubonelela ngononotshelo ngokwasemoyeni, ngokwasengqondweni, ngokwasempilweni nangokwasemzimbeni

(*emotional, cognitive, health and physical care*) nendawo yokufundisela ekhuthaza ihlupheze ingqondo kwabo babudala buyiminyaka eyi -0 – 4.

Phakathi kweenkonzo ezincedisayo (*auxiliary services*) ze *Program 8* kukho iinjongo ezicwangciswe ngobuchule ezimbini. Enye ekuzuzwa kuyo amacala omabini kukuphucula ukuthembakala kweenkqubo **zoviwo novavanyo** (*examination and assessment processes*); ukuqinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo olwenzelwa esikolweni ngendlela eyiyo; nokuxhasa inkqubo yokuphucula ukupasa kwabafundi. Yinto eyaziwayo ngokubanzi ukuba kufuneka amandla eengcali kwizifundo eziphambili yaye yiloo nto injongo yokugqibela kule program ikukuxhasa nokomeleza izikolo **ekugxilwe kuzo ne-Dinaledi** (*focus and Dinaledi schools*) nokuseka la maziko *Centres of Excellence for Science, Technology, Engineering and Mathematics (STEM)* ngenjongo yokuelisa ulwazi nezakhono zobungcali (*development of specialist knowledge and skills*).

liprojekthi ezenziwa phantsi kwee-*Conditional Grants* zicaciswe ngokwahlukileyo yaye zibandakanya izicwangciso zesondlo sabafundi abahluphekayo kunye nokugcina isebenza iprogram ebanzi kakhulu ye-HIV-AIDS. Ekupheleni kolu xwebhu kuye kwenziwa uqhagamshelwano nezicwangciso zeziseko zophuhliso zexesha elide zeSebe iWCED.

10. IProgram 1: Ulawulo

Injongo: Ukubonelela ngolawulo lunonke nenkxaso epheleleyo kwinkqubo yezemfundo ngokungqinelana noMthetho woMgaqo-nkqubo wezeMfundo kuZwelonke (*National Education Policy Act*), uMthetho woLawulo lweeMali zikaRhulumente (*Public Finance Management Act*) neminye imigaqo-nkqubo efanelekileyo.

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa

ukubonelela ngokwenziwa kwemisebenzi kwi-ofisi yeLungu leSigqeba soLawulo (MEC) lezeMfundo

Iprogram esekelayo 1.2: Iinkonzo zoLawulo lweZiko

ukubonelela ngeenkono zolawulo ezingezizo ngqo ezemfundo kwinkqubo yezemfundo ukwenza amalungiselelo athile olondolozo lweemfuno zendawo yokusebenzela

Iprogram esekelayo 1.3: ULawulo lwezeMfundo

ukubonelela ngeenkono zolawulo lwezemfundo kwinkqubo yezemfundo

Iprogram esekelayo 1.4: UPuhliso lwaBasebenzi

ukubonelela ngophuhliso lwabasebenzi basezi-ofisini

Iprogram esekelayo 1.5: ISistim yeNgcaciso yoLawulo lwezeMfundo (i-EMIS)

ukubonelela ngcaciso yolawulo lwezemfundo ngokungqinelana noMgaqo-nkqubo weNgcaciso yezeMfundo kazwelonke

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa

I-ofisi yoMphathiswa (*MEC*) yabelwa abaqeshwa ngokwe-*Ministerial Handbook* kwaye iimali kule bhajethi zihlawulela iindleko zokwenziwa kwemisebenzi yale yunithi.

Iprogram esekelayo 1.2: Iinkonzo zoLawulo lweZiko

Eli candela likhulu lenziwa liCandelo eliyiNtloko laBasebenzi baNgaphakathi neCandelo eliyiNtloko loLawulo lwezeMali. Ukuqeshwa kootitshala nabasebenzi benkonzo karhulumente ngowona msebenzi ophambili nolawulo lwezithuba zengqesho, ingakumbi kwinqanaba lesikolo, yinto ebalulekileyo ekuqinisekiseni ukwenziwa kweenkonzo eklasini. Ulawulo lweziko luphawu oluphambili lolawulo lwezemali kunye nokungqinelana nePFMA neminye imithetho echaphazelekayo, luphawu obalulekileyo olubonisa iziko elilawulwa neliphethwe kakuhle.

Iprogram esekelayo 1.3: ULawulo lwezeMfundo

Ulawulo lwezeMfundo lujongene neendleko zabasebenzi nezokwenziwa komsebenzi kumacandelo amakhulu eKharithyulam noCwangciso, nathi xa edibene, anike inkxaso kwiifundo zolawulo lwezemfundo ezahlukileyo - ukuqalela kulawulo lwekharithyulam yona ngokwayo, kuye kutsho kwiCandelo loQinisekiso lweMigangatho, elezoPhando, eloCwangcisa uKwenziwa kweMisebenzi yeZiko, eloQuquzelelo lweMigaqo-nkqubo, eloCwangciso lweZibonelelo, eloLawulo loLwazi noCwangciso lweZakhono zaBasebenzi neleeNkonzo ze-*e-Learning* neeLayibrari.

Iprogram esekelayo 1.4: UPuhliso lwaBasebenzi

Le program isekelayo iqhagamshelene ngokusebenza nezo ziphantsi kweProgram 2 no-8. Xa zidibene, zenza IsiCwangciso seZakhono zeNdawo yoMsebenzi (*Workplace Skills Plan*) negalelo kuqeqesho lwaphambi kokuqalisa inkonzo, uqeqesho enkonzweni kootitshala nabaphathi bezikolo kunye nophuhliso lwamagosa esebe.

Iprogram esekelayo 1.5: Inkqubo ye-EMIS (Educational Management Information System)

ICandelwana loLawulo loLwazi (Knowledge Management (KM)) lenza umsebenzi wolawulo nokubonelela ngengcaciso yolawulo ngaphakathi kwiSebe iWCED. Isixhobo sokunika ingxelo sekhompyutha i-*electronic management reporting tool* esisetyenziswayo njengangoku yi-*EduInfoSearch*, nesifumaneka kubo bonke abaphathi kwi-intranethi yeSebe iWCED.

Umgaqo-nkqubo weNgcaciso yezeMfundo i-*Education Information Policy (EIP)* ne-*Education Information Standards (EIS)* zifuna ukuqokelelwa kwedatha yezemfundo (*education data*). Iprojekthi i-*EMIS Improvement Project* ibe neziphumo zokuqulunqwa kwe-*Education Information Standards* nokuveliswa kwe-*SA-SAMS (Schools Administration Management Software)* ukwenza umgangatho ofanayo wenkcazo yedatha neefomathi zedatha (*definitions and formats*) ukwenzela ukuba kubekho ukudityaniswa lwedatha ngakumbi ukuze kuphuculwe umgangatho wolawulo lwengcaciso ukwenzela ukuba ukwenziwa kwezinqubo kusekelwe kubungqina obunyanisekileyo.

10.1 Iinjongo ezicwangciswe ngobuchule

Iprogram Esekelayo 1.3 Ulawulo Lweziko	
Iinjongo ezicwangciswe ngobuchule 1.1	Ukuqinisekisa ulawulo lwezemali neenkonzozolawulo loqhagamshelwano lwabathengi nabathengisi
Inkcazo yeNjongo	<p>1. Ukunika inkxaso kulawulo lwezemali neenkonzozolawulo zeengcebiso ukuze iingxelo zemali zonyaka ezisemgangathweni (<i>quality annual financial statements</i>) zixhaswe ngamaxwebhu anako ukuphicothwa kwaye zingqinelana nesikhokelo se-Ofisi kaNondyabo kazwelonke.</p> <p>2. Ukwenza iinkonzozolawulo loqhagamshelwano lwabathengi nabathengisi ukwenzela ukuba kuncitshiswe uninzi lwezitenxogokumalunga nemigqalisela yezomthetho (kubandakanywa ibhajethi/imigqaliselo emiselweyo yolawulo lokuthengwa kweempahla neenkonzozolawulo), lube kumanqanaba afanelekileyo okungqinelana nomthetho (<i>compliance levels</i>).</p>
Iinjongo esisiseko	<p>1. Iingxelo yophicotho-zincwadi engenamakhwiniba</p> <p>2. 28 izitenxozingqinelani nomthetho</p>
Izizathu	Kubalulekile ukuba ulawulo lwemali lweziko lube kwimeko ekumgangatho onguwo. Ukuthengwa kweenkonzo neempahla kwangoko kuya kuqinisekisa ukwenziwa kweenkonzo okusemgangathweni nenkcitho ephantsi kolawulo. Oku kuya kubanegalelo ekusebenzeni kweziko ngempumelelo nangendlela eyiyo ngokumalunga nosetyenziso lwezibonelelo.
Uqhagamshelwano	Ukwanda kuko konke ukwenziwa komsebenzi ngempumelelo nangendlela eyiyo nokuya kubangela ukwanda kwamathuba okusebenza kwezikolo ngeyona ndlela ibhetele ekwenzeni iinkonzozolawulo bephondo. Iimpahla neenkonzozolawulo ezilungiselela ukwenziwa kweenkonzo nosetyenziso ngeyona ndlela ibhetele lwezibonelelo, zezona zinto zibaluleke gqitha nezixhasa iinjongo eziphambili.
Izigaba zeNtsebenzo	<p>2010 Iingxelo yophicotho-zincwadi engenamakhwiniba Izitenxozizi-28 zokuthengwa kweempahla neenkonzozolawulo</p> <p>2011 Iingxelo yophicotho-zincwadi engenamakhwiniba Izitenxozizi-20 zokuthengwa kweempahla neenkonzozolawulo</p> <p>2012 Iingxelo yophicotho-zincwadi engenamakhwiniba Izitenxozizi-14 zokuthengwa kweempahla neenkonzozolawulo</p> <p>2013 Iingxelo yophicotho-zincwadi engenamakhwiniba Izitenxozizi-10 zokuthengwa kweempahla neenkonzozolawulo</p> <p>2014 Iingxelo yophicotho-zincwadi engenamakhwiniba Izitenxozizi-5 zokuthengwa kweempahla neenkonzozolawulo</p>
Iinjongo ezicwangciswe ngobuchule 1.2	Ukuqinisekisa ezolawulo lwabasebenzi lwangaphakathi (<i>internal human capital management</i>) ngokulawula iimeko zengqesho, ukuqeshwa nezobudlelwane emsebenzini
Inkcazo yeNjongo	<p>1. Ukuqinisekisa ukuba zonke izikolo zinootitshala abaqeshwe ngokusisigxina ngokukhupha izintlu zezithuba ezintlanu ngonyaka nokuzaliswa kwezithuba zengqesho kwisithuba seenyanga ezintathu zikhutshiwe izaziso zezithuba.</p> <p>2. Ukuqinisekisa ukuba zonke iinqununu zinolwazi ngezithuba zengqesho ezabelwe zona kwaye ziyazilawula izitraktsha zezikolo zazo, iinkqubo zekhefu nezobudlelwane emsebenzini. Zonke izikolo kufuneka zibe nenani lezithuba zengqesho ezabelwe lona kunyaka ngamnye phambi kokuphela kuka-Oktobha kwaye ziqinisekise ukuba zonke izithuba zengqesho ezingenamntu zibhaliswa kwiSebe iWCED ukulungiselela upapasho ngokungqinelana nesikhokelo sikazwelonke nesephondo.</p> <p>3. Ukuqinisekisa ukuba abasebenzi abanika inkxaso bafakwa ezikhundleni ngokwemimiselo nemigangatho kwaye banceda izikolo kwinkqubo yokuzalisa izithuba kwiinyanga ezintathu zipapashiwe.</p> <p>4. Ukuqinisekisa ukuba uvavanyo lwentsebenzo lwabo bonke abasebenzi beNkonzo kaRhulumente luqhutywa qho ngonyaka.</p> <p>5. Ukuqeshisa bonke abaphathi ezikolweni ngolwazi lweenkqubo zezikhalalazo nezoluleko nokubanceda ngokubanika inkxaso yobungcali ukwenzela ukuba babenako ukusingatha ngempumelelo ezi zinto.</p>

linjongo ezicwangciswe ngobuchule 1.2	Ukuqinisekisa ezolawulo lwabasebenzi lwangaphakathi (<i>internal human capital management</i>) ngokulawula iimeko zengqesho, ukuqeshwa nezobudlelwane emsebenzini
Injongo eyandlalelayo	Bonke abaqeshwa (ootitshala nabasebenzi benkonzo karhulumente) bafumana izibonelelo ngokungqinelana neMithetho efanelekileyo kwangaloo nyanga yokuqala beqeshiwe. Kuthathwa ngokuba izikolo zinezithuba zengqesho zootitshala ngokupheleleyo nezizaliswe ngootitshala abanezakhono nabasisigxina. Izithuba zipapashwa kabini ngonyaka kwaye luyenziwa novavanyo lwentsebenzo. Iikomiti zolawulo zezikolo zinako ukusingatha ukuziphatha kakubi/ukuqhuba kakubi kwabafundi, nezikhalazo ngokusebenzisa izakhono ezahlukeneyo.
Izizathu	<ol style="list-style-type: none"> 1. Oku kufunwa ngumithetho (UMthetho wezoBudlelwane eMsebenzini (<i>Labour Relations Act</i>) noMthetho weeMeko zeNgqesho (<i>Basic Conditions of Employment Act</i>)). 2. Izikolo zifuna ootitshala abanezakhono ukuqinisekisa ukuba kuyafundiswa yaye aba titshala bafuna iimeko zenkonzo ezamkelekileyo ezinjengemivuzo nekhefu. Iimeko eziphantsi koqwalaselo (<i>cases</i>) ezimalunga nomgaqo-nkqubo wekhefu lokungakwazi kusebenza ngenxa yokungaphili (<i>PILR</i>) makufikelelwe esigqibeni ngazo kwithuba leenyanga ezintandathu. 3. Makwenziwe iinkqubo zovavanyo lwentsebenzo yonyaka ukwenzela ukuba intsebenzo ekumgangatho ophantsi iphuculwe ngokunikwa inkxaso, ukuze kuvuzwe intsebenzo esemgangathweni onguwo. 4. Ungquzulwano nokunganeliseki kufanele kusingathwe ngendlela ephucukileyo: yaye kungenxa yoku kukho inkqubo yezikhalazo yootitshala/yabaqeshwa, kwelinye icala, nemigaqo elawula abaqeshi (<i>codes for the employer</i>) kwelinye.
Uqhagam-shelwano	Bonke abafundi baya kufumana ootitshala ukuze kube nokufundiswa ngosuku lwesikolo nakunyaka wezifundo. Ukuqeshwa ngexesha kootitshala abanobuchule kuqhagamshelene ngqo nokufunda nokufundisa ngempumelelo nokunenzuzo enkulu. Ukuba iinkqubo zokuzaliswa kwezithuba zengqesho zithembekile, kuya kubakho izisele zokudimbaza abenzi-sicelo bokufundisa (<i>proper pools of applicants</i>) nokuncitshiswa kwenani lootitshala abangesosigxina kwinkqubo yezemfundo. Ukuqeqesha iikomiti zolawulo zezikolo kwimiba emalunga nezabasebenzi enjengeenkqubo zoluleko nezezikhalazo kuya kuphucula iinkqubo zolawulo lwesikolo.
Izigaba zeNtsebenzo	<p>2010 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukuhlolwa kwentsebenzo kwikota nganye Inyathelo loluleko liggitywa kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30</p> <p>2011 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukuhlolwa kwentsebenzo kwikota nganye Inyathelo loluleko liggitywa kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30</p> <p>2012 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukuhlolwa kwentsebenzo kwikota nganye Inyathelo loluleko liggitywa kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30</p> <p>2013 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukubeka esweni intsebenzo neemvavanyo qho ngekota Inyathelo loluleko liggitywa kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30</p> <p>2014 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukubeka esweni intsebenzo neemvavanyo qho ngekota Inyathelo loluleko maliggitywe kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30</p>

Iprogram Esekelayo 1.3: Ulawulo Lwezemfundo-Icandelo Elikhulu: Ezekharithulam

linjongo ezicwangciswa ngobuchule 1.3

Ukuzinzisa (*consolidate*) isicwangciso solwazi lokufunda nokubhala nolwazi lokubala ngohlobo lokuba sijike imeko yamanqanaba asezantsi olwazi lokufunda nokubhala nokupasa ulwazi lokubala kwizikolo zaseprayimari nokomeleza ukuphunyezwa kweNgcaciso yeKharithulam kaZwelonke kumaBakala R – 9.

Inkcazo yenjongo

1.1 Inkxaso ecwangciseke ngendlela kootitshala nophuhliso kwikhontenti nendlela yokufundisa uLwazi lokuFunda nokuBhala noLwazi lokuBala ngokusetyenziswa kwendlela yongenelelo ngoncedo yethuba elide neqhutyelwa kumaziko ngokwawo kuzo zonke izikolo, neyakuqaliswa ngezigaba ngezigaba kude kube ngo-2016

1.2 Ukubonelela ngezibonelelo ezancedisa ukufunda nokufundisa ukomeleza uLwazi lokuFunda nokuBhala noLwazi lokuBala

1.3 Ukuseka iziko ledatha elifikelela kwiinkalo ezininzi ezibanzi ne-ajenda yophando

1.4 Ukubonelela ngeeprogram zosapho nezabahlali zoLwazi lokuFunda nokuBhala noLwazi lokuBala

1.5. Ukuqinisekisa ukuba abaphathi bayakwazi ukuphumeza iNCS ngempumelelo

1.6 Ukuphucula umgangatho weendlela zokuvavanya eziklasini

1.7 Ukuqinisekisa ukuphunyezwa kweMfundo eBandakanya Bonke abafundi kwikharithulam

1.8 linkqubo zokuqinisekisa ngomgangatho wokufundisa, wokufunda novavanyo

1.9 Ukuphumeza inkqubo esebenza ngempumelelo yokuphumeza ikharithulam, yokubeka esweni nokunika inkxaso ukuphunyezwa lwekharithulam

1.10 Ukunciphisa iqondo labafundi abayeka isikolo bengagqibanga (*dropout rate*) nokwanda kweqondo lokugcina amanani abafundi

Injongo eyandlalelayo

1.1 Isicwangciso sePhondo soLwazi lokuFunda nokuBhala noLwazi lokuBala (2006) siquka uphuhliso lootitshala, uphando, uqwalaselo kuphuhliso lolwimi lwasekhaya nolwimi lokufunda nokufundisa, ukufunda kweentsapho nezibonelelo.

1.2 Iphulo longenelelo ngoncedo lethuba elide eliqhutywa kumaziko ngokwawo licwangciselwe ukususela ku-2008 ukuya ku-2016. Ukuza kuthi ga ngoku:

- Bonke abacebisi ngezeKharithulam nabacebisi beCandelo loKunika iNkxaso bafumene uqeqesho kwiMathematika nakwiLwimi.
- Izikolo eziyi-125 zikhethelwe iphulo longenelelo ngoncedo loLwazi lokuBala (*Numeracy*) kwaye sekuqalisiwe ngeprogram eya kuhlala ithuba elide yoqeqesho nenkxaso kootitshala.
- Izikolo eziyi-125 zikhethelwe iphulo longenelelo ngoncedo loLwazi lokuFunda nokuBhala/keMathematika kwaye sekuqalisiwe ngeprogram eya kuhlala ithuba elide yoqeqesho nenkxaso kootitshala.

1.3 Ngo-2009, bonke ootitshala bamaBakala 1 - 6 banikwa iishedyuli zomsebenzi nezikhokelo zootitshala kuLwazi lokuBala/kwiMathematika nakwiLwimi, neya kuqinisekisa ukufundiswa kwekharithulam yonke, ukumisela isantya sokuyiphunyeza, nokubonelela ngesicwangciso sovavanyo neembono ngeenkqubo zokufundisa

1.3.1 Kuveliswe iishedyuli zomsebenzi zamaBakala 7 - 9 eziza kusetyenziswa ngo-2010.

1.4 Iishedyuli zomsebenzi zeBakala R zakhutshwa ngo-2006, kwaza kwaqeqeshwa abacebisi ngezekharithulam.

1.4.1 Kuqulunqwe iishedyuli zomsebenzi zeBakala R ukulungiselela ukuqaliswa kwazo ngo-2010 kunye noomasifundisane boqhelwaniso beeHOD namagosa.

1.5 Kwaphunyezwa iiprogram zoLwazi lokuFunda nokuBhala noLwazi lokuBala lweeNtsapho ngabancedisi bootitshala kwizikolo eziyi-28 njengephulo elilingwayo.

1.6 Uvavanyo lokufumanisa ingxaki qho kwiminyaka emibini (*Bi-annual diagnostic testing*) kwabo bonke abafundi bamaBakala 3 no-6 luqhubeka ukususela ngo-2002. Amanqanaba endlela abaqhuba ngayo njengangoku ngala alandelayo:

IBakala 3 (2008): ULwazi lokuFunda nokuBhala -54%; uLwazi lokuBala- 35%; IBakala 6 (2007): ULwazi lokuFunda nokuBhala-44.8%; uLwazi lokuBala -14%.

Ngo-2009, izikolo eziyi-64 zavavanyelwa ukufundisa nokufunda kwaza kwamiselwa isiseko sovavanyo lokwandlalela (*baseline*) sephulo iLit Num Intervention.

1.7 Isixhobo sephondo esifanayo saveliselwa ukubeka esweni ukuphunyeza iphulo loLwazi lokuFunda nokuBhala noLwazi lokuBala. Kwaveliswa iProgram yoVavanyo loKwandlalela yootitshala beBakala 1. Kwaqeqeshwa amagosa ali-100 okubeka esweni inkqubo yoLwazi lokuFunda nokuBhala noLwazi lokuBala.

linjongo ezicwangciswa ngobuchule 1.3	Ukuzinzisa (consolidate) isicwangciso solwazi lokufunda nokubhala nolwazi lokubala ngohlobo lokuba sijike imeko yamanqanaba asezantsi olwazi lokufunda nokubhala nokupasa ulwazi lokubala kwizikolo zaseprayimari nokomeleza ukuphunyezwa kweNgcaciso yeKharithulam kaZwelonke kumaBakala R – 9.
Injongo eyandlalelayo	<p>1.8 Kwaseyenziswa iinkqubo nezitraktsha ezifanelekileyo ukuqhuba ngamandla amaphulo oLwazi lokuFunda nokuBhala noLwazi lokuBala.</p> <p>1.9 Isikolo ngasinye sifumene i-<i>Maths, Science and Technology Kit</i> yeSigaba seSiseko (<i>Foundation Phase</i>) neSigaba esiPhakathi (<i>Intermediate Phase</i>.) Utiitshala ngamnye (AmaBakala 1 - 6) ufumene i<i>Mental Maths book</i>. Ootitshala beSigaba esiPhakathi bafumene i-<i>item bank of Mathematics Assessment Tasks</i>. Ikomiti yeSigaba esiPhakathi ifumene isethi yeetshathi zodonga eziyi-60. Izikolo eziyi-250 zifumene izikim zokufunda (<i>reading schemes</i>) (AmaBakala 1-3) neencwadi zokufunda (<i>readers</i>) (AmaBakala 4-6). Zonke izikolo zeSigaba esiPhakathi zafumana i-<i>Reading Intervention Program</i>. Izikolo eziyi-342 zafumana iikiti ii<i>Grade R Literacy and Numeracy Kits</i>.</p> <p>1.10. Ootitshala babonelelwa ngekhontenti yekharithulam noqeqesho ukuze bafundise ngendlela eyiyo.</p> <p>1.11 Abacebisi ngezekharithulam nootitshala baye baqhelaniswa noMgaqo-nkqubo woVavanyo wePhondo ukomeleza ukufundisa nokufunda.</p> <p>1.12 Kuveliswe izibonelelo ezixhasa ukufunda nokufundisa ukunika inkxaso ootitshala ukuba bazi baze bancede abafundi abanezithintelo ekufundeni.</p> <p>1.13 Abacebisi ngezekharithulam bafumene uqeqesho nezixhobo zokubeka esweni.</p> <p>1.14 Uvavanyo lokufumanisa ingxaki qho kwiminyaka emibini (<i>Bi-annual diagnostic testing</i>) lunceda ekunikeni izalatha-nkqubela (<i>indicators of performance</i>).</p>
Izizathu	Uzinziso (<i>consolidation</i>) lwesicwangciso solwazi lokufunda nokubhala nolwazi lokubala luya kwenza kuphucuke amanqanaba olwazi lokufunda nokubhala nawolwazi lokubala. Ootitshala baya kuba nako ukufundisa bhetele nokunikwa inkxaso bhetele ekufundiseni ikharithulam nasekuphuculeni ukupasa kwabafundi.
Uqhagam-shelwano	Luxhaswa ngumgumgaqo-nkqubo kazwelonke weNkcazo yeKharithulam kaZwelonke (<i>National Curriculum Statement</i>), IPhulo i- <i>Foundations for Learning Campaign</i> , i <i>Medium Term Strategic Framework</i> neemvumelwano zamazwe ngamazwe (international agreements) ezifana ne- <i>Millennium Development Goals</i> .
Izigaba zeNtsebenzo	<p>2010</p> <ul style="list-style-type: none"> ▪ Ukuqhubeka kweSigaba sokuQala se-<i>Literacy and Numeracy Intervention</i>-izikolo eziyi-250 zafumana uqeqesho, inkxaso neLTSM ▪ Iimvavanyo zaqho ngonyaka kumaBakala 1-6 kwiphulo i<i>Foundations for Learning Campaign</i> ▪ Ukuqulunqa izikhokelo zemisebenzi yovavanyo zamaBakala R-9 eziqhagamshelene neeshedyuli zemisebenzi nezikhokelo zootitshala ▪ Ukulungiselela nokuvelisa iishedyuli ezihambelana ngqo neemfuno zezikolo zemfundo eneemfuno ezizodwa ▪ Ukuqulunqa nokuqalisa iintlobo zokufunda (<i>learning pathways</i>) zezikolo zezakhono ▪ Ukujongisisa ikharithulam yezikolo zaBafundi abaNgevayo ▪ Ukuqeqesha ootitshala beBakala R ▪ Ukuphuhlisa ootitshala kuzo zonke iinkalo zezifundo ▪ Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nezixhobo ezizii-<i>manipulatives</i>, kuzo zonke izikolo ukuphucula ukufundisa nokufunda ▪ Ukudala iiklasi ezibandakanya bonke abafundi ▪ Ukunika inkxaso ukuqaliswa kweenguqu kwikharithulam ezicetyelwa u-2011 ▪ Ukwenza igalelo ekufundisweni kweekhosi ze-<i>INSET</i> e-<i>CTLI</i> <p>2011</p> <ul style="list-style-type: none"> ▪ ISigaba sesiBini se<i>Literacy and Numeracy Intervention</i>-iqela elitsha lezikolo ezikhethelwe ukufumana uqeqesho, inkxaso neLTSM ▪ Ukunika inkxaso ootitshala kwiishedyuli zomsebenzi ukuqalela kwiBakala R - 9 ▪ Ukuqhelisa ootitshala ngokusetyenziswa kwemisebenzi yovavanyo kumaBakala R ukuya ku-9. ▪ Ukubonelela ngophuhliso oluqhubekayo nenkxaso kwizikolo zemfundo eneemfuno ezizodwa ngakumbi izikolo zezakhono nezikolo zaBafundi abaNgevayo ▪ Ukomelezwa ukufakwa kweBakala R kwiSigaba seSiseko ▪ Ukuqulunqa ikharithulam yeBakala eliphambi kweBakala R ▪ Ukubonelela ngenkxaso ekufundisweni nakuvavanyo lwekharithulam

