

Improving the probability of policy acceptance and implementation: Lessons from the Gauteng Department of Education

Executive summary

The Gauteng Department of Education (GDE) identified human, systemic and structural challenges that constrained its ability to excel in delivering on its mandate (Department of Basic Education 2013; Chinsamy 2002; Roberts 2001). One of the strategies for addressing these challenges was the introduction of a new district realignment policy (Matthew Goniwe 2014), with its concomitant paradigm shift from a predominantly monitoring mode to a predominantly supportive one. In line with this policy, the GDE resolved to devote 80% of its work towards support of schools and 20% towards monitoring of compliance requirements.

The implementation of this policy suffered some setbacks (HSRC 2015). These include: emanation of unfavourable perceptions, as the district officials felt they had been reduced from specialists to generalists; high staff turnover; weak support; poor communication and planning; and lack

of will to support quality learning and teaching.

Introduction and background

A lesson drawn from the 1990s and early 2000s with respect to school improvement is that the provincial education departments were too far removed from local schools, hence the decision to realign districts for the purposes of decentralisation and effective policy implementation (Chinsamy 2002; Roberts 2001; see also the National Education Policy Act [No. 27 of 1996]). In implementing the new district realignment policy, the GDE seems to have experienced change-management challenges. The new changes did not sit well with some officials, as there was confusion about roles, responsibilities, accountability, and outcomes of the officials' intervention in schools. The Matthew Goniwe School of Leadership and Governance (MGS LG) serves as the GDE's capacity-building arm for School Governing Bodies, teachers, learner-leaders, parents with children in Gauteng public schools,

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Twenty Years of Education Transformation in Gauteng 1994 to 2014 Maringe, Felix, Prew, Martin, 2015-05-05 Twenty Years of Education Transformation in Gauteng 1994 to 2014 An Independent Review presents a collection of 15 important essays on different aspects of education in Gauteng since the advent of democracy in 1994 These essays talk to what a provincial education department does and how and why it does these things whether it be about policy resourcing or implementing projects Each essay is written by one or more specialist in the relevant focus area The book is written to be accessible to the general reader as well as being informative and an essential resource for the specialist reader It sheds light on aspects of how a provincial department operates and why and with what consequences certain decisions have been made in education over the last 20 turbulent years both nationally and provincially There has been no attempt to fit the book's chapters into a particular ideological or educational paradigm and as a result the reader will find differing views on various aspects of the Gauteng Department of Education's present and past We leave the reader to decide to what extent the GDE has fulfilled its educational mandate over the last 20 years Knowledge, Curriculum and Equity Brian Barrett, Ursula Hoadley, John Morgan, 2017-07-20 In 2008 the first in a series of symposia established a social realist case for knowledge as an alternative to the relativist tendencies of the constructivist post structuralist and postmodernist approaches dominant in the sociology of education The second symposium focused on curriculum and the development of a theoretical language grounded in social realism to talk about issues of knowledge and curriculum Finally the third symposium brought together researchers in a broad range of contexts to build on these ideas and arguments and with a concerted empirical focus bring these social realist ideas and arguments into conversation with data Knowledge Curriculum and Equity Social Realist Perspectives contains the work of the third symposium where the strengths and gaps in the social realist approach are identified and where there is critical recognition of the need to incrementally extend the theories through empirical study Fundamentally the problem that social realism is seeking to address is about understanding the social conditions of knowledge production and exchange as well as its structuring in the curriculum and in pedagogy The central concern is with the on going social reproduction of inequality through schooling and exploring whether and how foregrounding specialised knowledge and its access holds the possibility for interrupting it This book consists of 13 chapters by different authors working in Oceania Asia Europe Africa and North America From very different vantage points the authors focus their theoretical and empirical sights on the assumptions about knowledge that underpin educational processes and the pursuit of more equitable schooling for all The 4IR and teacher education in South Africa Felix Maringe, Otilia Chiramba, 2024-02-26 The 4IR has become an overarching framework within which education systems including teacher education are operating Contingent upon the ideology of neo liberalism the 4IR seeks to transform societies in ways which respond to the relentless developments in technology the Internet and digital capacities which by design and intent are purposed at increasing both

