

IMBULAMBETHE

NgoNovemba 2009, uRhulumente weNtshona Koloni wakhupha isicwangciso sobuchule sezemfundo 2010 – 2019.

Eyona njongo yongameleyo yesi sicwangciso kukuphucula iziphumo zokufunda kweli phondo. Ngokukhethekileyo, ukugxininisa kwithuba lika-2010 ukuya ku-2019 kukuphucula izakhono zokufunda, ezokubhala nezokubala zabafundi, ukwandisa inani labafundi ababhala nabapasa iBakala 12 nokuhlisa inani lezikolo eziqhuba kakubi.

Ukususela ngo-2009 kubekho ukuphucuka komgangatho okubonakalayo kwezi nkalo. Nakuba kunjalo, siyaqonda kakuhle ukuba ezi zinjongo zethuba elide yaye kunokufikelelwa kuzo ngokupheleleyo ngamaphulo ongenenelelo ngoncedo anokugcinakala najolise kwiinjongo ezithile.

Kwithuba elisusela ku-2015-2019 kuya kuqhutyekwa neenjongo eziphambili zokuphucula inqanaba lolwimi nelemathematika kuzo zonke izikolo nokwandisa inani nomgangatho wokupasa kwabafundi kwiSatifikethi seMatriki sikaZwelonke. Siya kuqhubeka nokwandisa umgangatho wemfundo ebonelelwa kubahlali abahlelelekileyo.

Ukwenzela ukunika inxaso ukufikelela kwezi njongo, iSebe IWCED licacise ezi nkalo eziliqela esinokugxininisa kuzo nesingathanda ukuziphucula. Ugxininiso olungamandla luya kuba sekwandiseni ufikelelo kwi-*Information Technology* nezibonelelo ezikwikhompuyutha (*online resources*) zabafundi, ootitshala nabasebenzi bezolawulo.

Ezinye iinkalo zibandakanya ulawulo lweenkonzo olugqwesileyo, ukuqulunqwa kwesicwangciso sophuhliso (*development plan*) sootitshala nezinye izicwangciso zovavanyo ezininzi, ulawulo lwezikolo oluphuculweyo nokubonelelwa kwezikolo ngezibonelelo ngokweemfuno zazo.

ISebe iWCED liya kufaka igalelo ekuphuculeni inxaso yezentlalo kulutsha neyezemali kwizikolo ezizimeleyo ezenzela abafundi iinkonzo abaphakathi kwabahlali abahluphekileyo.

Kubalulekile ukuba sinike inxaso yaye sibonelele ngononophelo nangamathuba kwabo bafundi banezithintelo ekufundeni, abaziphethe kakubi okanye abo basengozini, kwakunye nokuba kuphuculwe ufikelelo nomgangatho wemfundo kwiBakala R. Sikwakhuthaza namathuba awandisiweyo kwiinkalo zobugcisa ii-*technical and vocational arena*, ezizinkalo ezifuneka ngamandla ekukhuleni koqoqosho. Ukwakha izikolo ezitsha nokutshintsha ezinye izikolo kuya kuqhutyekwa nako njengenkalo emakugxininiswe kuzo njengoko uxinzelelo luye luqhubeka ukuba ngamandla kweli Phondo ngenxa yabafundi abafudukela kulo.

Ukongeza kwezi nkalo kugxininiswa kuzo, sizimisele ukwenza iziko lethu libe lelinenkathalo ngakumbi, elinolwazi nelinezicwangciso zokunika inxaso izikolo, ootitshala nabafundi.

Ndijonge ngethemba ukusebenzisana nani ukuphucula ngakumbi umgangatho wezemfundo nobomi babantwana bethu nootitshala kweli phondo.

IBhunga leSigqeba leSebe leMfundo leNtshona Koloni

Ukunikezelwa koxwebhu ngokusemthethweni

Oku kukuqinisekisa ukuba isiCwangciso soBuchule (*Strategic Plan*):

Saqulunqwa ngabaphathi beSebe leMfundo leNtshona Koloni phantsi kwesikhokelo soMphathiswa soMphathiswa D Schäfer.

Sithathela ingqalelo yonke imigaqo-nkqubo, imithetho nezinye izigunyaziso eziluxanduva lweSebe leMfundo leNtshona Koloni

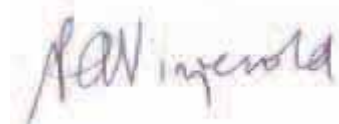
Sibonisa ngokuchanekileyo iinjongo zobuchule (*strategic goals*) neenjongo iSebe leMfundo leNtshona Koloni eliya kuzimisela ukufikelela kuzo kweli thuba lika- 2015 - 2019.



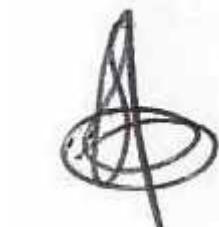
L Ely
IGosa lezeMali eliyiNtloko



A Schlebusch
[IGosa eliyiNtloko elijongene nezocwangciso]



PA Vinjevold
IGosa eliMele ukuPhendula ngoSetyenziso lweMali
Sivunywe ngulo :



D Schäfer
OneGunya loLawulo

IZIQULATHO

ICANDELO A: INKCAZO YESICWANGCISO SOBUCHULE

1. Umbono.....	1
2. Eyona njongo iphambili	1
3. Iimfundiso eziziseko	1
4. Imithetho nezinye izigunyaziso	1
4.1 Izigunyaziso zomgaqo-siseko	1
4.2 Izigunyaziso zemithetho	2
4.3 Izigunyaziso zemigaqo-nkqubo	4
4.4 Izigqibo (<i>rulings</i>) zeenkundla ezichaphazelekayo	5
4.5 Amaphulo emigaqo-nkqubo acwangcisiweyo	7
5. Inkcazelo yemeko yokuqhubekayo	7
5.1 Imeko engqonge uKwenziwa kweeNkonzo	16
5.2 Imeko engqonge iSebe	23
5.3 Inkcazo yeenkqubo zezicwangciso zobuchule	23
6. Iinjongo zobuchule zesebe.....	24

ICANDELO B: IINJONGO EZICWANGCISWE NGOBUCHULE (STRATEGIC OBJECTIVES)

7. <i>IProgram 1: Ezolawulo</i>	25
Iinjongo ezicwangciswa ngobuchule (<i>strategic objectives</i>)	26
Ukuthathelwa ingqalelo kwezibonelelo	28
Ulawulo lwenkcitho eyilahleko (<i>Risk management</i>)	31
<i>Iprogram 2: Izikolo zikaRhulumente eziQhelekileyo</i>	32
Iinjongo ezicwangciswa ngobuchule (<i>strategic objectives</i>)	33
Ukuthathelwa ingqalelo kwezibonelelo	37
Ulawulo lwenkcitho eyilahleko (<i>Risk management</i>)	41
<i>Iprogram 3 : Iinkxaso-mali zeZikolo eziZimeleyo</i>	42
Iinjongo ezicwangciswa ngobuchule (<i>strategic objectives</i>)	42
Ukuthathelwa ingqalelo kwezibonelelo	42
Ulawulo lwenkcitho eyilahleko (<i>Risk management</i>)	44
<i>Iprogram 4: Imfundo yeSikolo esineeMfuno eziZodwa sikaRhulumente</i>	45
Iinjongo ezicwangciswa ngobuchule (<i>strategic objectives</i>)	46
Ukuthathelwa ingqalelo kwezibonelelo	46
Ulawulo lwenkcitho eyilahleko (<i>Risk management</i>)	50
<i>IProgram 5 : UPhuhliso lweMfundo yaBantwana aBasaqalayo uKufunda</i>	51
Iinjongo ezicwangciswa ngobuchule (<i>strategic objectives</i>)	52
Ukuthathelwa ingqalelo kwezibonelelo	52
Ulawulo lwenkcitho eyilahleko (<i>Risk management</i>)	55
<i>IProgram 6: UPhuhliso lweZiseko (Infrastructure Development)</i>	56
Iinjongo ezicwangciswa ngobuchule (<i>strategic objectives</i>)	56
Ukuthathelwa ingqalelo kwezibonelelo	57
Ulawulo lwenkcitho eyilahleko (<i>Risk management</i>)	59
<i>Iprogram 7 : Iinkonzo zoViwo nezeMfundo eziNxulumene nazo</i>	60
Iinjongo ezicwangciswa ngobuchule (<i>strategic objectives</i>)	61
Ukuthathelwa ingqalelo kwezibonelelo	61
Ulawulo lwenkcitho eyilahleko (<i>Risk management</i>)	64

ICANDELO C: UKUNXIBELELANA NEZINYE IZICWANGCISO

8. Ukunxibelelana nezicwangciso zeziseko zophuhliso zethuba elide, ezemisebenzi yokwakha neminye imisebenzi	65
9. Iigranti ezikhutshwa phantsi kwemiqathango	74
10. Amaqumrhu axhaswa ngurhulumente (Public entities)	75
11. Amaphulo obambiswano phakathi kukarhulumente namaqumrhu abucala	75

IZIHLOMELO

IsiHlomelo A: Izishunqulelo.....	76
IsiHlomelo B: I-oganogram.....	77

ICANDELO A: INKCAZO YESICWANGCISO SOBUCHULE

1. Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda.

Oku kunokubonakaliswa kukufikelela kwezi njongo zintathu zongameleyo:

1. Ukuphucula umgangatho kwinqanaba lolwimi nemathematika kuzo zonke izikolo
2. Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
3. Ukwandisa umgangatho wemfundo ebonelelwa kubahlali abahlelekileyo

2. Eyona njongo iphambili

Ukubonelela ngemfundo esemgangathweni kubo bonke abafundi kwiphondo ngokwenza oku kulandelayo:

- Ucwangciso nolawulo jikelele lwenkqubo yemfundo iphela
- Imfundo kwizikolo zikarhulumente eziqhelekileyo
- Ukunika inkxaso kwizikolo ezizimeleyo
- Imfundo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
- UPhuhliso lweMfundo yaBantwana aBasaqalayo ukuFunda (ECD) kwiBakala R
- Amathuba oqeqesho olwenzelwa ootitshala
- Iprogram yokutya ethagethiweyo namanye amanyathelo okunciphisa ubuhlwempu nawokhuseleko
- Ukunika inkxaso ootitshala ngokubonelela ngezona meko zengqesho ziphambili, ngezikhuthazi (*incentives*) nangeprogram yempilo-qete yabaqeshwa

3. Iimfundiso eziziseko

- Ukubaluleka kakhulu komfundi
- Iimfundiso eziziseko zoMgaqo-siseko waseMzantsi Afrika noMqulu waMalungelo oLuntu
- Ukwenza umsebenzi ogqwesileyo ngokuthi kubonelelwe yaye kunikwe inkxaso abasebenzi abangootitshala, abaxhotyiswe ngokwenene, abanenkqubela, abaqeqeshiweyo nabazinikeleyo emsebenzini wabo.
- Ukwazi ukuphendula kwabo baphetheyo ngoxanduva lwabo nokwenzela izinto elubala
- Intembeko nokugqwesa kwimisebenzi yolawulo nakuleyo enika inkxaso

4. Imithetho nezinye izigunyaziso

4.1 Izigunyaziso zomgaqo-siseko

ISiqendu 29 **soMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996, (Republic of South Africa, 1996)**, sibonelela ngokuba wonke ubani unelungelo lemfundo esiziseko kubandakanywa nemfundo yabantu abadala; wonke ubani unelungelo lokufumana imfundo ngolwimi lwaseburhulumenteni okanye ngolwimi alukhethayo kumaziko emfundo oluntu apho kunokwenzeka oku ngokusengqiqweni, nokuba wonke ubani unelungelo lokuseka nokulondoloza ngeendleko zakhe, amaziko emfundo azimeleyo angacaluliyo ngokobuhlanga, abhalisiweyo kurhulumente, nokulondolaza imigangatho engekho ngaphantsi kwemigangatho kumaziko emfundo karhulumente onokuthelekiswa nawo.

Urhulumente nawo onke amaziko karhulumente, anoxanduva lokuhlonipha onke amalungelo angundoqo, amiselwa ngumthetho ngokwesiqendu 7(2) soMgaqo-siseko ukukhuthaza nokuzalisekisa amalungelo acaciswe kuMqulu waMalungelo kwiSahluko 2.