Iinjongo ezicwangciswa ngobuchule 1.3	<p>Ukuzinzisa (consolidate) isicwangciso solwazi lokufunda nokubhala nolwazi lokubala ngohlobo lokuba sijike imeko yamanqanaba asezantsi olwazi lokufunda nokubhala nokupasa ulwazi lokubala kwizikolo zaseprayimari nokomeleza ukuphunyezwa kweNgcaciso yeKharithyulam kaZwelonke kumaBakala R – 9.</p>
Izigaba zeNtsebenzo	<p>2011</p> <ul style="list-style-type: none"> • Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nezixhobo ezizii-<i>manipulatives</i>, kuzo zonke izikolo ukuphucula ukufundisa nokufunda • Ukwenza iiklasi ezibandakanya bonke abafundi • Ukwenza igalelo ekufundisweni kweekhosi ze-INSET e-CTLI <p>2012</p> <ul style="list-style-type: none"> • Kusaqhutyekwa neSigaba sesiBini se-<i>Literacy and Numeracy Intervention</i> • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso oluqhubeka okokoko nenkxaso kwizikolo zemfundo eneemfuno ezizodwa ngakumbi izikolo zezakhono nezikolo zaBafundi abaNgevayo • Ukomelezwa ukufakwa kweBakala R kwiSigaba seSiseko • Ukomelezwa ukufakwa kweBakala eliphambi kweBakala R kwiCandelo leGET • Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nee-manipulatives, kuzo zonke izikolo ukuphucula ukufundisa nokufunda • Ukubonelela ngenkxaso yophuhliso oluqhubeka okokoko kwiinkqubo zeeklasi ezibandakanya bonke abafundi • Ukwenza igalelo ekufundisweni kweekhosi ze-INSET e-CTLI <p>2013</p> <ul style="list-style-type: none"> • Kusaqhutyekwa neSigaba sesiThathu se-<i>Literacy and Numeracy Intervention</i> -iqela elitsha lezikolo ezikhethelwe ukufumana uqeqesho, inkxaso neLTSM • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso oluqhubekayo nenkxaso kwizikolo zemfundo ezizodwa ngakumbi izikolo zezakhono nezikolo zaBafundi abaNgevayo • Ukomelezwa kohlanganiso lweBakala R kwiSigaba seSiseko • Ukomelezwa kohlanganiso lweBakala eliphambi kweBakala R kwiCandelo leGET • Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nezixhobo ezizii-<i>manipulatives</i>, kuzo zonke izikolo ukuphucula ukufundisa nokufunda • Ukubonelela ngenkxaso yophuhliso oluqhubekayo okoko kwiinkqubo zeeklasi ezibandakanya bonke abafundi • Ukwenza igalelo ekufundisweni kweekhosi ze-INSET e-CTLI <p>2014</p> <ul style="list-style-type: none"> • Kusaqhutyekwa neSigaba sesiThathu se-<i>Literacy and Numeracy Intervention</i> • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso oluqhubekayo nenkxaso kwizikolo zemfundo eneemfuno ezizodwa ngakumbi kwizikolo zezakhono nezikolo zaBafundi abaNgevayo • Ukomelezwa kohlanganiso lweBakala R kwiSigaba seSiseko • Ukomelezwa kohlanganiso lweBakala eliphambi ko-R kwiCandelo leGET • Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nezixhobo ezizii-<i>manipulatives</i>, kuzo zonke izikolo ukuphucula ukufundisa nokufunda • Ukubonelela ngenkxaso yophuhliso oluqhubeka okokoko kwiinkqubo zeeklasi ezibandakanya bonke abafundi • Ukwenza igalelo ekufundisweni kweekhosi ze-INSET e-CTLI

linjongo ezicwangciswa ngobuchule 1.4	Ukuqinisekisa ngokuya kusandiswa ulawulo lwekharithulam oluyimfuneko nophuhliso lwezakhono kootitshala beBakala 10-12 kwaye izikolo zithatha ezona ziqqibo zinenzuzo enkulu kakhulu ngokufundiswa kwekharithulam
Inkcazo yeNjongo	Ngokubonelela iincwadi nezinto zokufunda nezixhobo, uqeqesho nemigaqo-nkqubo encedisayo (<i>enabling policies</i>) ngokubamba iingxoxo nezikolo ngokwazo – iSebe iWCED liya kwenza igalelo ekwakheni ulwazi nezakhono zootitshala ukuqinisekisa ukuba banako ukufikelela kwiimfuno zokufunda (<i>academic demands</i>) zekharithulam, kwi- <i>pace academic delivery</i> nokulawula inkxaso ukwenzela ukuba kuphuculwe ukupasa izifundo .
Injongo eyandlalelayo	Ngo-2009, kwabhalwa iimviwo zeSatifikethi seMatriki kuZwelonke (<i>National Senior Certificate (NSC)</i>) ngabafundi abayi-44 931. ISebe leMfundo leNtshona Koloni liyigcinile eyona reyithi yokupasa iphezulu engu-75.71%. Nangona kunjalo, kubekho ukuhla nge-2.96% xa kuthelekiswa engu-78.67% ekwafikelelwa kuyo ngo-2008. Bebonke ngabaviwa abayi-14 324 (31.88%) abaphumelela iNSC benako ukungenela iSidanga sokuQala (<i>Bachelors Degree</i>) lo gama abaviwa abayi-6 988 baphumelela iNSC nge- <i>Higher Certificate, nabayi-12 667 abaphumelele iNSC ngokuzuzisa iDiploma</i> . Ngokomgangatho wokupasa, liye lehla inani ngabafundi abayi-1.16% abanako ukudlulela kwiSidanga sokuQala ukusuka ku-2008 kuye ku-2009. Abaviwa abayi-19 210 bebonke babhala iMathematika ngo-2009, baze abayi-13 349 babhala iPhysical Science. Kuba ngabaviwa abayi-68.4% abapasa iMathematika baze abaviwa abayi-52.9% bayipasa iPhysical Science.
Izizathu	Kubekho ukuya kushla kwireyithi yokupasa ekupheleni konyaka weBakala 12. Izikolo eziziisekondari eziyi-85 zifakwe kuhlelo lokuba zizikolo eziqhuba kakubi (<i>underachieving</i>) ngo-2009. Oku kuthetha ukuba phantse i-20 yezikolo zethu eziziisekondari azenzi inkonzo eyanelisayo kubafundi okanye zizikolo eziya kutsho kwi-25%, xa kuthathwa nezo zimana zisenza kakubi ziphinde ziziphucule iziphumo zazo, ezikolu hlelo. Kufuneka kuthathwe amanyathelo angqongqo ukulungisa le meko.
Uqhagam-shelwano	Kwenziwe uqhagamshelwano namaziko emfundo ephakamileyo ukunceda ngoqeqesho lootitshala nenkxaso. Kukho iindima ezingadlalwa ngootitshala abangabacebisi nenqununu ezizii- <i>caretaker</i> . Kunokunikwa inkxaso ngabafundi bangaphambili/ootitshala abadla umhlala-phantsi/iingcali okanye ootitshala abaziinkokeli. Uqhagamshelwano oluphakathi kwamaziko namanye amasebe karhulumente luya kubandakanya inkxaso kumaphulo okulwa iziyobisi (<i>anti-drug initiatives</i> .) Abafundi abathwaxwa yintlupheko namakhaya akhokelwa ngabantwana (<i>child-headed homes</i>) bafuna inkxaso. Kufuneka abafundi bakwazi ukufikelela kwiilayibrari kwaye amakhaya angenambane afanele ukuthathelwa ingqalelo.
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • Ukuvelisa imisebenzi yovavanyo yamaBakala 10 - 12 • Ukulungisa apha naphaya iishedyuli zomsebenzi ezilungele ngqo ukusetyenziswa kwiimeko ezithile zezikolo zemfundo eneemfuno ezizodwa • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo zemfundo eneemfuno ezizodwa ngakumbi kwizikolo zabangevayo • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngeLTSM ukuphucula ukufundisa nokufunda • Ukwenza iiklasi ezilungele bonke abafundi • Ukuphucula umgangatho weziphumo zeBakala 12 <p>2011</p> <ul style="list-style-type: none"> • Ukuvelisa imisebenzi yovavanyo yamaBakala 10 - 12 • Ukulungisa apha naphaya nokuvelisa iishedyuli zomsebenzi ezilungele ngqo ukusetyenziswa kwiimeko ezithile zezikolo zemfundo eneemfuno ezizodwa • Ukujongisisa kwakhona ikharithulam yezikolo zaBafundi abangevayo • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngeLTSM ukuphucula ukufundisa nokufunda • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo zemfundo eneemfuno ezizodwa • Ukubonelela ngenkxaso yophuhliso eqhubeka okokoko kwiinkqubo zeeklasi ezibandakanya bonke abafundi

linjongo ezicwangciswe ngobuchule 1.4	Ukuqinisekisa ngokuya kusandiswa ulawulo lwekharithulam oluyimfuneko nophuhliso lwezakhono kootitshala beBakala 10-12 kwaye izikolo zithatha ezona ziqqibo zinenzuzo enkulu kakhulu ngokufundiswa kwekharithulam
Izigaba zentsebenzo	<p>2012</p> <ul style="list-style-type: none"> • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo ezinemfuno zemfundo eneemfuno ezizodwa • Ukubonelela ngeLTSM ukuphucula ukufundisa nokufunda • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngenkxaso yophuhliso eqhubeka okokoko kwindlela yokufundisa eziklasini ezibandakanya bonke abafundi <p>2013</p> <ul style="list-style-type: none"> • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo ezinemfuno zemfundo eneemfuno ezizodwa • Ukubonelela ngeLTSM ukuphucula ukufunda nokufundisa • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngenkxaso yophuhliso eqhubeka okokoko kwindlela yokufundisa eziklasini ezibandakanya bonke abafundi <p>2014</p> <ul style="list-style-type: none"> • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo ezinemfuno zemfundo eneemfuno ezizodwa • Ukubonelela ngeLTSM ukuphucula ukufunda nokufundisa • Ukubonelela ngenkxaso yophuhliso eqhubeka okokoko kwindlela yokufundisa eziklasini ezibandakanya bonke abafundi
Injongo ecwangciswe ngobuchule 1.5	<p>Ukuphumeza uMgaqo-nkqubo we-<i>e-Education (White Paper on e-Education) (White Paper 7)</i> neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (<i>Draft National Guidelines for School Library Services</i>), esinjongo ikukuqinisekisa ukuba bonke abalawuli (<i>administrators</i>), abaphathi (<i>managers</i>), ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (<i>resource-based teaching and learning</i>).</p>
Inkcazo yeNjongo	<p><i>Ukuqulunqwa kwemigaqo-nkqubo</i></p> <ol style="list-style-type: none"> 1. Ukuqulunqwa nokuphumeza imigaqo-nkqubo emalunga nokusetyenziswa kwengcaciso kwezemfundo neenethekhnoloji zinxibelelwano (<i>communication technologies (ICTs)</i>). 2. Ukuqulunqwa nokuphumeza imigaqo-nkqubo ephathelele kwiDraft <i>National Guidelines for School Library Services</i>. <p><i>Uqeqesho lootitshala</i></p> <ol style="list-style-type: none"> 3. Uqeqesho lootitshala (<i>professional development</i>) kwi-ICT oluqulethe iiseshoni zoqeqesho kwikhompyutha lwabantu buqu neeseshoni zoqeqesho ngonxibelelwano lwekhompyutha (<i>face to face and online training sessions</i>) kula manqanaba ekuqaleni, <i>adoption, adaptation, appropriation and innovation</i> namaphulo amatsha ukulungiselela bonke ootitshala, abacwangcisi bekharithulam nabacebisi ngezekharithulam. 4. Ukubonelela ngenkxaso ngamandla (<i>advocacy and support</i>) kuphunyezo lwe-Draft <i>National Guidelines for School Library Services</i>, ngeenkcazo-ntetho kumaqela olawulo lwezemfundo xa olu xwebhu lugqityiwe kwaye lusemthethweni. 5. Uqeqesho lootitshala olongezelelweyo kootitshala abalawula iilayibrari zezikolo ze-QIDS-UP abangekayi kwiikhosi zoqeqesho.

<p>Injongo ecwangciswe ngobuchule 1.5</p>	<p>Ukuphumeza uMgaqo-nkqubo we-<i>e-Education (White Paper on e-Education) (White Paper 7)</i> neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (<i>Draft National Guidelines for School Library Services</i>), esinjongo ikuqinisekisa ukuba bonke abalawuli (<i>administrators</i>), abaphathi (<i>managers</i>), ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (<i>resource-based teaching and learning</i>)..</p>
<p>Inkcazo yeNjongo</p>	<p><i>Ukufikelela kwi-ICT neZibonelelo zaseLayibrari</i></p> <p>6. Ukwazi ukufikelela kwiziseko zophuhliso ze-ICT nakwiisistim kuzo zonke izikolo ezikwi-Sebe iWCED.</p> <p>7. Ukwazi ukufikelela kwamagosa eSebe iWCED, ootitshala nabafundi kwingcaciso ye-<i>digital, e-electronic, e-audio-visual</i> neyamaphephandaba (<i>print information</i>) kwiLayibrari yakwa-EDULIS, amasebe ayo namaziko angoozimba bolwazi ezithili zemfundo <i>Izibonelelo ne-e-Content</i></p> <p>8. Ukwazi ukufikelela kwi-<i>digital content</i> kwabafundi, ootitshala nabasebenzi abasezi-ofisini. Ukwazi ukufikelela kwazo zonke izikolo kuluhlu lwe-<i>software</i> ecetyiswayo noluthle lwaphononongwa ngokwekharithyulam nangokobugcisa (<i>curriculum and technical evaluation</i>) kwi-CMS.</p> <p>9. Ukuvelisa iqela le- <i>cohort of digital content designers and developers</i>) kwezo titshala zifundisayo nakubacebisi ngezekharithyulam.</p> <p>10. Ukukhupha imirhumo (<i>subscribe</i>) yezibonelelo ii-<i>e-resources</i> ezifanelekileyo <i>Uthatho-nxaxheba olwenziwa ngabahlali</i></p> <p>11. Ukukhuthaza uthatho-nxaxheba okwenziwa ngabahlali ngokukhuthaza izikolo ezineziseko zophuhliso ze-ICT neelayibrari/amaziko angoozimba bolwazi (<i>resource centres</i>) ukuba bavule izikolo zabo neendawo zabo ukuze zisetyenziswe ngabahlali bazo ukukhuthaza ukubandakanywa kwabahlali nokufunda ubomi babo bonke (<i>lifelong learning</i>) neziya kuthi ke ngoko zisebenze njengamaziko e-<i>e-Learning</i>/amaziko engcaciso (<i>information hubs</i>).</p> <p><i>UPhando noPhuhliso</i></p> <p>12. Ukwenza uphando nophuhliso khon' ukuze kuvavanywe iindlela zokufundisa zangoku (<i>assess current practices</i>), nokuba kuphanda ngakumbi, kuvavanywe, kulingwe ubugcisa bezixhobo zethekhnoloji ezintsha (<i>technologies</i>), iindlela zokwenza obugcisa (<i>methodologies and techniques</i>) ukuxhasa izigqibo ezimalunga nokusetyenziswa kwazo ukukhuthaza ukufunda, ukufundisa nolawulo olusemgangathweni.</p> <p>13. Ukuhlolisisa ezona ndlela zibhetele zisetyenziswa ziilayibrari neethekhnoloji zengcaciso ukunika inkxaso uphando kwezemfundo, ukwenziwa kwemigaqo-nkqubo neenkqubo zezemfundo (<i>pedagogies</i>).</p> <p><i>Uqhagamshelwano (Connectivity)</i></p> <p>14. Ukuqinisekisa uqhagamshelwano ukwenzela ukuba izikolo zibenako ukufikelela kwii-sistim nakwizibonelelo ukulungiselela iinjongo zokufundisa nokufunda.</p>
<p>Injongo eyandlalelayo</p>	<p><i>Ukuqulunqwa kwemigaqo-nkqubo</i></p> <p>1. Sikho isikhokelo sephondo se-<i>e-Learning esifunyenwe kuMgaqo-nkqubo oPhunyezwayo we-e-Learning (e-Education White paper)</i>. Siyaphunyezwa iSikhokelo i-<i>Teacher Training and Professional Development in ICT Guideline</i>.</p> <p>2. Siye salungiswa apha naphaya inqanaba lephondo isikhokelo sikazwelonke i-<i>Draft national School Library Policy</i> ne-<i>Draft National Guidelines for School Library Services</i>. <i>Uqeqesho lootitshala</i></p> <p>3. Uqeqesho lootitshala kwi-ICT: uqeqesho lwabasaqalayo lwenzelwa bonke abasebenzi xa kufakelwa ilebhu yekhompuyutha ene-<i>software</i> eyodwa efakiweyo elungiselelwe oku. Amanani akhoyo njengangoku ootitshala abaqeqeshiweyo ami ku-24 417. Bamalunga nama-5 000 abanye ootitshala ababeye kwiikhosi zoqeqesho.</p> <p>4. Uqeqesho lwabasebenzi beLayibrari i-EDULIS naMaziko eziBonelelo eZithili zeMfundo luqhubeka okokoko ukukhawulelana nemeko ethe yavela ngelo xesha. Amagosa akwaNdlunkulu (HO) nawe-Ofisi zeZithili aqeqeshelwa ukuba akwazi ukufikelela kwii-<i>e-journals</i> nee-<i>e-books</i>.</p>

<p>Injongo ecwangciswe ngobuchule 1.5</p>	<p>Ukuphumeza uMgaqo-nkqubo we-<i>e-Education (White Paper on e-Education) (White Paper 7)</i> neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeLayibrari zeZikolo (<i>Draft National Guidelines for School Library Services</i>), esinjongo ikukuqinisekisa ukuba bonke abalawuli (<i>administrators</i>), abaphathi (<i>managers</i>), ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (<i>resource-based teaching and learning</i>)..</p>
<p>Injongo eyandlalelayo</p>	<p><i>Ukufikelela kwi-ICT neZibonelelo zaseLayibrari</i></p> <p>5. Ukufikelela kwiziseko zophuhliso ze-ICT neesistim: ukuza kuthi ga ngoku, izibonelelo zekhompuyutha sele zifakiwe kwizikolo eziyi-1102 ngeprojekthi yeKhanya. Zonke izikolo eziphakamileyo zinesibonelelo sekhompuyutha enye. Iipoyinti <i>stand-alone access points ze-digital content</i> zabonelelwa ngoNovemba 2009 kwiZithili zeMfundo ezi-5. Kukho neziko lewebhu leKharithyulam. I-<i>Learning Management System (LMS)</i> yisistim elingwayo yokufaka iikhompuyutha (<i>pilot installation</i>) kwaye ukuphunyezwa kokugqibela kuya kuqhubeka ngo-2010.</p> <p>6. I-<i>EDULIS Library</i>, amasebe ayo namaziko ezibonelelo ezithili kwakunye namabini kumaziko ama-5 elayibrari ezingoomahamba nendlwana (<i>mobile libraries</i>), babonelela ngenkonzo yokubolekisa iincwadi nezinye izibonelelo ngokusetyenziswa kwe-<i>EDUPALS automated library system</i>, eyisisitim yekhompuyutha neya kutshintshwa ibe yi-<i>Brocade system</i>, ngo-2010. Iziko lewebhu lakwa-<i>EDULIS</i> liqhamshelene nekharithyulam, I-<i>IHCD</i> namaziko ophuhliso lomgaqo-nkqubo ukwenzela ukuba kunikwe abasebenzisi (<i>clients</i>) ithuba lokufikelela kwizibonelelo zengcaciso.</p> <p><i>Izibonelelo ne-e-Content</i></p> <p>7. I-<i>e-Content</i>: Kukho uluhlu olucetyiswayo lwe-<i>software</i> yezemfundo i-<i>evaluated educational software</i> efumanekayo kwiziko lewebhu leKharithyulam kwaye luhlaziywa qho ngekota. Isistim sele isebenza ukulungiselela ukuhlolwa kwe-<i>software</i> yezemfundo yekharityulam nezixhobo ezisetyenziswayo (<i>curricular and technical evaluation</i>) engeniswe kwi-WCED. ICandlwana lakwaNdlunkulu: abasebenzi be-<i>e-Learning</i> baqalise inkqubo yokuqokelela izinto zokufunda nezibonelelo zokufunda zedijithali.</p> <p>8. I-<i>EDULIS Library</i>, namasebe ayo namaziko ezithili zemfundo ezibonelelo enza uthotho olubanzi lwekhontenti eyi-<i>e-Content</i> efumanekayo ngee-<i>e-journals</i>, <i>e-books</i>, ii-<i>CD-ROMs</i> nee-<i>CDs</i>. Ukwenziwa kwenkonzo esebenzayo yelayibrari nengcaciso yala maxesha kuxhomekeke, phakathi kwezinye izinto, kwizixhobo zonxibelelwano zezentlalo (<i>social networking tools</i>).</p> <p><i>Uphando noPhuhliso</i></p> <p>9. Uphando nophuhliso: kuvavanywa izixhobo zekhompuyutha ii-<i>webinar</i>, ii-<i>social networking tools</i> nee-<i>mobile technologies</i> (uvavanyo lwenziwe kwidizayini ye-<i>CMS</i>).</p> <p><i>Uqhagamshelwano (Connectivity)</i></p> <p>10. Uqhagamshelwano luyacotha kakhulu. Uninzi lwezikolo lusebenzisa i-<i>dial-up</i> ne-<i>ADSL</i> ethile. Zikho izikolo ezingenako ukufikelela kwi-Intanethi.</p> <p>11. Yi-30% yezikolo zeSebe iWCED eneelayibrari zezikolo kodwa ayizizo zonke ezisebenza kakuhle. Bambalwa ootitshala abaqeqeshelwa ulawulo lweelayibrari zezikolo.</p>
<p>Izizathu</p>	<p>Injongo ecwangciswe ngobuchule (<i>strategic objective</i>) iya kwenza igalelo kwinjongo kazwelonke yomgaqo-nkqubo ophunyezwayo we-<i>e-Education White paper</i> ize yenze negalelo ngakumbi ekuphuculeni ukufunda nokufundisa ngokuthi kubonelelwe ngeziseko zophuhliso ze-<i>ICT (ICT infrastructure)</i>, uqeqesho lwabasebenzi olufanelekileyo nokwazi ukufikelela kwizibonelelo ezisemgangathweni.</p> <p>Ilayibrari zibonelela ngengcaciso neembono ezingundoqo ekufundeni kuluntu lwale mihla olunesiseko esiyingcaciso nolwazi. Ukusekwa kweelayibrari zezikolo ezisebenza kakuhle kuxhaswa yi-<i>National Guidelines for School Library Services</i> ukwenzela ukuba kubonelelwe ngezibonelelo ezibalulekileyo zaselayibrari ezisekelwe kwizibonelelo zokufunda nokufundisa.</p>

<p>Injongo ecwangciswe ngobuchule 1.5</p>	<p>Ukuphumeza uMgaqo-nkqubo i-White Paper on e-Education (White Paper 7) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (Draft National Guidelines for School Library Services), esinjongo ikukuqinisekisa ukuba bonke abalawuli, abaphathi, ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (resource-based teaching and learning).</p>
<p>Uqhaga-mshelwano</p>	<ol style="list-style-type: none"> 1. Njengoko liyinene elokuba amajelo onxibelelwano kula maxesha aya esiba nezixhobo zedijithali, i-e-<i>Learning</i> ibonelela ngamathuba okukhuthaza ulwazi lokufunda nokubhala nolwazi lokubala ngamajelo anengcaciso eninzi efanelekileyo (<i>relevant and rich medium</i>). 2. Ukuqinisekisa ukuba zonke izikolo eziphakamileyo ziqhuba ngokufanelekileyo kunokufikelelwa ngokuthi kubonelelwe ngokwazi ukufikelela kumaxwebhu afanelekileyo (<i>LMS, CMS</i>) neeseshoni zophuhliso lwabasebenzi ezisekelwe kwiziphumo zophando nezinto eziqhubekayo zophando neenkqubo zophuhliso. Ukongeza apho, izixhobo ii-<i>social networking tools</i> zibonelela ngamathuba amahle kakhulu okwakha uluntu olunxibelelana ngokusebenzisa ikhompuyutha (<i>on-line communities</i>) nokuya kudlala indima ebalulekileyo ukuqhagamshela ootitshala, ukuhlanganisa ulwazi nokubonelela ngenkxaso kootitshala (nakubafundi) ngamaxesha okwenyani naphina na apho bakhoyo. 3. ILayibrari i-EDULIS, amasebe ayo namaziko ezibonelelo ezithili zemfundo zinika inkxaso amagosa eSebe iWCED, kwakunye nabaphathi, abaphandi, iingcali zemfundo eneemfundo ezizodwa nezekharithulam, nootitshala kwimiba efana nesicwangciso iWCED <i>Literacy and Numeracy Strategy</i>, kwakunye nazo zonke iiNkalo zeZifundo/izifundo, ngokubonelela ngezibonelelo abacwangcisi nabacebisi ezenza babenako ukuqeqesha nokukhokela ootitshala. 4. Iilayibrari zezikolo kwizikolo eziziprayimari nezizisekondari zinika inkxaso isicwangciso iWCED <i>Literacy and Numeracy Strategy</i> nokuphuculwa kokufunda iincwadi (<i>reading</i>) nokwandisa ikhontenti yekharithulam kwiNkalo zeZifundo/kwizifundo njengoko ziyimfuneko kwiNCS. Iinkonzo zeelayibrari zezikolo zinika inkxaso yokufunyanwa kwezakhono zengcaciso yolwazi lokufunda nokubhala, ukwazi ukufikelela, ukusebenza nokusebenzisa izibonelelo zengcaciso ezikwiifomathi ezahlukeneyo neziyinxam yokwenziwa kweenkonzo ze-e-<i>Learning</i> ngendlela eyiyo nenempumelelo;
<p>Izigaba zentsebenzo</p>	<p>2010</p> <ul style="list-style-type: none"> • I-e-<i>Learning Platform</i> ekuliziko lewebhu elidibanisa ii-<i>social networking technologies ne-Learning Management System</i>. • Ezinye izibonelelo zeekhompuyutha eziyi-150 ezinikwe izikolo • Iphulo elilingwayo i-<i>Webinar facility pilot</i> • Isibonelelo esilingwayo i-<i>m-Learning facility pilot</i> • I-<i>Digital Library start-up</i> kuzo zonke izithili zemfundo • Ukuqaliswa kovimba (<i>repository</i>) wezinto zokufunda nezocwangciso zezifundo zedijithali • Amaziko ama-5 ezibonelelo zeMfundo kwiZithili (<i>Education District Resource Centres</i>) abonelelwa ngee-<i>stand-alone teaching/ learning resources, document ne-freeware access point</i>. • Izibonelelo zoqeqesho ezifumaneka kwiZithili zeMfundo ezi-2 • Ukuqalisa uqeqesho kwi-<i>ICT</i> kwinqanaba le-<i>adaptation, appropriation, innovation ne-end user LMS competencies ne-content development</i>. • Iziko lewebhu lakwa-EDULIS elisebenza ngokupheleleyo eline-<i>proxy, ne-expansion of user online access</i> • Ukuphuhlisa ngakumbi kwamaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi neenkono), ukukhuthaza imodeli yedepo yelayibrari (<i>library depot model</i>), nokunika inkxaso ekusekweni kwamanye amaziko ezibonelelo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho lootitshala ngakumbi njengoko kuyimfuneko.

<p>Injongo ecwangciswe ngobuchule 1.5</p>	<p>Ukuphumeza uMgaqo-nkqubo i-White Paper on e-Education (White Paper 7) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (Draft National Guidelines for School Library Services), esinjongo ikukuqinisekisa ukuba bonke abalawuli, abaphathi, ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (resource-based teaching and learning).</p>
<p>Izigaba zentsebenzo</p>	<p>2011</p> <ul style="list-style-type: none"> • Isibonelelo i- <i>Webinar facility</i> • Isibonelelo i- <i>m-Learning facility</i> • Isibonelelo soqeqesho kwi-ICT kwiZithili zeMfundo ezi-2 • Amaziko aseleyo eZibonelelo kwiZithili zeMfundo (<i>Education District Resource Centres</i>) abonelelwe ngee- <i>stand-alone teaching/ learning resources, document ne-freeware access point</i>. • Ezinye izibonelelo zeekhompyutha eziyi-150 ezinikwe izikolo • Ukongezwa kovimba (<i>repository</i>) wezinto zokufunda nezocwangciso zezifundo zedijithali • I- <i>Digital Library</i> kuzo zonke iZithili zeMfundo • Iprogram yoqeqesho kwi-ICT ukususela kwinqanaba lokuqala i- <i>entry level</i> kuye kutsho kwi- <i>innovation</i> kubandakanywa izakhono zobuchule ze- <i>administrator and course creator LMS competencies</i> nophuhliso lwekhontenti. • Ukuzinzisa ilayibrari yakwandlunkulu /iziko le- <i>e-Learning centre</i>, nokuqhubeka ukunciphisa iincwadi ezikwi-EDULIS Library eBellville nokuzihambisa kwakhona njengoko oko kuyimfuneko. • Ukuphuhlisa ngakumbi amaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi nokunye, iinkonzo), ukukhuthaza imodeli yedepo yelayibrari (<i>library depot model</i>), nokunika inkxaso ekusekweni kwamaziko ezibonelelo awongezelelweyo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho lootitshala ngakumbi njengoko kuyimfuneko. <p>2012</p> <ul style="list-style-type: none"> • Ukunikwa kwezikolo zokugqibela ebezisalele izibonelelo zekhompyutha • Izibonelelo zoqeqesho kwi-ICT ezikwiZithili zeMfundo ezi-2 • Iprogram yoqeqesho kwi-ICT ehlangene ngokupheleleyo kwiZithili zeMfundo ezi-4 • Ukwandiswa kovimba (<i>repository</i>) wezinto zokufundisa nezicwangciso zezifundo ezidijithali • Iprogram yoqeqesho kwi-ICT ukususela kwi- <i>entry level</i> kuye kwi- <i>innovation</i> kubandakanywa izakhono zobuchule ze- <i>administrator and course creator LMS competencies</i> nophuhliso lwekhontenti. • Ukuphuhlisa ngakumbi amaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi, iinkonzo), ukukhuthaza imodeli yedepo yelayibrari (<i>library depot model</i>), nokunika inkxaso ekusekweni kwamanye amaziko ezibonelelo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho lootitshala ngakumbi njengoko kuyimfuneko. <p>2013</p> <ul style="list-style-type: none"> • Izibonelelo zoqeqesho kwi-ICT ezikwezinye iZithili zeMfundo ezi-2 • Iprogram yoqeqesho kwi-ICT ehlangene ngokupheleleyo kwiZithili zeMfundo ezi-6 • Ukwandiswa kovimba (<i>repository</i>) wezinto zokufundisa nezicwangciso zezifundo ezidijithali • Iprogram yoqeqesho kwi-ICT ukususela kwi- <i>entry level</i> kuye kwi- <i>innovation</i> kubandakanywa izakhono zobuchule ze- <i>administrator and course creator LMS competencies</i> nophuhliso lwekhontenti. • Ukuphuhlisa ngakumbi amaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi, iinkonzo), ukukhuthaza imodeli yedepo yelayibrari (<i>library depot model</i>), nokunika inkxaso ekusekweni kwamanye amaziko ezibonelelo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho lootitshala ngakumbi njengoko kuyimfuneko.

Injongo ecwangciswe ngobuchule 1.5	<p>Ukuphumeza uMgaqo-nkqubo i-White Paper on e-Education (White Paper 7) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (Draft National Guidelines for School Library Services), esinjongo ikuqinisekisa ukuba bonke abalawuli, abaphathi, ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (resource-based teaching and learning).</p>
	<p>2014</p> <ul style="list-style-type: none"> • Izibonelelo zoqeqesho kwi-ICT ezikwezinye iZithili zeMfundo ezi-2 • Iprogram yoqeqesho kwi-ICT ehlangene ngokupheleleyo kwiZithili zeMfundo ezi-8 • Ukwandiswa kovimba (<i>repository</i>) wezinto zokufundisa nezicwangciso zezifundo ezidijithali • Iprogram yoqeqesho kwi-ICT ukususela kwi-<i>entry level</i> kuye kwi-<i>innovation</i> kubandakanywa izakhono zobuchule ze-<i>administrator and course creator LMS competencies</i> nophuhliso lwekhontenti. • Ukuphuhlisa ngakumbi amaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi, iinkonzo), ukukhuthaza imodeli yedepo yelayibrari (<i>library depot model</i>), nokunika inkxaso ekusekweni kwamanye amaziko ezibonelelo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho ngakumbi lootitshala kwizikolo zeprojekthi ye-<i>QIDS-UP</i>, njengoko kuyimfuneko.

Iprogram Esekelayo 1.3 Ulawulo Lwezemfundo – Icandelo Locwangciso Elikhulu	
Injongo eCwangciswe ngoBuchule 1.6	<p>Ukuququzelela uphuhliso lwemigaqo-nkqubo nenkqubo yemithetho (<i>legislative process</i>) kwiSebe iWCED ngokuthetha-thethana nabo bonke abathathi-nxaxheba abachaphazelekayo ukuqinisekisa ukwenziwa kweenkonzo ngokuyimpumelelo</p>
Inkcazo yenjongo	<p>Ukubonelela iSebe iWCED ngenkqubo ehlangeneyo, ecwangcisekileyo ukuqalisa, ukuvavanya, ukuqulunqa, ukuququzelela nokungqinelanisa imigaqo-nkqubo neenkqubo-zikhokelo zemithetho (<i>legal framework</i>) echaphazelekayo nokunika iingcebiso nesikhokelo ngemigaqo-nkqubo ekhuthaza ubulungisa nokulungisa umonakalo wangaphambili, lo gama kuqinisekiswa ukuba onke amaqumrhu othetha-thethwano athatha inxaxheba ekufikeleleni kwimfundo esemgangathweni kumntu wonke.</p>
Inkcazo eyandlalelayo	<p>Kwenziwe inkqubo-sikhokelo yokuqulunqwa kwemithetho yokwenza inkqubo efanayo yemithetho ukungqinelanisa nokuqinisekisa ukuba ukuqulunqwa kwemigaqo-nkqubo kuyangqinelana nemyalelo yoMgaqo-siseko. Inkqubo-sikhokelo yenzelwe ukukhokela ukwenziwa komgaqo-nkqubo ukususela ekuqaleni ukuya kuphunyezo lwawo, ukubekwa esweni kwawo nokuvavanywa kwawo.</p>
Izizathu	<p>Ukuqulunqwa okuququzelelweyo kwemigaqo-nkqubo yephondo nenkqubo –sikhokelo yomthetho kuyafuneka ukuze kuqinisekiswa ukuba ngaba umgaqo-nkqubo uphunyezwe njengoko bekucwangcisiwe kusini na; kwanokuba ngaba iinjongo neziphumo ekujongwe kuzo kufikelelwe na kuzo. Ukufaneleka kwemigaqo-nkqubo okubandakanya ubuchule, ukusebenza ngempumelelo, ifuthe nokugcinakala kuqinisekiswa ngokuphunyezwa kwesicwangciso sovavanyo esiququzelelwe kakuhle njengenxalenye yenkqubo-sikhokelo semigaqo-nkqubo yephondo esidibeneyo. Ibonelela ngeenkqubo zokutshekisha ukuba inkqubo yemigaqo-nkqubo iqhuba kakuhle; iqinisekise ukuba ngaba umgaqo-nkqubo wamkelwa ngabafanele ukuwamkela; imisele ukuba ngaba iinguqu ezifunekayo okanye iinguqu zokuwuphucula zenzeka zaza zeza neengcebiso zokujongisiswa kwakhona nokufakelwa kwezilungiso. Le nkqubo yomgaqo-nkqubo wephondo iququzelelweyo iya kuqinisekisa ukuba uluntu (<i>civil society</i>) lunethuba lokuxela izimvo zalo ngomgaqo-nkqubo ocetywayo kwaye lunako ukufikelela kumgaqo-nkqubo opapashiweyo nezicwangciso zophunyezo kwanokuqinisekisa ukuba izigqibo zomgaqo-nkqubo ziyaguqulwa zibe zizenzo ezinokuphunyezwa ngokucacisa iindima nemisebenzi eyimfanelo yawo onke amagosa neekomiti zolawulo lwezikolo.</p>

Injongo eCwangciswe ngoBuchule 1.6	Ukuququzelela uphuhliso lwemigaqo-nkqubo nenkqubo yemithetho (<i>legislative process</i>) kwiSebe iWCED ngokuthetha-thethana nabo bonke abathathi-nxaxheba abachaphazelekayo ukuqinisekisa ukwenziwa kweenkonzo ngokuyimpumelelo
Uqhaga-mshelwano	Inkqubo ehlanganisiswe yayondelelana yophuhliso, uphunyezo, ukubeka esweni novavanyo lweeprayorithi zemigaqo-nkqubo yephondo emininzi iya kwenza igalelo lokwazi ukufikelela bhetele kwiiprogram zophuhliso lwemfundo yabantwana abasaqalayo (<i>early childhood development programs</i>) kulawulo lwesikolo nakuphuhliso lootitshala, ekufundiseni okusemgangathweni kwiinkalo zoLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala ukuqinisekisa ukuphuculwa kwendlela abafundi abaqhuba ngayo kwizifundo (<i>improvement of academic performance</i>) kubo bonke abafundi kwizikolo eziphakamileyo; ukwandisa inani labafundi kwi- <i>Science, Technology, Engineering ne-Mathematics</i> ; ukubonelela abafundi ngezikolo eziyindawo ekhuselekileyo nokubeka esweni ukuphunyezwa kwemimiselo nemigangatho emalunga neziseko zophuhliso zesikolo.
Izigaba zentsebenzo	2010-Ukungqinelanisa iinkqubo zemigaqo-nkqubo yonxibelelwano, ukuqalisa ukuqulunqwa komgaqo-nkqubo nofakelo lwezilungiso ngenxa yeengcebiso ezivela kwi- <i>Policy Audit</i> nokuphucula izakhono zabaqulunqi bemigaqo-nkqubo kwiSebe iWCED. 2011 Ukuqinisekisa ukuphunyezwa nokubekwa esweni kwemigaqo-nkqubo nemithetho, phakathi kwezinye izinto, oku iNkqubo-sikhokelo yoQulunqo loMgaqo-nkqubo (<i>Policy Development Framework</i>), i <i>Policy Forum</i> nophando. 2012– Ukuhlalutya ukuphunyezwa kwemigaqo-nkqubo, kwaziswe iingcebiso kuze kuthetha-thethwane ngendlela emakuqhutywe ngayo ukubheka phambili. 2013 Uvavanyo lweziphumo zemigaqo-nkqubo ephunyeziweyo (uvavanyo lwefuthe yawo). 2014 Ukujongiswa kwakhona kwemigaqo-nkqubo equlunqwe yaza yaphunyuzwa ngo-2009.
Injongo eCwangciswe ngoBuchule 1.7	Ukubeka esweni novavanyo lokuphunyezwa kwemigaqo-nkqubo, iinkqubo apha ngaphakathi kwiziko; ukusetyenziswa kwedatha eqokelelweyo ngaphakathi nangaphandle ukwenzela ukuqinisekisa ukuba kusetyenziswa ungenelelo oluphandisisiweyo ukuphumeza imigaqo-nkqubo nosetyenziso ngoeyona ndlela ibhetele kwezibonelelo ezizizakhiwo nezibonelelo zemali
Inkcazo yenjongo	Ngokuphuculwa komgangatho, kuthi kumiselwe umoya wokuthathela ingqalelo iziphumo (<i>results-based culture</i>) nothi usetyenziswe kuwo onke amanqanaba eziko ukuqinisekisa ukwenziwa kweenkonzo bhetele.
Inkcazo eyandlalelayo	Yi-15% yezikolo (eziphakamileyo neziziprayimari) esele zivavanyiwe kuVavanyo lweSikolo siPhela (<i>Whole School Evaluation</i>).
Izizathu	Ukuphunyezwa kwe <i>Total Quality Management System</i> kuya kuqinisekisa: <ul style="list-style-type: none"> • Ulawulo lweziko apho eyona njongo iphambili ikukwanelisa bonke abachaphazelekayo ngokuvulisa/ukuhambisa zonke iimveliso/iinkonzo ngeyona ndlela iyimpumelelo nekhawulezayo • Kusetyenziswa inkqubo yokuphucula umgangatho neqhubeka okokoko ukuphucula ukwenziwa kwemisebenzi yeziko yemihla ngemihla nokwandisa inzuzo ifunyanwe ngabo bonke abachaphazelekayo.
Uqhaga-mshelwano	Kufuneka inxaxheba yaloo misebenzi ibandakanye injongo ezicwangciswe ngobuchule zontathu njengoko injongo yayo yonke le misebenzi ikukuphucula ukufundiswa kwemfundo esemgangathweni nokuphucula iziphumo zemfundo.
Izigaba zentsebenzo	2010 <ul style="list-style-type: none"> • Ukuqhuba uVavanyo lweSikolo Siphela (WSE) kwizikolo eziyi-90¹ • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi- <i>WSE Reports</i> kwizikolo ezivavanyiweyo eziyi-70% [217] ukuza kuthi ga ngoku (2006-2009) • Ukubeka esweni nokuvavanya uphunyezo lweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee- <i>Performance Management Systems</i>² • Ukubeka esweni nokuvavanya ukuphunyezwa nokuzinziswa kwemigangatho yeZithili zeMfundo

¹ Oko kuthetha ukuba zimalunga ne-20% izikolo zikarhulumente eziqhelekileyo zeWCED eziya kuba zivavanyiwe

² IiNkqubo zolawulo lwentsebenzo zibandakanya ezi i-IQMS, SPMDs, PMDS ne-SMS

Injongo eCwangciswe ngoBuchule 1.7	<p>Ukubeka esweni novavanyo lokuphunyezwa kwemigaqo-nkqubo, iinkqubo apha ngaphakathi kwiziko; ukusetyenziswa kwedatha eqokelelweyo ngaphakathi nangaphandle ukwenzela ukuqinisekisa ukuba kusetyenziswa ungenelelo oluphandisisiweyo ukuphumeza imigaqo-nkqubo nosetyenziso ngoeyona ndlela ibhetele kwezibonelelo ezizizakhiwo nezibonelelo zemali</p>
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • Ukuvavanya umgangatho nenkxaso yeziko ukulungiselela iziCwangciso zokuPhucula iSikolo (<i>School Improvement Plans (SIPs)</i>) neziCwangciso zokuPhucula iZithili zeMfundo (<i>District Improvement Plans (DIPs)</i>) • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka (<i>Annual Plans</i>) zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso iWCED <i>Strategic Plan</i> • Ukubeka esweni nokuvavanya intsebenzo xa ithelekiswa neenkonziso ezenziwayo eziphambili (<i>key deliverables</i>) ze- <i>WCED Strategic Plan</i> • Ukuvavanya intsebenzo yeSebe iWCED kusetyenziswa iingcebiso zeziphumo zekhomishoni yophando ka2009 i-2009 <i>Public Service Commission findings</i> • Ukuqhuba uphando i-<i>Impact Study</i> ngokusebenza ngempumelelo kwenkonzo enika inkxaso eyenziwa ziiKomiti zeeSekethe • Ukungqinisisa iingxelo ezinge <i>Program Performance Measures (PPMs)</i> nee- <i>Sector Indicators</i> kwiiiprogram ezikhethiweyo • Ukusebenzisa iziphumo ze-<i>M&E</i> ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando. <p>2011</p> <ul style="list-style-type: none"> • Ukuqhuba uVavanyo lweSikolo siPhela (<i>WSE</i>) kwizikolo eziyi-90 • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-<i>WSE Reports</i> kwizikolo eziyi-100% esele zivavanyiweyo • Ukubeka esweni nokuvavanya ukuphunyezwa kweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-<i>Performance Management Systems</i> • Ukubeka esweni nokuvavanya ukuphunyezwa kwemigangatho yeziithili • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso iWCED <i>Strategic Plan</i> • Ukubeka esweni nokuvavanya intsebenzo ithelekiswa neenkonziso ezenziwayo eziphambili (<i>key deliverables</i>) zesiCwangciso eSenziwe ngoBuchule • Ukungqinisisa iingxelo ezinge <i>Program Performance Measures (PPMs)</i> nee- <i>Sector Indicators</i> kwiiiprogram ezikhethiweyo • Ukusebenzisa iziphumo ze-<i>M&E</i> ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando. <p>2012</p> <ul style="list-style-type: none"> • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-<i>WSE Reports</i> kwizikolo eziyi-100% esele zivavanyiweyo • Ukubeka esweni nokuvavanya ukuphunyezwa kweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-<i>Performance Management Systems</i> • Ukubeka esweni nokuvavanya ukuphunyezwa kwemigangatho yeziithili • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso iWCED <i>Strategic Plan</i> • Ukubeka esweni nokuvavanya intsebenzo ithelekiswa neenkonziso ezenziwayo eziphambili (<i>key deliverables</i>) zesiCwangciso eSenziwe ngoBuchule • Ukuqhuba uphando i-<i>Impact Study</i> ngokusebenza ngempumelelo kokuqeqeshwa kweengcali zeECD. • Ukusebenzisa iziphumo ze-<i>M&E</i> ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando.

Injongo eCwangciswe ngoBuchule 1.7	Ukubeka esweni novavanyo lokuphunyezwa kwemigaqo-nkqubo, iinkqubo apha ngaphakathi kwiziko; ukusetyenziswa kwedatha eqokelelweyo ngaphakathi nangaphandle ukwenzela ukuqinisekisa ukuba kusetyenziswa ungenelelo oluphandisiweyo ukuphumeza imigaqo-nkqubo nosetyenziso ngoeyona ndlela ibhetele kwezibonelelo ezizizakhiwo nezibonelelo zemali
Izigaba zentsebenzo	<p>2013</p> <ul style="list-style-type: none"> • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-<i>WSE Reports</i> kwizikolo eziyi-100% esele zivavanyiweyo • Ukubeka esweni nokuvavanya ukuphunyezwa kweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-<i>Performance Management Systems</i> • Ukubeka esweni nokuvavanya ukuphunyezwa kwemigangatho yeziithili • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso i<i>WCED Strategic Plan</i> • Ukusebenzisa iziphumo ze-<i>M&E</i> ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando • Ukubeka esweni nokuvavanya intsebenzo ithelekiswa neenkonzo ezenziwayo eziphambili (<i>key deliverables</i>) zesiCwangciso eSenziwe ngoBuchule • Ukuqhuba uphando i-<i>Impact Study</i> ngokusebenza kumaphulo ongenelelo ngoncedo akhethiweyo • Ukusebenzisa iziphumo ze-<i>M&E</i> ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando. <p>2014</p> <ul style="list-style-type: none"> • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-<i>WSE Reports</i> kwizikolo eziyi-100% esele zivavanyiweyo • Ukubeka esweni nokuvavanya ukuphunyezwa kweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-<i>Performance Management Systems</i> • Ukubeka esweni nokuvavanya ukuphunyezwa kwemigangatho yeziithili • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso i<i>WCED Strategic Plan</i> • Ukubeka esweni nokuvavanya intsebenzo ithelekiswa neenkonzo ezenziwayo eziphambili (<i>key deliverables</i>) zesiCwangciso eSenziwe ngoBuchule • Ukuqhuba uphando i-<i>Impact Study</i> ngeenkonzo ezenziwayo eziphambili (<i>key deliverables</i>) zesiCwangciso eSenziwe ngoBuchule seminyaka emi-5 • Ukusebenzisa iziphumo ze-<i>M&E</i> ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando.
Injongo eCwangciswe ngoBuchule 1.8	Ukuqinisekisa ukuba lawulo lwamaphulo ongenelelo ngoncedo nezigqibo zixhaswa yidatha yophando olusekelwe kubungqina bokwenene (<i>researched empirical data</i>).
Inkcazo yenjongo	<ol style="list-style-type: none"> 1. <i>IProgram yoLwazi lokuFunda nokuBhala noLwazi lokuBala</i>: Ukuxhasa le program, iSebe iWCED liya kuqhuba iimvavanyo kuwo onke amaBakala 3, 6, neBakala 9. Oku kuya kubangela ukuba kwenziwe iziko ledatha elinokusetyenziswa liSebe iWCED ukuvavanya ukusebenza kwezikolo nootitshala. Uphando olongezelelweyo luya kucazulula izizathu zeemeko ezithe zaqatshelwa luze lunike iindlela ezinokusetyenziswa ukuphucula inkqubo yabafundi. 2. <i>IProgram exhasa izikolo eziqhuba kakubi kwiSatifikethi seMatriki sikaZwelonke</i>: ISebe iWCED liya kunika inkxaso iiprogram zongenelelo ngoncedo ngokuqhuba uphando ngemiba ebangela ukuqhuba kakubi. 3. <i>IProgram exhasa ukuphuculwa kwekharithulam</i>: ISebe iWCED liya kuqhuba uphando olubhekiselele ekuphuculeni ukufundiswa kwemfundo esemgangathweni. 4. <i>IProgram exhasa iimeko zootitshala</i>: Le program yophando ijolise ekunikeni inkxaso imizamo yokuzinzisa ukufumaneka kootitshala. 5. <i>IProgram exhasa isiCwangciso iEducation Provisioning Plan (EPP)</i>: Oku kubhekisa kuphando oluya kuxhasa isiCwangciso iWCED Provisioning Plan 6. <i>IProgram yophando kuPhuhliso lweMfundo yaBantwana aBasaqalayo neBakala R/Sigaba seSiseko (Early Childhood Development & Grade R / Foundation Phase)</i>: ICandelo leeNkonzo zoPhando (<i>Directorate Research Services</i>) liya kuqhuba iiprojekthi ezininzi zophando ukunika inkxaso iiprogram ze-<i>ECD</i> kwiphondo.

Injongo eCwangciswe ngoBuchule 1.8	Ukuqinisekisa ukuba lawulo lwamaphulo ongenelelo ngoncedo nezigqibo zixhaswa yidatha yophando olusekelwe kubungqina bokwenene (<i>researched empirical data</i>).
Inkcazo yenjongo	<p>7. IProgram exhasa izikolo ezifundisa iSayensi, Thekhiiniloji, ezobuNjineli neMathematika (STEM): Le program yophando iya kuvavanya imizekelo yootitshala abafundisa kakuhle kakhulu ukukhuthaza imfundo kwi-STEM kuzo zonke izigaba.</p> <p>8. IProgram exhasa iprogram yezikolo ezikhuselekileyo: Le program yophando iya kunika inkxaso iSebe iWCED kwezona ndlela zibhetele zokudala indawo efanele ukufundisa nokufunda nekhuselekileyo kootitshala nakubafundi.</p>
Inkcazo eyandlalelayo	<p><i>IProgram yoLwazi lokuFunda nokuBhala noLwazi lokuBala</i>: Amanqanaba oLwazi lokuFunda nokuBhala kwiBakala 3 yi-53.5% luze uLwazi lokuBala lube yi-35%. KwiBakala 6, inqanaba loLwazi lokuFunda nokuBhala yi-44.8% luze uLwazi lokuBala lube yi-14%. Akukho datha inika inkcazo kumaBakala 9.</p> <p><i>Izikolo eziquhuba kakubi kwiSatifikethi seMatriki kuZwelonke</i>: Njengangoku kukho izikolo eziyi-85 ezilolu hlobo.</p> <p><i>Iimeko zootitshala</i>: Iprojekthi yokuqala iya kuvelisa idatha yokwandlalela.</p> <p><i>EPP</i>: Iiprogram zokuqala ziya kuqinisekisa ubunjani bedatha eyandlalelayo efunekayo.</p> <p><i>IProgram yophando kuPhuhliso lweMfundo yaBantwana aBasaqalayo neBakala R/Sigaba seSiseko (Early Childhood Development & Grade R / Foundation Phase)</i>: Ingcaciso eyandlalelayo iya kuvela kuphando olulingwayo (<i>pilot study</i>)</p> <p><i>IProgram exhasa iprogram yezikolo ezikhuselekileyo</i>: Ingcaciso eyandlalelayo iya kuvela kuphando olulingwayo</p> <p><i>IProgram exhasa iprogram yeSTEM</i>: Ingcaciso eyandlalelayo iya kuvela kuphando olulingwayo.</p>
Izizathu	<p>1. <i>IProgram yoLwazi lokuFunda nokuBhala noLwazi lokuBala</i>: Uphando ngeProgram yoLwazi lokuFunda nokuBhala noLwazi lokuBala lujolise ekomelezeni ukuqhuba kakuhle kwabafundi kwinkalo zonke kwiSigaba sasePrayimari (<i>Primary Phase</i>). Amanqanaba oLwazi lokuFunda noLwazi lokuBala aqatshelwe njengasezantsi ngohlobo olungamkelekiyo konke.</p> <p>2. <i>IProgram exhasa izikolo eziquhuba kakubi</i>: Le program iya kubanegalelo ekuqondeni iimeko ezikhokelela ekuqhubeni kakubi kwezikolo.</p> <p>3. <i>IProgram exhasa ukuphuculwa kwekharithulam</i>: Le program ke ngoko iya kubonelela ngengcaciso engobunjani bamaphulo ongenelelo ngoncedo asele ephunyeziwe ukuza kuthi ga ngoku ukuphucula ikharithulam nokuqonda ezona ndlela zibhetele zokufundisa nezifundo ezifundiweyo (<i>lessons learnt</i>).</p> <p>4. <i>IProgram exhasa iimeko zootitshala</i>: Le program iya kubonelela ngengcaciso yokuqonda loo mingeni ootitshala bajongene nayo enxulumene nokungayi kwabo esikolweni okukwiqondo eliphezulu, ukungabikho kootitshala abaninzi (<i>high staff turnover</i>) nokuthatha umhlala-phantsi ngaphambi kwexesha.</p> <p>5. <i>IProgram exhasa isiCwangciso iEducation Provisioning Plan (EPP)</i>: Le program iya kuthi ekuhambeni kwethuba inike ingcaciso isebe malunga nokwabiwa kwezibonelelo (<i>resource allocation</i>) ezikolweni ngokubonelela ngeziko ledatha lezibonelelo zezikolo elingcono; kwaye iya kunika iingcebiso ngemiba yezothutho lwabafundi (<i>learner transport</i>), ingxinano nokuzala kakhulu kwizikolo ezithile nokulondolozwa kwazo.</p> <p>6. <i>IProgram yophando kuPhuhliso lweMfundo yaBantwana aBasaqalayo neBakala R/Sigaba seSiseko</i>: Le program iya kufuna ukuqonda ukuba liBakala R elinjani na elinika inkxaso ukwenzela ukulungela ukuqalisa isikolo.</p> <p>7. <i>IProgram exhasa iprogram yezikolo ezikhuselekileyo</i>: Le yiprayorithi yephondo xa kuthathelwa ingqalelo izehlo ezixhaphakileyo zemingeni yokhuseleko kwizikolo zethu</p> <p>8. <i>IProgram exhasa iSTEM</i> Kwezi zifundo ababaninzi abafundi abazenzayo zikhula kancinane ngokwamanani abafundi abaphumelelayo –inkxaso esuselwa kuphando ke ngoko ibalulekile.</p>
Uqhaga-mshelwano	Iprojekthi esele kugxininisiwe kuzo apha ngentla zixhaswa ziiprayorithi ezimiselwe ukwenziwa liSebe iWCED kule minyaka mihlanu ilandelayo.

Injongo eCwangciswe ngoBuchule 1.8	Ukuqinisekisa ukuba lawulo lwamaphulo ongenelelo ngoncedo nezigqibo zixhaswa yidatha yophando olusekelwe kubungqina bokwenene (<i>researched empirical data</i>).
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • ULwazi lokuFunda nokuBhala noLwazi lokuBala: Ukuqaliswa kovavanyo oluqhubeka ngaxeshanye kumaBakala 3, 6, no-9. • Izikolo eziphakamileyo eziqhuba kakubi: Uvavanyo lweenkqubo zovavanyo nokufaneleka kwazo okanye ukusebenza kwazo. • Ukwenza uphando "Ngokuyeka isikolo kwabafundi bengagqibanga ukufunda " limeko zootitshala: ukuzama "UkuQonda indlela yokugcina ootitshala enkonzweni" ngokucazulula udliwano-ndlebe nabo bashiya inkonzo • EPP: uphando malunga "noCazululo lokufunyanwa nokusetyenziswa kwefanitshala zizikolo kwizithili ezikhethiweyo" • ECD: Iprogram yophando kwiSigaba seSiseko neprogram yongenelelo ngoncedo: ubudala babaFundi beBakala 1 • Ukhuseleko lwezikolo: ucazululo lweemeko eziqhubekayo (<i>trends</i>) malunga neziganeke zobundlobongela ekwaziswe ngazo izithili (<i>GIS Mapping</i>) • STEM: ukuphanda ngendlela ezisebenza ngempumelelo zokukhuthaza iSTEM <p>2011</p> <ul style="list-style-type: none"> • ULwazi lokuFunda nokuBhala noLwazi lokuBala: Ukuqaliswa kovavanyo oluqhubeka ngaxeshanye kumaBakala 3, 6, no-9.. Ukuvelisa ezona ndlela zibhetele zokufundisa uLwazi lokuFunda nokuBhala noLwazi lokuBala. • Ukuqhubeka neProjekthi yoVavanyo lwezikolo eziphakamileyo eziqhuba kakubi: ukuvelisa ezona ndlela zibhetele zokufundisa • Ukwandiswa kophando ngokuyeka kwabafundi isikolo bengagqibanga/ngokugcinwa kwabafundi beqhubeka nokufunda • limeko zootitshala: ukuzama "UkuQonda indlela yokugcina ootitshala enkonzweni" ngokucazulula udliwano-ndlebe nabo bashiya inkonzo • EPP: uphando olufunekayo kule nkalo lusaza kukhe luphononongwe • ECD: Lusaqhubeka uphando kwiSigaba seSiseko • Ukhuseleko lwezikolo: ucazululo lweemeko zokuziphatha kakubi ezikolweni (uphando ngezona ndlela zisebenza bhetele zokuziphatha ezikolweni) • STEM: ukuphanda ngendlela ezisebenza ngempumelelo zokukhuthaza iSTEM kuzo zonke izigaba <p>2012</p> <ul style="list-style-type: none"> • ULwazi lokuFunda nokuBhala noLwazi lokuBala: Uvavanyo lwaBakala 3, 6 no-9. Ukuvelisa ezona ndlela zibhetele zokufundisa uLwazi lokuFunda nokuBhala noLwazi lokuBala. • Ukuqhubeka neprojekthi yovavanyo lwezikolo eziphakamileyo eziqhuba kakubi: ukuvelisa ezona ndlela zibhetele zokufundisa; uphando ngokuyeka kwabafundi isikolo bengagqibanga/ngokugcinwa kwabafundi beqhubeka nokufunda; iindlela zokulawula izikolo neendlela zokuqhuba kwezikolo, iimeko zootitshala; uphando "ngeendlela zonyuselo-zikhundleni kootitshala nokuqhuba kwezikolo" • EPP: uphando olufunekayo kule nkalo lusaza kukhe luphononongwe • ECD: Lusaqhubeka uphando kwiSigaba seSiseko • Ukhuseleko lwezikolo: uphando ngeendlela zokukhuthaza abahlali babe ngabanini bezikolo <p>2013</p> <ul style="list-style-type: none"> • ULwazi lokuFunda nokuBhala noLwazi lokuBala: Uvavanyo lwaBakala 3, 6 no-9. Uphando olongezelelweyo kwakule program olungekagqitywa. • Ukuqhubeka neprojekthi yovavanyo lwezikolo eziphakamileyo eziqhuba kakubi. • limeko zootitshala: ukujongisiswa kwakhona kweeprojekthi eziwela ngaphakathi kwiprogram yophando ebanzi kakhulu • ECD: iingcebiso zeprojekthi yophando yeSigaba seSiseko seSiseko ziyalingwa ze ziphunyezwe • Ukhuseleko lwezikolo: iprojekthi ngezikolo ezikhuselekileyo nezinto izikolo ezizikhethayo • STEM: ukuphunyezwa nokujongisiswa kwakhona kweendlela ezisebenza bhetele kakhulu

Injongo eCwangciswa ngoBuchule 1.8	Ukuqinisekisa ukuba lawulo lwamaphulo ongenelelo ngoncedo nezigqibo zixhaswa yidatha yophando olusekelwe kubungqina bokwenene (researched empirical data).
Izigaba zentsebenzo	2014 Ukujongiswa komjikelo weminyaka emihlanu nokuqulunqwa kwesicwangciso seminyaka emihlanu elandelayo <ul style="list-style-type: none"> • ULwazi lokuFunda nokuBhala noLwazi lokuBala • Iprojekthi kwizikolo eziphakamileyo eziqhuba kakubi • limeko zootitshala • EPP • ECD • Ukhuseleko lwezikolo • STEM

Iprogram Esekelayo 1.2: I-Ofisi Yentloko Yesebe (HOD): Ukhuseleko	
Injongo eCwangciswa ngoBuchule 1.9	Ukudala indawo yokufundela ekhuselekileyo nenika inkxaso ukulungiselela ukuba imfundo nokwandiswa kolwazi zikuqhubeka ngeyona ndlela ibhetele
Inkcazo yenjongo	Injongo yeZikolo eziKhuselekileyo iya kufikelelwa ngokuthi kusetyenziswe isicwangciso sobuchule esijolise ngokubanzi kukhuseleko lootitshala, abafundi kunye nenkxaso kootitshala nokukhuselwa kwepropati. Sisicwangciso esintlantlu-ntathu (<i>three-pronged strategy</i>), esineeprogram ezilungiselelwe ukudala iindawo zokufundela ezikhuselekileyo nezisebenza ngempumelelo nezilungele ukuqhubeka ngendlela eyiyo ukufundisa nokufunda.
Inkcazo eyandlalelayo	Zizikolo eziyi-109 ezikhuselwe ngokwaneleyo ezineziseko zokubonelela ngokhuseleko (<i>security infrastructure</i>). Imingeni iya kuhlala ikho malunga neemeko ezingqonge ezentlalo nezozoqoqosho. Izakhono ezikhoyo: Ukufakwa kweZikolo eziKhuselekileyo kwizithili kokona kubhetele ukuchana ingxaki zeli ziko. Isitraktsha esitsha sinoMququzeleli weZikolo eziKhuselekileyo omnye onyuliweyo kwisithili ngasinye.
Izizathu	Kufuneka indawo ekhuselekileyo nelungele ukufundisa nokufunda nokufundiswa kwekharithulam okusemgangathweni. Izakhiwo ziyonakaliswa – okuthi kubangela ukuba kubekho imfuneko yokubakho kwesicwangciso esibanzi esisebenzayo esiya kubangela ukhuselelo lwezakhiwo zesikolo. Oku kungabangela ukongiswa kwemali yeSebe iWCED nokunciphisa uphazamiseko ekufundiseni nasekufundeni. Kukwabonelelwa nezakhono zokuphuhlisa iziko (<i>organizational development skills</i>) ukwenzela ukuxhobisa iiSMT neKomiti yeZikolo eziKhuselekileyo. Oku kuya kuthi kubangela ukuba ukuphuculwa kolawulo lwesikolo nokwanda kolwazi lokwazi ukwenza izicwangciso zokukhusela abantu nepropathi.
Uqhaga-mshelwano	Uloyiko malunga nokhuseleko luthintela abafundi ekubeni bafumane imfundo abayifaneleyo. Umsalane weziyobisi nolwaphulo-mthetho zinegalelo kwiqondo lokuyeka kwabafundi isikolo bengaqiqibanga. Izikolo ngamaziko anexabiso elikhulu kakhulu kuphuhliso loluntu nakwiklasi ze-AET kwaye abonelela ngendawo ekhuselweyo ukulungiselela ukufunda ngokuzimeleyo (umsebenzi wesikolo wasekhaya). Amagosa ezaMancedo ezoKhuseleko aQeshiweyo enza iiprogram zasemva kwesikolo nangeholide (<i>after-school and holiday programs</i>) kubafundi nakwizikolo ezenza iinkonzo (<i>service schools</i>). Ngokusetyenziswa kwezi program abafundi bafundiswa izakhono ezithile kuze kuvezwe nezinye iindidi zezakhono abanokuzikhetha. Kuxhotyiswa nootitshala ukuze bakwazi ukusingatha imiba yokuziphatha kwabafundi nokuba baxhotyiswe ngcono ukwenzela ukuba babenako ukusingatha imiba emalunga nezifundo esikolweni, ezentlalo nezentlalontle echaphazela abafundi. Kukho ubambiswano neNkonzo zamaPolisa aseMzantsi Afrika (<i>South African Police Services (SAPS)</i>), iSebe loKhuseleko loLuntu (<i>Department of Community Safety (DOCS)</i>), iSebe loPhuhliso loLuntu (<i>Department of Social Development (DSD)</i>) neSebe lezeMpilo (<i>Department of Health (DOH)</i>).