4.2Izigunyaziso zemithetho

ISebe leMfundo leNtshona Koloni (WCED), njengeziko likarhulumente, lizalisekisa iimfanelo ezizinyanzelo (*obligations*) eziyimisebenzi enikwe lona ngabo basemagunyeni okuwisa umthetho bagunyaziswe kuMgaqo-siseko yipalamente nazizindlu zowiso-mthetho zamaphondo (*provincial legislatures*) ukulawula imfundo kuwo onke amanqanaba kungabandakanywangwa imfundo yasemva kwematriki/kwebakala 12 (*excluding tertiary education*) (ICandelo A yeShedyuli 4 kuMgaqo-siseko). Le mithetho ilandelayo inika ingcaciso:

UMthetho weZikolo zaseMzantsi Afrika, 1996 (UMthetho 84 ka-1996) usebenza kuyo yonke imfundo yezikolo kwiRiphabliki yoMzantsi Afrika, yaye eyona njongo icaciswa ngokuphandle kukuqinisekisa ilungelo lomgaqo-siseko lokufumana imfundo. Ngokuxhomekeke kulo Mthetho, nawo nawuphi omnye umthetho wephondo osebenzayo, umzali ngamnye makeze umntwana ngamnye anoxanduva lwakhe ahambe isikolo ukususela kusuku lokuqala lonyaka umfundi ololu hlobo afika kubudala beminyaka esixhenxe de kube lusuku lokugqibela lonyaka umfundi aya kufika ngawo kubudala beminyaka elishumi elinesihlanu okanye ibakala lesithoba, nokuba yeyiphi na eyenzeke kuqala kwezi. Lo Mthetho ucacisa naluphi na uhlobo localulo, ukhangela indlela yokuqubisana nezenzo zentswelo-bulungisa zethuba elidlulileyo ekubonelelweni kwemfundo nokubonelela ngemfundo yomgangatho ophezulu ngokuqhubekayo kubo bonke abafundi.

Ngokwalo Mthetho, mathathu amaqela ongameleyo okwenzeka ezikolweni:

- i) Urhulumente kazwelonke omelwe nguMphathiswa weMfundo esiSiseko onendima ephambili ikukumisela umgaqo-nkqubo kazwelonke, ngokuxhomekeke kwimigaqo yoMgaqo-siseko, imigaqo yoMthetho nokuthathela ingqalelo abasemagunyeni bendlu yowiso-mthetho yephondo;
- ii) Urhulumente wephondo esebenza njongoMphathiswa wezeMfundo wePhondo. UMphathiswa unoxanduva olusisinyanzelo lokubonelela izikolo zikarhulumente, kunye neNtloko yeSebe, esebenzisa igunya lolawulo kwizikolo zikarhulumente ngokusebenzisa iinqununu; kunye
- iii) nabazali babafundi namalungu angabahlali balo ndawo isikolo sikuyo yaye bamelwe libhunga lolawulo elisebenzisa ngokuzimeleyo (*autonomy*) kwimisebenzi eliqela yezikolo.

Kuya qhutyekwa nokwenziwa kwezilungiso kulo Mthetho ngeMithetho **Basic Education Laws Amendment Acts** njengoko kuyimfuneko ngamaxesha ngamaxesha.

Ngokuxhomekeke kuMgaqo-siseko noMthetho weZikolo zaseMzantsi Afrika, u**Mthetho weMfundo weZikolo zePhondo leNtshona Koloni (uMthetho 12 ka-1997) (Western Cape Provincial School Education Act), 1997 (Act 12 of 1997)**, umisela ukuba imfundo ezikolweni kwiphondo leNtshona Koloni ithweswe uMphathiswa wePhondo yaye ilawulwa liSebe leMfundo leNtshona Koloni. Lo Mthetho uvumela amagunya kaMphathiswa wePhondo (*Provincial Minister powers*) okumisela umgaqo-nkqubo wemfundo kwiphondo, ngokuxhomekeke kwimigqaliselo ethile, nezinye iigranti kuMphathiswa wePhondo neNtloko yeSebe, igunya kumabhunga olawulo ukongeza kumagunya abelwe wona ngulo Mthetho kuMphathiswa wePhondo nakwiNtloko yeSebe.

UMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1996, (uMthetho 27 ka-1996) (National Education Policy Act, 1996 (Act 27 of 1996)), ubonelela ngemimiselo yomgaqo-nkqubo wemfundo kazwelonke yokucwangcisa, ukubonelelwa, ukubonelela ngemali, uququzelelo, ulawulo, ukuphathwa, iiprogram, ukubekwa esweni, uvavanyo nempilo-qete yenkqubo yemfundo nguMphathiswa, ngokuxhomekeke kumagunya ezindlu zowiso-mthetho zamaphondo (*provincial legislatures*) ngokwesiqendu 146 soMgaqo-siseko, imigqaliselo edweliswe kwisiqendu 4 salo Mthetho, nemigqaliselo echaphazelekayo yemithetho yephondo enxulumene nezemfundo.

Ikwabonelela ngakumbi ngezitrakstha zothethathethwano (*consultative structures*) ukwenzela ukumiselwa komgaqo-nkqubo wemfundo kazwelonke nemithetho nge-Council for Education Ministers (CEM), ii-Heads of Education Departments Committee (HEDCOM), namanye amaqumrhu othethwano ngayo nayiphi na imiba uMphathiswa enokuyiqaphela njengoko kuchaziwe kwisiqendu 11 salo Mthetho nalapho kufanelekileyo, iBhunga lezoBudlelane eMsebenzini (*Labour Relations Council*).

UMthetho weNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998) (Employment of Educators Act, 1998 (Act 76 of 1998)), usebenza ekuqeshweni kootitshala kwizikolo zikarhulumente nakwii-ofisi zamasebe, yaye ubonelela ngokubalwa kwemivuzo nezinye iimeko zezengqesho zootitshala nguMphathiswa weSebe leMfundo esiSiseko, ngokuxhomekeke kuMthetho wezoBudlelane eMsebenzini (*Labour Relations Act*) okanye nasiphi na iSigqibo soThethathethwano neMibutho yaBasebenzi (*Collective Agreement*) ezigqitywe libhunga i-Education Labour Relations Council ne-Personnel Administrative Measures (PAM).

UMthetho weBhunga looTitshala laseMzantsi Afrika, 2000 (uMthetho 31 ka-2000) (South African Council for Educators Act, 2000 (Act 31 of 2000)), ujongene nobhaliso lootitshala kumsebenzi wokufundisa kunye neBhunga looTitshala laseMzantsi Afrika (*South African Council for Educators (SACE)*), yaye ukwabonelela ngokukhuthazwa ukuphuhliswa nokomelezwa komsebenzi wokufundisa kwakunye nokumisela i-Code of Professional Ethics kootitshala ukukhusela isidima somsebenzi wabo ngokuqhubekayo.

ISebe leMfundo leNtshona Koloni (WCED) likwaxhomekeke:

- i) **kuMthetho weNkonzo kaRhulumente, 1994, (uMthetho 104 ka-1994) (Public Service Act, 1994 (Proclamation 104 of 1994))**, ojongene nokucwangciswa nolawulo lwenkonzo karhulumente yeRiphabliki kwakunye nokulawulwa kweemeko zezengqesho, amathuba okubasesikhundleni, ukuziphatha, umhlalaphantsi nokukhutshwa kwamalungu kwinkonzo karhulumente;
- ii) **UMthetho woLawulo lwezeMali kaRhulumente, 1999, (uMthetho 1ka-1999) (Public Finance Management Act, 1999 (Act 1 of 1999))**, usebenza kumasebe, kumaqumrhu karhulumente adweliswe kwiShedyuli 2 okanye 3, amaziko ii-constitutional institutions nee-provincial legislatures ngokuxhomekeke kwisiqendwana 3(2) salo Mthetho, yaye ulawula ukuphendula ngokuqhubekayo, ukwenzela izinto ekuhleni nolawulo olusemgangathweni lwengeniso, inkcitho, ii-asethi namatyala amaziko adweliswe kwisiqendu 3 soMthetho, kwaye ukwaquletse imisebenzi yabantu ababelwe umsebenzi wolawulo lwezemali.

UMthetho i-Promotion of Administrative Justice Act [PAJA], 2000 (Act 3 of 2000) noMthetho **Promotion of Access to Information Act [PAIA], 2000 (Act 2 of 2000)**, ibalulekile njengezixhobo zomthetho yaye isebenza, kwimeko ye-PAJA, isebenze nakuyo yonke imithetho yolawulo eyenziwa ngabakulawulo kurhulumente nechaphazela amalungu oluntu. Ngokukodwa, lo Mthetho ujongene neemfuno ezimiseliweyo zobulungisa kwezomthetho ukuba izigqibo zezolawulo ezichaphazela umntu (isiqendu 3) okanye uluntu (isiqendu 4), izizathu zenyathelo

lolawulo nezizathu zomthetho zokujongana noku (*judicial review*) (iziqendu 5 no-6). I-**PAIA** kwelinye icala ijongene nesiqendu 32 soMgaqo-siseko, malunga nelungelo lokufikelela kwingcaciso 'iirekhodi' ezigcinwe ngurhulumente nangamaqumrhu abucala afana nawo onke amaxwebhu, iirekhodingi nezinto ezibonwayo (*visual material*), kodwa ayisebenzi ngethuba lamatyala embambano namatyala esizi (*civil and criminal litigation*).

Makuqwaselwe ukuba i-*Further Education and Training*, ne-*Adult Education and Training* ngoku ziwela kwiSebe leMfundo ePhakamileyo noQeqesho (*Department of Higher Education and Training*) emva kweZilungiso kwimithetho esebenzayo, ngakumbi i-**Higher Education and Training Laws Amendment Act, 2010 (Act 25 of 2010)** ne-**Further Education and Training Colleges Amendment Act, 2012 (Act 3 of 2012)**. I-**Further Education and Training Colleges Amendment Act, 2013 (Act 1 of 2013)**, nazo zinike ngaphezulu ingcaciso ngegama "iikholeji" nelibhekisa ngoku kwikholeji eyi-*technical and vocational education and training college* okanye ikholeji eyi-*community education and training college*. Oku kufakele izilungiso kuMthetho **Adult Education and Training Act, 2000 (Act 52 of 2000)**, otshitshisweyo ngokupheleleyo.

4.3 Izigunyaziso zemigaqo-nkqubo

Esi sigunyaziso somgaqo-nkqubo nemithetho yesebe siya kuqhubeka ukukhokelwa yile migqaliselo ilandelayo:

- Inkcazo yeKharithyulam kaZwelonke (*National Curriculum Statement*) yamaBakala R-12, nequlethe oku kulandelayo:
 - *Curriculum and Assessment Policy Statements for all approved subjects for Grades R – 12*
 - *Uxwebhu lomgaqo-nkqubo, National policy pertaining to the programme and promotion requirements of the National Curriculum Statement Grades R – 12*
 - *The National Protocol for Assessment Grades R – 12*
- I-National Norms and Standards for School Funding, 2011.
- IMimimiselo neMigangatho yooTitshala kaZwelonke (*National Norms and Standards for Educators*), 2000
- IMimiselo Regulations Relating to Minimum Uniform Norms and Standards for Public School Infrastructure, ye-29 Novemba 2013.
- UMgaqo-nkqubo i-Language in Education Policy, 1997.
- UMgaqo-nkqubo i-National Policy on Religion and Education, 2003.
- UMgaqo-nkqubo i-National Policy on HIV/AIDS for Learners and Educators at Public Schools and Students and Educators in Further Education and Training Institutions, 1998.
- UMgaqo-nkqubo i-National Policy regarding Further Education and Training Programmes: Approval of Amendments to the programme and promotion requirements for the National Senior Certificate: A Qualification at Level 1 on the National Qualifications Framework (NQF), April 2007.
- IMimiselo Regulations Pertaining to the Conduct, Administration and Management of Assessment for the National Senior Certificate, Government 29 August 2008.
- I-Addendum to FET Document, National Curriculum Statement on the National Framework Regulating Learners with Special Needs, 11 December 2006.
- UMgaqo-nkqubo i-National Policy for an Equitable Provision of an Enabling School
- UMgaqo-nkqubo i-National Policy for an Equitable Provision of an Enabling School Physical Teaching and Learning Environment 21 November 2008