Injongo eCwangciswa ngoBuchule 1.9	Ukudala indawo yokufundela ekhuselekileyo nenika inkxaso ukulungiselela ukuba imfundo nokwandiswa kolwazi zikuqhubeke ngeyona ndlela ibhetele
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • Uphuhliso lwemigaqo-nkqubo: Uthetha-thethwano nabathathi-nxaxheba abachaphazela-kayo ukuphonononga imigaqo-nkqubo neenkqubo zokulawula ukhuselo ukhuseleko kumaziko eSebe iWCED, ukuhlaziya ukhuselo ukhuseleko. • Iziseko zophuhliso ezingundoqo: ukukhethwa kwezikolo eziyi-50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • linkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; ukuphumeza iiprogram zeengcebiso zee-<i>peer mediators</i> • OHSa: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezittraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile <p>2011</p> <ul style="list-style-type: none"> • Uphuhliso lwemigaqo-nkqubo: umgaqo-nkqubo wolawulo lokhuselo nokhuseleko (<i>safety and security</i>) uyagqityezelwa; kuthetha-thethwane nabo bonke abachaphazelekayo malunga nomgaqo-nkqubo wolawulo lokhuselo nokhuseleko • Iziseko zophuhliso ezingundoqo: I-M & E ngo-2010 kwizikolo eziyi- 50; kukhethwe izikolo ezitsha eziyi- 50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • linkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; ukuphumeza iiprogram zeengcebiso zee-<i>peer mediators</i> • OHSa: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezittraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile <p>2012</p> <ul style="list-style-type: none"> • Uphuhliso lwemigaqo-nkqubo: Uphuhliso lweenkqubo zolawulo lokhuselo nokhuseleko ukuxhobisa ngezakhono ikomiti yokhuselo nokhuseleko ngokumalunga nomgaqo wokhuselo nokhuseleko • Iziseko zophuhliso ezingundoqo: I-M & E ngo-2011 kwizikolo eziyi- 50; kukhethwe izikolo ezitsha eziyi- 50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • linkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; umasifundisane wokunika ingxelo ngokuqhubekayo (<i>feedback</i>) ongo-2011 wezikolo eziyi-50. • OHSa: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezittraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile <p>2013</p> <ul style="list-style-type: none"> • Uphuhliso lwemigaqo-nkqubo: umgaqo-nkqubo ufakiwe kwisicwangciso sokhuseleko sesikolo • Iziseko zophuhliso ezingundoqo: I-M & E kwizikolo eziyi- 50 ebezixhaswa ngo-2012; kukhethwe izikolo ezitsha eziyi- 50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • linkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; umasifundisane wokunika ingxelo ngokuqhubekayo ngo-2012 wezikolo eziyi-50. • OHSa: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezittraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile <p>2014</p> <ul style="list-style-type: none"> • Uphuhliso lwemigaqo-nkqubo: izikolo zinikwa inkxaso ngendlela eyiyo ukuba zikwazi ukulawula ukhuseleko lwezikolo • Iziseko zophuhliso ezingundoqo: I-M & E kwizikolo eziyi- 50 ebezixhaswa ngo-2013; kukhethwe izikolo ezitsha eziyi-50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • linkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; umasifundisane wokunika ingxelo ngokuqhubekayo ngo-2013 wezikolo eziyi-50. • OHSa: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezittraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile

Iprogram Esekelayo 1.4: Uphuhliso Lwebasebenzi	
Injongo eCwangciswe ngoBuchule 1.10	Ukubonelela ngamathuba ophuhliso lwabasebenzi ngokusetyenziswa kweProgram yoPhuhliso lweZakhono eMsebenzini (<i>Workplace Skills' Development Program</i>); ukuququzelela uqeqesho lophuhliso oluqhubekayo noqeqesho lootitshala abasenkonzweni (<i>in-service training</i>) neenkokeli zesikolo nokufundiswa kweekhosi zophuhliso ezifanelekileyo kubalawuli abakhulu.
Inkcazo yenjongo	<ol style="list-style-type: none"> 1. Ukulawula iProgram i <i>Workplace Skills' Development Program</i> ngokubonelela ngamathuba oqeqesho nophuhliso olufanelekileyo kubo bonke abaqeshwa beSebe iWCED 2. Ukuququzelela uqeqesho lootitshala oluqhubeka okokoko ukuqinisekisa ukufunda nokufundisa okusemgangathweni eklasini 3. Ukubonelela ngamathuba oqeqesho nophuhliso olufanelekileyo kootitshala nakwiinkokeli zezikolo lo gama besenkonzweni e <i>Cape Teaching and Leadership Institute (CTLI)</i>. 4. Ukuququzelela iiprogram zoqeqesho kulawulo nophuhliso ezifanelekileyo ngokuthi kuphuhlise okokoko ulwazi, izakhono nobuchule kubaphathi abakhulu beSebe iWCED.
Inkcazo eyandlalelayo	<ol style="list-style-type: none"> 1. Ukusayinwa ngexesha kweNgxelo i <i>Workplace Skills Plan and Annual Training Report</i> nezicwangciso zokuqalisa uqeqesho ezisebenza ngempumelelo. 2. Ukuncitshiswa ngakumbi kwenani lootitshala abangenamabanga emfundo afanelekileyo nabangafundanga ngokwaneleyo (<i>under-and unqualified educators</i>) kwinkqubo yezemfundo, libe ngaphantsi ko-300, nokuphuculwa kwamabanga emfundo kootitshala abasesenkonzweni 3. Ukuqaliswa kwekhalenda yoqeqesho ye-CTLI ukulungiselela u-2009/10 kootitshala abayi-3000 bebonke. 4. Ukulungisa umba wokungabi nazakhono kwiinkonzo ezenziwa ngamagosa olawulo amakhulu (<i>senior management service (SMS)</i>) njengoko kuqatshelwe ngo-2008-kugxininiswa kwisiCwangciso i <i>Service Delivery and Financial Management and Planning</i>
Izigaba zentsebenzo	<p>2010 – 2014</p> <ul style="list-style-type: none"> • I-1% yepeyiroli (<i>payroll</i>) ye-WCED isetyenziselwa ukuphucula izakhono zabo zonke abaqeshwa beSebe iWCED • I-3000 yootitshala neenkokeli zezikolo iqeqeshwe ngamaphulo ongenelelo ngoncedo eCTLI nezinye izitraktsha • Ziyi-2100 iibhasari ezinikwa ootitshala abasenkonzweni ukuphucula amabanga abo emfundo • Ziyi-200 iibhasari zaphambi kokuqalisa inkonzo ezikhutshiweyo ukulungiselela iinkalo zezifundo ezinqongopheleyo

Iprogram Esekelayo 1.5: Inkqubo Ye-Emis (<i>Education Management Information Systems</i>)	
Injongo eCwangciswe ngoBuchule 1.11	Ukulawula i- <i>e-Administration</i> ukulungiselela iinjongo zokwenziwa komsebenzi ngokukhawuleza nophuhliso ngokumisela nokulondoloza iisistim zolawulo lolwazi nengcaciso (<i>information and knowledge management systems</i>); nokubonelela ngesixhobo solawulo ukwenzela ukulandelela intsebenziswano yezikolo nezithili zemfundo; nokuhlanganisa isicwangciso se-ICT
Inkcazo yenjongo	<p><i>I-EMIS (Education Management Information System (EMIS))</i></p> <p>I-EMIS iya kunika inkxaso iSebe iWCED ngokumisela (<i>setting up</i>) nokulondoloza iisistim zengcaciso ukunceda ukulandela nokubeka esweni inkqubo. Igridi yengcaciso iya kwenziwa ibe yefumanekayo, equlethe okuninzi kwaye kubelula ukusetyenziswa ngabo kufuneka besebenzise izixhobo zokulawula nokungqinisisa izigqibo.</p> <p>Isistim ye-<i>software</i> eyi-<i>web-enabled central school administration software (i-SAMS)</i> iya kuqaliswa ngokuqhubekayo (<i>progressively</i>) ezikolweni kwiminyaka emithathu ezayo njengenqubo yomgangatho wolawulo lokusebenza kwesikolo (<i>operational school administration standard</i>). Isixhobo sokunika ngxelo solawulo (<i>management reporting tool</i>) (<i>EduInfoSearch</i>) siya kwandiswa. Ukusebenza kunxibelelwano lwekhompyutha (<i>online functionality</i>) kuya kwandiswa ngenqubo i-<i>business process mapping</i>.</p> <p>Uhlanganiso lweCEMIS ne-LURITS ne-HC-LMS luya kuqhubeka ngaxeshanye de lube kugqityiwe ukwenziwa kweenguqu kwiSAMS emayenziwe ukuba isebenze kwiwebhu. Ukulandelelwa kwabafundi kwicandelo leFET kuxhomekeke ekuqulunqweni konxulumano phakathi kweCEMIS ne-<i>Business Management System (BMS)</i> yeFET, kwaye kuba phantsi kolawulo lweMfundo ePhakamileyo.</p>

<p>INjongo eCwangciswe ngoBuchule 1.11</p>	<p>Ukulawula i-<i>Administration</i> ukulungiselela iinjongo zokwenziwa komsebenzi ngokukhawuleza nophuhliso ngokumisela nokulondoloza iisistim zolawulo lolwazi nengcaciso (<i>information and knowledge management systems</i>); nokubonelela ngesixhobo solawulo ukwenzela ukulandelela intsebenziswano yezikolo nezithili zemfundo; nokuhlenganisa isicwangciso se-ICT</p>
<p>Inkcazo yenjongo</p>	<p>Abalawuli bakwaNdlunkulu nakwii-ofisi zezithili zemfundo baya kuqeqeshelwa ukuba basebenzisa isixhobo sokunika ingxelo (<i>reporting tool</i>) ngokumandla nangempumelelo ekusebenziseni ingcaciso ukuphucula ukwenziwa kweenkonzo.</p> <p><i>I-District Management Information System (DMIS)</i></p> <p>Ukubonelela izithili zemfundo ngovimba wengcaciso (<i>central repository</i>) ukulungiselela iinkqubo zokwenziwa komsebenzi kwizithili zemfundo nokwandisa ukuba nokuphendula ngezenzo zakho nokunika ingxelo.</p> <p><i>I-Enterprise Content Management (ECM)</i></p> <p>Ukuqalisa nokuphumeza isiCwangciso iWCED <i>ICT Strategic Plan</i> esiqala ngokwazisa isisombululo se <i>Enterprise Content Management (ECM)</i> kwiWCED ngokusebenzisa inkqubo ehlulwe ngezigaba, eqala ngokungqinelanisa nesiCwangciso seSebe loMphathiswa se-<i>e-Filing (Department of the Premier (DotP)'s e-Filing strategy)</i> sePGWC ukuqinisekisa ulawulo lweefayili oluchanekileyo.</p>
<p>Inkcazo eyandlalelayo</p>	<p><i>I-EMIS</i>: Ngenxa yeCEMIS, iSebe iWCED likhethe ukungakwandisi ukuqaliswa kweSASAMS zayo emva kokuqaliswa kweSASAMS kazwelonke (<i>national SA-SAMS</i>) ezikolweni. I-SA-SAMS isalungiselelwa ukuba isebenze kwiwebhu ize ilingwe kwizikolo ezili-100. Ukuqaliswa ngokusesikweni kweSAMS (<i>iSAMS</i>) eyenziwe ukuba isetyenziswe kwiwebhu, kuqala ngo-2010. I-CEMIS njengangoku ilandelela abafundi kwizikolo zikarhulumente eziqhelekileyo, kwizikolo zemfundo eneemfuno ezizodwa nakwizikolo ezizimeleyo ezithile. Iisaveyi zekhompyutha (<i>online surveys</i>) ziqhutywa kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ukubanako ukusebenza kwekhompyutha kuqhagamshelwano lwe-Intanethi (<i>Online functionality</i>) kuqhagamshelanisa isikolo, i-ofisi yesithili semfundo neyakwandlunkulu kubandakanywa izicelo zezithuba zengqesho ngenxa zokwanda kwamanani (<i>growth post applications</i>), ulawulo lokutshintsha uhlelo, iimvavanyo zamaBakala 3, 6 no-9, iingxelo zekota zokuhamba isikolo kwabafundi (<i>quarterly learner attendance returns</i>) nenkqubo yokutshintshwa kwezifundo kwiCandelo leFET. Umgangatho wedatha awukho mhle ngenxa yongqinelwano olungafanelanga ezikolweni nokulabalaba kwezakhono kumanqanaba ngamanqanaba. Abafundi beECD njengangoku bafakwa kwiCEMIS, eqalisa imfuno yokulungiselela izikolo ezinokungabinako ukufaka abafundi kumaziko azo. Ukulandelela abafundi kwiCandelo leFET kufuna iFET <i>admin BMS</i> enokuqhagamshelwa kuyo iCEMIS. ISebe leMFundo esiSiseko likazwelonke njengangoku lilinga isistim efana nale.</p> <p>Amagosa ezithili zemfundo akanayo inkqubo yafanayo (<i>standardised mechanism</i>) yokulawula imisebenzi eyenziwa zizithili. Isithili ngasinye sinenkqubo yaso yokwenza imisebenzi yaso nechaphazela iimfuno zokunika ingxelo. <i>I-DMIS</i>: Isistim i <i>District Management Information System (DMIS)</i> iye yalingwa kwizithili ezibini.</p> <p><i>I-ECM</i>: Njengangoku, uninzi lweefayili zeSebe iWCED, amaxwebhu, ulawulo lwekhontenti nolwazi zenziwa ngesandla (<i>manually</i>).</p>
<p>Izizathu</p>	<p><i>I-EMIS</i>: Isistim ehlangeneyo nefanayo yolawulo lwezikolo (<i>integrated and standardised school administration system</i>) iya kubonelela ngeqonga elifanayo. Ufikelelo kwidatha yesikolo, yabafundi, yootitshala, yekharithulam nokuhamba isikolo, lungenziwa lula ngeziko ledatha elindawonye (<i>centralised database</i>). Ingozi yokulahlekelwa yidatha yesikolo ngenxa yoqhekezo okanye ukonakala kwesistim inokuncitshiswa xa idatha inokuphinda ifumaneka kwisistim endawonye (<i>centralised database</i>). ISebe iWCED liya kuyithobela imfuno kazwelonke yokubonelela izikolo ngesistim yolawulo efanayo ekunokufakwa kuyo idatha yeLURITS. Ukwazi ukufikelela kwisistim efanayo yolawulo lwesikolo (<i>uniform school administration system</i>) kuya kubanegalelo malunga nokulungisa ukungafani (<i>disparity</i>) kwamanqanaba olawulo phakathi kwezikolo ebezifudula zihlelelekile ngenxa yokungabinako ukufikelela kwinkqubo yolawulo (<i>administration application</i>). Inkxaso kwikharithulam nophunyezo lokutshintshwa komgaqo-nkqubo zingenziwa lula ngesistim yolawulo eqhagamshelwano efanayo nendawonye (<i>common centrally linked administration system</i>). Ukubeka esweni inkqubela yomfundi, katitshala neyesikolo kuya kwenziwa lula.</p> <p><i>I-DMIS</i>: Njengangoku, ingcaciso emalunga nokuhanjelwa kwezikolo namaphulo ongenelelo ngoncedo ifumaneka kwikhompyutha ezisezi-ofisini zamagosa (<i>officials' desktop computers</i>).</p>

<p>INjongo eCwangciswe ngoBuchule 1.11</p>	<p>Ukulawula i-e-Administration ukulungiselela iinjongo zokwenziwa komsebenzi ngokukhawuleza nophuhliso ngokumisela nokulondoloza iisistim zolawulo lolwazi nengcaciso (<i>information and knowledge management systems</i>); nokubonelela ngesixhobo solawulo ukwenzela ukulandelela intsebenziswano yezikolo nezithili zemfundo; nokuhlanganisa isicwangciso se-ICT</p>
<p>Izizathu</p>	<p>Umsebenzi wokuva izimvo zoluntu ngokuchaphazeleka kwalo uveze ukuba kukho imfuno yesistim efanayo ukuvumela abaphathi ukuba baququzelele baze benze izicwangciso zemisebenzi yabo ezikolweni. Unxibelelwano olufanayo luya kuvumela abaphathi ukuba benze iingxelo ezimalunga nongenelelo ngoncedo ezikolweni ukuqinisekisa ukuba yimpumelelo kwazo.</p> <p><i>I-ECM:</i> Inkqubo yokufumana iifayili, amaxwebhu, ikhontenti ngesandla (ngamaxwebhu aprintiweyo ubukhulu becala), nengcaciso, iza neemeko zokusilela kolawulo apha ngaphakathi kwiSebe iWCED kwaye oko akunaziphumo zincomekayo ekwenziweni kweenkonzo. ISebe iWCED malibe nako ukufumana yonke ingcaciso ukwenzela ukwenziwa kweenkonzo okukhawulezileyo nokuneziphumo eziyimpumelelo.</p>
<p>Uqhaga-mshelwano</p>	<p>Ubhaliso lwabafundi lunokwenziwa "kuba kanye". Oku kunciphisa ixesha lomsebenzi wolawulo. Ulawulo lwezikolo (<i>school management</i>) kufuneka lube nofikelelo olungcono kwindlela abaqhuba ngayo abafundi nakwingcaciso ngokupasa kwabo nefumaneka lula, ukuze kuququzelelwe amaphulo ongenelelo ngoncedo. Kwinqanaba lesithili semfundo nelakwandlunkulu, isistim endawonye (<i>central system</i>) iya kubonelela ngeengxelo zolawulo oluyimpumelelo olungaphezulu. Ukulandelela ukuhamba kwabafundi isikolo kufanele kuvumele isikolo namagosa ukuba aziqaphele kwasekuqaleni iimpawu ezilumkisyayo. I-SAMS eyenziwe isebenze kwiwebhu (<i>web-enabled SAMS</i>) iya kubanako ukufumanisa nokulandelela abafundi abayeka isikolo bengagqibanga abaninzi ize iququzelele amaphulo ongenelelo ngoncedo kwangexesha, ukusombulula le ngxaki.</p> <p>Iqonga elifanayo liya kuvumela amagosa ukuba akwazi ukujonga ukuba ngaba ukundwendwela isikolo kuloo ndawo sikuyo (<i>in-loco visit at school</i>) kuyimfuneko kusini na kwaye liya kuqinisekisa ukuba luhlobo luni na kanye longenelelo ngoncedo olufunekayo kungabangakho kuphazamiseka kungako kowona msebenzi ungundoqo wokufundisa nokufunda. Ukwazi ukufikelela ngokukhawuleza kwingcaciso (<i>timely information</i>) kukhuthaza ukwenziwa kweenkonzo zenkxaso kootitshala kwaye ekugqibeleni, oku kuya kuba neziphumo zokuphucula ubuchule bokufundisa nokufunda ngokwemeko engqongileyo.</p>
<p>Izigaba zentsebenzo</p>	<p>2010</p> <ul style="list-style-type: none"> • Ukuqeqesha izikolo ezinye eziyi-200 kwimodyuli i-SAMS core module • Ukuqeqesha amagosa akwandlunkulu nakwizithili zemfundo kwi-SAMS nokusetyenziswa kwezixhobo zokunika ingxelo • Ukuseka uqhagamshelwano ne-LURITS ne-i-SAMS • Ukulondolozwa kweCEMIS nokuyihlanganisa ne-i-SAMS kwimeko yotshintsho • Ukusonjululwa kwemingeni yokuqaliswa kwesistim nohlanganiso lwayo • Ukuqeqesha abaphathi ekusetyenzisweni kwezixhobo zokunika ingxelo ngolawulo • Ukulondoloza uhlanganiso phakathi kwe-<i>HC LMS</i> ne-i-SAMS • Ukuhlaziya nokuqulunqa iingxelo zabalawuli • Ukungqinelanisa iinkqubo zeesaveyi neemigangatho emitsha • Ukuvelisa inkqubo yolawulo oludibeneyo lwesistim yolawulo lwezikolo endawonye nedibeneyo (<i>central school administration system</i>) ngabalawuli bezithili zemfundo nabakwandlunkulu • Ukuqeqesha abaqulunqi (<i>developers</i>) bokulondoloza nokuphucula isistim • Ukugqiba uqulunqo lweDMIS oluyi-2nd iteration of DMIS development • Ukuququzelela uqeqesho kwiDMIS • Ukugqiba isigaba sokuqala sesisombululo se-<i>ECM solution</i> – ungqinelwano nesicwangciso sokufayilisha i-<i>DoTP's e-Filing strategy (record management)</i> <p>2011</p> <ul style="list-style-type: none"> • Ukuqhubeka nokugcinwa kwe-i-SAMS development • Ukuqeqesha izikolo ezongezelelwayo eziyi-500 kwi-SAMS • Ukulondoloza uhlanganiso lweesistim. Ukunceda kulawulo lwezikolo • Ukuququzelela iimfuno zeziseko zophuhliso ii-back-end infrastructure ezikolweni ngokusebenzisa inkqubo yezigaba ngezigaba • Ukugqiba uhlanganiso lweDMIS namaphulo e-ICT afanayo • Ukuqalisa ngesigaba sesibini se-<i>ECM solution – Document Management System</i>

<p>INjongo eCwangciswa ngoBuchule 1.11</p>	<p>Ukulawula i-<i>Administration</i> ukulungiselela iinjongo zokwenziwa komsebenzi ngokukhawuleza nophuhliso ngokumisela nokulondoloza iisistim zolawulo lolwazi nengcaciso (<i>information and knowledge management systems</i>); nokubonelela ngesixhobo solawulo ukwenzela ukulandelela intsebenziswano yezikolo nezithili zemfundo; nokuhlanganisa isicwangciso se-ICT</p>
	<p>2012</p> <ul style="list-style-type: none"> • Ukuqeqesha izikolo zikaRhulumente eziQhelekileyo kwi-<i>iSAMS</i> • Ukuqhubeka nokugcinwa kwe-<i>i-SAMS development</i>; nokulungisa (<i>set up</i>) iimodyuli zoqeqesho kwisistim • Ukulondoloza uhlanganiso lweesistim. Ukuqulunqa nokunika ingxelo ngamandla • Ukuxhasa iziseko zophuhliso ezikolweni • Ukugqiba iimfuno zophuculo nezokuveliswa kweesistim • Ukugqiba i <i>WCED Enterprise Architecture-kubandakanywe iContent Management System</i> <p>2013</p> <ul style="list-style-type: none"> • Ukuqhubeka nokuhlanganiswa kweesistim. Ukufaka uninzi lwezikolo ezizimeleyo kwisistim • Ukuhlaziya uqeqesho nokwandisa ukusetyenziswa kwesistim • Ukuba yabiwe ibhajethi, makuphuculwe izakhono zabasebenzi kwezo zikolo zinemfuno yoko • Ukungqinelanisa iDMIS nezicwangciso eziqalisa izinto ezintsha (<i>Innovation strategies</i>) ukuphucula inkxaso enikwa izikolo • Ukuqalisa i <i>Knowledge Management Solution</i> <p>2014</p> <ul style="list-style-type: none"> • I-<i>SAMS</i> isetyenziswa zizo zonke izikolo zikarhulumente ezivumayo ukusebenzisa isistim • Isixhobo sokunika ingxelo yengcaciso yolawulo (<i>management information reporting tool</i>) esisetyenziswa ngabo bonke abaphathi ukubandakanya isakhono se-<i>business intelligence</i> • I-<i>SAMS</i> ihlanganiswa ne-<i>LURITIS</i> nesistim yokunika ingxelo kulawulo lwangaphakathi • Ukuhlanganisa i <i>Knowledge Management Solution</i> ukubandakanya izikolo

10.2 Imiba ethathela ingqalelo izibonelelo

Iimpawu eziboniswa yinkcitho (*Expenditure trends*)

- a. IKharityhulam yeGET: Mayenziwe ibe yiprayorithi iLTSM.
- b. IKharityhulam yeFET: Uphuhliso lwabasebenzi luya kugxininisa ikakhulu kwizikolo ezihlelekileyo kwaye luya kuqhubeka nokuqeqeshwa kootitshala, uqeqesho lwabalawuli, uphuhliso lwabafundi noqeqesho lweekomiti zeprojekthi.
- c. ICandelo loPhuhliso lwaBasebenzi lwaNgaphakathi : Kuya kugxininiswa kuqeqesho lweengcali.
- d. QA: UVavanyo lweSikolo siPhela (*WSE*) lunenkitho engaphaya (enganeno kancinane nje kwi-50% yebhajethi yeCandelo); isixa esikhulu sebhajethi sibekelwe uVavanyo lwe-*Systemic Evaluation*
- e. *Ukhuseleko*: Yandile imfuno yenkxaso yeziseko zokhuseleko (*security infrastructure*) ngenxa yomonakalo wepropathi. Ukwanda kweendleko zezinto zokwakha kubeka uxinzelelo olukhulu kwibhajethi. Kukho iimfuno ezingaphaya kwibhajethi zezolondolozo lokhuseleko nolondolozo oluqhelekileyo kwiziseko zophuhliso.
- f. *I-e-Learning*: Ibhajethi ayiluboneleli ngokuthe ngqo uqeqesho nophunyezo lwephondo ngokubanzi lwemiba ethile (efana neelebhu zoqeqesho, iiseva zezithili zemfundo (*district servers*), ukugaywa kwabaqeqeshi kunyaka-mali ochaphazelekayo.
- g. *Uphuhliso lwezakhono zaBasebenzi*: Ukubonelelwa ngemali ngokwaneleyo yophuhliso lwezakhono zabasebenzi nangakumbi eyophuhliso lootitshala ibonelelwe ngengqiniseko kwithuba eliphakathi ngokomthetho othi i-1% of payroll mayibhajethelwe uphuhliso lwezakhono kunye nemali eyabelwe ngokukodwas/iigranti ezikhutshwa phantsi kwemiqathango zophuhliso lootitshala. Isixa esikhulu sale bhajethi sisetyenziselwa iibhasari.
- h. *IT*: Isikolo siya kufuna ulawulo lwe-*network* ye-IT olwahlukileyo kolwe-*network* ye-*e-learning* ukulungiselela ukwazi ukufikelela kwezi sistim ngaxeshanye. Iziseko zophuhliso kufuneka zibe yinxalenye yokufunyanwa kwezibonelelo kwaye kufuneka zibandakanywe kwinkqubo yokubhajetha esetyenziswayo. Ulwabiwo lwebhajethi oluchanekileyo nee-*budget escalations* ukulungiselela iimfuno zokufundiswa kwe-ICT ngendlela eyiyo nenempumelelo, zizinto ezibaluleke gqitha ekuphunyezweni ngempumelelo kwesiCwangciso i-*ICT Plan*. Inkxaso-mali yangaphakathi neyangaphandle (ngamaphulo entsebenziswano) iyafuneka ukongeza kwibhajethi.

Abasebenzi ababelwe lo msebenzi/ abafunekayo ukwenzela ukuzalisekisa esi sigungaziso (*fulfil mandate*):

Ulawulo lwemali:

Ukuqeqeshwa kwabo bonke abaphathi ngokumalunga nokuphathwa kweziko kufanele ukufumana uqwalaselo oluyimfuneko, ukwenzela ukuba isebe ligcine iingxelo zophicotho-zincwadi ezingemamakhwiniba (*unqualified audit reports*). Kusekho imfuno yokusingathwa ngobuchule kwemicimbi yezemali ukuphucula ukwenziwa ngempumelelo kwayo ngokumalunga neendleko zemisebenzi eyenziwayo.

Isistim ze-IT:

Makubekho uqhelwaniso (*re-orientation*) lwabasebenzi abasesikolweni malunga nesistim endawonye nebandakanya zonke ezinye (*central system*) nefuna ucwangciso oluhlangeneyo, njengoko ezo zinto zinokulungiswa zihlelwe kakuhle zibe kwisistim yolawulo yesikolo efanayo. Umgangatho wobunjani bedatha uya kuqinisekisa ixabiso lesistim edibanisa zonke iisistim. Amagosa ezithili zemfundo nawephondo aya kuqhelaniswa ukuze aqonde aze ayinike inkxaso isistim. ISebe iWCED lisebenzisa u*Cel* njengengalo yophunyezo nokuba i*ICT Plan* ixhomekeke kubungakanani (*capacity*) be*Cel* emayinikwe inkxaso. Kungokunje, kusekho izikhewu ezininzi kwizakhono. Ukufuduswa kwemisebenzi yeRejistri, icandelo lolawulo labathunywa neerekhodi (*messenger and records management division*) lisiwe kwi-ECM kuya kufuna izakhono ezifanelekileyo. Inkxaso-mali eyongezelelweyo iya kufuneka ukulungiselela i-*software* ne-*hardware*, izakhono *zabasebenzi ezongezelelweyo neECM neemfuno zoqeqesho kwakhona*.

10.3 Ulawulo lwezinto eziyiNgxaki (Risk management)

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Ukungacaciswa kakuhle kweendima nemisebenzi apha ngaphakathi kwisebe	Ukubonelela bonke abasebenzi ngeenkcazo zemisebenzi yabo
Ingxaki yolawulo lweKhefu neefom zezicelo zekhefu ezilahlekayo, ezingafakwayo kwi-khompuyutha yaye/okanye ezingachanekileyo.	Ukusetyenziswa kwe-Human Capital Leave Management System (HC-LMS) yekhompuyutha ukulandelela ukubakho emisebenzini. Ukungeniswa ngokukhawuleza kweefom zekhefu ezivela ezikolweni
Izikhazazo ezingasonjululwanga nemiba yoluleko Engaphathwayo iba ziindleko ezinkulu.	Kulungiswa iinkqubo zokukhawulezisa ukunciphisa amanani ezikhazazo. Kuza kusetyenziswa iirejista, iingxelo zenyanga ezivela kwizithili, amatyala okulamla iingxabano makacazululwe aze asingathwe.
Ukungabikho kongqinelwano phakathi kwamaphulo ongenelelo ngoncedo oLwazi lokuFunda nokuBhala noLwazi lokuBala	Ukunciphisa ukwenziwa kwemisebenzi yethuba elifutshane, engalungiswanga ngokuhlanganyela nengaphandwanga ngokwaneleyo.
Imingeni ebangelwa ziilwimi zokufunda nokufundisa.	Ukubonelela ngenkxaso namaphulo ongenelelo ngoncedo axhaswa luphando
Ootitshala abangaqeqeshwanga ngokufanelekileyo	Uqeqesho luyaqhubeka: kwizikolo eziziprayimari kugxininiswa kuLwazi lokuFunda nokuBhala noLwazi lokuBala ukuze kwizikolo eziphakamileyo kugxininise kulwazi ngekhontenti yezifundo
I-LTSM enganelanga	Ulawulo oluqhubeka okokoko lwezibonelelo ngokuthi kongiwe imali yebhajethi. Ukuphunyezwa kwesicwangciso sokwazi ukugcina kakuhle iincwadi zezifundo.
Ukungqinelana nemigaqo-nkqubo	Ukuba ngqongqo ngokumalunga neeprogram zokubeka esweni, zoqeqesho, zokunika iingcebiso nokunika inkxaso
Inkcitho yokubonelelwa nokuhlaziywa lwe-ICT	Ukukhuthaza izikolo ukuba zibe nesabelo sokujongana nolondolozo kwibhajethi zazo. Ukuthathela ingqalelo inkcitho yonyaka enxulunyaniswa nebhajethi yokuhla nokunyuka kwamandla emali.
Uqeqesho kwi-ICT lufuna izibonelelo, abaqeqeshi, iikhosi, ababoneleli-nkonzo nabathathi-nxaxheba.	Izithili zemfundo ziya kuya zisandisa ukuthathela kuzo uqeqesho.
Izibonelelo ze-ICT ezibonelelwe liSebe iWCED zifuna ukhuseleko ukukhusela utyalo-mali lwayo oluthe xaxe (sizable investments).	Umba wokwabelana ngeendleko malunga nokhuseleko lweziseko zophuhliso ze-ICT ni makube ngummiselo. Abahlali besikolo kufuneka bakhuthazwe ukuba bathathele kubo ubunini besikolo kwaye izikolo mazikhuthazwe ukuba zenze ibhajethi ukulungiselela ukhuseleko.
Ootitshala baqeqeshwa ikakhulu kwinqanaba labasaqalayo (entry level). Ukuze ootitshala bakwazi ukugqithela kumanqanaba okwazi ncam ukusebenzisa i-ICT ngokuzithemba – manqanaba awo aya kuthi ngokuqinisekileyo abancede ekufundiseni nasekufundeni -bafuna uqeqesho olungaphezulu	Iiprogram zoqeqesho ziya kwenziwa ze zilungele ukufundiswa ngqo bona buqu kunye nokufundiswa ngonxibelelwano lwekhompuyutha (face to face and on-line).

11. IProgram 2: Imfundo yeSikolo sikaRhulumente esiQhelekileyo

Injongo: Ukubonelela ngemfundo eqhelekileyo ukususela kwiBakala 1 ukuya kwiBakala 12 ngokungqinelana noMthetho weZikolo waseMzantsi Afrika

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 2.1: Izikolo eziziiprayimari zikarhulumente ukubonelela ngezibonelelo ezithile kwizikolo eziziiprayimari zikarhulumente eziqhelekileyo eziyimfuneko kumaBakala 1 ukuya ku-7

Iprogram esekelayo 2.2: Izikolo eziziisekondari zikarhulumente ukubonelela ngezibonelelo ezithile kwizikolo eziziisekondari zikarhulumente eziqhelekileyo eziyimfuneko kumaBakala 8 ukuya ku-12

Iprogram esekelayo 2.3: linkonzo zootitshala (*Professional Services*) ukubonelela ootitshala nabafundi kwizikolo zikarhulumente eziqhelekileyo ngeenkonzo zenkxaso eziphethwe lisebe

Iprogram esekelayo 2.4: Uphuhliso lwaBasebenzi ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabo bangezo titshala kwizikolo zikarhulumente eziqhelekileyo

Iprogram esekelayo 2.5: i*National School Nutrition Programme* ukubonelela abafundi abathwaxwa yintlupheko abaqatshelweyo kwizikolo zikarhulumente eziqhelekileyo ngokona kutya kuncinane bakufunayo ukuze bafunde ngempumelelo esikolweni ngokusebenzisa iprogram i*National School Nutrition Programme (NSNP)*

Ukuqulunqwa kwemigaqo-nkqubo:

- Ukuphuculwa kokufundiswa kolwazi lokubala nolwazi lokufunda nokubhala, ngakumbi kwizikolo eziziiprayimari, ukwenzela ukuba kuqinisekiswa ukupasa kwabafundi
- Ukuphunyezwa kweNCS
- Ukwandisa inani lezikolo ezingabiz zifizi ukuba imali iyakuvumela oko
- Inkxaso yezikolo eqhubeka okokoko ukuqinisekisa ukuba akukho sikolo sipasa ngaphantsi kwe-60% kwiimviwo zeSatifiketi seMatriki sikaZwelonke
- Ukugxininisa kwizibonelelo zokhuseleko ezizizakhiwo eziphuculweyo kwizikolo ezisemngciphekweni ukuqinisekisa ukukhuseleka kwendawo yokufundela
- Ukwandisa uthatho-nxaxheba namanqanaba okupasa kwiMathematika, iFizikhali Sayensi neThekhnoloji ngokuthi kuqhutyekwe okoko nolawulo lwe-*focus schools* nezikolo zeDinaledi nokongeza kumaziko azii-*Centres of Excellence for Science, Technology, Engineering and Mathematics*
- Ukuqinisekisa iinkonzo zenkxaso ezifanelekileyo nemfundo esemgangathweni ngokuphunyezwa kwenkqubo -sikhokelo kazwelonke ye-*Education White Paper 6 (2001)*
- Zonke izikolo mazenze iziCwangciso zoPhuculo lweSikolo (*School Improvement Plans (SIP)*) zize zimisele iithagethi eziya kusebenza njengesiseko senkxaso ebonelelwa ngabasebenzi abanika inkxaso besithili semfundo
- Ukugxininisa kwizisombululo ze-IT ekufundeni

Iprogram esekelayo 2.1: Izikolo eziziiprayimari zikarhulumente

Izikolo eziziiprayimari zikarhulumente zenza olona hlelo lukhulu lwamaziko kwiSebe leMfundo leNtshona Koloni. Uninzi lwezikolo eziziiprayimari zikarhulumente zifundisa amaBakala 1- 7

Iprogram esekelayo 2.2: Izikolo eziziisekondari zikarhulumente

Izikolo eziziisekondari zikarhulumente ziquka izikolo ezidibeneyo (*combined schools*). Lo gama uninzi lwezikolo eziziisekondari zifundisa amaBakala 8 - 12, kukho izikolo ezifundisa kuphela iSigaba saBadala nezinye ezifundisa amaBakala 10 – 12. Lo gama ubudala bokuhamba isikolo obunyanzelekileyo ikukugqiba iBakala 9 okanye iminyaka eyi-15, umngeni obalulekileyo weSebe iWCED kukukhuthaza abafundi ukuba bagqibe iminyaka eyi-12 yokuhamba isikolo. Iqondo lokuyeka phakathi kwabafundi isikolo bengagqibanga, ingakumbi emva kweBakala 10, kuyinto ebonisa uxanduva olusemagxeni ootitshala ukuqinisekisa impumelelo ekufundeni kubo bonke abafundi.

Iprogram esekelayo 2.3: linkonzo zootitshala (Professional Services)

Le program isekelayo ijongene neendleko zokusebenza nokugaywa kwabasebenzi bezikolo.

Iprogram esekelayo 2.4: Uphuhliso lwaBasebenzi

Le program isekelayo ibonelela ize ilawule iibhasari ukwenzela ukuba kuphuculwe amabanga emfundo ootitshala abasenkonzweni. Ikwabonelela ize ilawule, iibhasari zaphambi kokuqala enkonzweni kuqeqesho lootitshala kwiinkalo zezakhono ezinqongopheleyo, kubandakanywa iMST. [Qaphela: Njengoko ibhajethi yoPhuhliso lwaBasebenzi yahlulelwe zonke iiprogram, kuthathwe isigqibo sokuba iNjongo eCwangcise ngoBuchule ngokumalunga noku yenziwe kube kanye qwaba – kwiProgram 1]

Iprogram esekelayo 2.5 :IProgram iNational School Nutrition Programme

I-National School Nutrition Programme [NSNP] yasekwa ngo-1995 njengenxalenye ye-Reconstruction and Development Programme kwaye iye yaphathwa liSebe leMfundo ukususela ku-Apreli 2004. Injongo ephambili yale program kukubonelela ngokutya okunesondlo kubafundi ekujoliswe kubo (*targeted learners*) ukuphucula izakhono zokufunda nokukhuthaza ukuhamba isikolo kwabafundi. Ababoneleli-nkonzo abanemvumelwano ngenkqubo evulelekileyo yokhuphiswano ngamaxabiso (*open bid tender*) babonelela izikolo ezithagethiweyo ngeempahla neenkonzo. Le program ilawulwa, iququzelelwe, ize ibekwe esweni ngamagosa akwii-ofisi zephondo nakwizithili zemfundo. [Makuqatshelwe ukuba iinkcukacha ze-NSNP zibonelelwe kwiCandelo C lolu xwebhu phantsi kwentloko yeeGranti eziKhutshwa Phantsi kwemiQathango (*Conditional Grants*)]

11.1 Injongo ezicwangcise ngobuchule

Makuqatshelwe: Iqela lamaphulo ongenelelo ngoncedo acaciswe kwiProgram 1 njengoko kulapho kufakwe khona iibhajethi nemivuzo yamagosa nongenelelo ngoncedo oluthile. Iithagethi zeenjongo zentsebenzo zeSebe iWCED zikwiProgram 2 kwisiCwangciso seNtsebenzo soNyaka. Umsebenzi ochazwe kwiProgram 1 ubhekiswa wonke kwinkxaso enikwa izikolo nezithili zemfundo ezilawula unxibelelwano phakathi koNdlunkulu nezikolo. Izihloko eziphantsi kweProgram 2 ke ngoko kufuneka ziqondwe ngokwale meko engqongileyo.

INjongo eCwangcise ngoBuchule 2.1	Ukwenzela izikolo inkonzo egqwesileyo (<i>optimal service</i>) ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.
Inkcazo yenjongo	li-ofisi zezithili zemfundo ziya kunika izikolo inkxaso yeenkonzo ngeenkonzo ezifanelekileyo. Kwisikolo ngasinye ephondweni, ootitshala nabaphathi banamabanga emfundo afanelekileyo, ulwazi nezakhono zokufundisa iiprogram zokufunda ababelwe zona ukuze ukufunda kube kwiqondo eliphezulu. Amaziko aya kuba neziseko zophuhliso ezifanelekileyo, izixhobo nezibonelelo ezifanelekileyo ukwenzela ukuba abenako ukuqinisekisa ukuba kufikelelwa kwiziphumo zokufunda. Abazali nabanye abantu abachaphazelekayo bathatha inxaxheba ekufikeleleni kule njongo. Bonke abafundi bayafikelela kwimfundo.
Inkcazo eyandlalelayo	Imeko yezakhono ezikhoyo ngoku (<i>Present capacity</i>): Isitraktsha esitsha sisanda kugqiba unyaka kwaye kukho abaqeshwa abaninzi abatsha. Akufikelelwa kakuhle kuzo zonke izikolo eziquhuba kakubi. Njengangoku yi-53.5% yabafundi eyenza ngokwemigangatho emiselwe ubudala babo/ibakala labo kuLwazi lokuFunda nokuBhala ize ibe yi-35% kuLwazi lokuBala (kwiBakala 3) kwaye yi-44.8% yabafundi eyenza ngokwemigangatho emiselwe ubudala babo/ibakala labo kuLwazi lokuFunda nokuBhala ibe yi-14% kuLwazi lokuBala (kwiBakala 6). Ayingabo bonke ootitshala abanamabanga emfundo okufundisa izifundo abazifundisayo. Zizikolo eziphakamileyo eziyi-85 ezaqhuba kakubi ngo-2009 kwiiMviwo zeSatifikethi seMatriki sikaZwelonke zika-2009. Ukumoshwa kwexesha lokufundisa nokufunda kunefuthe elibi ekugqityweni kwekharithulam nasekungaqhubini kakuhle kwabafundi kuzo zonke iziphumo zokufunda ezifanele ibakala.

INjongo eCwangciswe ngoBuchule 2.1	Ukwenzela izikolo inkonzo egqwesileyo (<i>optimal service</i>) ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.
Izizathu	Izithili zemfundo zidlala indima enkulu gqitha kuphuhliso lwezikolo kwizikolo ezisebenza ngempumelelo, o.k.t. ukufundiswa kwemfundo esemgangathweni. Ngoko ke ukuba ukusebenza ngempumelelo yeyona mfundo ephambili (<i>pre-condition</i>) ekunikeni inkxaso izikolo ukwenzela ukuba kufundiswe imfundo esemgangathweni nokutshintsha imeko kwizikolo ezingaqhubi kakuhle.
Uqhaga-mshelwano	Izikolo ezifuna inkxaso ziya kufumana inkxaso efanelekileyo, yodidi oluphezulu esekelwe kwiimfuno zazo. Izithili zemfundo ziya kusebenzisa izibonelelo zemali ngokuyimpumelelo. Ulawulo lwezikolo luya kulungiselela ukuba ukusebenza kwezikolo kube ngu-100 %. Kuya kuphuculwa kakhulu ukhula komoya wootitshala. Kuya kufikelelwa kumanqanaba afanelekileyo ngokobudala kuLwazi lokuFunda nokuBhala noLwazi lokuBala. Injongo yokufundiswa okusemgangathweni kubo bonke abafundi – nokupheliswa kwezikolo ezingaqhubi kakuhle, kuya kufikelelwa. Izikolo ziya kulawulwa kakuhle ukwenzela ukufunda okusemgangathweni.
INjongo eCwangciswe ngoBuchule 2.1	Ukwenzela izikolo inkonzo egqwesileyo (<i>optimal service</i>) ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • Inkxaso yakwaNdlunkulu (Head Office (HO) iya kucwangciswa ngokwee-meko ezingqongileyo ize ingqinelaniswe neemfuno zezithili zemfundo nezezikolo. • I-HO inika inkxaso eyiyo ngexesha elifanelekileyo ekusebenzeni ngempumelelo kwesikolo (<i>school functionality</i>), umzekelo iziseko zophuhliso nokhuseleko. • Onke amacandelo ezithili zemfundo enziwa afane (<i>standardised</i>) o.k.t. imisebenzi efanayo kuzo zosi-8 izithili zemfundo. • Bonke abasebenzi bafumana uqeqesho olusisiseko malunga neendima, imisebenzi yabo neenkcazo zemisebenzi abayiqeshelweyo. • Imigangatho yokwenziwa kweenkonzo kwicandelo ngalinye kwinqanaba lesithili semfundo iyacaciswa. • Yi-55% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ibe yi-40% kulwazi lokubala • Yi-45% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ibe yi-15% kulwazi lokubala • Yi-40% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-40% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika • Amanani ezikolo ezipasa njengereyithi yokupasa yeNSC engaphantsi ko-60 ayancipha ukuya ku-55 ukusuka ku-85 • Ireyithi yokupasa yeNSC yande ukusuka ku-75,71% ukuya ku-80% • Amanani okupasa eNSC ande ukuya kutsho ku-36 000 esuka ku-34 017 • Amanani abafundi abamkelwa kwiziDanga zokuQala ande aye kutsho ku-15 000 ukusuka ku-14 324 • Amanani abafundi beNSC abapasa iMathematika ande aye kutsho ku-13 500 ukusuka ku-12 467 • Amanani abafundi beNSC abapasa iFizikhali Sayensi ande kutsho ku-10 000 ukusuka ku-7 064 • Izithili zemfundo zinikwa amagunya nto ebangela ukuba zenze igalelo ekwenzeni inkonzo esemgangathweni. • Abasebenzi bezithili bagxininisa kwiziphumo (<i>outcomes-focus</i>) kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Ikomiti yesekethe nganye ineprafayili ebanzi yamaziko ewenzela iinkonzo (<i>provisioning capacity</i>). • Iinkqubo zokwenza inkonzo eyimpumelelo ziyaphunyezwa. • Ukuphunyezwa ngokupheleleyo kwesicwangciso sokusebenzisa okukwelona nqanaba liphezulu • Ukunika inkxaso nokuququzelela uqeqesho lootitshala beBakala R ngabasebenzi beCandelo lezeKharithulam.

<p>INjongo eCwangciswe ngoBuchule 2.1</p>	<p>Ukwenzela izikolo inkonzo egqwesileyo (<i>optimal service</i>) ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.</p>
<p>Izigaba zentsebenzo</p>	<p>2011</p> <ul style="list-style-type: none"> • UNdlunkulu/iZithili zigxininisa ezikolweni nasekupaseni kwabafundi • Kukho ubungqina obandileyo beesistim eziphuculweyo, iinkqubo neenkonzo ezenziwayo o.k.t. linkqubo zakwaNdlunkulu nakwizithili zemfundo ziyalandelwa ngocwangco ngendlela yaye zisebenza ngendlela eyiyo. Iingxaki ngokumalunga nabasebenzi ziyasonjululwa, iisistim ziphuculwe ngokucacileyo/zezala maxesha. • Uqeqesdo lwandisiwe ukubandakanya amaphulo amatsha nezakhono eziphuculweyo. Abantu abathile basiwa kwezinye iindawo/kweminye imisebenzi ukwenzela ukuba izakhono zabo zisetyenziswe ngokupheleleyo. • Yi-60% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-45% kulwazi lokubala • Yi-50% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-20% kulwazi lokubala • Yi-50% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-42.5 % yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika • Amanani ezikolo ezipasa ngereyithi yokupasa yeNSC engaphantsi ko-60 ayancipha ukuya ku-35 • Ireyithi yokupasa yeNSC yande ukuya ku-81% • Amanani okupasa eNSC andile ukuya kutsho ku-36 540 • Amanani abafundi abamkelwa kwizidanga zokuQala ande ukuya ku-15 500. • Amanani abafundi beNSC abapasa iMathematika ande ukuya ku-13 600 • Amanani abafundi beNSC abapasa iFizikhali Sayensi ande ukuya ku-10 200 • Abasebenzi bezithili zemfundo bagxininisa kwiziphumo (<i>outcomes-focus</i>) kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Imiba eyimpumelelo malunga nokwenziwa komsebenzi iyacaciswa <p>2012</p> <ul style="list-style-type: none"> • Kukho ubungqina bokubakho kweenkonzo eziphuculweyo ngokumalunga nokuhlangabezana neemfuno zezikolo kwaye ukwenziwa kweenkonzo kunako ukulinganiseka. • Amanqanaba okwazi ukusebenza ngempumelelo ayahlolwa noqeqesho lusekelwe kwiimfuno. Abasebenzi abatsha bayaqeqeshwa njengoko kuyimfuneko. • Yi-65% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-50% kulwazi lokubala • Yi-55% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-25% kulwazi lokubala • Yi-55% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-45% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika • Amanani ezikolo ezipasa ngereyithi yokupasa yeNSC engaphantsi ko-60 ayancipha ukuya ku-20 • Ireyithi yokupasa yeNSC yande ukuya ku-82% • Amanani okupasa eNSC andile ukuya kutsho ku-39 000 • Amanani abafundi abamkelwa kwizidanga zokuQala ande ukuya ku-16 500. • Amanani abafundi beNSC abapasa iMathematika ande ukuya ku-15 000 • Amanani abafundi beNSC abapasa iFizikhali Sayensi ande ukuya ku-11 500 • Abasebenzi bezithili zemfundo bagxininisa kwiziphumo (<i>outcomes-focus</i>) kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Bonke ootitshala bezikolo ezizisekondari baya kufundisa izifundo abaqeqeshelwe ukuzifundisa kuqeqesho olumiselweyo okanye olo ulufumana emsebenzini, ngakumbi kwikhontenti yezifundo neemethodi zokufundisa. • Ukuphunyezwa kwesiCwangciso i<i>Education Provisioning Plan</i> ukwenzela ukuba kubekho izithuba zokufunda zabo bonke abafundi kwiphondo

<p>INjongo eCwangciswe ngoBuchule 2.1</p>	<p>Ukwenzela izikolo inkonzo egqwesileyo (<i>optimal service</i>) ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.</p>
<p>Izigaba zentsebenzo</p>	<p>2013</p> <ul style="list-style-type: none"> • Kukho ubungqina bokubakho kweenkonzo eziphuculweyo ngokumalunga nokuhlangabezana neemfuno zezikolo kwaye ukwenziwa kweenkonzo kunako ukulinganiseka. • Amanqanaba obuchule nokusebenza ngempumelelo ayahlolwa noqeqesho lusekelwe kwiimfuno. Abasebenzi abatsha bayaqeqeshwa njengoko kuyimfuneko. • Yi-70% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-55% kulwazi lokubala • Yi-60% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-37% kulwazi lokubala • Yi-60% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-50 % yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika • Amanani ezikolo ezipasa ngereyithi yokupasa yeNSC engaphantsi ko-60 ayancipha ukuya ku-0 • Ireyithi yokupasa yeNSC yande ukuya ku-83% • Amanani okupasa eNSC andile ukuya kufikelela ku-41 000 • Amanani abafundi abamkelwa kwiziDanga zokuQala ande ukuya ku-17 000. • Amanani abafundi beNSC abapasa iMathematika anda ukuya ku-16 000 • Amanani abafundi beNSC abapasa iFizikhali Sayensi anda ukuya ku-12 500 • Abasebenzi bezithili bagxininisa kwiziphumo (<i>outcomes-focus</i>) kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Bonke abafundi abafuna iindawo kwizikolo zikarhulumente bayalungiselelwa. • Isicwangciso i-<i>education provisioning plan</i> siya kuqinisekisa ukuba ukufundiswa kwekharithulam kulungiselelwa ukuba izikolo eziziisekondari ziphucule indlela eziqhuba ngayo. <p>2014</p> <ul style="list-style-type: none"> • Iikomiti zezithili zemfundo ezilungiselelwe iimeko ezithe ngqo ziyaxhotyiswa kwaye zifuneka ngamandla ngenxa yokuba semgangathweni kweenkonzo ezenziwa zizo • Iikomiti zeeseke the zenza imisebenzi ngokwendlela ebekiweyo nangenjongo ekujongwe kuyo. • Yi-75% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-50% kulwazi lokubala • Yi-65% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-50% kulwazi lokubala • Yi-65% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-55% yabafundi kwiBakala 9 abafumana iziphumo zokufunda ezamkelekileyo kwiMathematika • Inani lezikolo ezipasa ngereyithi yokupasa yeNSC engaphantsi ko-60 lihlala ku-0 • Ireyithi yokupasa yeNSC yande ukuya kutsho ku -84% • Ireyithi yokupasa yeNSC yandile ukuya ku-43 000 • Amanani abafundi abamkelekileyo ukuba babhalise kwiziDanga zokuQala (<i>Bachelor's degrees</i>) ande ukuya kutsho ku -17 500 • Amanani abafundi abapasa iFizikhali Sayensi bande ukuya kutsho ku-13 500 • Abasebenzi bezithili bagxininisa kwiziphumo (<i>outcomes-focus</i>) kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Bonke ootiishala baxhotyisiwe kwaye banezakhono (abaqeqeshwe kuzo) ukuba bafundise iiprogram/izifundo abazifundisayo-kwaye bazithembile xa befundisa. • Zonke izikolo ziyayanelisa imimiselo yeziseko zophuhliso, izixhobo nezibonelelo ezisisiseko. • Bonke ootiishala beBakala R baphumeza ikharithulam yeNCS ngokubonakalayo

11.2 Imiba ethathela ingqalelo izibonelelo

Le program yeyona inesabelo esikhulu kulwabiwo lwezibonelelo kwaye yiyo le ijongene nolona xinzelelo lukhulu.

11.3 Ulawulo lwezinto eziyingxaki (Risk management)

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Uphuhliso lootitshala (ukuxhotyiswa, nokuxhotyiswa kwakhona noqeqesho) luqhubeka ngelona thuba bekumelwe ukuba lichithwa ikakhulu ekufundiseni abafundi.	Makubekho ukulungiswa kwezinto zenziwe zilingane (<i>balance</i>) ngokufanelekileyo.
Iiprogram zenkxaso nophuhliso lwezithili zemfundo azijolisi kwiimfuno zokwenene zootitshala nabafundi, njengoko zicaciswe kwi-SIP yesikolo.	Makulawulwe uqhagamshelwano ngononophelo ukuqinisekisa ukuphelisa ukungangqinelani.
Inkqubo iyaqhubeka nokuzama ukwenza izinto ezininzi endaweni yokufokhasa ijolise kwizinto ezintlanu okanye ezintandathu.	Amaphulo ongenelelo ngoncedo aya kugxininisa kwimiba ethile afokhase kwezo zinto kuphela.
Indlela yokubhajetha ayitshintshi, kwaye abaphathi ekufuneka beyiphumezile abanazo izibonelelo.	Unxibelelwano oluzinzileyo nokwenziwa kwezigqibo kubanjiswene (<i>joint-decision-making</i>) malwenziwe ukuqinisekisa ukuba izibonelelo zisetyenziswa ngeyona ndlela ibhetele inokwenzeka.
Ababoneleli-nkonzo abanako ukwenza iinkonzo zokwakha nolondolozo ngamathuba abekiweyo.	Makulungiswe iimvumelwano zenziwe ngendlela efanelekileyo (<i>checks and balances</i>) ukuqinisekisa ukuba kwenziwa kweyona nkonzo ibhetele inokwenzeka

12. IProgram: Inkxaso-mali yeZikolo eziZimeleyo

Injongo: Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo waseMzantsi Afrika

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 3.1: Isigaba sasePrayimari

ukunika Inkxaso kwizikolo ezizimeleyo ezifundisa amaBakala 1 - 7

Iprogram esekelayo 3.2: Isigaba seSekondari

ukunika inkxaso kwizikolo ezizimeleyo ezifundisa amaBakala 8 - 12

Ukuqulunqwa kwemigaqo-nkqubo:

NgokoMgaqo-siseko waseMzantsi Afrika (*South African Constitution*) nabani na angaseka aze aqhube isikolo esizimeleyo ngeendleko zakhe. Ezi zikolo mazigcine umgangatho wezemfundo ongekho ngaphantsi kwalowo ufana nokwizikolo zikarhulumente, kwaye mazibhaliswe kwiSebe iWCED. UNdlunkulu uya kuthi ukususela ngo-2010, abonelele ngeenkono nenkxaso kwizikolo ezizimeleyo.

12.1 Iinjongo ezicwangciswe ngobuchule

Iinjongo eCwangciswe ngoBuchule 3.1	Ukunika inkxaso izikolo ezizimeleyo ngokungqinelana nemithetho efanelekileyo ukuqinisekisa umgangatho wezemfundo kubafundi abakwezi zikolo
	Ukuqinisekisa ngokuthi kunikwe inkxaso nangokubekwa esweni rhoqo kweli candelo, ukuba bonke abafundi bafumana imfundo engqinelana neNkcazo yeKharithyulam kaZwelonke ukuba zonke izikolo ezizimeleyo nezikolo zasemakhaya zibhalisiwe; kwaye ziyazanelisa iimfundo ezizezona zizezantsi zemithetho efanelekileyo
Inkcazo eyandlalelayo	Njengangoku ziyi-265 iZikolo ezizimeleyo. Phakathi kwazo, kukho eziyi-85 izikolo eziziprayimari ezizimeleyo, zibe yi-9 ezizimeleyo zesigaba esiphakathi (<i>independent intermediate schools</i>), zibe yi-99 izikolo ezizimeleyo ezidibeneyo neziyi-38 ezizimeleyo eziziisekondari. Ubuncinane yi-50% yezi zikolo ehanjelwa qho ngonyaka.
Izizathu	ISebe iWCED linoxanduva lokuqinisekisa ukuba bonke abafundi abakubudala bokuhamba isikolo obunyanzelekileyo kwiphondo bafumana imfundo esemgangathweni eya kubaxhobisa ngolwazi, izakhono, iindlela zokucinga neemfundiso ezisisiseko ukuze babe ngabemi belizwe abathatha inxaxheba. Ukunika inkxaso abafundi kumaziko azimeleyo nokubeka esweni iprogram zokwenziwa kweenkono kukhusela amalungelo abantwana, kwaye abo bantu badala baqhuba ezi zikolo, bafanele ukuphendula. Abafundi kwizikolo ezizimeleyo nabakwizikolo ezisemakhaya kufanele bapase kwelo nqanaba leqela labo lobudala abakubo. Izikolo ezizimeleyo ezifumana inkxaso kwiSebe iWCED zifanele ukuphendula ngenkxaso-mali eziyifumanayo.
Uqhaga-mshelwano	Izikolo ezizimeleyo zingamahlakani aphantsi eSebe iWCED ekuboneleleni ngemfundo esemgangathweni.
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • Amagosa akwaNdlunkulu aya kuqhuba ubalo ngokusebenzisa amaxwebhu (<i>paper-based audit</i>) kuzo zonke izikolo ezizimeleyo nezikolo zasemakhaya kwiziko ledatha leWCED. • ISebe iWCED liya kuhambela izikolo eziyi-150 ezizimeleyo. • Yi-80% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo. • Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. • Bamalunga ne-25% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. • Yi-10% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED. <p>2011</p> <ul style="list-style-type: none"> • ISebe iWCED liya kuhambela izikolo eziyi-200 ezizimeleyo. • Yi-85% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo.

INjongo eCwangciswe ngoBuchule 3.1	Ukunika inkxaso izikolo ezizimeleyo ngokungqinelana nemithetho efanelekileyo ukuqinisekisa umgangatho wezemfundo kubafundi abakwezi zikolo
Izigaba zentsebenzo	<p>2011</p> <ul style="list-style-type: none"> Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. Bamalunga ne-30% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. Yi-20% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED. <p>2012</p> <ul style="list-style-type: none"> ISebe iWCED liya kuhambela izikolo eziyi-250 ezizimeleyo. Yi-90% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo. Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. Bamalunga ne-35% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. Yi-30% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED. <p>2013</p> <ul style="list-style-type: none"> ISebe iWCED liya kuhambela izikolo eziyi-250 ezizimeleyo. Yi-95% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo. Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. Bamalunga ne-45% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. Yi-40% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED. <p>2014</p> <ul style="list-style-type: none"> ISebe iWCED liya kuhambela izikolo eziyi-250 ezizimeleyo. Yi-100% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo. Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. Bamalunga ne-50% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. Yi-50% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED.

12.2 Imiba ethathela ingqalelo izibonelelo

Landile inani lezikolo ezizimeleyo nezikolo zasemakhaya kule minyaka imbalwa idlulileyo. Izikolo ezizimeleyo zinokufaka isicelo senkxaso-mali kwisebe. Inani elandileyo lamaziko liyalichaphazela iSebe iWCED ngokwasezimalini (*financial implications*). Inani lamathuba okuhambela izikolo ezizimeleyo nezikolo zasemakhaya nokubandakanywa kootitshala koomasifundisane boqeqesho ababonelelwa liSebe lichaphazela umba wezibonelelo zemali nezingabasebenzi kwiSebe iWCED.

12.3 Ulawulo lwezinto eziyingxaki (*Risk management*)

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Ukuba izikolo ezizimeleyo nezikolo zasemakhaya azibekwa esweni ubuncinane kube kanye ngonyaka, kuya kuba nzima ukuqinisekisa ukuba inkxaso-mali isetyenziswa ngokuyimpumelelo kusini na, nokuba ngaba abafundi bafundiswa imfundo esemgangathweni nokuba ngaba amaziko ayazithobela iimfuno zemigaqo yolawulo.	Ukuqinisekisa ukubekwa esweni kwezikolo. Ootitshala kwizikolo ezizimeleyo baya kubandakanywa koomasifundisane bokuphucula ulwazi lootitshala nezakhono, ukuba bakhetha ukwenza njalo

13. IProgram 4: IMfundo yeSikolo sikaRhulumente eneeMfuno eziZodwa

Injongo: Ukubonelela ngemfundo kuluntu jikelele kwizikolo ezineemfuno zemfundo ezizodwa ngokungqinelana noMthetho weZikolo waseMzantsi Afrika ne-*Education White Paper 6 on Special Needs Education: Building an Inclusive Education and Training System*).

Ukucaculula iprogram esekelayo nganye:

Iprogram esekelayo 4.1: Izikolo

Ukubonelela izikolo ezithile zikarhulumente ezineemfuno eneeemfuno ezizodwa ngezibonelelo

Iprogram esekelayo 4.2: IiNkonzo zoQeqeshelo-msebenzi

Ukubonelela ootitshala nabafundi abakwizikolo zikarhulumente zemfundo eneeemfuno ezizodwa iinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 4.3: ICandelo loPhuhliso lwaBasebenzi

Ukubonelela ngezoqeqeshelo-msebenzi nolunye uphuhliso kootitshala nabangengabo ootitshala abakwizikolo zikarhulumente zemfundo eneeemfuno ezizodwa

Okungqongileyo (Context)

[Qaphela: Inkxaso-mali (*funding*) yezi zinto ivela kwiiProgram 2, 4 no-8.]

Eyona njongo iphambili yeCandelo lokuNika iNkxaso kwiMfundo eneeMfuno eziZodwa (*Specialised Education Support*) kukucwangcisa, ukulawula nokuququzelela iinkonzo zenkxaso zemfundo eneeemfuno ezizodwa enikwa izikolo zemfundo eneeemfuno ezizodwa nakwizikolo zikarhulumente eziqhelekileyo. Amacandelwana eli candelo agxila ekwenziweni kwenkonzo kwiinkalo zezikolo zemfundo eneeemfuno ezizodwa/kumaziko ezibonelelo zoncedo, kunye neenkonzo zokuqeqeshelwa umsebenzi, ezibandakanya iinkonzo zesayikholoji, iinkonzo zomsebenzi wentlalo-ntle wasezikolweni, nenkxaso ekufundeni, iinkonzo zonyango nobuchule bokunyanga.

Le program ijolise ekuzalisekiseni iminqweno yeSebe iWCED ephathelele ekuphuculweni kwamanqanaba olwazi lokufunda nokubhala nawolwazi lokubala, ukunika inkxaso ekuphuculeni ukupasa esikolweni, ukwenzela ukuba abafundi bahlale besesikolweni befunda, nasekulungiseleleni ukupasa kwabafundi bhetele. Iinjongo ezixhasa ezi njongo zezi zilandelayo:

- Ukumisela izitraksha, izibonelelo neeprogram ukuthintela, ukususa okanye ukukhawulelana nezithintelo ekufundeni nasekuqhubeleni phambili kwimeko yokufunda ebandakanya bonke abafundi. Izitraksha zokwakha iSistim yeMfundo noQeqesho eBandakanya bonke aBafundi zibandakanya ukuphuculwa kweeKomiti zokuNika iNkxaso kwiNqanaba lamaziko (*Institution-level Support Teams*) (*ILST*) zixhobisa ootitshala ngokuphathelele ekuqatshelweni, ekuvavanyweni nasekuxhaseni abafundi abafumana izithintelo ekufundeni kuzo zonke izikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneeemfuno ezizodwa.