- *I-National Policy for Whole School Evaluation, July 2001.*
- *I-National Framework for Teacher Education and Development in South Africa, 26 April 2007.*
- *I-Requirements for Administration of Surveys, 2 April 2007.*
- *I-National Education Information Policy, 2004.*
- *UMgaqo-nkqubo i-Policy on the organisation, roles and responsibilities of education districts, 10 April 2013.*
- *UMgaqo-nkqubo ongoKuhamba kwaBafundi iSikolo (Policy on Learner Attendance), 4 May 2010.*

4.4 Izigqibo (rulings) zeenkundla ezichaphazelekayo

Kutshanje, amatyala amathathu amalunga namagunya esebe lemfundo lephondo ngokumalunga nemigaqo-nkqubo eyamkelwe ngamabhunga olawulo esikolo. Oku kubhekiselele koku: ***INTloko yeSebe, iSebe leMfundo, i-Free State Province v Welkom High School noMnye; INTloko yeSebe, iSebe leMfundo, i-Free State Province v Harmony High School and Another [2013] ZACC 25, neNtloko yeSebe, iSebe leMfundo, I-Mpumalanga Department of Education and Another v Hoërskool Ermelo and Another [2009] ZACC 32; 2010 (2) SA 415 (CC); 2010 (3) BCLR 177 (CC).*** Ezi zigwebo zenkundla ii-Constitutional Court judgments zavunywa kamva kwayile nkundla inye, ngu***MEC we-Education v Gauteng Province and Others v Governing Body of Rivonia Primary School and Others (CCT 135/12) [2013] ZACC 34,*** nemigqaliselo yomthetho ebangelwe zezi zigwebo, zinokushwankathwelwa ngolu hlobo:

- Apho uMthetho weZikolo zaseMzantsi Afrika unika igunya ibhunga lolawulo limisele umgaqo-nkqubo kumba othile wokusebenza kwesikolo (*school functioning*), intloko yesebe okanye elinye isebe likarhulumente (*other government functionary*) alinako ukuwukhaba lo mgaqo-nkqubo uvunyiweyo okanye lenze okuchasene nawo. Kodwa oku akuthethi kuthi amagunya ebhunga lolawulo lesikolo akasikelwanga mida, nokuba umgaqo-nkqubo awunakuphazanyiswa lungenelelo ngoncedo okanye umgaqo-nkqubo uyimbophelelo engenakutshintshwa (*immune to intervention*) nakwabanye abenzi-zigqibo kuzo zonke iimeko.
- Igosa elenza umsebenzi linokungenelela ngoncedo kwindima yokwenza imigaqo-nkqubo yebhunga lolawulo lesikolo okanye lingathathi nyathelo kuphela xa igosa elenza lo msebenzi linelungelo lokwenza oko ngokwamagunya elinawo ngokoMthetho weZikolo zaseMzantsi Afrika okanye eminye imithetho echaphazelekayo.
- Apho kuyimfuneko ukungenelela ngoncedo igosa ke ngoko malithathe amanyathelo ngokusengqiqweni nangendlela enobulungisa esemthethweni.
- Igosa elenza lo msebenzi nebhunga lolawulo lesikolo banyanzelekile ngokusemthethweni ukuba baxoxe ngayo nayiphi na ingxabano ngomoya omhle ngazo naziphi na iimpikiswano ezimalunga nemigaqo-nkqubo eyamkelweyo libhunga lolawulo lesikolo ngenjongo yokulungiselela iimfuno zabafundi.
- Imbopheleleko kula maqela acaphazelekelayo (*duty on the parties*) (ibhunga lolawulo nesebe lemfundo lephondo) kukuba asebenzisane yaye azame ukufikelela kwisisombululo semvisiswano esinovakalelo malunga nezona zinto zimlungiselela ngeyona ndlela ibhetele umntwana, nokuba iNtloko yeSebe lihlala ligcine igunya eliphhezulu elongamele ukuphunyezwa kwezigqibo zokwamkelwa kwabafundi zizikolo zikarhulumente kwiphondo.
- INkundla ePhakamileyo yeziBheno yaseMzantsi Afrika (*Supreme Court of Appeal of South Africa*) yawisa isigwebo sokuba ngowe-9 Disemba 2014 kwityala elaliphakathi

kukaMphathiswa weSebe leMfundo ngowe-17 Novemba 2014 neSebe leMfundo leNtshona Koloni ne-**Beauvallon Secondary School neBhunga loLawulo nezikolo eziyi-16 ezinye** malunga nokuvalwa kwezi zikolo phantsi ko- s 33 kuMthetho weZikolo zaseMzantsi Afrika, 1996 (uMthetho 84 ka-1996). Kwaxoxwa ngokumalunga nesibheo kwathiwa isigqibo sokuvala izikolo asinako ukuqwalaselwa kwakhona phantsi kwemigqaliselo ye-*Promotion of Administrative Justice, 2000 (Act 3 of 2000) (PAJA)* ecacisa ukuba ekuvaleni isikolo, uMphathiswa ebengenzanga msebenzi wezolawulo koko wenze umsebenzi wegunya eliphezulu (*executive function*) nongenako ukujongiswa kwakhona phantsi kwe- PAJA.

Ekuqwalaseleni lo mba inkundla yajonga inkcazo yenyathelo lolawulo elicaciswe kwi-PAJA yaza yafumanisa ukuba iingcaciso-magama ezinjalo ziqingqekile kakhulu yaye kunzima kakhulu ukuzilandela yaye zintsonkothile, yagweba ngokuthi eli nyathelo linokujongiswa phantsi kwe-PAJA.

Isibheni sikaMphathiswa weSebe leMfundo weNtshona Koloni neSebe leMfundo leNtshona Koloni saphumelela. Inkundla yagqiba ukuba ubunjani bezizathu ezichazwe ku-s 33(2), zanele ngokumalunga nokuvalwa kwezikolo yaye zanele nezo zizathu zitsha zithi zivele ngethuba leengxoxo. Ngaphezulu iNkundla ePhakamileyo yeZibheni (*Supreme Court of Appeal*) yagweba ngelithi akumelwe kuthethwane ne-*South African Democratic Teachers Union* phambi kokuba kusalwe izikolo. Inkundla yagqiba ukuba uMphathiswa uthathe amanyathelo ngokumalunga noMthetho. Akukho nto kulo Mthetho ithi makuthethwane ne-SADTU xa kuvalwa izikolo. Uthethwano ne-SADTU, okanye nawuphi omnye umbutho wemanyano yabasebenzi enokumela ootitshala okanye amanye amalungu angabasebenzi esikolweni, asiyimfuneko imiselweyo icaciswe kwi-s 33 ongumqathango ongaphambili omawuthotyelwe (*prerequisite*) ekuvalweni kwesikolo.

Izikolo eziyi-14 ezazijamelene nokuvalwa emva kwesi sigwebo seNkundla nge-9 Disemba 2014, zenza isicelo kwiNkundla yoMgaqo-siseko sokuchasa isigqibo seNkundla ePhakamileyo malunga nokuvalwa kwezi zikolo. Ngenxa yesi sizathu izikolo zasamkelwa isigqibo sokuba uMphathiswa weMfundo wePhondo makayiqale inkqubo yokuvula izikolo. Njengexalenye yoku izikolo zavuma ukurhoxisa izicelo zazo zokukhaba isibheni seNkundla ePhakamileyo. Kwacetyiswa ngale ndlela ngenxa yobungakanani bexesha elithe lagqitha ukususela kwisigqibo esiyintsusa sokuvala izikolo nangenxa yokungaqiniseki okunokubangelwa yenye inkqubo yokufaka isibheni kwiNkundla yoMgaqo-siseko okunokuchaphazela ezi zikolo nefuthe loko eliya kuchaphazela abafundi abakuzo. Imvumelwano ekwafikelelwa kuyo phakathi kwamaqela amabini yathetha ukuba isebe liya kuqinisekisa ukuba kuya kwenziwa oko kulungiselela abafundi ngeyona ndlela ibhetele nokuba imeko yesikolo ngasinye iya kuthathekwa ingqalelo phambi kokuba kuthathwe izigqibo ezizezinye. Izikolo eziyi-14 ezichaphazelekayo zezi : *Bergriver NGK Primary, Klipheuwel Primary, Bracken Hill EK Primary, Denneprag Primary, L.K. Zeeman Primary, Lavisrylaan Primary, Protea Primary, Redlands Primary, Rietfontein Primary, Rondevlei ELK. Primary, Unionskraal NGK Primary, Valpark Primary, Warmbad Spa Primary and Welbedacht UCC Primary.*

4.5 Amaphulo emigaqo-nkqubo acwangcisiweyo

ISEBE leMfundo leNtshona Koloni linenjongo yokwenza ezi nkqubo zemithetho nemigaqo-nkqubo zilandelayo kulo mjikelo wokucwangcisa umiyo:

IMithetho

- Ukujongiswa koMthetho weMfundo weZikolo zePhondo leNtshona Koloni (*Western Cape Provincial School Education Act*) ukwenzela ukuba ungqinelaniswe nezigqibo zemithetho, ezemigaqo-nkqubo nezenkundla zakutshanje.
- Ukuphunyezwa kwezilungiso kuMthetho weZikolo zaseMzantsi Afrika (*South African Schools Act*) ngoMthetho i-*Basic Education Laws Amendment Act*.

IMimiselo

- Imimiselo emalunga nemimiselo nemigangatho yeziseko zophuhliso ezingundogo nobungakanani bendawo yokufundela (*basic infrastructure and capacity*) kwizikolo zikarhulumente.
- Imimiselo emalunga neekhrayitheriya zokwamkelwa kwabafundi ezikolweni, iimodeli zenkxaso-mali nokuphathwa kwezikolo ezibonelela imfundo kwizikolo zokugxila.
- Imimiselo emalunga nokululeka, ukunqunyanyiswa nokugxothwa kwabafundi kwizikolo zikarhulumente eNtshona Koloni, (*Provincial Gazette Extraordinary No. 6939*).
- Imimiselo emalunga novavanyo lwendlela izikolo eziqhuba ngayo, ootitshala nabafundi.
- Ukujongiswa keMimiselo yeBhunga lezeMfundo.
- IMimiselo echaphazelekayo njengoko iqatshelwe wakuba uMthetho ofakela izilungiso kuMthetho weMfundo weZikolo zePhondo leNtshona Koloni (*Western Cape Provincial School Education Amendment Bill*) uphunyeziwe.

Imigaqo-nkqubo

- Inkqubo-sikhokelo yolawulo kwenkqubo yokwamkelwa kwabafundi ezikolweni nokufakwa kwabafundi kwizikolo zikarhulumente eziqhelekileyo eNtshona Koloni (Eyangaphakathi).
- IMimiselo echaphazelekayo njengoko iqatshelwe wakuba uMthetho *Provincial Education Amendment Bill* uphunyeziwe.

Izizathu zokujongiswa kwayo yonke imigaqo-nkqubo neesetyhula

ISEBE leMfundo leNtshona Koloni kungokunje liqwalasela imigaqo-nkqubo neesetyhula kwithuba leminyaka engamashumi amabini (20) ukususela nge-1 Januwari 1995 ukuya kwi- 31 Matshi 2014, ngenkqubo yokujongiswa nokungqinelaniswa kwayo. Ngeli thuba:.

- Iyi-131 imigaqo-nkqubo neesetyhula ezikhethelwe ukujongiswa ngokusekelwe kwizalathi-nkqubela ezimiselweyo.
- Kuqatshelwe imigaqo-nkqubo neesetyhula eziyi-1 604 emazitshitshiswe.

5. Inkcazelo yemeko yokuqhubekayo

Esi siCwangciso se-*Five Year Strategic Plan* sizifake silungelana nezi meko ziqhubekayo zezicwangciso zobuchule ezikhulu (*macro strategies*) nezicwangciso zokwenziwa kweenkonzo (*delivery plans*.) Ezi zicwangciso zandlalwa kula makhasi alandelayo. Izicwangciso zimele inkqubo eneenkcukacha yokuqinisekisa ukuba onke amaphulo abekwe kwindlela eqinisekisa impumelelo. Imifanekiso eyandlalwa le nkcazo inikiwe kwiinkcukacha ezizezinye ezilandela emva koko.