Isicwangciso kukomeleza iKomiti zokuNika iNkxaso ezikwii-Ofisi zeZithili zeMfundo (*District-based Support Teams*) (*DBST*) nezikolo zemfundo eneeemfuno ezizodwa. Abasebenzi abanika inkxaso kwimfundo eneeemfuno ezizodwa (iisayikholojisti, abacebisi ngezamakhondo omsebenzi, oonontlalo-ntle bezikolo, iitheraphisti zemfundo, nabongikazi abaqeqeshiweyo) nezinye izinto zokuncedisa ukufunda (i-LTSM, izixhobo nezinto zokusebenza ezinokulungiselelwa imeko leyo) ziya kusetyenziselwa ukuba zinike inkxaso kwimfundo eneeemfuno ezizodwa ngenjongo yokuphucula ukupasa kwabafundi. Ukusasazwa ezikolweni kootitshala bokunika inkxaso kwizinto zokuncedisa ukufunda kubaluleke gqitha ekuncedeni abafundi abafumana izithintelo ekufundeni. Izikolo ezinika inkonzo epheleleyo zamkela abafundi abafuna amanqanaba asezantsi enkxaso nabafundi abafuna inkxaso yongenelelo ngoncedo olungephi ukuya kwinkxaso engamandla. Kwixesha elifutshane, ukufumaneka kwenkxaso-mali eyaneleyo nezithuba zootitshala ukwandisa ukwazi ukusebenza kwezikolo zemfundo eneeemfuno ezizodwa nenkxaso yabaqeqeshiweyo kwizikolo zikarhulumente eziqhelekileyo ngumngeni. Ukulungisa oku kulabalaba, izikolo zikarhulumente ezichongiweyo ziya kutshintshelwa kwizikolo ezinika inkonzo epheleleyo ukwamkela abafundi abangaphezulu abaneemfuno zemfundo ezizodwa. Inani elandileyo lezikolo ezingama-68 ezinika inkonzo epheleleyo nabanye abasebenzi

bokunika inkxaso yemfundo eneemfundo ezizodwa bandile, oko kuvulele abafundi abangaphezulu abafumana izithintelo ekufikeleleni kwinkxaso yemfundo.

Ezinye iiprogram ezifaka igalelo ekususweni kwezithintelo ekufundeni yiprogram yokondliwa kwabafundi (NSNP), iProgram yeZakhono zoBomi zeHIV/Aids, nesiCwangciso sokuKhuthaza ukuZiphatha kakuhle eZikolweni (*Encouraging Positive Behaviour in Schools*) ngenjongo yokunika inkxaso abafundi abafumana iingxaki zokuphazamiseka emoyeni (*emotional difficulties*) neengxaki zokuziphatha. Into egxile kuyo i-NSNP kukuqinisekisa ukufikelela ngokufanelekileyo kwiprogram yesikolo yokondliwa kwabafundi nasekomelezeni imfundo yokondla abafundi kwizikolo ezithagethiweyo, lo gama ukufundisa iHIV/AIDS nemfundo ngezesini kunyanzelekile kwibakala ngalinye, ukuqala kwiBakala R ukuya kwiBakala 12. Ngokumalunga nale meko eqhubekayo ephathelele kwindlela abafundi abaziphatha ngayo neziphumo ezibi zoku kumoya wokuzimisela ukusebenza kootitshala nakumalungelo abafundi okufunda bekwimeko ekhuselekileyo esikolweni, esi sicwangciso sokukhuthaza ukuziphatha kakuhle izikolo zemfundo eneemfundo ezizodwa sezisaziwa ngaso yaye siza kunatyselwa nakwizikolo zikarhulumente eziqhelekileyo.

- Ukuqinisekisa ukufikelela kwimfundo esemgangathweni kwabo bonke abantwana abafumana izithintelo ekufundeni kweli phondo i-ILST nee-DBST zidlala indima ebalulekileyo ekuskrineni nasekuqapheleni abafundi abafumana izithintelo ekufundeni nasekulungiseleleni inkxaso yemfundo enempumelelo kwizikolo zemfundo eneemfundo ezizodwa okanye kwizikolo ezibonelela ngenkonzo ephetheleyo ukuqinisekisa ukufikelela kwimfundo esemgangathweni. Kukho imfuneko yokuqeqeshelwa izakhono zomsebenzi wezandla ukusombulula ukuxhaphaka kakhulu kwabayeka ukufunda bengagqibanga esikolweni. Izikolo zezakhono zibonelela ngoqeqesho lwezakhono zomsebenzi wezandla ukulungiselela abafundi abasengozini yokuyeka bengagqibanga esikolweni. Ezi zikolo zidala amathuba kubafundi abanezithintelo ekufundeni ukufikelela kwikharithyulam efanelekileyo. Izibonelelo zophuhliso ezizizakhiwo zezikolo kwakhona nazo ziyaqwalaselwa ukuqinisekisa ukufikelela kubafundi abakhubazekileyo.
- Ukuqinisekisa ukuphathwa ngempumelelo kwezikolo zemfundo eneemfundo ezizodwa nezitraksha zenkxaso Inkqubo ye-*Developmental Quality Assurance* igxile koku (a) ekuqinisekiseni ukuba izikolo nezitraksha zenkxaso ze-ofisi yesithili semfundo zihlangabezana nomgaqo-nkqubo nezona mfundo zikumgangatho osezantsi (*minimum standard requirements*), (b) zithathela ingqalelo imingeni ephathelele ekwenziweni kwenkonzo, (c) zinika inkxaso nengcebiso ngamava (*mentoring*) ukufezekisa iinjongo zokukhula zezikolo nezezitraksha zenkxaso zee-ofisi zezithili, yaye (d) zithathela ingqalelo iimfundo eziphathelele ekuphuculweni kwezakhono nezibonelelo zokunceda ukuphuhlisa izikolo zemfundo eneemfundo ezizodwa nezitraksha zokunika inkxaso zee-ofisi zezithili zemfundo.
- Ukuxhobisa nokunika inkxaso ootitshala kwiinzame zabo zokuzisa imfundo eyiyo. Ukuxhotyiswa ngezakhono kwabasebenzi bokunika inkxaso yemfundo eneemfundo ezizodwa kwinqanaba le-ofisi yezithili zemfundo nootitshala abakwizikolo zikarhulumente zemfundo eneemfundo ezizodwa nakwizikolo ezinika inkonzo ephetheleyo kubalulekile ukwenzela ukuba abasebenzi bahlangabezane nabafundi abaneemfundo zemfundo ezizodwa. Uqeqesho luya kugxila ekuskrineni, ekuqapheleni, ekuvavanyeni nasekunikeni inkxaso abafundi abanezithintelo ekufundeni, ekuphuhliseni kweiprogram zokufunda ezibandakanya bonke abafundi neendlela ngeendlela zokufundisa.

ISebe iWCED liya kunika uqeqesho olusisiseko neeprogram zokusombulula nokunciphisa okuziziphumo zeengxaki zezentlalo (*social pathology*) ezikolweni, ezinjengokusebenzisa iziyobisi gwenxa, ubugewu (*gangsterism*), ukuziphatha ngokungafanelekanga ngokwezesondo, ubundlongondlongo nempatho-gadalala. Ukuqeqeshwa kwabasebenzi bee-ofisi zezithili zemfundo nootitshala kwizakhono zengcebiso yokubuyisela kwisimo sesiqhelo (*restorative counselling skills*), uvavanyo lwabafundi abasengozini, neeprogram zophuhliso lolutsha, kusaza kuqhubeka.

Umhlaba oza kufikelelwa kule program

Uphuhliso lomgaqo-nkqubo, ucwangciso olubanzi kakhulu lwesebe liphela (*macro-planning*), uphuhliso lweeprogram, ukubonelelwa ngemithombo (*resourcing*), ukuxhotyiswa ngezakhono nokuqinisekiswa kwemigangatho ngokubhekiselele koku kulandelayo:

- Iziseko zenkxaso kwii-ofisi zezithili zemfundo
- Izikolo zemfundo eneemfundo ezizodwa namaziko engcaciso (Izikolo eziqatshelweyo zemfundo eneemfundo ezizodwa ezaye zaxhaswa ukwenzela ukuba zibe ngamaziko engcaciso/ zibe zizikolo zemfundo eneemfundo ezizodwa)
- Izikolo ezixhobisa ngezakhono
- Izikolo ezinika inkonzo epheleleyo (iiyunithi zeELSEN)
- Inkxaso yokufunda kwizikolo zikarhulumente eziqhelekileyo
- Iikomiti zenkxaso kumanqanaba amaziko (*Institutional-level support teams*) (ILSTs)
- Inkxaso yabaqeqeshiweyo kwimfundo eneemfundo ezizodwa (iinkonzo zesayikholoji, umsebenzi wobunontlalo-ntle ezikolweni, inkxaso yokufunda, iinkonzo zonyango nokuphilisa (*medical and therapeutic*))
- Iprogram yeZakhono zoBomi neHIV/AIDS
- Iprogram yeSizwe yoKondliwa kwaBafundi eZikolweni (*National Schools Nutrition Programme*) (NSNP)

Imigaqo-nkqubo

Le mithetho ilandelayo nemigaqo-nkqubo ekhankanyiweyo ikhokela ukubonelelwa kwemfundo kwizikolo zemfundo eneemfundo ezizodwa nakwiMfundo eBandakanya bonke aBafundi (*Inclusive Education*) kweli phondo:

- UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (1995) noMthetho weZikolo waseMzantsi Afrika (UMthetho 84 ka-1996) noMthetho weMfundo weZikolo wePhondo leNtshona Koloni (UMthetho 12 ka-1997)
- UMgaqo-nkqubo 6 weMfundo oSebenzayo: UKwakha iSistim yeMfundo noQeqesho eBandakanya bonke aBafundi (ngoJulayi 2001) (*Education White Paper 6: Special Needs Education: Building an Inclusive Education and Training System*) (July 2001) n
- INkcazo yeKharithyulam kaZwelonke (*National Curriculum Statement* (2005))
- IsiCwangciso sikaZwelonke sokuSkrina, sokuQaphela, sokuVavanya nonuNika iNkxaso (SIAS, 2008) (*National Strategy on Screening, Identification, Assessment and Support*) (SIAS, 2008)
- Izikhokelo eZisayiLwayo neziSetyenziswayo ukuFizekisa iMfundo eBandakanya bonke aBafundi: Izikolo eziNika iNkonzo ePheleleyo (zeSebe leMfundo likaZwelonke) (*Full-Service Schools*) (*Department of Education*)
- ISikhokelo sokuQinisekisa iMfundo eseMgangathweni nokuNika iNkxaso kwiZikolo zeMfundo eneemfundo eziZodwa nooVimba baMaziko eZikolo zeMfundo eneemfundo eziZodwa (Nov 2007) (*Guidelines to Ensure Quality Education and Support in Special Schools and Special School Resource Centres*) (Nov 2007)
- Izikolo eziNika iNkonzo ePheleleyo: Izibonelelo eziziZindlu neZinto zokuSebenza – iNgcaciso ngeZakhiwo zeZikolo eziNika iNkonzo ePheleleyo (ISebe leMfundo likazwelonke) (
- IMfundo eBandakanya bonke aBafundi – kwiZikolo eziNika iNkonzo ePheleleyo: Izibonelelo eziziZindlu neZinto zokuSebenza – iNcwadana eSetyenziswayo yokuLondoloza iZakhiwo (ISebe leMfundo likazwelonke) (*EDO 296*) (*Inclusive Education – Full-Service Schools: Physical and Material Resources - Maintenance Manual*) (*Department of Education (EDO 296)*)

13.1 Njongo eCwangciswe ngoBuchule

<p>INjongo eCwangciswe ngoBuchule 4.1</p>	<p>Ukwandisa ngamandla uthatho-nxaxheba ngempumelelo kwizifundo nakwezentlalo kwabo bonke abafundi kwinkcubeko nakwikharithulam yamaziko emfundo nasekunciphiseni izithintelo ekufundeni (<i>Education White Paper 6</i>)</p>
<p>Inkcazo yenjongo</p>	<p>Ukuphucula amanqanaba olwazi lokufunda nokubhala nolwazi lokubala, ukuphucula ukupasa kwabafundi esikolweni, ukulungiselela abafundi ukuba baqhubeka bangayeki bengagqibanga esikolweni kuya kuququzelelwa ngokuthi komelezwe iinkonzo zokunika inkxaso koku kulandelayo:</p> <ul style="list-style-type: none"> • likomiti zenkxaso ezikolweni (<i>Institutional-level support teams</i>) (ILSTs) • Iziseko zenkxaso kwii-ofisi zezithili zemfundo • Izikolo zemfundo eneemfuno ezizodwa/amaziko angoovimba bolwazi • izikolo zemfundo eneemfuno ezizodwa (Izikolo zezibhedlele nezikolo zemfundo eneemfuno ezizodwa ezingatshintshelwanga kwizikolo zemfundo eneemfuno ezizodwa/amaziko angoovimba bolwazi) • Izikolo ezifundisa ngezakhono • Izikolo ezinika inkonzo epheleleyo (PPM215) • Izikolo zikarhulumente eziqhelekileyo • Iinkonzo zoqeqeshelo-msebenzi: inkxaso ekufundeni kwizikolo zikarhulumente eziqhelekileyo, iinkonzo zesayikholoji, iinkonzo zoonontlalo-ntle zasezikolweni, neenkono zonyango nezokuphilisa. <p>Isicwangciso seminyaka emihlanu sijolise ekuziseni:</p> <ul style="list-style-type: none"> • Izikolo zemfundo eneemfuno ezizodwa/amaziko oovimba bolwazi ayi-20 nezikolo eziyi-35 zemfundo eneemfuno ezizodwa. • Izikolo eziziprayimari ezili-170, ezitshintshwe zazizikolo ezinika inkonzo epheleleyo, ziya kuncedisana nokusasazwa kwezikolo zemfundo eneemfuno ezizodwa/namaziko oncedo nezinye izikolo zemfundo eneemfuno ezizodwa. • Inani leZikolo ezifundisa iZakhono lanyuka ukuya kwi-22 ngenjongo yokuphucula ukuqeqeshelwa izakhono nokusombulula ingxaki yokuyeka kwabafundi bengagqibanga esikolweni. • Ukunika inkxaso kwimfundo eneemfuno ezizodwa ukwenzela ukuba isombulule imfundo: ootitshala bokunika inkxaso ekufundeni, ootitshala abaziitheraphisti, iisayikholojisti oonontlalo-ntle bezikolo, abacebisi ngezamakhondo omsebenzi, abongikazi abaqeqeshiweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezili-15 nakwizitraksha zokunika inkxaso kwizithili zemfundo.
<p>Injongo eyandlalelayo</p>	<p>Abafundi abafumana izithintelo ekufundeni balungiselelwa ngolu hlobo lulandelayo:</p> <ul style="list-style-type: none"> • Izikolo zemfundo eneemfuno ezizodwa ziyi-51 • Izikolo zemfundo eneemfuno ezizodwa /amaziko oncedo ayi-6 • Izikolo ezifundisa ngezakhono ziyi-15 • Izikolo ezinika inkonzo epheleleyo ziyi-68 • Ootitshala bokunika inkxaso ekufundeni bayi-552 abanika inkxaso ekufundeni kwizikolo zemfundo zikarhulumente eziqhelekileyo. <p>Inkxaso kwimfundo eneemfuno ezizodwa enikwa ngolu hlobo lulandelayo:</p> <ul style="list-style-type: none"> • Icandelo lokunika inkxaso kwimfundo eneemfuno ezizodwa ootitshala bokunika inkxaso yokufunda, ootitshala abaziitheraphisti, oonontlalo-ntle bezikolo, abacebisi ngezamakhondo omsebenzi, oonesi abaqeqeshiweyo • Uphuhliso lwezakhono zabasebenzi ngokwemfundo leyo iqatshelweyo.
<p>Izizathu</p>	<p>Ukwanda nokufikelela bhelele kwikharithulam efanelekileyo, kwiinkonzo ezisemgangathweni nakwinkxaso yabafundi kwimeko yemfundo ebandakanya bonke abafundi.</p>

<p>INjongo eCwangciswe ngoBuchule 4.1</p>	<p>Ukwandisa ngamandla uthatho-nxaxheba ngempumelelo kwizifundo nakwezintlalo kwabo bonke abafundi kwinkcubeko nakwikharithulam yamaziko emfundo nasekunciphiseni izithintelo ekufundeni (<i>Education White Paper 6</i>)</p>
<p>Uqhagamshelwano</p>	<p>Le njongo ecwangciswe ngobuchule inxulumene neeNjongo ngokuBanzi ngezi ndlela zilandelayo:</p> <ul style="list-style-type: none"> • Izikolo ezinika inkonzo epheleleyo namaziko angoovimba bolwazi/izikolo zemfundo eneemfuno ezizodwa ezinenkonzo zinikwa amandla ngakumbi • Ukwandiswa kwezikolo ezifundisa ngezakhono nophuhliso lwekharithulam olufanelekileyo • Ukwandiswa kwabasebenzi bokunika inkxaso kwimfundo eneemfuno ezizodwa • Inkxaso ezinzileyo yootitshala • Inkxaso ezinzileyo yabafundi abafumana izithintelo ekufundeni.
<p>Izigaba zentsebenzo</p>	<p>Izitraksha, izibonelelo neeprogram ekufuneka zibe sezisebenza</p> <p>2010</p> <ul style="list-style-type: none"> • Izikolo zemfundo eneemfuno ezizodwa eziyi-47 • Amaziko angoovimba bolwazi ali-10 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-17 • Izikolo ezili-100 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfundo eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo. <p>2011</p> <ul style="list-style-type: none"> • Izikolo zemfundo eneemfuno ezizodwa eziyi-45 • Amaziko angoovimba bolwazi ali-12 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-19 • Izikolo ezili-139 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfundo eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo. <p>2012</p> <ul style="list-style-type: none"> • Izikolo zemfundo eneemfuno ezizodwa eziyi-43 • Amaziko angoovimba bolwazi ali-16 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-20 • Izikolo ezili-150 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfundo eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo. <p>2013</p> <ul style="list-style-type: none"> • Izikolo zemfundo eneemfuno ezizodwa eziyi-39 • Amaziko angoovimba bolwazi ali-18 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-21 • Izikolo ezili-160 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfundo eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo.

INjongo eCwangciswe ngoBuchule 4.1	Ukwandisa ngamandla uthatho-nxaxheba ngempumelelo kwizifundo nakwezentlalo kwabo bonke abafundi kwinkcubeko nakwikharithulam yamaziko emfundo nasekunciphiseni izithintelo ekufundeni (<i>Education White Paper 6</i>)
	<p>2014</p> <ul style="list-style-type: none"> • Izikolo zemfundo eneemfuno ezizodwa eziyi-35 • Amaziko angoovimba bolwazi ali-20 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-22 • Izikolo ezili-170 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfuno eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizittraksha zokunika inkxaso kwizithili zemfundo.

13.2 Imiba ethathela ingqalelo izibonelelo

<p>1. Iimpawu ezibonisa inkcitho: Njengangoku imali eyabiwayo yandiswa nge-4,5% ngonyaka, kwaye oku kungaphantsi kwi-CPI kwaye akungqinelani nemfuno eyandayo yeenkonzo ezizodwa ekufuneka zenziwe. Oku kuneziphumo ezingekho zihle ekwenziweni kwenkonzo.</p>
<p>2. Abasebenzi ababelwe amaziko/abafunekayo ukuze kuphunyezwe esi sigunyaziso: ngokunxulumene nohlenga-hlengiso lwabasebenzi kuzwelonke kwiProgram 4, kusafuneka abanye abasebenzi abangaphezulu ukuphucula ukwazi ukusebenza kwale program kubo bonke abafundi nakootitshala.</p>

13.3 Ulawulo lwezinto eziyingxaki (*Risk management*)

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Inkxaso-mali yancitshiswa ngenxa yeziphumo ezizelwe kukudodobala koqoqosho (<i>recession</i>) – umz. emva kwalo mjikelo ukhoyo ngoku we-MTEF, ukuxhaswa ngemali kweMfundo eBandakanya bonke aBafundi akuqinisekiswa.	Iimali ezifumanekayo ziya kusetyenziswa ngeyona ndlela enenzuzo enkulu ukuzinzisa iinkonzo ezikhoyo.
Izithuba zomsebenzi ezabelwe imali ezingazaliswanga, zichaphazele kakubi ukwenziwa kweenkonzo	Ukwabiwa ngokutsha komsebenzi ongaphezulu kubasebenzi abasezikhundleni ngoku.
Ukungabikho kwentsebenziswano phakathi kwamacandelo okukhokelela kwinkonzo eyahluka-hlukeneyo.	Kufuneka kuqulunqwe imigaqo yemvumelwano ukwandisa intsebenziswano phakathi kwamacandelo.
Iinkqubo zokwenziwa komsebenzi ngokungagqibelelanga kukhokelela ekwenziweni kwenkonzo eyahluka-hlukeneyo.	Ukuququzelela unxibelelwano oluphuculiweyo neenkqubo zokwenza umsebenzi.
Ukulibaziseka kokuvunywa kwebhajethi kuchaphazela kakubi imigaqo-nkqubo neenkqubo.	Ukucwangcisa ngenyameko ukuqinisekisa ukuba kukho ixesha elaneleyo lokuphumeza iiprogram.

14. IProgram 5: IMfundo noQeqesho oluQhubekayo (FET)

Injongo: Ukubonelela ngeMfundo noQeqesho oluQhubekayo kwiikholeji ze-FET zikarhulumente ngokoMthetho weKholeji zeMfundo noQeqesho oluQhubekayo (UMthetho 16 ka-2006)

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 5.1: AmaZiko kaRhulumente

Ukubonelela ngeekholeji ezizodwa ze-FET zikarhulumente ngezibonelelo

Iprogram esekelayo 5.2: Iinkonzo zoqeqeshelo-msebenzi

Ukubonelela ngootitshala nabafundi abasezikholejini ze-FET zikarhulumente ngeenkonzo zokunika inkxaso eziququzelelwe lisebe

Iprogram esekelayo 5.3: ICandelo loPhuhliso lwaBasebenzi

Ukukhuthaza ukuqeqeshelwa umsebenzi nolunye uphuhliso kootitshala nabangengotitshala abakwiikholeji ze-FET zikarhulumente

Izinto ezenzeka ngokunxulumene nomgaqo-nkqubo:

Iprogram yokuxhasa ngemali iikholeji ze-FET yafikelela esiphelweni ngo-2008/9, apho iGranti eKhutshwa Phantsi kweMiqathango yonyaka ophelileyo isaqhubekayo njengemali esisabelo esikhutshwa nesabiwa ngokulinganayo. Imimiselo nemigangatho emitsha yesabelo semali esiya kwiikholeji zeFET iza ukuphunyezwa kwi-MTEF.

Kweli thuba leminyaka mihlanu liqala ngo-2010- 2014 iikholeji ze-FET zicwangcisele:

Ukwandisa inani labafundi abaneminyaka eli-16-22 yobudala ababhalise ezikholejini

Ukwandisa inani labafundi ababhalisele iziqinisekiso ezipheleleyo

Ukwandisa inani labafundi ababhalisele imfundo yamaziko aphakamileyo

Ukufundisa nokuvavanya iiprogram ezintsha eziphendula kwiimfuno zezoqoqosho nezentlalo

Ukuqeqesha abahlolhi kwiikhosi ze-FET ezintsha

Ukunceda abafundi ngeenkonzo zokunika inkxaso kubafundi kwikholeji nganye kwezintandathu

Ukunika abafundi abasweleyo iibhasari

Ukulondoloza iilebhu zeekhompyutha

Ukuqinisekisa ukuba bonke abafundi bafumana ukuqeqeshwa kwi-ICT

14.1 iNjongo eziCwangciswe ngoBuchule

<p>INjongo eCwangciswe ngoBuchule 5.1</p>	<p>Ukuqinisekisa ngokungqinelaniswa kocwangciso lwamaziko neeprogram zamaziko ukwenzela ukuba kwenziwe iiprogram ezizizo, eziphendula iimfuno nezijolise ekuhlangabezeni oosomashishini, imizi-mveliso, neemfuno zoluntu nezabafundi baloo ndawo nokwenza/nokugcina indawo ekhuthazayo ekufundiswa kuyo iiprogram ezikumgangatho ophakamileyo ezidibanisa ithiyori/iprakhikhali oko kusenziwa ngenkqubo yolawulo lokuphathwa nokulawulwa kunye nenkxaso ekwenziweni komsebenzi kuwo onke amanqanaba eekholeji</p>
<p>Inkcazo yenjongo 5.1.1</p>	<p>1. Uphando olusekelwe kumacandelo, ucazululo lweziphumo nothetha-thethwano kuyaqhutywa ukucwangcisa nokwamkela iiprogram. Le nkqubo ibandakanya iibhodi zemfundo zeekholeji, amabhunga eekholeji neSebe leMfundo yamaZiko aPhakamileyo kunye noQeqesho (<i>Dept of Higher Education and Training</i>) (DHET).</p> <p>2. Isicwangciso esenziwe ngobuchule sikhokela onke amanqanaba esistim. Inkqubo yokucwangcisa ibeka iithagethi ekufuneka zibekwe esweni okokoko.</p> <p>3. Ukukhula nokuphuhlisa kweekholeji kulawulwa ngeebhujethi ezivela kwiinkqubo zokucwangcisa.</p>

<p>INjongo eCwangciswe ngoBuchule 5.1</p>	<p>Ukuqinisekisa ngokungqinelaniswa kocwangciso lwamaziko neeprogram zamaziko ukwenzela ukuba kwenziwe iiprogram ezizizo, eziphendula iimfuno nezijolise ekuhlangabezeni oosomashishini, imizi-mveliso, neemfuno zoluntu nezabafundi baloo ndawo nokwenza/nokugcina indawo ekhuthazayo ekufundiswa kuyo iiprogram ezikumgangatho ophakamileyo ezidibanisa ithiyori/iprakthikhali oko kusenziwa ngenkqubo yolawulo lokuphathwa nokulawulwa kunye nenkxaso ekwenziweni komsebenzi kuwo onke amanqanaba eekholeji</p>
<p>Inkcazo yenjongo 5.1.2</p>	<ol style="list-style-type: none"> 1. Ukuqinisekisa ngomgangatho wokufundisa kwiikholeji ze-FET Imigangatho eyiyo yileyo isekelwe kwi-<i>International Organization for Standardization (ISO)</i> nekusekelwe kuyo zonke iiprogram eziphantsi kokuqinisekiswa kwemigangatho kazwelonke (Umalusi, QCTO, HE) kunye/okanye amagunya okuqinisekiswa kwemigangatho yezizwe ngezizwe. Amalungiselelo okuqeqesha kwiprakthikhali (oomasifundisane) avunywa ziiSETA. 2. Ukunika inkxaso kuwo onke amanqanaba <ul style="list-style-type: none"> • Ukufumana nokuquzelela ukwabiwa kwabasebenzi nezakhiwo • Ukuqinisekisa ukukhula okuqhubeka okokoko komoya wentlonipho nenkxaso kwiikholeji ze-FET • Ukwandisa kakhulu amathuba entsebenziswano (<i>synergy</i>) ngokubambisana (<i>partnerships</i>) • Ukuqinisekisa ukuba iikholeji zisoloko zilungele ukusebenzisa iindlela ezintsha, uphuhliso nokulungela kwabasebenzi umsebenzi • Ukuqinisekisa ukuba abafundi bafikelela ngokulula kwaye bafumana inkxaso • Ukubekwa esweni kwentsebenzo kwisistim iphela
<p>Injongo eyandlalelayo</p>	<ol style="list-style-type: none"> 1. Umsebenzi wophando nocazululo: linkqubo neendlela zokuqhuba uphando olungephi, ucazululo nothetha-thethwano ziyenziwa kwiikholeji nakwi-ofisi yephondo. 2. Ukulungelelaniswa kwesicwangciso esenziwe ngobuchule: Inkqubo yesicwangciso esenziwe ngobuchule sonyaka sele ikho kwiikholeji, kwiphondo nakuzwelonke. 3. Ukucwangcisa ibhajethi: Inkqubo yesicwangciso esenziwe ngobuchule yenza iibhajethi esezabiwe ngokufanelekileyo. 4. Uqinisekiso lomgangatho: Zonke iikholeji zontandathu zine-ISO 9000 <i>certification</i>. I-93% yeeeprogram zeekholeji iphantsi komqathango wokuqinisekiswa kwemigangatho ngabakuzwelonke kunye/okanye ngabasemagunyeni bamazwe ngamazwe. 5. Izicwangciso zokuthengisa nokunika inkxaso ngamandla ziququzelelwe liphondo. 6. Iikholeji ziyazuzisa kwinkxaso ecwangcisiweyo ekuziseni iinguqu nasekulungiseleleni abaqeshwa ukuba bafundise i-NC(V) nezinye iiprogram. 7. Iibhasari ziyafumaneka kubafundi abaswelelo yaye kwabelwe imali ezithile inkxaso ezifundweni. 8. Amabhunga asemthethweni anjengamabhunga amele abafundi (<i>student representative councils (SRCs)</i>), iibhodi ezijongene nezifundo namabhunga eekholeji asekiwe kuzo zonke iikholeji.
<p>Izizathu</p>	<p>Iikholeji ze-FET zigunyaziswe ukuba zifundise imfundo yobugcisa bezandla (<i>vocational and occupational education and training</i>) noqeqesho ukulungiselela abafundi ilizwe lempangelo kunye/okanye imfundo yamaziko aphakamileyo. Ukwenzela ukulungiselela abafundi ngokwanelelo, iikholeji mazifundise iiprogram ezanelisa iimfuneko zee-arhente ekusetyenzwa kuzo. Ngaphezulu, umgangatho wokufundiswa kweprogram uchaphazela ngqo imilinganiselo yokugcinwa esikolweni nasekupaseni kwabafundi. Ireyithi esezantsi yokuyeka esikolweni bengagqibanga abafundi namanani aphakamileyo abafundi abaphumelelayo ichaphazela kakuhle ukukhula kwezooqoqosho kwephondo.</p>
<p>Uqhagamshelwano</p>	<p>Le njongo icwangciswe ngobuchule iya kufaka igalelo ekwandiseni ukubonelelwa kwemfundo yesiseko yobugcisa bezandla noqeqesho, ukuqhelaniswa nomsebenzi (<i>learnerships</i>), uqeqesho kwezobugcisa (<i>apprenticeships</i>), uqeqesho lwasemsebenzini (<i>internships</i>) kunye neeprogram zezakhono ezinxulumene namathuba omsebenzi. Iikholeji zidlala indima ebalulekileyo ekugcineni abantu abatsha bekumaziko emfundo nasekunikeni amathuba okuba balungiselele ilizwe lempangelo.</p> <p>Le njongo icwangciswe ngobuchule iya kuba negalelo</p> <ul style="list-style-type: none"> • ekwandiseni uthatho-nxaxheba nemilinganiselo yokuphumelela kwabafundi, ngokukodwa abafundi abantsundu, kwiprogram zeMfundo noQeqesho oluQhubekayo • Ekwandiseni inani labafundi abakulungelelo ukungena kwimfundo yamaziko aphakamileyo.