PROVINCIAL PLANNING PARADIGM

One Cape 2040 (Economic Vision) Transition Goals: Primary change lever: Knowledge transition (*Educating Cape*)

Every person will have access to a good education that will ensure he or she is appropriately skilled for opportunity.

Working with parents and teachers to improve the learning and development environment of children

The Western Cape will enjoy a global reputation as a location of ecological, creative, scientific and social innovation excellence

Provincial Strategic Plan 2014-2019: Provincial Strategic Goals (PSGs)



OVERARCHING PLANNING PARAMETERS

National Development Plan

Schools: provide all learners with excellent education; address low levels of reading, writing and numeracy as measured on local and international tests; set targets for improvement over the next 10 years in grades 3, 6, 9 and 12 in South African tests; improve our position in international rankings and increase retention in schools to 90%.

All staff: competency standards for all educator jobs; have competency assessments for entry and promotion purposes and provide training programmes for all.

Teachers: Teachers should be highly valued; have good subject knowledge; receive continuing professional development and be highly motivated. The proposal is that appointment and promotion of teachers should be the responsibility of government.

Principals: There should be competency tests for all principal appointments. Expertise should be the only criterion for appointing principals.

Districts: The state must clarify the roles and responsibilities of district offices in order to provide targeted support through identifying the reasons for under-performance. Offices should then provide “best practice” interventions.

Parents: Parents are involved in the education of their children and are given meaningful information to strengthen this role.

Information: Information should be accessible and useful to plan and monitor progress.

Information Technology: High-speed broadband should be available to support learning. **Infrastructure:** Basic infrastructure should be in place for all schools and all backlogs should be addressed.

Language: Decisions about language provision in schools needs to be informed by a greater appreciation of the labour market. The proposal is for high quality instruction in both mother tongue and English from an early age.

Medium Term Strategic Framework (Practical implementation of NDP)

Improved quality of teaching and learning through development, supply and effective utilisation of **teachers**.

Improved quality of teaching and learning through provision of adequate quality **infrastructure and Learning and Teaching Support Materials (LTSM)**.

Tracking of learner **performance** through reporting and analysis of the Annual National Assessment (ANA) at Grade 3,6 and 9 level and improving ANA over time to ensure appropriate feedback to learners and teachers and to benchmark performance over time

Expanded access to **Early Childhood Development** and improvement of the quality of Grade R

Strengthening **accountability and improving management** at the school, community and district level.

Partnerships for education reform and improved quality

DBE

• *Action Plan to 2019 (27 goals)*

• *Themes (6)*

- Focus on **quality and efficiency** of education
- **Communication** to communities
- **Prioritised teaching and learning**
- **Strengthened partnership** focuses
- **Strengthened inter-governmental** and interdepartmental mechanisms
- National Education Policy Act- monitoring and evaluation norms and standards, **impact evaluation**

• *Non-negotiables (10):* **LTSM; Infrastructure; Districts; Teachers; ICT; Kha ri Gude; Library Services; Rural (school rationalization and transport); Curriculum (focus on MST, Technology and African Languages; Partners and social mobilization**

1. Inkqubo-sikhokelo yesiCwangciso soBuchule yeThuba eliPhakathi (MTSF)

Ngo-2012, iKhabhinethi yamkela i-National Development Plan (NDP), emayisebenze njengoxwebhu oluyinqobo (*blueprint*) lophuhliso lwentlalo-qoqosho nokukhula koMzantsi Afrika engadlulanga u-2030. Ngokwamkelwa kombono wethuba elide nesicwangciso seli lizwe, kwaqaliswa indlela ekuya kujongwana ngayo nemingeni emithathu: intlupheko, ukungalingani nentswela-ngqesho.

Ikhabhinethi kazwelonke yamkele i-Medium Term Strategic Framework (MTSF) esisicwangciso sikarhulumente sokuphumeza i-National Development Plan. Esi sikhokelo seeprayorithi eziphambili zikarhulumente nezicwangciso ekujoliswe kuzo yaye sisebenza njengesikhokelo esiyintloko ekucwangciseni nasekwabeni izibonelelo kuwo onke amacandelo karhulumente.

ISahluko sokuqala se-MTSF sivula ngokuthi: “The NDP’s vision for 2030 is that South Africans should have access to training and education of the highest quality, characterised by significantly improved learning outcomes”.

Iziphumo zeeprayorithi zezemfundo zeMTSF zezi :

1. Ukuphucula umgangatho wokufundisa nokufunda ngokuphuhliswa, ukubonelelwa nokusetyenziswa kootitshala.
2. Ukuphucula umgangatho wokufundisa nokufunda ngokubonelela ngeziseko zophuhliso neLTSM ezaneleyo nezikumgangatho ophezulu.
3. Ukulandelela ukuqhuba kwabafundi ngokunika ingxelo nangokucazulula ii-Annual National Assessment (ANA) kumaBakala 3, 6 no-9 nokuphucula umgangatho wee-ANA ekuhambeni kwexesha ukuqinisekisa ngenkcazo ngokuqhubekayo efanelekileyo kubafundi nakootitshala nokulinganiseka intsebenzo ekuhambeni kwamaxesha.
4. Ufikelelo olwandisiweyo kuPhuhliso lweMfundo yaBantwana aBasaqalayo (*Early Childhood Development*) nokuphucula umgangatho wemfundo yeBakala R.
5. Ukomeleza ukuba nokuphendula ngokuqhubekayo nokuphucula ulawulo lwezikolo ezikolweni, ekuhlaleni nakwisithili.
6. Amaqhmrhu entsebenziswano nezemfundo ukwenzela ukuphucula umgangatho wezemfundo.

Ezi prayorithi ziya kuqwalaselwa ngeenjongo nangamanyathelo athatyathwa liSebe iWCED. Ukugxininisa kwethu kule miba kuya kuba ngamandla njengoko iinqubo nezalathi-nkqubela ziqala ukusebenza ngokwezigaba kwinqanaba lephondo nakwinqanaba likazwelonke, kwakunye nokuhlenga-hlengiswa kweebhujethi neemodeli njengoko kuyimfuneko.

Isiphumo ngasinye sineziphumo ezisekelayo, imisebenzi nezalathi-nkqubela ezinxulumene nazo nangona kungekabikho manani okwandlalela ngokumalunga noninzi lwazo. Loo misebenzi iluxanduva lwephondo kwezo sele kukho amanyathelo esele siwathathile achazwe phantsi kwezihloko ezichaphazelekayo neethagethi sele zimiselwe ukwenzela izalathi-nkqubela ezinxulumene nazo.

IsiCwangciso Schooling 2030 neenjongo eziyi-27

Isicwangciso sezemfundo eMzantsi Afrika iSouth African education sector plan siqulethwe kwi-Action Plan 2019, towards Schooling 2025. Isicwangciso siqulethe iinjongo eziyi-27. Eziyi-13 zokuqala zimalunga neziphumo zokufunda, yaye ezinye iinjongo eziyi-14 zimalunga nokuba

kunokufikelelwa njani kwezi ziphumo zokufunda. Eli lithuba lesibini leminyaka emi-5 kusetyenziswa ezi njongo. Zonke zigciniwe ukuze kuqhutyekwe nezicwangciso.

linjongo eziyi-27 ziqhagamshelaniswe **nezalathi-nkqubela, nakwiithagethi nezigaba** ezibalulekileyo zazo. Inani leenjongo liqingqiwe, izalathi-nkqubela zicaciswe gca yaye zinako ukulinganiselwa. lithagethi mazibe 'ziindidi' yaye kufuneka ziziphucule iziphumo zokufunda ngakumbi nangakumbi. Zahlula-hlulwe ngokwamaphondo yaye mazingathathwa njengemida ekungenakudlulwa kuyo. lithagethi zikazwelonke sele zimiselwe ngokubanzi kwithuba elide yaye izigaba zigxininisa ngokubanzi kwiziphumo ezinqwenelekayo (*desired achievements*) kwithuba eliphakathi (ukuya kwiminyaka emihlanu yethuba elizayo). Kumiselwe izigaba ezibalulekileyo zikazwelonke ukulungiselela iinjongo zentsebenzo 1-13. Akumiselwanga zigaba kwiinjongo 14 ukuya ku-27.

linjongo **zeziphumo zokufunda** zezi:

- 1 ►Ukwandisa inani labafundi kwiBakala 3 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala kwiBakala 3.
- 2 ►Ukwandisa inani labafundi kwiBakala 6 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lwemathematika kwiBakala 6.
- 3 ►Ukwandisa inani labafundi kwiBakala 9 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lwemathematika kwiBakala 9.
- 4 ►Ukwandisa inani labafundi beBakala 12 abakufaneleyo ukungenela iprogram yesiDanga sokuQala eyunivesithi.
- 5 ►Ukwandisa inani labafundi beBakala 12 abapasa *i-mathematika*.
- 6 ►Ukwandisa inani labafundi beBakala 12 abapasa *i-physical science*.
- 7 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 6 *kwiilwimi*.
- 8 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 6 *kwimathematika*.
- 9 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 8 *kwimathematika*.
- 10 ►Ukuqinisekisa ukuba bonke abantwana bahlala beqhubeka ngokwenene nesikolo ubuncinane ukuya kunyaka abagqiba ngawo iminyaka eyi-15.
- 11 ►Ukuphucula ukufikelela kwabantwana kwimfundo yophuhliso lwabantwana abasaqalayo ukufunda esemgangathweni (*ECD*) abangaphantsi kweBakala 1.
- 12 ►Ukuphucula ukupasa kwabafundi nokugqithela kwamanye amabakala ukuqala kwiBakala 1- 9.
- 13 ►Ukuphucula ukufikelela kolutsha kwiMfundo noQeqesho oluQhubekayo (FET) ngaphaya kweBakala 9.

linjongo zokuba **kuya kufikelelwa** njani na kwiziphumo zokufunda ekuzezi:

- 14 ►Ukugaya kunyaka ngamnye iqela elitsha lootitshala abasebatsha, abanomdla abaqeqeshwe ngokufanelekileyo ukuba bajoyine umsebenzi wobutitshala.
- 15 ►Ukuqinisekisa ukubakho nosetyenziso lootitshala ngohlobo lokuba kuthintelwe ubukho beeklas ezinamanani amakhulu.
- 16 ► Ukuphucula ulwazi lomsebenzi nokwenza umsebenzi ngokuchubekileyo kootitshala (*professionalism*), izakhono zokufundisa (*teaching skills*) ulwazi ngezifundo (*subject knowledge*) nabanolwazi lokusebenzisa ikhompyutha kuyo yonke imisebenzi yabo yokufundisa.
- 17 ►Ukwenza konke okusemandleni ukuqinisekisa ukuba abasebenzi abangootitshala (*teacher workforce*) baphile qete, banelisekile yaye bayawuthanda umsebenzi wokufundisa abawenzayo.
- 18 ►Ukuqinisekisa ukuba abafundi bafikelela kuzo zonke izihloko nenkalo zezakhono ekufanele bazifunde kunyaka wesikolo oqhubekayo.

19 ► Ukuqinisekisa ukuba umfundi ngamnye unako ukufikelela kweyona sethi ibubuncinane yeencwadi zezifundo nencwadi zomsebenzi (minimum set of textbooks and workbooks) ezifunekayo ngokomgaqo-nkqubo kazwelonke.

20 ► Ukwandisa ukwazi ukufikelela kwabafundi kwiintlobo ngeentlobo zemidiya (range of media), kuqakwa neekhompyutha, eziphucula umgangatho wemfundo yabo.

21 ► Ukuqinisekisa ukuba iinkqubo zolawulo ezisisiseko zonyaka (annual management processes) ziyaqhubeka kwizikolo zonke kweli lizwe ngendlela enegalelo nekhokelela kwizikolo esiqhuba kakuhle.

22 ► Ukuphucula uthatho-nxaxheba lwabazali nabahlali kulawulo kwezikolo, ngokuphucula ukwazi ukufikelela kwingcaciso ebalulekileyo ngokusetyenziswa kwesicwangciso se-e-Education strategy.

23 ► Ukuqinisekisa ukuba zonke izikolo zixhaswa ngemali ngokwawona manqanaba asezantsi ngomfundi ngamnye nabalwa ngokwemimiselo kazwelonke nokuba imali isetyenziswa ngokungafihlisiyo nangendlela enentsingiselo.

24 ► Ukuqinisekisa ukuba iziseko zophuhliso ezizizakhiwo zezikolo (physical infrastructure) nendawo engqonge isikolo ngasinye, ziyabakhuthaza abafundi ukuba bafune ukuza esikolweni yaye bafunde, nootitshala bafundise.

25 ► Ukusebenzisa izikolo njengezixhobo zokukhuthaza ukwazi ukufikelela kwiindidi zeenkondo zikarhulumente kwabafundi kwimiba efana nezempilo, ukunciphisa intlupheko, inkxaso yasengqondweni neyезentlalo (psychosocial support), ezemidlalo nezenkcubeko.

26 ► Ukwandisa inani lezikolo eziwuphumeze ngempumelelo umgaqo-nkqubo wemfundo ebandakanya bonke abafundi (inclusive education policy) nokwazi ukufikelela kumaziko abonelela ngeenkondo zeengcali (specialist services).

27 ► Ukuphucula ukwandiswa kwamaxesha nomgangatho weenkondo zokubeka esweni nenkxaso ebonelelwa zii-ofisi zezithili zemfundo ezikolweni ngokusetyenziswa bhetele kwemfundo i-e-Education.

Ukongeza apho iSebe leMfundo esiSiseko lamkele le mixholo imiselweyo

1. Ukugxininisa ekuphuculweni komgangatho nempumelelo kwezemfundo
2. Ukunxibelelana nabahlali
3. Ukufundisa nokufunda okubekwe phambili (prioritised)
4. Indima eyomeleziweyo nengxamisekileyo yabo bonke abathathi-nxaxheba (amaqumrhu, ii-arhente zoqinisekiso lomgangatho, iimanyano, abazali, amahlakani)
5. Ukomeleza iindlela zokwenza zephondo nezikazwelonke, kubandakanywa amaphulo eentsebenziswano namasebe karhulumente naphakathi kwamacandelo esebe
6. UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (NEPA)–imimiselo nemigangatho yokubeka-esweni novavanyo, oku kubandakanya uvavanyo lweziphumo zovavanyo

Ezi zinto zihamba kunye nezi zinto zizinyanzelo (non-negotiables) zidweliswe liSebe leMfundo esiSiseko:

	I-ayithem	Imiba
1.	I-LTSM	Imimiselo nemigangatho, ukufunyanwa, iindleko
2.	Iziseko zophuhliso	Izixhobo; amanzi nogutyulo; ulondolozo, ifanitshala needesika
3.	Izithili	Inkxaso kwizikolo; uququzelelo kwizithili zephondo; Imimiselo nemigangatho yentsebenziswano, ubuchule, unxibelelwano, inkqubo yokubeka esweni ikharithyulam nophuhliso lootitshala
4.	Ootitshala	Ukufakwa kootitshala ezindaweni, ukusiwa kwezinye izithuba nophuhliso lootitshala
5.	I-HCT:	Abantwana kwiNkulungwane ye-21 st

	I-ayithem	Imiba
6.	U-Kha ri Gude	Uphunyezo oluphuculweyo, uvavanyo, ukubeka esweni novavanyo
7.	IiNkonzo zeLayibrari	Ziyinxalenye esesizikithini somsebenzi. Usuku lokugxininisa kuMadiba
8.	Amaphandle	Ukudityaniswa kwamaziko anamabakala amaninzi, amancinane, no (Multigrade, small and micro mergers) nezizathu ezixhasa oku. Ukuthuthwa kwabafundi ezikolweni
9.	Ikharityhulam	I-Maths, iSayensi neThekhnoloji (MST) : Uthatho-nxaxheba nokuphucula ukuqhubela phambili. Iyunithi yeMST. Ezisalingwayo : Iyunithi yokufunda, izifundo zobugcisa, ukwandisa kweelwimi zase-Afrika.
10.	Amahlakani nothatho-nxaxheba loluntu ekuphuculeni umgangatho wemfundo (social mobilization)	Impilo-qete yabafundi nokhuseleko

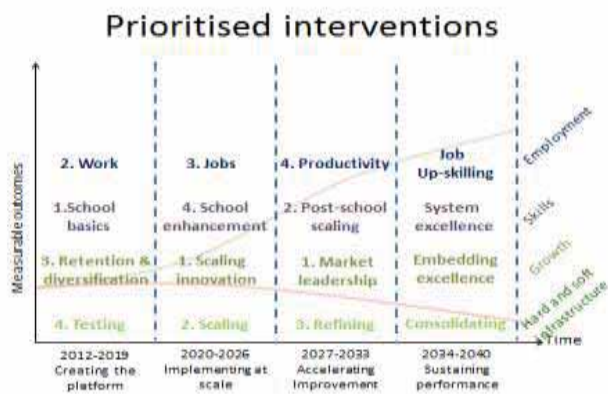
2. Imeko eqhubeka kwiphondo

Umbono i-**macroeconomic vision** kwezemfundo kwiphondo uqulethwe kolu xwebhu -One Cape 2040 document ucacisa uthi:

"The National Planning Commission has elegantly captured the central internal challenge facing South Africa and the Western Cape: We need to transform the nature and performance of the economy to simultaneously achieve sustained GDP growth, greater environmental resilience, and much better inclusion. A key driver of socio-economic exclusion lies in massive unemployment and job-shedding growth. This is largely structural, based on a combination of growth in non-productive sectors and on a deep mismatch between the needs of the economy and the skills-base of existing jobseekers and those being produced by the country's education system. This requires a fundamental shift away from the status quo by massively improving the quality of education for the majority, reducing inequality, unemployment and environmental degradation, while restoring hope, and dignity in work. The alternative, represented by a deepening of the status quo, presents a major threat to social cohesion – a morally indefensible and potentially volatile situation of increasing poverty, inequality and unemployment, socio-economic exclusion, violent crime, and a lack of opportunities and hope for those at the bottom of the socio-economic ladder".

Western Cape real GDP growth in 2011 was 3.6% (SA = 3.1%, Global = 3.8%). Over the last 10 years the average real growth rate for the Western Cape was 4.1% translating into a real economy expansion of almost 45%. Over the same period the workforce only grew by 16%. Over 546 000 people are unemployed in the Western Cape (narrow definition). Over two-thirds of these are between the ages of 15 and 35, and over half have not completed matric. There is a strong correlation between poverty, unemployment and low levels of education

Umbono wezemfundo kuxwebhu lwe-One Cape 2040 ucacisa oku kulandelayo:



Kwiminyaka emihlanu yethuba 2015- 2019 iphondo lamkele iInjongo zesiCwangciso soBuchule zePhondo ezi-5. Ekuzezi:

- INjongo yoBuchule 1: Ukudala amathuba okukhula koqoqosho nemisebenzi
- INjongo yoBuchule 2: Ukuphucula iziphumo zokufunda namathuba ukwenzela uphuhliso lolutsha
- INjongo yoBuchule 3 : Ukwandisa impilo-qete, ukhuseleko nokuqubisana nezihlala zezentlalo
- INjongo yoBuchule 4: Ukwenzela kubekho indawo yokuhlala enako ukumelana neemeko, enokugcinakala, esemgangathweni nebandakanya wonke umntu.
- INjongo yoBuchule 5: Ukuzinzisa ulawulo olusemgangathweni nokwenziwa kweenkonzo ezihlangeneyo ngamaphulo obambiswano nokungqinelaniswa kweenkonzo ezenziwa lisebe

ISebe iWCED liya kuthatha inxaxheba yaye lifake igalelo kumaphulo obambiswano asebenzayo kunye namanye amasebe kuzo zonke ezi njongo, ngakumbi kwezo zichaphazela iinkonzo zethu ezifunelwa zona, nempilo-qete yabafundi.

Kuko konke oku iSebe iWCED liya kusoloko linika inkxaso i-*Provincial Strategic Goal 5*: “Ukuzinzisa ulawulo olusemgangathweni nokwenziwa kweenkonzo ezihlangeneyo ngamaphulo obambiswano nokungqinelaniswa kweenkonzo ezenziwa liSebe neziphumo ezi-3 zoku:

- Isiphumo 1 : Ulawulo olomeleziweyo;
- Isiphumo 2 : Uluntu olubandakanaye bonke abantu
- Isiphumo 3 : Ulawulo oluhlangeneyo

ISebe iWCED liya kuba liSebe elikhokelayo kule meko kwi-*Provincial Strategic Goal 2*

“Ukuphucula iziphumo zezemfundo namathuba ukwenzela uphuhliso lolutsha”

Inkcazo yenjongo :

Yonke imisebenzi yophando ibonisa ukuba **abantwana baseNtshona Koloni abafundi babhale yaye babale kumanqanaba afunekayo** ukwenzela imfundo eqhubekayo nophuhliso. Ezi zakhono zisisiseko zimisela amathuba amahle exesha elizayo namathuba okuphila abo bonke abantwana.

Kukho **ukungangqinelani kumgangatho wemfundo ebonelelwa kubantwana baseNtshona Koloni yaye oku kwandiswa naziingxaki zentlalo noqoqosho ezithe tshitshilili**. Ezi ngxaki zimbini zimele ukuqwalaselwa ngokuqhubekayo kwizikolo zethu nangenqubo yokuthatha inxaxheba

kwabahlali.

Iziphumo zoBuchule :

1. Ukuphucula umgangatho kwinqanaba lolwimi nemathematika kuzo zonke izikolo
2. Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
3. Ukwandisa umgangatho wemfundo ebonelwa kubahlalali abahlelekileyo
4. Ukubonelela amathuba ezentlalo nawoqoqosho kulutsha
5. Ukuphucula inkxaso yosapho kubantwana nakulutsha nokuququzelela uphuhliso lolutsha

Le Njongo yoBuchule iya kuphehlwa liSebe iWCED njengesebe elikhokelayo ngokudibene neSebe loPhuhliso lwezeNtlalo (*Department of Social Development*) neSebe leMicimbi yeNkcubeko nezeMidlalo (*Department of Culture and Sport*).

Zimbini kule njongo iinkqubo zokutshintsha indlela yokwenza eqhelekileyo” (*Game changers*)” eziqatshelweyo ne-“*Living Lab*” enye. Ezi nkqubo (zigxininisa inkalo efuna ukuqwalaselwa / inyathelo kwiinzuzo ezizezona zininzi eziya kuqondakala ekwenzeni umahluko kubomi babantu) zezi : 1. *E-learning* kunye 2. noPhuhliso lolutsha (*Youth Development*).

1. Kwimeko ye-*e-learning* iprojekthi sele ingene kwisigaba sophunyezo yaye kugxininiswa koku kulandelayo:

I-Wide Area Network (WAN) Project – yiprojekthi kaRhulumente wePhondo
The Local Area Network (LAN) Project – yiprojekthi yeSebe iWCED.
I-Computer Applications Technology, i-Information Technology and Engineering, Graphic and Design (CAT/IT/EGD) computer Refresh Project
I-Edulab computer Refresh Project ibonelela ngethekhnoji ekhoyo nefanelekileyo ezikolweni ngokunika abafundi ufikelelo oluthe ngqo kwithekhnoji kwi- <i>ICT suite environment</i> .
I-Smart Classroom Project ibonelela ngethekhnoji ekhoyo ngefanelekileyo ezikolweni. Ithekhnoji ngokuqhelekileyo iqulethe isixhobo i- <i>teacher computing device, i-teacher projection device, i-teacher interactive device ne-visualizer device</i> (ekwaziwa nje- <i>document camera</i>). Ithekhnoji ubukhulu becala ayinaziingcingo (<i>wireless</i>) yaye kunokuhanjwa nayo naphi na (<i>pack-up-and-go mobility</i>).
I-e-Resources Catalogue Project yiprojekthi eyi- <i>online digital content project</i> .
I-Learning Management System (LMS) Project ibandakanya i- <i>digital resources repository</i> yaye ikwajonge ukubonelela ootitshala, abafundi nabazali ngezibonelelo ii- <i>digital teaching and learning resources</i> .

Konke oku kuya kuhamba kunye noqeqesho olufunekayo nenkxaso efunekayo.