<p>INjongo eCwangciswe ngoBuchule 5.1</p>	<p>Ukuqinisekisa ngokungqinelaniswa kocwangciso lwamaziko neeprogram zamaziko ukwenzela ukuba kwenziwe iiprogram ezizizo, eziphendula iimfuno nezijolise ekuhlangabezeni oosomashishini, imizi-mveliso, neemfuno zoluntu nezabafundi baloo ndawo nokwenza/nokugcina indawo ekhuthazayo ekufundiswa kuyo iiprogram ezikumgangatho ophakamileyo ezidibanisa ithiyori/iprakhthali oko kusenziwa ngenkqubo yolawulo lokuphathwa nokulawulwa kunye nenkxaso ekwenziweni komsebenzi kuwo onke amanqanaba eekholeji</p>
<p>Izigaba zentsebenzo</p>	<p>2010</p> <ul style="list-style-type: none"> • I-40,000 yabafundi (ekukho kubo abayi-12,500 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-20% kuzo zonke iiprogram • Bapasa ngereyithi eyi-60% kuzo zonke iiprogram <p>2011</p> <ul style="list-style-type: none"> • I-45,000 yabafundi (ekukho kubo abayi-14,000 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-15% kuzo zonke iiprogram • Bapasa ngereyithi eyi-65% kuzo zonke iiprogram <p>2012</p> <ul style="list-style-type: none"> • I-47,000 yabafundi (ekukho kubo abayi-15,500 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-12% kuzo zonke iiprogram • Bapasa ngereyithi eyi-70% kuzo zonke iiprogram <p>2013</p> <ul style="list-style-type: none"> • I-50,000 yabafundi (ekukho kubo abayi-17,500 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-10% kuzo zonke iiprogram • Bapasa ngereyithi eyi-75% kuzo zonke iiprogram <p>2014</p> <ul style="list-style-type: none"> • I-55,000 yabafundi (ekukho kubo abayi-20,000 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-8% kuzo zonke iiprogram • Bapasa ngereyithi eyi-80% kuzo zonke iiprogram

14.2 Imiba ethathela ingqalelo izibonelelo

<p>Izibonelelo</p> <p><i>Iimpawu ezibonisa inkcitho:</i> likholeji zigunyaziswa ukuba zifundise iiprogram zokufundisa ngomsebenzi wobugcisa bezandla nezamakhondo okuqeqeshelwa umsebenzi. Ibhajethi yeProgram 5 ekhoyo ngoku ivumela kuphela iindleko zokusebenza zabafundi abayi-16 000 beSatifikethi sikaZwelonke (sezoBugcisa Bezandla), kusekelwe ekubalweni kweendleko kowe-2008. Ivumela ukulondolozwa kweziseko zophuhliso, kodwa ayiyivumeli inkcitho yokwandisa izakhiwo nezixhobo zokusetyenziswa ukwandisa iziseko zophuhliso.</p>

Abasebenzi ababelwa amaziko/ abafunekayo ukuze kufezekiswe esi sigunyaziso:

Abasebenzi basetyenziswa ubukhulu becala kwiiiprogram ze-NC(V) kwaye uninzi lweekholeji zithwele uxanduva lokuhlulwa imivuzo yabasebenzi eyongezelelweyo ukwenzela ukuba kufundiswe iiprogram epheleleyo. Iikholeji ziyakhuthazwa ukuba zandise kwizifundo zomsebenzi oqeqeshelwayo, kodwa zikufumana kunzima ukungqinelana noko ngenxa yemali nokungalingani kokwabiwa kwabasebenzi. Ngaphezulu, ubuchule nezakhono zabasebenzi ukulungiselela abafundi imfundo yamaziko aphakamileyo nelizwe lempangelo kufuneka zandise.

Olunye ulwazi olufunekayo/ oluqikelelwayo/ olunqwenelekayo:

Ukwandisa ukwazi ukusebenza nemali yokwenza uphando nophuhliso
Ukwandisa ukwazi ukusebenza kweekholeji ngokuthi zibambisane nemizi-mveliso.
Ukwandisa ukwazi ukusebenza ukufaka ngempumelelo abafundi kwimizi-mveliso

14.3 Ulawulo lwezinto eziyingxaki

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
<p>UMthetho Njengagoku, iikholeji zilawulwa nguMthetho weekholeji ze-FET (UMthetho 16 ka-2006) (<i>FET College Act (Act 16 of 2006)</i>). Lo Mthetho uvumela ulawulo lukazwelonke nolwamaphondo ngaxeshanye. Uxanduva lwezolawulo loMthetho lwabelwe iOfisi yoMphathiswa weMfundo noQeqesho yamaZiko eMfundo ePhakamileyo. Inkqubo yokulawula evela kwezi nguqu ayikacaci isiphumo sayo ekucwangciseni nasekunikeni inkxaso kungoko kungenakuqinisekiswa ngayo kwesi sigaba.</p>	<p>I-ofisi yephondo neekholeji ziya kuqhubela phambili ngokucwangcisa njengagoku, nenkxaso nokwenziwa komsebenzi okusekelwe kwibhujethi yeMTEF kude kube kufumanekeminye imiyalelo.</p>
<p>Ibhajethi Ibhajethi yeProgram 5 ekhoyo ngoku ivumela abafundi abayi-16,000 be-NC(V) kumaxabiso eefomyula zango-2008. Ayanelanga ukuba kufundiswe ngokupheleleyo oko kugunyaziswe iikholeji ze-FET. Ukongeza, ibhajethi ayikuvumeli ukwandiswa kwamanani abafundi. Iikholeji ziceba ukubhalisa ama-40,000 abafundi ngo-2010, apho i-12,500 iya kuba isenza iNC(V), emele i-31% yabafundi bonke bephelele. Isicwangciso sikazwelonke seekholeji ze-FET sibonisa ama-70 - 80% abafundi be-NC(V).</p>	<p>Amanani abafundi beNC(V) aya kuqingqwa yakuba nje ibhajethi ifikelele esiphelweni. Nangona iiprogram zeNATED zipheliswe, iikholeji ziya kuvunyelwa ukuba zibhalise abafundi abatsha beN3 neN4 ngo-2010.</p>
<p>Abasebenzi Bonke abasebenzi abafundisayo bafuna ukuxhotyiswa ngezakhono ukwenzela ukuba bakwazi ukudibanisa ithiyori nepraxhthikhali eklasini. Abasebenzi bezobugcisa bezandla kufuneka basiwe kwimizi-mveliso rhoqo ukuqinisekisa ukuqonda ngokupheleleyo okwenzekayo neenkqubo zemizi-mveliso. Iikholeji zikufumana kunzima ukubakhulula bayeke abasebenzi ngenxa yeemfuno zokufundisa. Ingxaki ke kukuba abafundi basenokuphuma ekholejini bengalungisele-lwanga ncam ukuba bakwazi ukuqeshwa xa bephuma ezikholejini.</p>	<p>Iimfuno zophuhliso lwabasebenzi ziya zicaca njengoko ikharithyulam yeNC(V) iya ityhileka. I-ofisi yephondo neekholeji ziqhubela phambili ngokufuna ubambiswano nemizi-mveliso ukwenzela kube nokufaka abasebenzi nabafundi emisebenzini.</p>
<p>Inkxaso-mali evela kwakhupha izipho-mali (donors) Iiprojekthi zamacandelo ezinjengokufunda ngekompuyutha (<i>e-learning initiatives</i>), uqeqesho lwe-SRC, <i>FET College Times</i>, ukwenziwa kwe<i>Advanced Software Solutions for Education and Training (ASSET)</i>, uqeqesho lweLoLT, zixhaswa ngabakhupha izipho-mali. Iiprogram yezipho-mali iyavalwa ngoku kwaye kukho ingxaki yokuba ezi nzame zibaluleke kangaka ziza kufikelela esiphelweni ngenxa yokunqongophala kwemali nokuquzelelwa.</p>	<p>Kusazanywa ukukhangela ezine iinkalo zokufumana inkxaso-mali kwaye iikholeji ziya kuthi ileyo naleyo iqhubele phambili ngeeprojekthi ezizithatha njengezibalulekileyo kwiikholeji ezithile.</p>
<p>I-ICT noqhagamshelwano Imfuno yemfundo ngekompuyutha i-<i>e-learning</i> nokwazi ukulawula ingcaciso yekholeji iya isanda, kodwa incinane kakhulu imali efunekayo ukuxhasa eli nyathelo. Ngaphezulu, imfuno ngekompuyutha neFETMIS zizisa imfuno kuqhagamshelwano olukhoyo ngoku ekunzima ukulwanezisa ngaphandle kokwandiswa kwezibonelelo.</p>	<p>Iikholeji zandise inkxaso-mali nezibonelelo ze-ICT noqhagamshelwano, kodwa aziyi kungqinelana ngokupheleleyo ngaphandle kwenkxaso yemali.</p>

15. IProgram 6: IMfundo noQeqesho lwaBadala

Injongo: Kukubonelela ngeMfundo noQeqesho lwaBadala (ABET) ngokungqinelana noMthetho weMfundo noQeqesho lwaBadala (*Adult Basic Education and Training Act*)

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 6.1: Inkxaso-mali eya kumaZiko aBucala

Ukuxhasa amaziko eABET abucala athile ngenkxaso-mali

Iprogram esekelayo 6.2: IiNkonzo zoQeqeshelo-msebenzi

Ukubonelela ootitshala nabafundi abakumaziko eABET ngeenkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 6.3: ICandelo loPhuhliso lwaBasebenzi

Ukubonelela ngoqeqeshelo-msebenzi nolunye uphuhliso kootitshala nakwabangengabo ootitshala kwizikolo zeABET

Uphuhliso lwemigaqo-nkqubo:

- ULawulo oluseMgangathweni: Ukuphunyezwa kwemithetho nemimiselo efanelekileyo
- ULawulo oluPhuculiweyo: Ukuphunyezwa kweemeko zomsebenzi ezisisiseko njengoko zimiselwe ngemvumelwano/zizittraksha zobudlelwane emisebenzini ezisebenzayo
- Isicwangciso sokwaziswa kwecandelo nenkxaso ngamandla ezikhokelela kuthatho-nxaxheba ngakumbi kwiMfundo yaBadala nasekukhuleni kwamanani abafundi
- Izakhono, iiprogram ezingafundelwa eklasini nezinye neenkonzo ezenziwayo ngentsebenziswano namahlakani, kubandakanywa neeKholeji ze-FET, amasebe ephondo, neSebe lezeMisebenzi (*Department of Labour*) (DoL)
- Iinkqubo eziphambili zongenelelo ngoqeqesho kwezokuphatha nezolawulo
- Ukuqulunqwa kwemigaqo-nkqubo, iinkqubo nezikhokelo zamabhunga olawulo amaziko kunye neeRCL
- Ukubhaliswa kwabafundi kwiPhulo loLwazi lokuFunda nokuBhala le*Kha Ri Gude*

15.1 IiNjongo eziCwangciswe ngoBuchule

<p>INjongo eCwangciswe ngoBuchule 6.1</p>	<p>Ukubonelela ngenkxaso kulawulo nasekuphatheni i-A(B)ET ngokuphuhliswa komgaqo-nkqubo nangeendlela zongenelelo ngoncedo ezilungiselela ukufundiswa kwekharithulam ngempumelelo kumaZiko eMfundo yaBadala; ukubonelela ootitshala nabafundi abakwizikolo zeABET ngeenkonzo zenkxaso kwikharithulam ezilawulwa lisebe lemfundo nokubonelela ngoqeqeshelo-msebenzi kootitshala nakwabangengabo ootitshala</p>
<p>Inkcazo yenjongo</p>	<p>Ukubonelela ngokwazi ukufikelela kwabantu abadala abafuna imfundo ebakhokelela kwikharithulam efanelekileyo. Ukunciphisa ireyithi yokungakwazi kufunda nakubhala kubantu abadala nakwabatsha ngokusebenzisa iisitim zokunika inkxaso zomgaqo-sikhokelo wekharithulam oya kuxhobisa abafundi ngolwazi lokufunda nokubhala, nolwazi lokubala abanokulusebenzisa nezakhono zonxibelelwano. Ukubonelela ngezinto zokufunda nokufundisa ezikowona mgangatho uphezulu. Ukuqinisekisa ukuba iiprogram ziyangqinelana nemfundo. Ukuseka iziko ledatha elibanzi kunye ne-ajenda yophando. Ukukhuthaza ulungelelwano noqhagamshelwano oluncedisanayo phakathi kweprogram zeABET noqeqesho olugxile kwizakhono. Ukuququzelela intsebenziswano phakathi kwabathathi-nxaxheba beABET, amasebe karhulumente, amashishini abucala namanye amaqela achaphazelekayo. Ukuqinisekisa ukuba iingcali nabaphathi banolwazi lokuphumeza iiprogram ezifundiswayo ngokuqhuba oomasifundisane neeforam zokomeleza kharithulam. Ukuphucula umgangatho wokufundisa nokufunda ngokusebenzisa iiprogram zokuqeqesha ootitshala, iiprogram zokucebisa ngamakhondo omsebenzi abafundi, nasekuqiniseni kwee-ofisi zezithili zemfundo. Ukomeleza nokwandisa isiseko solwazi seNkonzo yeNgcebiso ngezeKharithulam ye-AET ngokukhuthaza ukuthatha inxaxheba kwayo kwimisebenzi kazwelonke kwakunye nokukhuthaza uqhagamshelwano namanye amaphondo.</p>

<p>INjongo eCwangciswa ngoBuchule 6.1</p>	<p>Ukubonelela ngenkxaso kulawulo nasekuphatheni i-A(B)ET ngokuphuhliswa komgaqo-nkqubo nangeendlela zongenelelo ngoncedo ezilungiselela ukufundiswa kwekharithulam ngempumelelo kumaZiko eMfundo yaBadala; ukubonelela ootitshala nabafundi abakwizikolo zeABET ngeenkonzozo zenkxaso kwikharithulam ezilawulwa lisebe lemfundo nokubonelela ngoqeqeshelo-msebenzi kootitshala nakwabangengabo ootitshala</p>
<p>Ingcaciso eyandlalelayo</p>	<p>Kukho amaziko ayi-333; amaZiko asi-8 akwizakhiwo zawo (zeSebe iWCED); abafundi abayi-42 500; ootitshala abali-1 200, kubandakanywa nabaphathi bamaziko abaqeshwe ngemvumelwano abasisigxina abayi-88 nabaququzeleli bamaziko nootitshala abaqeshwe isigxina abali-12. Abanye ootitshala abangabalwanga bahlawula ngereyithi yeyure emiselwa ngamabhunga olawulo eziko. I-ABET L1-4 ifundiswa kubafundi abayi-13 490, lo gama iiprogram ezimfutshane zezakhono zifundiswa ngokwaloo mfundo ithile. Amaziko asebenza ngexesha lasemini, emva kwemini/ngokuhlwa kwaye afumaneka ezikolweni. Asingawo onke amaziko anamabhunga olawulo asebenza ngokupheleleyo. Uxwebhu i<i>Norms and Standards for Funding of Centre Regulations</i> lwapapashwa ngowe-14 Disemba 2007. Njengangoku, abantu abafundisa i-ECD bengezotitshala nabaphathi abaqeqeshwanga ngokupheleleyo ekufundiseni ikharithulam ngempumelelo. IKharithulam yeABET iNqanaba 2-4 isandula ukuhlaziywa kutshanje. Sekumiselwe isiQinisekiso sikazwelonke esitsha. Iqokelelwe idatha emalunga nezibonelelo zekharithulam neeprogram zophuhliso lwezakhono.</p>
<p>Izizathu</p>	<p>IMfundo yaBadala inganegalelo ekuboneleleni ngezakhono ezifunekayo ekwakheni uqoqosho olukhula ngamandla kweli phondo. IKharithulam yeABET isandula ukuhlaziywa kutshanje ukwenzela ukuba ihlangabezane neemfundo zenkulungwane yama-21. Ngako oko ke kukho imfuneko enkulu yeenkonzo zokunika inkxaso kuwo onke amanqanaba karhulumente.</p>
<p>Uqhagamshelwano</p>	<p>AmaZiko eMfundo yaBadalaanceda ulutsha olungekho sikolweni ekulungiseleleni ukuba lube nokuqeshwa. Kukho unxibelelwano kakhulu phakathi kolwazi lokufunda nokubhala lwabadala kunye nolwazi lokufunda nokubhala lwabantwana. Ngokusebenzisa iiprogram zemfundo yabadala, abo baya kuba ngabafundi abadala baya kuba kwimeko engcono yokukhuthaza abantwana abakubudala beminyaka yokuhamba isikolo (abangababo, abosapho naboluntu lwasekuhlaleni) ekuphuculeni amanqanaba abo olwazi lokufunda nokubhala nolwazi lokubala. Ngako oko ke inganxityelelaniswa ngqo nesiCwangciso soLwazi lokuFunda nokuBhala noLwazi lokuBala seSebe iWCED (<i>WCED's Literacy and Numeracy Strategy</i>).</p>
<p>Izigaba zentsebenzo</p>	<p>2010</p> <ul style="list-style-type: none"> • Ukuseka iziko libe li-1 elisebenza ngexesha lasemini elinekhomponenti engundoqo yabasebenzi abaqeshwe ngemvumelwano abasisigxina KWI-SITHILI NGASINYE • Ngabafundi beABET abayi-34 700, kwakunye nabo bakwiiprogram zokufundisa ngezakhono • Ukwandiswa kwephulo eliLingwayo leeNtsapho leziThanda ukuFunda kumaziko e-AET ali-11 (<i>Family Literacy Pilot in 11 AET Centres</i>). • Ukungqinisisa ukuba onke amaziko ayangqinelana ne<i>Norms and Standards Regulations</i> • Ukujongisisa amathuba empumelelo yeenkqubo zokuqhelanisa nomsebenzi ze-EDTP SETA kooTitshala abangenaziqinisekiso nabo baneziqinisekiso ezingagqibelelanga • Ukulinga i<i>Norms and Standards Regulations</i> kumaZiko asi-8, o.k.t. eli-1 kwisithili semfundo ngasinye • Ukunika isikhokelo solawulo lweKharithulam, iincwadana zoqeqesho, kunye nokuququzelela iiprogram zabaphathi be-AET • Ukuvelisa izinto zokufunda ngeengcebiso ngamakhondo omsebenzi neeprogram zokunika inkuthazo ezikhokelela abafundi kumakhondo okufunda afanelekileyo • Ukubonelela ngeziko ledatha yezibonelelo zekharithulam <p>2011</p> <ul style="list-style-type: none"> • Ukuseka amaziko ama-2 asebenza ngexesha lasemini kwisithili ngasinye • Abafundi beABET abayi-36 000, kwakunye nabakwiiprogram zokufundisa ngezakhono • Ukuphunyezwa kwe<i>Norms and Standards Funding regulations</i> kuzo zonke ii-CLC kuzo zonke izithili. • Ukusetyenziswa kwesistim yokulandelela abafundi (<i>learner-tracking system</i>) yaBafundi aBadala. • Ukuveliswa kulungiselelwe iiprogram zoqeqesho nezokufundisa zootitshala • Ukuququzelela ukufikelela kwiiprogram zophuhliso lwezakhono zabafundi • Ukuphucula ukupasa kwabafundi abakwi-NQF iNqanaba 1 • Ukuphucula uthatho-nxaxheba kwiiprogram zezakhono, nempumelelo yabafundi abadala kwiiprogram zophuhliso lwezakhono ezibonelelwa liSebe iWCED

<p>INjongo eCwangciswa ngoBuchule 6.1</p>	<p>Ukubonelela ngenkxaso kulawulo nasekuphatheni i-A(B)ET ngokuphuhliswa komgaqo-nkqubo nangeendlela zongenelelo ngoncedo ezilungiselela ukufundiswa kwekharithulam ngempumelelo kumaZiko eMfundo yaBadala; ukubonelela ootitshala nabafundi abakwizikolo zeABET ngeenkondo zenkxaso kwikharithulam ezilawulwa lisebe lemfundo nokubonelela ngoqeqeshelo-msebenzi kootitshala nakwabangengabo ootitshala</p>
<p>Izigaba zentsebenzo</p>	<p>2012</p> <ul style="list-style-type: none"> • Ukugcina esebenza amaziko ama-2 asebenza emini kwisithili ngasinye • Abafundi beABET abayi-36 000 , kwakunye nabakwiiprogram zokufundisa ngezakhono • Ukuveliswa okokoko kweeiprogram zekharithulam nezinto zokufundisa zootitshala • Ukuphucula ukufikelela kwiiprogram ezinika amathuba okufikelela kuphuhliso lwezakhono • Ukufokhasa kwinkqubo ephuculiweyo yokupasa kwabafundi kwi-NQF iNqanaba 1 ukwenzela ukudala ikhondo lezifundo ezisa kwiikholeji ze-FET <p>2013</p> <ul style="list-style-type: none"> • Ukomeleza ukusebenza kwamaziko okufundisa asebenza emini (asisigxina) ngokungqinelana nomthetho ofanelekileyo, umz. i<i>Norms and Standards Funding Regulations</i>, kwakunye nokuphunyezwa kweeiprogram zokufundisa ngezakhono nezinye iiprogram. • Uphuhliso oluqhubeka okokoko lweeiprogram zekharithulam nezinto zokufundisa ootitshala • Ukuphucula ukufikelela kwiiprogram ezinika amathuba okufikelela kuphuhliso lwezakhono • Ukufokhasa kwinkqubo ephuculiweyo yokupasa kwabafundi kwi-NQF iNqanaba 1 ukwenzela ukudala ikhondo lezifundo ezisa kwiikholeji ze-FET <p>2014</p> <ul style="list-style-type: none"> • Abafundi beABET abayi-36 000 bafunda kumaziko ayi-300 (ayi-105 awo ngamaziko aphambili (<i>main centres</i>)) • KwiBakala 12, ukuqaliswa kweSatifikethi seMatriki kubantu abadala, neeiprogram zezakhono ngentsebenziswano neekholeji ze-FET, kuya kubonisa injongo yeSebe iWCED yokubonelela ngeeiprogram zokufunda zabadala eziqhutywa ziimfuno. • Inkqubo yabafundi nenkqubo yaya kulandelelwa ngesistim yokulandelela abafundi (<i>tracking system</i>) esebenza ngempumelelo. • Uphuhliso oluqhubeka okokoko lweeiprogram zekharithulam nezinto zokufundisa ootitshala • Ukuphucula ukufikelela kwiiprogram ezinika amathuba okufikelela kuphuhliso lwezakhono • Ukufokhasa kwinkqubo ephuculiweyo yokupasa kwabafundi kwi-NQF iNqanaba 1 ukwenzela ukudala ikhondo lezifundo ezisa kwiikholeji ze-FET

15.2 Imiba ethathela ingqalelo izibonelelo

<p>Izibonelelo</p> <p>1. <i>Iimpawu ezibonisa inkcitho</i>: Ukufundiswa kwe-AET kuyinxalenye yophuhliso lwezakhono zabasebenzi eNtshona Koloni. Kubonelela ngokwanda ngokucacileyo kwenani labafundi abadala, ngokukodwa ulutsha nabangasebenziyo, abathatha inxaxheba kwiiProgram zeMfundo yaBadala. I-AET imisela iziseko zeeiprogram ezixela kwizakhono, lo gama amaziko e-AET akhiwe kwiindawo ezifanelekileyo ukubonelela ngeeiprogram zokufunda nezisekelwe kwizakhono. Uqhagamshelwano neekholeji ze-FET, oosomashishini namanye amasebe karhulumente luya kubaluleka. Umngeni ojongene neli candelo kukunqongophala kwezibonelelo/kwenkxaso-mali. Ibhajethi yalo nyaka, engakhange inyuswe, ngaphandle nje kokunyuka qho ngonyaka okungephi kwithuba leminyaka emi-5 egqithileyo ayenzanga sibonelelo sokuphuculwa kweemeko ekusetyenzwa phantsi kwazo zeengcali ze-AET. Ii-CLC zidla ngokuxhomekeka kwimfefe zamabhunga olawulo nakwii-SMT zamaziko eziphantsi kwawo (adla ngokuba zizikolo zikarhulumente eziqhelekileyo).</p> <p>2. <i>Abasebenzi ababelwe amaziko/abafunekayo ukuze kuphunyezwe esi sigunyaziso</i>: Kufuneka abasebenzi abasisigxina okanye bemvumelwano abaqeshwe ithuba elidana (ubuncinane iminyaka emi-3) ukuze eli candelo liphumeze esi sigunyaziso. Ireyithi epehuzulu yokuyeka kootitshala emsebenzini kugxininisa imfuneko yokuhlaziywa kweemeko zomsebenzi nokuhlalulwa kwemivuzo yootitshala.</p> <p>3. <i>Elinye igalelo elifunekayo</i>: Esi sicwangciso sithetha ukuba kufuneka ibhajethi eyongeziweyo yeProgram 6. Oku kuthetha ukuba amaziko kufuneka afumane imithombo yenkxaso-mali eyeminye ukwandisa imali yawo kwaye akanakuxhomekeka kwingxowa-mali yeSebe iWCED kuphela. Lo gama ukubambisana phakathi kwamaziko karhulumente noosomashishini kuzincedile ii-CLC ekwandiseni ingxowa-mali yabo kwithuba leminyaka emi-6, ii-CLC zifumana iingxaki eziya zisande ekufumaneni imali engaphezulu.</p>

15.3 ULawulo lwezinto eziyingxaki

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Ukuyeka kwabasebenzi emsebenzini	Makuqinisekiswa ngolawulo lweemeko zomsebenzi neemeko zomsebenzi ezikhuthaza ukugcinwa kwabasebenzi kwimisebenzi yabo
Izibonelelo azanelanga ukufundiswa kwekharithulam ngokukuko.	Makuqinisekwe ngokufumaneka kwendawo yokufundela ngokukhawuleza kangangoko kunokwenzeka.
Unxibelelwano neprogram kazwelonke ye <i>Kha Ri Gude</i> eqhubeka kwiphondo.	Mskuzanywe ukuqonda indlela ebasebenza ngayo abaquzeleli be <i>Kha Ri Gude</i> .
Ukunqongophala kwezikhokelo malunga nokuba ziziphi na izibonelelo nezixhobo ezifunwa	Makuqulunqwe isikhokelo esicacileyo esibhekiselele kukhetho lwezibonelelo nezixhobo ngamaziko zithunyelwe kwizithili.
Ukulibaziseka kwiinkqubo zomthetho; o.k.t. ubudlelwane emsebenzini neemeko zengqesho zenkonzo yabasebenzi be-AET	Kwiphondo iimeko zengqesho zabasebenzi abaqeshwe ngemvumelwano isigxina ziza kukhe zijongiswe kwakhona.
Ibhajethi enganelanga yokuqaliswa kwe <i>Norms and Standards Funding Regulations</i> (epapashwe ngoDisemba 2007) iya kuphazamisa ukuqaliswa kwazo.	Kuya kwenziwa uphando ngeziphumo zokungangqinelani nemimiselo kunye nebhajethi encinane.
Ukusekwa kwamabhunga olawulo amaziko asebenza ngempumelelo kufuna kumiselwe imimiselo yephondo. Ukulibaziseka ekupapashweni kwale mimiselo kunganesiphumo esibi kumabhunga olawulo.	Unxibelelwano oluthe gqolo nomcebisi wezomthetho ukuqinisekisa ukuba akukho kulibaziseka kungeyomfuneko okuphazamisana inkqubo.
Ukutshintshelwa kwemfundo yabadala kumaZiko eMfundo ePhakamileyo nokusetyenziswa komgaqo-sikhokelo omtsha we-AET	Ukunxibelelana rhoqo neSebe leMfundo lamaZiko eMfundo ePhakamileyo likazwelonke.
Ukuqaliswa kweeprogram okanye kwamalinge ethutyana kungaphazamisa ukugininisa namandla okufumana inzuzo yethutyana.	Yilondolozwe inkqubo ukuphumeza iinjongo ezicwangcisiweyo zeSebe iWCED.
Ukunqongophala koncedo nemali yokuqaliswa kwesistim efanelekileyo yokulandelela abafundi be-AET	Kufuneka kumiselwe isistim esisiseko yeEMIS ye-AET.
Ukungakwazi kwesebe lemfundo ukufundisa enye ikharithulam kubafundi abadala abakwiCandelo le-FET xa ikharithulam endala (ngokweNgxelo 550) ifikelela esiphelweni ngo-2011	ISebe iWCED liya kunxibelelana neekholeji ze-FET ukuqaphela indlela yokufundisa iiprogram zezifundo ezikuqeqeshela umsebenzi (<i>vocational programmes</i>) kwizikolo ze-AET.

IZINTO NGOKUBANZI

Enye yeenjongo zeSebe iWCED kukutsala abasebenzi abaneziqinisekiso ezifanelekileyo bafumane kweli candelo imivuzo enomtsalane. Imeko abaqeshwe ngayo abasebenzi be-AET ixhomekeke kumthetho wezemisebenzi osabhengezwayo. Ezi ziinkqubo ezenziwa kulo nyaka kuzwelonke, kodwa ekungenzeka ukuba zilibaziseke. Kwimeko apho kunokwenzeka oku, iSebe iWCED liya kuqaphela indlela yokunika iimvumelwano zengqesho zethuba elidana kubasebenzi ukuzinzisa eli candelo.

Ukutsala abasebenzi abaneziqinisekiso ezifanelekileyo kufuna iiphakheji ezinomtsalane ngakumbi zemivuzo neemeko zomsebenzi ezingcono. Ukuphunyezwa kwe *Norms and Standards Funding for Adult Learning Centres* kuya kufuna ukuba amaziko axhotyiswe ngcono ukwenza inkonzo yoqeqeshelo-msebenzi ngakumbi eluntwini. Oku kuya kuthetha ukubakho kwezixhobo ze-ofisi neze-ICT zamaziko. Ukuphunyezwa kwekharithulam entsha yeABET inqanaba 2 – 4 kwakhona kufuna inkxaso-mali enkulu ukuvelisa izinto zokufunda eziqulunqwe kuzwelonke, kwakunye nenkxaso-mali yokuqeqeshwa kootitshala ngaphakathi kwizithili. Zonke ezi zinto ziya kuthetha ukunyuka kweemfuno kwibhajethi yeAET. Kuya kufuneka kufunyanwe ezinye iindlela zokuxhasa ngemali. Izakhiwo zeSebe iWCED ezingenabantu zinokuphawulelwa ukusetyenziswa ngamaziko e-AET.

Enye yezona zinto ziyingozi ezingumngeni kwicandelo le-AET kukuba kunokwenzeka itshintshelwe kwiOfisi yoMphathiswa weMfundo yamaZiko ePhakamileyo. Okuya kuya kuthetha indlela yokucinga entsha ngokupheleleyo kwindlela eli candelo belikade lisebenza ngayo kwiminyaka embalwa edlulileyo. Kwenza, kwelinye icala, ukuba kuvuleleke amathuba amatsha nanika umdla, umz. ukukwakhiwa kobambiswano neekholeji ze-FET ukwenzela ukuba kwenziwe inkonzo ephuculiweyo eluntwini. Kwelinye icala, kuza nemibuzo ngendawo apho amaziko aya kufakwa khona. Iinkqubo kuzwelonke kwakhona zibalulekile ekwenzeni izigqibo ngobume bezinto kwixesha elizayo.

16. IProgram 7: UPuhhliso lweMfundo yaBantwana aBasaqalayo

Injongo: Kukubonelela ngeMfundo yaBantwana aBasaqalayo (*Early Childhood Education*) (ECD) kwinqanaba leBakala R ngokungqinelana noMgaqo-nkqubo 5 oSebenzayo (*White Paper 5*)

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 7.1: IBakala R kwiZikolo zikaRhulumente

ukubonelela izikolo ezithile zikarhulumente eziqhelekileyo ngezibonelelo zeBakala R nokukhuthaza izikolo ezininzi ukuba ziseke iBakala R apho ifumanekayo indawo

Iprogram esekelayo 7.2: IBakala R kwiZikolo zoLuntu lwaseKuhlaleni

ukuxhasa amaziko oluntu athile kwinqanaba leBakala R

Iprogram esekelayo 7.3: IiNkonzo zoQeqeshelo-msebenzi

Ukunika ootitshala nabafundi abakwizikolo ze-ECD iinkonzo zenkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 7.4: ICandelo loPhuhliso lwaBasebenzi

Ukubonelela ngoqeqeshelo-msebenzi nokunye ukuphuhliswa kootitshala nabo bangengabo ootitshala abasezikolweni ze-ECD

Uphuhliso lwemigaqo-nkqubo:

Injongo yomgaqo-nkqubo wephondo kukubonelela umgangatho ophakamileyo weeprogram zeBakala R kubo bonke abantwana abaneminyaka emihlanu ubudala. Ezi program zikhuthaza uphuhliso ngokwasentlalweni, ngokwasengqondweni, ngokwasemoyeni nangokwasemzimbeni (*social, cognitive, emotional and physical development*) kwabantwana abaneminyaka emihlanu ubudala zize, ziqinisekise ngakumbi ukuba abantwana bafumana indawo ekhuselekileyo nekhuthazayo yokufunda. Oku kubaluleke ngakumbi kwiindawo zoluntu apho abazali bangakwaziyo ukufunda, namakhaya ahlwempuzekileyo angenamali nazincedisi zokufunda.