2. *I-transversal Youth Development project* kungokunje iphantsi koqwalaselo. Igalelo leSebe iWCED liya kuba kwi-*Mass Opportunity Development (MOD) Centres* (R59,594m) ukunika uncedo kwiiprogram zophuhliso lwezikolo ii-*after-school enrichment*, ezemidlalo nezokufunda eziququzelelwa liSebe leMicimbi yeNkcubeko nezeMidlalo ne-*WCED Youth Development Programme* (R37,645m) ezivumela abafundi abaphindayo okwesibini (*second-time repeaters*) kwiBakala 9 ukuba baye kwikhosi e-*TVET College* okanye e-*AET Centre*.
3. *I-Living Lab* yiprojekthi elingwayo yamaBakala R – 3 kwizikolo eziyi-100 ezineziphumo ezibi kwizifundo (*poor academic results*) ukomeleza ukufunda isiNgesi.

5.1 Imeko engqonge uKwenziwa kweenKonzo

Amanani abemi eNtshona Koloni akhulile ukususela kubalo-bantu lwango-2001 yaye ayaqhubeka ukukhula. Ngokwengqikelelo yamanani abantu beli akhutshwe phakathi enyakeni ngo-2011 ngu-*Statistics South Africa (StatsSA)*, iNtshona Koloni ilikhaya kubantu abamalunga ne-5 822 734 yezigidi abamele i-11 % yenani lilonke labemi boMzantsi Afrika. Inani labemi likhule ngo-by 28.7% phakathi ko-2001 no-2011.

Njengoko bekulindelekile, kubekho ukwanda kumanani abafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo.

Icandelo	2011	2012	2013	2014	Umahluko
					2011 – 2014
IBakala R kwiZikolo zikaRhulumente eziQhelekileyo	50 495	58 953	59 565	63 492	12 997
AmaBakala 1-12 kwiZikolo zikaRhulumente eziQhelekileyo	921 776	934 992	947 046	963 441	41 665
Izikolo zemfundo eneemfuno ezizodwa	18 878	19 470	19 627	18 702 ¹	-176

Owona mba mkhulu unokuphembelela zonke izicwangciso nokubonelelwa kwamaziko ngezithuba kwezemfundo ngamanani obhaliso abafundi. ISebe iWCED lisebenzise ngokwandileyo idatha ye*General Household Survey data* nezinye iinkcazo zokuqhubekayo ukuncedisa kuqikelelo-manani. Ukufundisa nokufunda okuyimpumelelo kuxhomekeke kumlinganiselo ofanelekileyo katitshala nomfundi, iifasilithi neencwadi zezifundo ezisetyenziswayo kwezona ndawo zizezona zinemfuno emandla. Ukwanda kumanani obhaliso eminyaka yakutshanje kukhokelele kuxinzelelo olubonakalayo kwiindawo zokufundela nokwabiwa kwabasebenzi (*accommodation and staffing pressures*) kwiindawo zeedolophu ezinkulu nakwiSixeko saseKapa. Kwangaxeshanye kubekho ukhula kwamamanani kwezinye iindawo zephondo.

Unyaka	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Itotali
2003	86 916	82 454	75 931	66 033	82 383	92 341	84 514	81 154	73 200	81 739	51 746	39 644	898 055
2004 ²	104 105	82 130	81 489	76 781	66 060	82 574	89 614	85 053	78 964	80 756	54 199	39 451	921 176
2005	93 515	94 231	80 695	80 809	74 984	66 141	81 953	88 778	82 169	81 577	56 657	39 303	920 812
2006	87 650	85 972	89 828	80 443	77 811	73 106	65 347	78 926	80 595	83 529	57 536	40 198	900 941
2007	92 818	82 562	83 914	89 973	78 674	78 021	72 733	66 406	80 697	86 495	61 938	42 624	916 855
2008	91 853	83 267	79 454	85 891	87 116	78 290	76 146	71 410	72 914	79 133	63 819	43 470	912 763
2009	93 601	82 158	80 385	83 150	82 382	85 621	76 262	75 227	79 795	68 405	60 812	45 692	913 490
2010	98 086	83 046	79 155	84 234	80 290	81 402	82 777	75 426	85 114	70 630	53 799	44 876	918 835
2011	100 423	85 216	79 489	83 490	80 205	79 022	78 207	81 312	84 957	73 470	56 995	38 990	921 776
2012	103 444	88 536	81 415	83 922	79 900	78 384	76 432	77 561	90 815	72 714	58 758	43 111	934 992
2013	104 678	93 506	85 762	85 599	79 210	78 437	76 238	75 528	87 132	78 812	56 109	46 035	947 046
2014	106 917	97 647	89 385	90 617	81 441	76 690	74 727	76 000	82 714	75 838	64 619	46 846	963 441

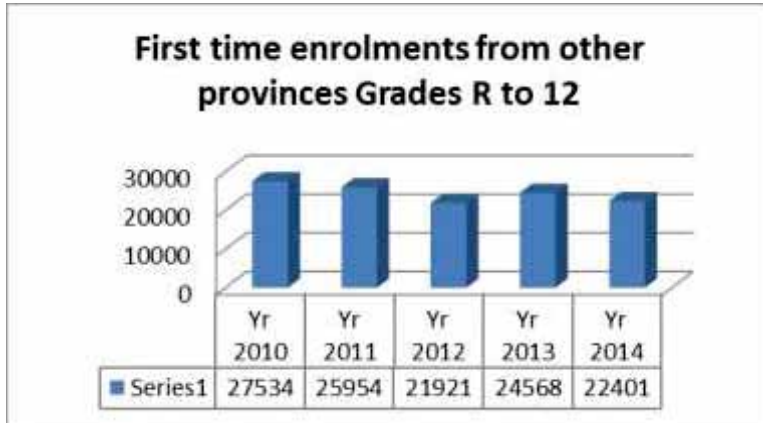
Umthombo weDatha : 2014 : Annual Survey for Schools (Public Ordinary schools excluding LSEN unit learners)

¹ The apparent drop in enrolment numbers is because of the re-classification of three schools as Public Ordinary schools.

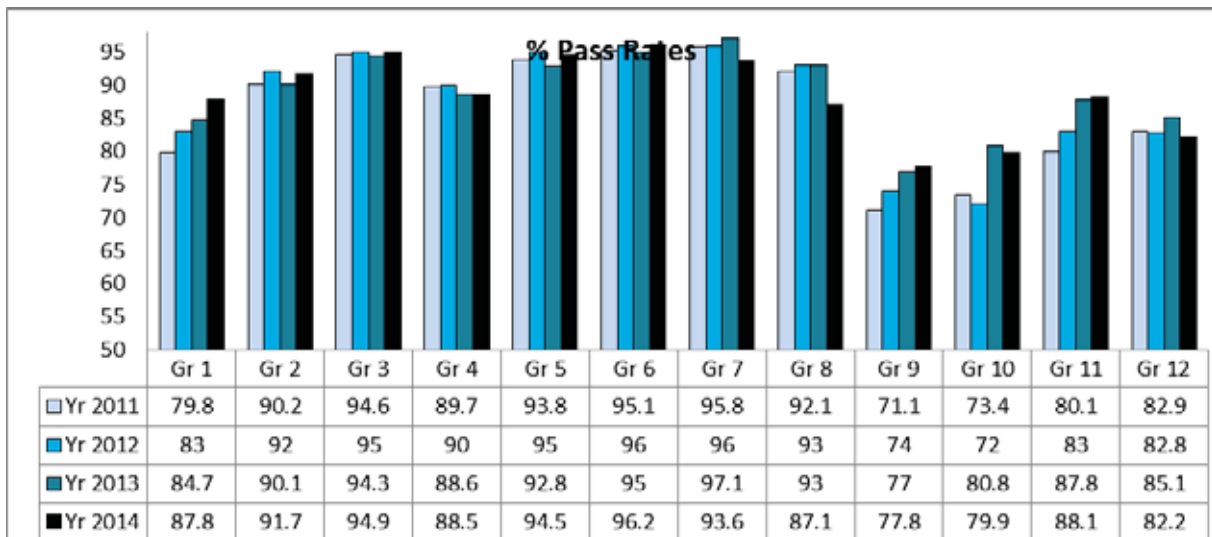
² Iipatheni zobhaliso zichatshazelwa lutshintsho kwinqanaba likazwelonke, kumgaqo-nkqubo wokwamkelwa kwabafundi ngokobudala kwiBakala 1 ngo-2000, owavumela ukuba izikolo zibhalise kuphela abantwana abaminyaka isixhenxe kuphela kunyaka abamkelwa ngawo okokuqala ngqa. Ngenxa yoku, inani labathathwe kwiBakala 1 lathotywa kwiminyaka engaphambili. Emva koko imfuno yeminyaka yobudala yatshintshwa ngenxa yoko kwakhona kwaza ngo-2004 anyuka amanani kwakhona. Oku kuboniswa yile theyibhile.

Le theyibhile ingentla ibonisa ukwanda okufikelela kubafundi abayi-65 386 kumjikelo weminyaka eyi-12 (2003 – 2014). Itheyibhile ibonisa ukukhula okubonakalayo kumanani obhaliso kwiBakala 1 nefuthe lokugcinwa kwamanani abafundi okuphuculweyo phakathi kweBakala 10 neBakala 12.

Ukufudukela kwabantu kweli phondo kuhlala kusenza igalelo elibonakalayo kumanani obhaliso okubangela uxinzelelo kwindawo yokuhlala kwiindawo ezisakhulayo (*developing areas*).

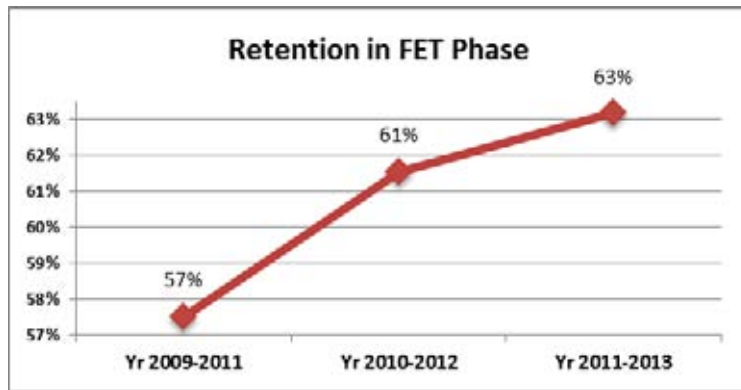


Iitotali kumaBakala 1 no-9 zibonisa ukuba kukho amanani abafundi abaphinda la mabakala. Le yimiba ephantsi koqwalaselo namaphulo ongenelelo ngoncedo awodwa ukunciphisa iireyithi zokungapasi kwabafundi. Igrafu netheyibhile engezantsi zishwankathela inkqubo yakutshanje ngokumalunga noku.



Abantu abadala baseNtshona Koloni bagqibe iminyaka yokufunda engumndilili ka-9.9. Eli nani ligqithe kuphela eGauteng ngeminyaka eyi-10.5. Umndilili kazwelonke yiminyaka eyi- 9.3. Abo banematriki benza i-41.4% yabemi baseMzantsi Afrika.

Kukho iimpawu zokuphucuka komgangatho kulo mba njengoko oku kunokulandelelwa kwezi nkcukacha-manani zilandelayo.



Umgangatho wokufunda

Imfundo kwizikolo eziziiPrayimari:

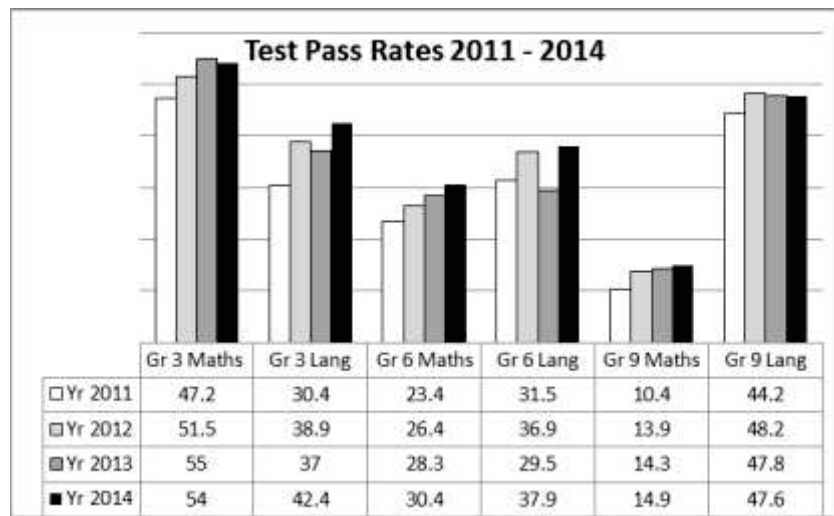
Umgangatho wemfundo kwiZikolo eziziiPrayimari ulandelelwa ngeprogram yovavanyo lwenkqubo yezemfundo kumaBakala 3, 6 no-9 kuLwimi nakwiMathematika eNtshona Koloni kule minyaka iyi-13 idlulileyo.

Ukususela ngo-2002 ukuya ku-2009, iSebe iWCED labhalisa iimvavanyo zolwimi nemathematika kubafundi bamaBakala 3 no-6 kwiminyaka ekushiya ube mnye phakathi (*alternate years*) ukwenzela ukulandelela inkqubela yabo nokufumanisa ingxaki. Ngo-2010 iSebe iWCED, lavavanya okokuqala ngqa, bonke abafundi bamaBakala 3, 6 no-9 ukuqinisekisa imeko yokufunda ulwimi nemathematika kwisikolo ngasinye kwiphondo. Eli ibilixesha lokuqala abafundi beBakala 9 bevavanywa kwiphulo lokulinga (*pilot exercise*) lokumisela uvavanyo lokwandlalela. Ngo-2011, iSebe iWCED landisa inqanaba lemingeni efuna ingqondo ezikisayo ukucinga kwiimvavanyo ngakumbi kwiimvavanyo zolwimi, ukwenzela ukubeka eyona mlinganiselo isezantsi ingumzekelo kwiphondo. Ngokuthe ngqo, iitheksti ezinde noko nezintsonkothileyo ngokungaphezulu zabandakanywa kwezi mvavanyo ukwenzela ukuzenza ezi zihloko zovavanyo zibe nokuthelekiseka nezo zisetyenziswe kula manqanaba okulinganisela kazwelonke.

Iimvavanyo zibhalwa ngo-Oktobha kunyaka ngamnye yaye iziphumo zinikwa izikolo kwiveki yokuqala yekota yokuqala. Iziphumo zisetyenziswa zizikolo ukucwangcisa imisebenzi yokufunda yonyaka kwanokuqulunqa iziCwangciso zoPhuculo lweZikolo (*School Improvement Plans*) zazo neethagethi zonyaka ochaphazelekayo. Ukongeza apho, iiziphumo zisetyenziswa zizithili ukucwangcisa inkxaso efanelekileyo kwizikolo.

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2013						
IZikolo zikaRhulumente eziQhelekileyo						
	kwiBakala 3		kwiBakala 6		kwiBakala 9	
	IMathematika	ULwimi	IMathematika	ULwimi	IMathematika	ULwimi
Ababhalayo	85 623	85 610	72 214	72 198	71 345	71 266
Abapasayo	46 236	36 299	21 953	27 363	10 630	33 923
I-% Yabapasayo	54%	42.4%	30.4%	37.9%	14.9%	47.6%
Amanqaku angumyinge	52%	45%	41.4%	43.2%	28.7%	50.3%

Ukupasa ngamanqaku angu-50%. Amanqanaba eemvavanyo abonisa ukuphucuka komgangatho okungangxamanga kwimvavanyo zeMathematika kumaBakala 6 no- 9. Ukuhla kwiiReyithi zokuPasa kuLwimi (*Language Pass Rates*) ngo-2013 kubuyiselwe umva (*reversed*) ngokwanda kuka-5.4% kumaBakala 3 no- 8.4% kwiBakala 6.



Ngo-2014 ii-Annual National Assessments zabhalwa ngabafundi abayi-612 276 kumaBakala 1 – 6 no-9. Izikolo zikarhulumente eziqhelekileyo eziyi-1 458, izikolo ezizimeleyo eziyi-83 nezikolo eziyi-17 zemfundo eneneemfundo ezizodwa eNtshona Koloni, zathatha inxaxheba kolu vavanyo lukazwelonke. Iincwadi zeempendulo zamakishwa ngootitshala ezikolweni zaza emva koko iisampuli zeencwadi ezintatthu ngesifundo ngasinye nangeklasi nganye kumaBakala 3, 6 no-9 ezivela kwisikolo ngasinye zaphindwa zamakishwa kwakhona ngootitshala ndaweninye kwisithili ngasinye njengomsebenzi wokumodareyitha wephondo.

ISebe iDBE latyumba i-arhente yangaphandle (*external evaluation agency*) ukunika ingxelo ngokuthembeka kwamanqaku ee-ANA. KwiSebe iWCED, ziyi-246 izikolo ezazikhethiwe njenge-*Verification ANA schools*. Iincwadi zeempendulo zabafundi eziyi-25 zenziwa iisampula kumaBakala 1 - 9, kubandakanywa amaBakala 7 no-8 kwizikolo ezikhethekileyo njengeko kumiselwe liSebe iDBE. Ezi ncwadi zeempendulo zamakishwa ngokuzimeleyo yaye amanqaku afakwa yi-arhente yovavanyo yangaphandle (*external evaluation agency*). Iziphumo zango-2014 (IPesenti eyi-avareji) ziboniswe kule theyibhile ingezantsi :

	WCED 2014 Ulwimi	Ulwimi lweeNkobe ngo-2014	WCED iMathematika 2014	KuZwelonke ngo- 2014 iMathematika
kwiBakala 1	68.4	63.2	71.9	68.4
kwiBakala 2	67.0	61.1	63.0	61.8
kwiBakala 3	57.9	56.2	60.5	55.5
kwiBakala 4	57.6	56.5	41.9	37.3
kwiBakala 5	58.5	57.1	45.2	37.3
kwiBakala 6	64.8	62.7	50.9	43.1
kwiBakala 9	49.5	48.3	13.0	10.8

ISatifikethi seMatriki sikaZwelonke (*National Senior Certificate*)

Unyaka ka-2014 yayingunyaka wesixhenxe weemviwo zeSatifikethi seMatriki sikaZwelonke (NSC). Kunyaka ekwabakho ngawo ukuhla kwireyithi yokupasa kazwelonke, engaphantsi nje ngo-3%, kwiSebe iWCED ngokufanayo ireyithi yokupasa yehla yaba ngu-82.2%. Bekukho abaviwa abayi 39 237 abapasayo yaye kwelo nani bayi- 18 524 abapasayo nababanako ukungenela izifundo zeprogram yeSidanga sokuQala. Bayi-11 265 abafundi abapasa iMathematika ngereyithi yokupasa engu-73.9%. Kwi-Physical Science, ireyithi yokupasa ka-2014 yaba ngu-70.7%, Inani labapasayo ngu- 7 845.

Iziphumo ii-WCED Comparative NSC results 2009 - 2014						
Unyaka	Abab-halayo	Aba-pasayo	I-% yaba-pasayo	Abanoku-ngenela isiDanga sokuQala	I-% yabanoku-ngenela isiDanga sokuQala	Izikolo ezinereyithi yokupasa <60%
2009	44 931	34 017	75.7	14 324	31.9	85
2010	45 783	35 139	76.8	14 414	31.5	78
2011	39 988	33 146	82.9	15 215	38.1	30
2012	44 700	36 992	82.8	16 319	36.5	26
2013	47 636	40 558	85.1	19 477	40.9	23
2014	47 709	39 237	82.2	18 524	38.8	31

ISebe iWCED liya kuqhubeka nokugxininisa imfuno yokuqinisekisa ukwanda kumanani abafundi abachophela iimviwo zeSatifikethi seMatriki sikaZwelonke. IziCwangciso zoPhuculo lweZithili (*District Improvement Plans*) zigxininisa koku yaye zimisela izicwangciso neenkqubo zophunyezo ezifanelekileyo.

Iprogram yokulungiswa komonakalo wangaphambili

ISebe iWCED, ngokubambisana namanye amasebe karhulumente nemibutho yabahlali, lidlala indima yokuthibaza ifuthe lentlupheko nolwaphulo-mthetho ekufundeni ngezi ndlela zine zilandelayo :

1. 'Izikolo ezingabizi zifizi' nokuxolelwa kwabazali ekuhlawuleni iifizi kwizikolo ezibiza ifizi;
2. Ukubonelelwa ngokutya ezikolweni nge-*National School Nutrition Programme (NSNP)*;
3. Izikim zothutho lwabafundi kunye
4. naManyathelo okhuseleko.

Inani labafundi abaya kuxhamla kwezi ndlela zenkxaso yezentlalo ngo-2014 ngaba balandelayo:

	2010	2011	2012	2013	2014
Abafundi abaxhamla kudidi lwezingabizi zifizi (NQ1-3) Nazo zibandakanyiwe : Iqela labafundi abongeziweyo (NQ4 and NQ5) ababebhengezwe njengabafundi abangahlawuli zifizi ngokuzithandela.	365 112	365 812	370 617	371 122	554 265
Abafundi abaxhamlayo ngokuxolelwa ekuhlawuleni iifizi	<i>New PPI</i>	48 063	69 940	90 506	104 657
Abafundi abaxhamlayo kwiprogram yokutyisa abafundi (NQ 1-3) nabo bakhethiweyo be- NQ 4 no-5, ngokusekelwe kwiimfuno zabo.	415 829	426 707	427 576	438 437	454 855
Abafundi abasebenzisa iskim sothutho lwabafundi	48 786	50 992	50 526	49 944	52 065

limali ezabiwa ngokweMimiselo neMigangatho yolwabiwo-mali ezikolweni zilinganiselwa ngokweemfuno ukwenzela ukuba izikolo zabahlali abangathathi ntweni zabelwe imali engaphezulu.

Izixa "ngomfundi ngamnye" ezahlawulwa kwizikolo zikarhulumente kumaNqanaba 1, 2 no- 3 eNtlupheko zilinganisiwe ukususela ngo-2013/14; ngamanye amazwi, izikolo ze-NQ 2 no- 3 zafumana eso sixa-mali sifanayo njengeyezikolo eziku- NQ 1.

Izabelo zeeThagethi zikaZwelonke			
	2013/14	2014/15	2015/16
INqanaba 1	R1 010	R1 059	R1 116
INqanaba 2	R1 010	R1 059	R1 116
INqanaba 3	R1 010	R1 059	R1 116
INqanaba 4*	R 550	R 830	R 882
INqanaba 5*	R 239	R 317	R 334
<i>* Iindleko ezingumndilili kuzo zonke izikolo</i>			

Iindleko zokulinganisa ezi zixa zamaNqanaba 2-3 eNtlupheko ngomfundi ngamnye yayiyi-R26m yezigidi ngo-2014/15. ISebe leDBE linako ukuhlaziya ezi zixa ngamathuba athile kule minyaka mi-5 izayo.

Omnye umba obalulekileyo wenkqubela ka-2014 kukwandiswa kweprogram yezikolo ezingabizi zifizi. Ziyi-216 izikolo, ezinabafundi abayi-172 541, ezikuManqanaba 4 no-5 eNtlupheko zasamkela isicelo zokuba zizikolo "eziNgabizi ziFizi". Esi sicelo sasiwa nakwezo zikolo ezazibiza iifizi zesikolo ezingaphantsi ko-R400 ngonyaka.

Izikolo ezibiza iifizi zesikolo zinokwenza isicelo sokubuyiselwa iintlawulo apho abazali abaxolelweyp ekuhlawuleni iifizi, bangenako ukuhlawula iifizi. Ngo-2014, izigidi eziyi-R44 million sahlawulwa ukunika inkxaso abafundi abayi-104 657 kwizikolo eziyi-713.

I- *National School Nutrition Programme (NSNP)* inika abafundi abayi-454 855 ukutya okunesondla yonke imihla kwizikolo eziyi-1027 eziziiPrayimari neeSekondari neZikolo zeMfundo eneeMfundo ezizodwa ezithagethiweyo ngo-2014. Abafundi abaza kutiyiswa bayi-564 kwizikolo eziziiPrayimari kumaNqanaba eNtlupheko 1 – 3; bayi-111 kumaNqanaba eNtlupheko 1 – 3 kwizikolo ezizisekondari; zibe yi-43 neZikolo zeMfundo eneeMfundo ezizodwa nabafundi abakhethwe kwizikolo eziyi-309 kumaNqanaba eNtlupheko 4-5 kwiZikolo eziziiPrayimari neziziiSekondari.