INGcaciso yeKharithyulam kaZwelonke i*National Curriculum Statement (NCS) Grade R* icacisa gca ngolwazi nezakhono emazifundiswe abantwana abaneminyaka emihlanu ubudala. Umngeni elijongene nawo eli phondo kukuqinisekisa ukuba zonke izinto zokufunda ezichazwe kwi-NCS yeBakala R, ngakumbi inkcazo engolwazi lokuFunda nokuBhala noLwazi lokuBala, ziyafundiswa yaye zifundwe na ngabo bonke abafundi abakumaziko eBakala R ngethuba eliya kutsho ku-2014. Ukwandiswa kweBakala R kufuna ukuba abafundi abangama-3 000 bafakwe kumaziko amatsha ayi-50 oluntu lwasekuhlaleni oluhlwempuzekileyo nolusemaphandleni qho ngonyaka. IProgram yeMisebenzi kaRhulumente eYandisiweyo (*Expanded Public Works Programme*) (EPWP) inatyiselwe nakwicandelo le-ECD kwaye yenza isibonelelo seprogram yokuqhelanisa nezomsebenzi (*learnership programme*), kwakunye nokubonelelwa ngeekhithi zoncedo, kwizikolo ze-ECD ezikhethiweyo (amaziko oluntu).

I*Norms and Standards for Grade R Funding* (IMimiselo neMigangatho kaZwelonke yoLwabiwo-mali lweBakala R) yapapashwa kwiGazethi kaRhulumente No. 30679 yowe-18 Januwari 2008), njengefakela imibandela ethile kwi*National Norms and Standards for School Funding*.

Ukugqinelana nesiphakamiso se-*White Paper 5 (2007)*, urhulumente uya kulandela inkqubo ephunyezwa ngokwezigaba xa eqalisa iBakala R elixhaswa ngemali karhulumente kwizikolo zikarhulumente. Inkqubo etyekele ekubonelelweni ngakumbi kwabahlwempuzekileyo iluncedo kakhulu kuninzi lwezikolo zabahlwempuzekileyo. Ithagethi yelizwe yayikukwazi ukufikelela kwabantwana ngokubanzi kwiBakala R engadlulanga u-2010, kodwa oku ngoku kucwangciselwe u-2014. ISebe iWCED lizinikele ekuphumezeni isigunyaziso sikazwelonke esiya kubonelela ngokwazi ukufikelela nemfundo esemgangathwen kwabantwana abaninzi kangangoko ababudala buyiminyaka emihlanu kweli phondo.

16.1 IiNjongo eziCwangciswe ngoBuchule

<p>INjongo eCwangciswe ngoBuchule 7.1</p>	<p>Ukubonelela izikolo ezithile zikarhulumente eziqhelekileyo nezikolo ezizimeleyo eziqatshelweyo ngezibonelelo eziyimfuneko kwiBakala R nokudala iimeko ezikhuthaza izikolo ezininzi ukuba ziqalise iiklasi zeBakala R kwiiklasi ezikhoyo okanye kwiiklasi ezintsha zeBakala R nokuququzelela uqeqesho lwamanqanaba 1, 4 no-5 lwabafundisa kwi-ECD bengezotitshala ukwenzela ukwazi ukubonelela ngononotshelo ngokwasemoyeni, ngokwasengqondweni, ngokwasempilweni nangokwase-mzimbeni (<i>emotional, cognitive, health and physical care</i>) nendawo ekukhuthaza umoya wokufunda kubantwana abaneminyaka eqalela ku-0 ukuya kwemi-4 ubudala.</p>
<p>Inkcazo yenjongo 7.1.1</p>	<p>Ukuqinisekisa ukuba izikolo zikarhulumente ezili-100 nezikolo ezizimeleyo ezingama-50 zeeklasi zeBakala R zibonelelwa qho ngonyaka ngeekhithi ezinezinto zokusetyenziswa ngaphandle nangaphakathi, ezineephazili, imidlalo, izixhobo zomculo, iikhaphethi, izixhobo zokusetyenziswa phandle neethoyi ezinamavili.</p> <p>Ukubekela bucala qho ngonyaka imali yokumana kusandiswa iiklasi ezakhiwe ezikolweni zikarhulumente eziqhelekileyo: esi sibonelelo sibandakanya iiklasi zeBakala R eziyi-50. Izigqibo malunga nendawo, ezisekelwe kumanani abantu abakwindawo leyo kunye nemfuno, zenziwa ngentsebenziswano nezithili kunye neSebe lezoThutho neMisebenzi kaRhulumente (<i>Department of Transport and Public Works</i>).</p>
<p>Inkcazo yenjongo 7.1.2</p>	<p>Ngokusebenzisa iProgram yeMisebenzi kaRhulumente eYandisiweyo (<i>Expanded Public Works Programme</i>), iSebe iWCED liququzelela ukuqeqeshwa kwabo bafundisa kwi-ECD bengezotitshala abali-1 500 abakumanqanaba 1, 4 no-5 e-ECD qho ngonyaka. Uqeqesho lwe-ECD lweenyanga ezili-18 olubonelelwayo luya kuxhobisa abo bafundisa kwi-ECD bengezotitshala ngolwazi nezakhono eziyimfuneko ukubonelela ngononotshelo ngokwasemoyeni, ngokwasengqondweni, ngokwasempilweni nangokwasemzimbeni (<i>emotional, cognitive, health and physical care</i>) nendawo ekhuthaza umoya wokufunda kubantwana abaneminyaka eqalela ku-0 ukuya kwemi-4 ubudala.</p>
<p>Ingcaciso eyandlalelayo 7.1.1</p>	<p>Kukho abafundi beBakala R abayi-39 555 kwizikolo zikarhulumente eziqhelekileyo nabafundi beBakala R abayi-30 000 kwizikolo zoluntu lwasekuhlaleni, nto leyo ethetha ukuba abantwana abayi-73% abaminyaka imihlanu ukuya kwemithandathu ubudala bakumaziko emfundo. Kodwa oku akubandakanyi abantwana abaneminyaka imihlanu ukuya kwemithandathu abakwizikolo zemfundo eneemfuno ezizodwa nakwizikolo zabucala.</p> <p>Inkxaso-mali ngomfundi ngamnye, eqalela kwi- R12 kwizikolo ezikumaNqanaba 1 no-2 entlupheko ukuya kwi-R5 kwizikolo ezikwiNqanaba 5 lentlupheko ithunyelwa ezikolweni ngoJulayi nangoNovemba qho ngonyaka. Kucetyiswa ukuba inkxaso-mali kumfundi ngamnye ipheliswe ize indawo yayo ithathwe kukuphunyezwa ngokwezigaba kwe<i>National Norms & Standards for Grade R funding</i>, elingana nemali eyi-50% esetyenziswa kubafundi beBakala 1 kwaye, ngaphezulu, iintlawulo ezo mazithunyelwe ezikolweni ngo-Apreli nango-Oktobha qho ngonyaka.</p>
<p>Ingcaciso eyandlalelayo 7.1.2</p>	<p>Igama elithi 'umntu onediploma ye-ECD' (<i>ECD practitioner</i>) lisetyenziswa xa kuthethwa ngomntu oneSatifikethi se-ECD (iNQF Level 4) okanye iDiploma ye-ECD (iNQF Level 5). Aba bantu abangabo ootitshala abaqeqeshiweyo abane-REQV 13, kodwa bayavunyelwa ukuba babhalise kwiBhunga looTitshala laseMzantsi Afrika (<i>South African Council of Educators</i>). Kuninzi lwezikolo zikarhulumente eziqhelekileyo, abafundi beBakala R bafundiswa ngumntu oneSatifikethi/Diploma kwi-ECD ongeyotitshala oneSatifikethi se-ECD Level 4. Njengangoku, le yeyona mfuneko esezantsi yomntu oneSatifikethi kwi-ECD ongeyotitshala. Kwithuba leminyaka emihlanu ezayo, kulindeleke ukuba abantu baneSatifikethi/Diploma kwi-ECD abangezotitshala baphuculeamabanga emfundo abo babe ne-<i>Bachelor in Education Degree (Foundation Phase)</i> iREQV 14 ukuba banqwenela ukufundisa abafundi beBakala R.</p> <p>Aba bantu abafundisa kwi-ECD abangezotitshala bafumana uqeqesho ngokusetyenziswa kwe-EPWP ikakhulu zizikolo ezizimeleyo (amaziko oluntu lwasekuhlaleni, amaziko okunonophela abantwana emini okanye iikhritshi) kwaye asebenzisa abantwana abaqalela kwiminyaka engu-0 ukuya kwemi-4 ubudala, kwaye kumaziko athile, abanye babo basebenza nabantwana abaneminyaka emithandathu.</p> <p>Imali yokufunda yabantu abafundisa kwi-ECD abangezotitshala ihlawulwa izizabelo ezithathu kwiikholeji ze-FET ezenza uqeqesho, kwaye umntu ngamnye ofundisa kwi-ECD ongeyotitshala inikwa isibonelelo senyanga esiqingqiweyo (<i>monthly stipend</i>). Iikholeji ze-FET kwakhona zenze ubambiswano nababonelela ngoqeqesho lwe-ECD abancedisayo ekuqeqeshweni kwabantu abafundisa kwi-ECD bengezotitshala.</p>

INjongo eCwangciswe ngoBuchule 7.1	Ukubonelela izikolo ezithile zikarhulumente eziqhelekileyo nezikolo ezizimeleyo eziqatshelweyo ngezibonelelo eziyimfuneko kwiBakala R nokudala iimeko ezikhuthaza izikolo ezininzi ukuba ziqalise iiklasi zeBakala R kwiiklasi ezikhoyo okanye kwiiklasi ezintsha zeBakala R nokuququzelela uqeqesho lwamanqanaba 1, 4 no-5 lwabafundisa kwi-ECD bengezotitshala ukwenzela ukwazi ukubonelela ngononotshelo ngokwasemoyeni, ngokwasengqondweni, ngokwasempilweni nangokwase-mzimbeni (<i>emotional, cognitive, health and physical care</i>) nendawo ekukhuthaza umoya wokufunda kubantwana abaneminyaka eqalela ku-0 ukuya kwemi-4 ubudala.
Izizathu	Ukubonelela abantu abafundisa kwi-ECD abangezotitshala izakhono ezifanelekileyo eziya kunceda iintsana ezininzi, abantwana abasafunda ukuhamba nabantwana abancinane kangangoko ukuba bakwazi ukufikelela kwimfundo esemgangathweni.
Uqhagamshelwano	<p>1. Ukubonelela ngokwazi ukufikelela kuyo yonke imfundo jikelele yeBakala R kwabantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo kangangoko kunokwenza ukuba bafunde izakhono ezisisiseko kuLwazi lokuFunda nokuBhala noLwazi lokuBala (<i>Literacy and Numeracy</i>), eziya komeleza imfundo yexesha elizayo nenkqubo yokufunda.</p> <p>2. Abantu abafundisa kwi-ECD abangezotitshala abazinezakhono ezikwinqanaba eliphezulu baya kubonelela ngemfundo esemgangathweni.</p>
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-80% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 253 bagqibezela isiqinisekiso se-ECD <p>2011</p> <ul style="list-style-type: none"> • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-85% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 000 bagqibezela isiqinisekiso se-ECD • Abantu abayi-120 abancedisa abo bafundisa kwi-ECD abangezotitshala bagqibezela uqeqesho lwabo <p>2012</p> <ul style="list-style-type: none"> • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-90% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 000 bagqibezela isiqinisekiso se-ECD • Abantu abayi-60 abancedisa abo bafundisa kwi-ECD abangezotitshala bagqibezela uqeqesho lwabo <p>2013</p> <ul style="list-style-type: none"> • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-95% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 000 bagqibezela isiqinisekiso se-ECD • Abantu abayi-90 abancedisa abo bafundisa kwi-ECD abangezotitshala bagqibezela uqeqesho lwabo <p>2014</p> <ul style="list-style-type: none"> • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-90% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 000 bagqibezela isiqinisekiso se-ECD • Abantu abayi-120 abancedisa abo bafundisa kwi-ECD abangezotitshala bagqibezela uqeqesho lwabo

16.2 Imiba ethathela ingqalelo izibonelelo

Izibonelelo
<i>Inkcitho</i> Nangona ibhajethi yonyuke kakhulu kwiminyaka emihlanu edlulileyo, iimfuno zokusekwa kwamaziko amatsha nokuthengela izibonelelo lwawo akhoyo, ukwenzela ukuba kuxhaswe uqeqesho lwabantu abafundisa kwi-ECD abangezotitshala abatsha nokuphucula iintlawulo eziqingqiweyo (<i>stipends</i>) zabantu abafundisa kwi-ECD abangezotitshala abafundisayo kuthetha ukuba eli candelo liya kusoloko lifuna inkxaso-mali eyongeziweyo.
<i>Ukuqeshwa kwabasebenzi</i> Ngenxa yokumana kusandiswa qho kwamanani okucetywayo, kuya kufuneka abasebenzi beSebe iWCED bancedise ekubhaliseni amaziko nabafundi, ekubekweni esweni nasekuvavanyweni kwamaziko nasekunikeni inkxaso nengcebiso kumaBhunga oLawulo eZikolo kumanani andayo ezikolo zikarhulumente eziqhelekileyo.

16.3 Ulawulo lwezinto eziyingxaki

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Akukho basebenzi baneleyo bokuphumeza zonke iinjongo ze-ECD	Kucelwe ukuba kwenziwe uphando ukuqinisekisa ukuba ngaba ikho na imfuno yabasebenzi abongezelelweyo emayithathelwe ingqalelo.
Ukubaziseka ekethengeni iimpahla neenkonzelo	Makuthengwe iimpahla neenkonzelo kwangethuba.
Ukungabikho kwedatha ethembakeleyo ye-ECD	Makucelwe izikolo ukuba zibuyise iifom zesaveyi yonyaka kwangethuba. Makucelwe 'izikolo zoluntu lwasekuhlaleni' ukuba zibhalise njengezikolo ezizimeleyo. Makubhaliswe bonke abafundi beBakala R kwizikolo ezizimeleyo kwiCEMIS.
Ukulibazisa kweempendulo ezivela ezikolweni	Makusetyenziswe iisetyhula neeseshoni zokunika ingcaciso apho kuthethwa ngqo nabantu
Ukuxhomekeka kumanye amasebe ekwakheni iiklasi	Ukucwangcisa ukwakhiwa kweeklasi kumele ukwenziwa kwangethuba, o.k.t. phambi kokuba kuqale unyaka-mali omtsha. Makwenziwe iintlanganiso qho ezimalunga nenkqubela yokwakhiwa kweeklasi nabo bonke abathathi-nxaxheba.
IiNkqubo zoqhelaniso-msebenzi ze-EPWP – inani labafundi abayeka bengagqibanga ukufunda	Ukuskrinwa ngocoselelo nokuvavanywa kwazo zonke izicelo zenkqubo yoqhelaniso-msebenzi ze-EPWP. Umfundi ngamnye makasayine iMoU. Makucelwe iikholeji ukuba zinike iingxelo qho ngonyaka apho zibonisa khona izinto ezinokuba yimingeni.
Ibhajethi nezinto emaziphunyezwe azingqinelani	Makuphononongwe qho yaye kulungelelaniswe iithagethi. Makuhlaziye qho iziko ledatha yobhaliso ye-ECD.

17. Iprogram 8: IiNkonzo eziNcedisayo neziNxulumene nazo

Injongo: Ukubonelela ngamaziko emfundo ngenkxaso ngokupheleleyo

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 8.1: Iintlawulo ezenziwa kwiSETA

ukubonelela ngophuhliso lwezakhono kubasebenzi kungqinelwana noMthetho woPhuhliso lweZakhono (*Skills Development Skills*)

Iprogram esekelayo 8.2: IiProjekthi zeGranti eneMiqathango (Conditional Grant Projects)

ukubonelela ngeeprojekthi ezicaciswe liSebe leMfundo ezisetyenziswa kwiprogram engaphezu kwenye nezixhaswa ngeegranti ezinemiqathango

Iprogram esekelayo 8.3: IiMviwo zaNgaphandle

Ukubonelela ngeenkono zeemviwo ezilawulwa lisebe lemfundo

Iprogram esekelayo 8.4: yoQeqesho looTitshala

ukuncedisa ekuboneleleni ngootitshala abaqeqeshiweyo nabanobuchule bomsebenzi wobutitshala

Iprogram esekelayo 8.5: iKapa Elihlumayo

ukuqulunqa iisistim neeprogram zokuphucula ireyithi yokufunda bagqibe esikolweni abafundi namathuba engqesho

17.1 IiNjongo eziCwangciswe ngoBuchule

Makuqatshelwe ukuba i *Strategic Objective for E-learning for Edulis* ziyabandakanywe kwiProgram 1 njengoko ubukhulu bolwabiwo-mali yazo buphuma kuloo ngxowa.

INjongo eCwangciswe ngoBuchule 8.1	Ukubonelela ngokwazi ukufikelela kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuthembakala koviwo neenkqubo zovavanyo, ukuqinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo oluqhubekela esikolweni kakuhle; nokunika inkxaso kwinkqubo yokufunda.
Inkcazo yenjongo	<ol style="list-style-type: none"> 1. Ukuqinisekisa ukuba izikolo namaziko oviwo aphumeza imigaqo-nkqubo yeemviwo novavanyo eyimfuneko ngokuchanekileyo nangokufanayo ukwenzela ukomeleza ukuthembakala koviwo nenkqubo yovavanyo luphela. 2. Ukuqinisekisa amanqaku ovavanyo oluqhubekela esikolweni asemthethweni kwaye athembakele. 3. Ukunika inkxaso kubafundi ukuba bapase kuzo zonke izikolo ngokubonelela ngedatha enika inkcazo nedatha ekumgangatho ophezulu (<i>quantitative and qualitative data</i>) ngeengxelo zoviwo novavanyo, kwakunye nangokuwonga izikolo, amaziko emfundo yabadala aqhube kakuhle nabafundi bawo ngokususela ekupaseni kwabo.
Ingcaciso eyandlalelayo	<ol style="list-style-type: none"> 1. Iimviwo zeSatifikethi seMatriki sikaZwelonke zibhalwa qho ngonyaka ngabaviwa abamalunga nama-45 000 luze uviwo lweABET inqanaba 4 lubhalwe qho ngonyaka ngabaviwa abamalunga nama-3 000. Imigaqo-nkqubo nemimiselo yeemviwo novavanyo ilawula indlela izikolo namaziko oviwo alulawula ngayo iimviwo novavanyo lwangaphakathi. Kubalulekile ukuba la maziko alandele ngqo umgaqo-nkqubo ukwenzela ukuba ukuthembakala kweziqinisekiso (zeSatifikethi seMatriki sikaZwelonke, isatifikethi seMatriki nese-ABET inqanaba 4) kuhlale kunjalo. Ukucwangcisa nokubeka esweni iinkqubo zoviwo nezovavanyo emazikweni kubalulekile ukuqinisekisa ukuba izikolo ziyangqinelana nomgaqo-nkqubo omalunga neemviwo novavanyo. 2. Amaxwebhu omgaqo-nkqubo nemimiselo emalunga neemviwo novavanyo aqulunqwa aze asiwe ezikolweni. Uvavanyo oluqhubekela ezikolweni malumodareyithwe qho esikolweni yintloko yesifundo. Umcebisi wesifundo kufuneka kwakhona aqhube inkqubo yokumodareyitha xa etyelela ezikolweni. 3. Izikolo zibonelelwa ngedatha enika ingcaciso (ngokucacululwa kombuzo ngamnye weemviwo zeNSC; ne-SBA kuthelekiswe neziphumo zoviwo, idatha yenkqubo kwisifundo ngasinye; enye idatha ethile isekelwe kwiimfuno) neengxelo ezivela kubamakishi abaziintloko boviwo lweNSC ukwenzela ukuba ucazululo lwenkqubo lwenziwe kwinqanaba le-ofisi yesithili semfundo nasesikolweni. Amabhaso okuwonga anikwa izikolo nabafundi abagqwese kakuhle kakhulu kuviwo.

INjongo eCwangciswe ngoBuchule 8.1	Ukubonelela ngokwazi ukufikelela kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuthembakala koviwo neenkqubo zovavanyo, ukuqinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo oluqhubekela esikolweni kakuhle; nokunika inkxaso kwinkqubo yokufunda.
Izizathu	<ol style="list-style-type: none"> 1. Uviwo lweBakala 12 luviwo lokuphuma esikolweni nolubonisa ukuba ngaba umfundi anadlulela na kwiMfundo yamaZiko aPhakamileyo lo gama uviwo lwe-ABET inqanaba 4 lubonisa isiphelo sesigaba se-GET kwaye luya kunika abafundi ithuba lokwazi ukufikelela kwicandelo le-FET. 2. Kubalulekile ke ngoko ukuba inqanaba nomgangatho wovavanyo oluqhubekela esikolweni luthembakele kuzo zonke izikolo kwaye iimviwo zangaphandle mazithembakale kwaye ziqhutywe ngaphandle kwezitenxo. Ukuthemba koluntu iimviwo novavanyo kuyakukhulisa ukuxabiseka kwesiqinisekiso. 3. Ukucazululwa kweziphumo zoviwo nokubonelelwa kwedatha kwizikolo kuya kunceda izikolo ekucwangciseni naziphi na iinkqubo zongenelelo ngoncedo eziyimfuneko ukuphucula iziphumo kwixesha elizayo.
Uqhagamshelwano	<ol style="list-style-type: none"> 1. Iinkqubo eziphuculiweyo zovavanyo zinempembelelo kwinkqubo yomfundi engcono. Ukumodareyitha kuwo onke amanqanaba kuya kuqinisekisa ukuba imigangatho iyaphuculwa ikwaye igcinwe injalo kuzo zonke izikolo nakwizithili zonke. 2. Xa izikolo zingqinelana nemigaqo-nkqubo nemimiselo, ukuthembakala kwenkqubo yovavanyo kuyaphucuka. 3. Ukuqatshelwa kweenkalo apho abafundi baqhuba kakubi kwaye zilindelekile iinkqubo zongenelelo ngoncedo ukulungisa imeko nokuphucula ukupasa kwabafundi. Amabhaso okuwonga asebenza njengezikhuthazi zokukhuthaza ukupasa kwabafundi.
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. • INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwiABET iNqanaba 4 • Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali. <p>2011</p> <ul style="list-style-type: none"> • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. • INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwi-ABET iNqanaba 4 • Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali. <p>2012</p> <ul style="list-style-type: none"> • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. • INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwiABET iNqanaba 4 • Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali. <p>2013</p> <ul style="list-style-type: none"> • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. • INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwiABET iNqanaba 4 • Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali.

INjongo eCwangciswe ngoBuchule 8.1	Ukubonelela ngokwazi ukufikelela kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuthembakala koviwo neenkqubo zovavanyo, ukuqinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo oluqhubekela esikolweni kakuhle; nokunika inkxaso kwinkqubo yokufunda.
Izigaba zentsebenzo	<p>2014</p> <ul style="list-style-type: none"> • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. <p>INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwiABET L4 Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali.</p>

IProgram esekelayo 8.5: iKapa

INjongo eCwangciswe ngoBuchule 8.2	Ukunika inkxaso nokomeleza izikolo ekugxininiswe kuzo nezeDinaledi namaZiko aGqwessleyo eSayensi, iTekhnoloji, uBunjinieli neMathematika (<i>Centres of Excellence for Science, Technology, Engineering and Mathematics</i>) (STEM) ukuphuhlisa ulwazi lobungcali nezakhono.
Inkcazo yenjongo	Ukwandisa inani labafundi, ngakumbi abangamantombazana, abafunda bapase iMathematika neFizikhali Sayensi. Ukuthathela ingqalelo ngokukodwa ukwandisa inani labafundi abaNyama (amaAfrika, abeBala, amaNdiya nama-Asiya). Izifundo ziya kuqhutywa kwizikolo ezinezixhobo zokufunda ezininzi, ekufikelekayo kuzo ukufunda ngoncedo lwekhompuyutha, nangootitshala abaxhotyisiweyo ukuba bafundise imfundo esemgangathweni yeMathematika neFizikhali Sayensi.
Inkcazo eyandlalelayo	Ngo-2008 ireyithi yokupasa kwiDinaledi nakwiZikolo ekuGxininiswa kuzo iMathematika neSayensi, iMathematika yapaswa ngo-62.6% iFizikhali Sayensi yangu-75.3%. Ngo-2009 ireyithi yokupasa kwiMathematika wawuyi-54.6% waza kwiFizikhali Sayensi wangu-49.6%. Ama-4564 abafundi abhala iMathematika kwaze kubo abangama-2490 bapasa kwathi abangama-3016 babhala iFizikhali Sayensi, kubo yali-1496 abapasileyo. Kubafundi abangama-7789 ababebhale uviwo lwe-NSC kwizikolo zeDinaledi kuphela yi-1996 (ngama-25.63%) aye afumana iziphumo ezaziza kubavumela ukuba babhalisele iSidanga sokuQala (<i>Bachelor's Degree</i>) kwaze kwabo bayi-917 abakwizikolo zeSMT kwayi-121 (13.2%) kuphela eyapasayo kweli nqanaba.
Izizathu	Bambalwa abafundi abamnyama abenza nabayipasayo iMathematika neFizikhali Sayensi. Njengoko ezi zifundo zingamasango abalulekileyo okuqhubela phambili nezifundo kwaye zisisiseko sezinto zesayensi ezintsha nophuhliso yaye le meko mayilungiswe ngongenelelo ngoncedo olunonotshelweyo.
Uqhagamshelwano	ISebe iWCED iljolise, ngokusebenzisa iiprojekthi zezikolo zeDinaledi nezeMST, ekudaleni amathuba okuphuhlisa kwezakhono kwiMathematika neSayensi, ngakumbi kwiindawo zoluntu lwasekuhlaleni oluhlwempuzekileyo.
Izigaba zentsebenzo	<p>2010</p> <ul style="list-style-type: none"> • Ukuqeqeshwa kwamagosa ezithili zemfundo nootitshala beSTEM kusetyenziso lweeshedyuli zomsebenzi • Ukuveliswa kweMisebenzi yoVavanyo yamaBakala 10 -12 • Ukuphuhlisa kootitshala kwizifundo ezi-4 • Ukubonelelwa kwazo zonke izikolo nge-LTSM • Ukwenziwa kweeklasi ezibandakanya bonke abafundi <p>2011</p> <ul style="list-style-type: none"> • Ukuveliswa kweMisebenzi yoVavanyo yamaBakala 10 -12 • Ukuphuhlisa kootitshala kwizifundo ezi-4 • Ukubonelelwa kwazo zonke izikolo nge-LTSM ukuphucula ukufundisa nokufunda • Ukwenziwa kweeklasi ezibandakanya bonke abafundi <p>2012</p> <ul style="list-style-type: none"> • Uphuhliso nenkxaso eqhubeka okokoko lootitshala kwi-NCS nakwiindlela zovavanyo • Uphuhliso nenkxaso eqhubeka okokoko lwezikolo zeDinaledi/STEM • Ukubonelelwa kwazo zonke izikolo nge-LTSM ukuphucula ukufundisa nokufunda • Uphuhliso oluqhubeka okokoko lweeklasi ezibandakanya bonke abafundi

INjongo eCwangciswe ngoBuchule 8.2	Ukunika inkxaso nokomeleza izikolo ekugxininiswe kuzo nezeDinaledi namaZiko aGqwessleyo eSayensi, iThekhnoloji, uBunjinieli neMathematika (Centres of Excellence for Science, Technology, Engineering and Mathematics) (STEM) ukuphuhlisa ulwazi lobungcali nezakhono.
	<p>2013</p> <ul style="list-style-type: none"> • Uphuhliso nenkxaso eqhubeka okokoko lootitshala kwi-NCS nakwiindlela zovavanyo • Uphuhliso nenkxaso eqhubeka okokoko lwezikolo zeDinaledi/STEM • Ukubonelelwa kwazo zonke izikolo nge-LTSM ukuphucula ukufundisa nokufunda • Uphuhliso oluqhubeka okokoko lweeklasi ezibandakanya bonke abafundi <p>2014</p> <ul style="list-style-type: none"> • Uphuhliso nenkxaso eqhubeka okokoko lootitshala kwi-NCS nakwiindlela zovavanyo • Uphuhliso nenkxaso eqhubeka okokoko lwezikolo zeDinaledi/STEM • Ukubonelelwa kwazo zonke izikolo nge-LTSM ukuphucula ukufundisa nokufunda • Uphuhliso oluqhubeka okokoko lweeklasi ezibandakanya bonke abafundi

17.2 Imiba ethathela ingqalelo izibonelelo

Izibonelelo
<p><i>IDinaledi</i></p> <p>Uphuhliso lwabasebenzi luya kuqhubeka ngohlobo loqeqesho lootitshala, loqeqesho lwabaphathi nophuhliso lwabafundi. Izikolo ziya kubonelelwa ngezibonelelo ezisetyenziswayo ngokuxhomekeka kwimfuno.</p>
<p><i>Imiba ephambili: Uvavanyo neemviwo</i></p> <p>lintlanganiso ezibanjwa qho naBaqquzeleli Bovavanyo abavela kwii-ofisi zezithili zemfundo ukuqinisekisa ukuba kukho ukungqinelana nemigaqo-nkqubo nemimiselo. lintlanganiso ezibanjwa qho neeNtloko zeKharithyulam zezikolo ze-FET neze-GET ukuqinisekisa ulwazi olufanayo nokuphunyezwa kwekharithyulam novavanyo ngokufanayo. Inkxaso yokulawulwa kweemviwo nokulawulwa kweziko lewebhu.</p>

17.3 Ulawulo lwezinto eziyingxaki

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
UVavanyo neemviwo	
<p>Idatha echanekileyo evela kwisistim yoviwo kazwelonke. ISebe iWCED lixhomekeke kwisebe i-DoBE ngedatha echanekileyo ukuqaphela izikolo nabafundi abavelisa iziphumo ezisemagqabini. Idatha elolu hlobo isetyenziselwa ukuwonga izikolo nabafundi.</p>	<p>likhrayitheriya ezicaciswe gca zamabhaso okuwonga kufuneka zinikwe iingcali ze-IT kwangethuba. Makutshekishwe zonke iidatha zamabhaso.</p>
Izikolo Ekugxilwe Kuzo/Zedinaledi/Ze-Stem	
<p>Ootitshala beMathematika neSayensi abaneziqinisekiso ezilaba-labayo</p>	<p>ISebe leMfundo liqalise ngamandla ukuqeqesha nokuxhobisa kwakhona ngezakhono ootitshala balo beeSayensi neMathematika.</p>
<p>Inani labafundi abayeka ukufunda bengagqibanga esikolweni</p>	<p>Ukunika inkxaso kootitshala nabafundi</p>
<p>Ingxaki yemali</p>	<p>Ukuthathwa kwalo mba lisebe lemfundo njengento ebalulekileyo</p>