Iiminyu eziphekiweyo ziquka irayisi, umngqusho, i-soya *mince*, intlanzi ye-*pilchards* nemifuno. Ukutya okungaphekwayo kuquka isonka esinepinathibhatha nejem, iziselo ezinesondlo, iziqhamo ezifreshi nemifuno. Yi-200ml yobisi olunikwa abafundi kanye ngeveki. Ukususela kunyaka-mali ka-2013/2014 i-NSNP yeSebe iWCED ibonelele ngesidlo sakusasa iintsuku ezintlanu ngeveki. Kuya kugxininiswa ngo-2015 ekwandiseni ixabiso lokuba nesondlo kokutya.

IProgram yeZikolo ezikhuselekileyo (*Safe Schools Programme*) inesicwangciso esintlantluntathu (*three-pronged strategy*), ekuzezi: ukubonelelwa kwezikolo ngeenkqubo zokhuseleko (*security mechanisms*), iiprogram ezimalunga neendlela zokucinga nezeendlela zokuziphatha nezokunxibelelana nabachaphazelekayo abafanelekileyo. ISebe iWCED lineZiko leeFoni leZikolo ezikhuselekileyo (*Safe Schools Call Centre*), apho kunokuxelwa imiba ngemiba emalunga nobundlobongela obuqhubeka ezikolweni; ukunika iingcebiso ngokusebenzisa iziko leeFoni kwabo bantu baxhelekileyo (*traumatized individuals*).

Iziko leeFoni leZikolo ezikhuselekileyo lifumana iifoni eziye kufikelela ku-20 000 ngonyaka. Imibuzo emininzi zizicelo zengcaciso emalunga nokuba zingasingathwa njani na izoyikiso ezithile, ingcaciso emalunga neHIV/AIDs, ukukhulelwa kolutsha olusafikisayo okanye iinkqubo zokuziphatha kakubi. Ezinye iifoni zimalunga nohlukunyezo (emzimbeni, ngokweemvakalelo, nokusetyenziswa gwenxa kwezinyobisi). Iziko leeFoni leZikolo ezikhuselekileyo linika inkxaso ngokuqala lithomalalise umothuko kusetyenziswa ifoni, lize ibagqithisele abo bafuna uncedo kwiingcali ukufumana iingcebiso ngokunzulu, njengoko kuyimfuneko.

Inkxaso kukhuseko ibonelelwa kwizikolo ezitsha ezingamashumi amahlanu ngonyaka, ngokusekelwe kwiimfuno nakwiingozi zayo. Kubalulekile ukuba izikolo zigcinwe zikhuselekile ngokusetyenziswa kwamanyathelo okhuseleko (*physical safety measures*), ngentsebenziswano neNkonzo yaMapolisa oMzantsi Afrika naweMetro (*South African Police Services neMetro Police*), nokuzibandakanya kwabahlali ekukhuseleni izikolo. Ukongeza apho, iSebe iWCED, ngokubambisana namanye amasebe karhulumente no-SAPS, baya kuqhubeka ngokwenza uhlobo olungacwangciswanga (*random inspections*) nokuvavanyelwa izinyobisi nezixhobo kwabafundi ezikolweni. Iiprogram esalingwayo apho amagosa ii-School Safety Resource Officers aqeqeshiweyo asiwa kwizikolo eziyi-6 ngo-2013, ngentsebenziswano no-Metro Police, kwabonisa iinzuzo yaye kwakhokelela kwimvumelwano yokuba kunikwe inkxaso izikolo eziyi-30 ngale ndlela ukunceda ekuboneleleni ngendawo engqonge izikolo ekhuselekileyo yokufundisa nokufunda.

Iskim sothutho lwabafundi njengangoku, sibonelela ngezithuthi ezizibhasi ukuya nokubuya esikolweni kubafundi abayi-50 000, abakwiindawo ezisemaphandleni ubukhulu becala. Ukubekwa esweni okungqongqo kwale nkqubo kuyimfuneko ukuqinisekisa ukhuseleko lwabafundi. Lo mgaqo-nkqubo ubonelela ngothutho lwabafundi abahlala kumgama oziikhilomitha ezi-5 nangaphezulu ukusuka kwesona sikolo sikufutshane sifanelekileyo. Ukukhula okuqhubekayo kumanani abafundi kuyaqhubeka ukuchaphazela iimfuno zabo. Kungokunje kukho iindlela eziyi-516, nezikwingingqi yasemaphandleni ubukhulu becala. Ngo-2015 kuya kugxininiswa ekungqiniseni iindlela namanani abafundi abafanele Isicwangciso soBuchule 2015-2019

ukuxhamla ekuthuthweni nokumisela ukuba kungenziwa njani na ukulungiselela iimfuno zezothutho.

5.2 Imeko engqonge iSebe

ISebe iWCED linenjongo yokunika iimpendulo nokubonelela ngeenkono ngokuyimpumelelo nokuphucula iinkqubo neesisitim zokwenziwa kweenkono zemicimbi yeSebe (*Department's business processes and systems*). UNdlunkulu nee-ofisi zezithili ezisi-8 zeSebe iWCED, zenziwe ngohlobo lokuba zinike inkonzo ethi iphendule ngokukhawuleza kwiimfuno zoluntu nenika inkxaso ezikolweni nakootitshala.

ISebe iWCED line-ofisi yomphathiswa wezemfundo kwiphondo, ephethwe nguMphathiswa wezemfundo eNtshona Koloni, undlunkulu wephondo, ii-ofisi zezithili namaziko emfundo, kubandakanywa izikolo zikarhulumente eziqhelekileyo, izikolo ezineemfundo ezizodwa, iikholeji zeFET, amaziko emfundo abantu abadala namaziko e-ECD.

I-loganogram iqhotyoshelwe njengesihlomo F.

5.3 Inkcazo yeenkqubo zezicwangciso zobuchule

Ikhabinethi yephondo yamisela iinjongo zobuchule zephondo neziphumo (*provincial strategic goals and outputs*) ngemisebenzi eluthotho ephakathi kwamasebe yaye ezi njongo zaqinisekiswa kwi-Cabinet Bosberaad. Ezi njongo zimisela imeko-bume eyongamelele ukucwangcisa kwesebe iWCED.

Ekuqulunqeni ezi sicwangciso sobuchule seminyaka emihlanu iSebe iWCED liqwalasele intsebenzo yalo kwithuba elingaphambi kweminyaka emi-5 : ukuphumelela jikelele kwezikolo kwizifundo nezinye neziphumo zokufunda kusetyenziswa idatha ekhoyo.

Icandelo ngalinye livavanye ngokungaphezulu intsebenzo yalo kwiminyaka emihlanu engaphambi koku laza ladwelisa amaphulo amatsha, izinto elikwazi ukuzenza ncam nezo lingakwaziyo ukuzenza ncam kweli thuba yaye lamisela iinjongo zale minyaka mihlanu izayo, ngokumalunga neNjongo zoBuchule (*Strategic Objectives*) neenkitho eziyilahleko ezinxulumene nazo.

ABaphathi aBakhulu (*Senior Management*) ke ngoko benza imisebenzi yokuphonononga iiprogram ukunika inkxaso iinjongo zoBuchule eziJolise kwiZiphumo ezi-3 (*Strategic Outcome Oriented goals*) zeSebe iWCED ukujongana nolwimi nemathematika kubandakanywa iBakala R ; ukujongana nokupasa kwabafundi iSatifikethi seMatriki sikaZwelonke nokujongana nokuqhuba kakubi kwezikolo. Ezinye iinkalo ezimbini ekugxilwe kuzo eziqatshelweyo ibe luPhuhliso looTitshala (*Teacher Development*) ne-e-learning and e-admin.

Iziphumo zalo msebenzi, uqhutywe ziikomiti zamasebe ngamasebe apha ngaphakathi kwiSebe WCED, zibe yiseti "yeenjongo" eziyi-18 ukunika inkxaso izicwangciso zobuchule ezithathu namanyathelo amathathu kwinjongo nganye kweziyi-18. Iinkitho eziyilahleko nokubonelelwa kwamaziko ngezibonelelo zithathelwe ingqalelo kulo msebenzi.

Inkcazo engaphezulu novavanyo lweenkcitho eyilahleko zaqhutywa ngokumalunga nezi ngcebiso zeSebe iWCED. Ukongeza apho, yonke imigqaliselo kazwelonke yabandakanywa yaye yaqwalaselwa. Isiphumo sezi seshoni ziluthotho zicaciswe kwesi sicwangciso.

liprayorithi ezininzi zeminyaka engaphambili emi- 5 ziyakwandiswa yaye zizinziswe. Kwimeko yamaphulo amatsha, unyaka wokuqala uya kugxininisa ekuqulunqeni nesekuqwalaseleni izicwangciso nokuqinisekisa ukuba zonke iinkcukacha ziqwalaselwe. Uphunyezo olupheleleyo lwala maphulo umzekelo isiCwangciso soPhuhliso looTitshala, luya kuqala ngo-2016.

6. Iinjongo zobuchule zesebe

Injongo 1 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda	Ukuphucula umgangatho kwinqanaba lolwimi nemathematika kuzo zonke izikolo
Inkcazo yeNjongo	Kuya kuphuculwa umgangatho kwindlela abaqhuba ngayo abafundi kwizifundo kuLwimi nakwiMathematika ukwenzela ukuba : <ul style="list-style-type: none"> - Abafundi beBakala 3 bapase ngereyithi engu-50% kuLwimi no-64% kwiMathematika kwiimviwo ezisetwe nezilawulwa ngaphandle - Abafundi beBakala 6 bapase ngereyithi engu-48% kuLwimi no-40% kwiMathematika kwiimviwo ezisetwe nezilawulwa ngaphandle - Abafundi beBakala 9 bapase ngereyithi engu-53% kuLwimi no-21% kwiMathematika kwiimviwo ezisetwe nezilawulwa ngaphandle
Injongo 2 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda	Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
Inkcazo yeNjongo	Kuya kuphuculwa umgangatho wokuqhuba kwabafundi kwiimviwo zesatifikethi sematriki (NSC) ukwenzela ukuba : <ul style="list-style-type: none"> - Inani labafundi abapase iNSC ngo2019 liya kuba ngu-41 000. - Ireyithi yokupasa ngo-2019 iya kuba ngu-86%. - Inani labafundi abaphumeleleyo nabanokungenela isidanga ngo-2019 liya kuba ngu-20 100. - Inani labafundi abapase iNSC ngo2019 liya kuba ngu-11 770. - Inani labafundi beBakala 12 abapasa iFizikhali sayensi ngo-2019 liya kuba ngu-9 500.
Injongo 3 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda	Ukwandisa umgangatho wemfundo ebonelwa kubahlalali abahlelelekileyo
Inkcazo yeNjongo	ISebe iWCED liya kutyala imali ukunika inkxaso izikolo ezihlelelekileyo ukwenzela ukuba : <ul style="list-style-type: none"> - Kuhle inani lezikolo ezinereyithi yokupasa iBakala 12 engaphantsi ko-70% ukuya ku-0 ekupheleni kuka-2019. - Kupheliswe ukuqhuba kakubi kwabafundi kwamanye amabakala njengoko oko kulinganiselwe ngee-<i>Annual National Assessment (ANA)</i> kumaBakala 1, 6 no-9 neemvavanyo zenkqubo yeMfundo yeSebe iWCED zamabakala 3, 6 no-9 (Makufundwe iNjongo 1 noProgram 7 kwiithagethi) - Ukuncitshiswa kwenani lezikolo eziziiprayimari ezineziphumo ezikumgangatho ophantsi kwiimvavanyo zenkqubo yemfundo nakwireyithi yokupasa jikelele kumabakala nangaphantsi ko-85% ukuya ku-30 ukuya ekupheleni kuka-2019. - Ireyithi yokugcinwa kwamanani abafundi ezikolweni (<i>retention rate</i>) (AmaBakala 10 -12) amanani ande ngo-68% ukuya ekupheleni kuka-2019. <p>Inani lokuhanjelwa kwezikolo ukuzinika inkxaso kuya kwahlukaniswa ukwenzela ukukumatanisa nenkxaso efunekayo.</p> <p>Ukubonelelwa ngeziseko zophuhliso inkxaso yezentlalo nenkxaso-mali kuya kutshintshwa ukwenzela ukuba kugxininiswe kwezo zinto zilungiselela abafundi nezikolo ezihlelelekileyo.</p>