productivity and the associated quality while at the same time reducing human intervention in the same processes In teacher education how we teach and train student teachers will be substantially influenced by the imperatives of the 4IR There are multiple unresolved questions as the 4IR takes centre stage For example what will it mean for teaching and learning in schools that have severe technological and digital deficits for teachers and students who have minimal technological literacies for delivering high quality teaching and learning for transforming both the content and pedagogies of teacher education and above all for delivering socially just educational experiences for all our learners regardless of class race and privilege The discourse of the 4IR is contemporary and requires multiple perspectives to explore what it means in different contexts and settings the understandings it engenders in people what it implies across a wide range of educational decision making levels and that its fundamental assumptions cohere with national and societal assumptions about equality equity and social justice Multiple methodological approaches were utilised in the interrogation of the idea of the 4IR in teacher education in South Africa including theoretical empirical and small scale case studies amongst others The data these approaches provide are equally valued based on the purposes for which they have been derived *Getting Skills Right: South Africa* OECD,2017-07-10 This report identifies effective strategies to tackle skills imbalances in South Africa

Glimpses into Primary School Teacher Education in South Africa Sarah Gravett,Elizabeth Henning,2020-11-05 This book explores the current landscape of Initial Teacher Education ITE in primary schools in South Africa Considering recent policy directives and initiatives it highlights the dilemmas of ITE for the primary school and gives a thorough account of innovations and initiatives to improve ITE The book presents what works best for quality preparation of teachers in the Global South where many children rely on their teachers and school life to break the cycle of poverty Chapters draw on evidence from workplace learning pre service study and primary school teacher education policy to highlight examples of promising change in teacher education in South Africa addressing the clichés of theory versus practice head on This book successfully brings out the challenging aspects of teacher education for childhood learning which has otherwise been regarded as the softer option for a career in education This book will be of great interest for academics researchers and post graduate students in the fields of teacher education African education educational policy international education and comparative education

South African Schooling: The Enigma of Inequality Nic Spaull,Jonathan D. Jansen,2019-11-05 This volume brings together many of South Africa's leading scholars of education and covers the full range of South African schooling from financing and policy reform to in depth discussions of literacy numeracy teacher development and curriculum change The book moves beyond a historical analysis and provides an inside view of the questions South African scholars are now grappling with Are there different and preferential equilibria we have not yet thought of or explored and if so what are they In practical terms how does one get to a more equitable distribution of teachers resources and learning outcomes While decidedly local these questions resonate throughout the developing world South Africa today is the most unequal country in

the world The richest 10% of South Africans lay claim to 65% of national income and 90% of national wealth This is the largest 90 10 gap in the world and one that is reflected in the schooling system Two decades after apartheid it is still the case that the life chances of most South African children are determined not by their ability or the result of hard work and determination but instead by the colour of their skin the province of their birth and the wealth of their parents Looking back on almost three decades of democracy in South Africa it is this stubbornness of inequality and its patterns of persistence that demands explanation justification and analysis This is a landmark book on basic education in South Africa an essential volume for those interested in learning outcomes and their inequality in South Africa The various chapters present conceptually and empirically sophisticated analyses of learning outcomes across divisions of race class and place The book brings together the wealth of decades of research output from top quality researchers to explore what has improved what has not and why Prof Lant Pritchett Harvard University There is much wisdom in this collection from many of the best education analysts in South Africa No surprise that they conclude that without a large and sustained expansion in well trained teachers early childhood education and adequate school resources South Africa will continue to sacrifice its people s future to maintaining the privileges of the few Prof Martin Carnoy Stanford University Altogether one can derive from this very valuable volume if not an exact blueprint for the future then certainly at least a crucial and evidence based itinerary for the next few steps Dr Luis Crouch RTI

The Education Triple Cocktail Brahm Fleisch, 2018-08-15 The Education Triple Cocktail brings together rigorous quantitative and qualitative research on a new approach to improving foundational teaching and learning for schoolchildren living in working class poor and remote rural communities in resource constrained systems like South Africa At the core of this book is the theory and evidence for a powerful new interlocking and mutually reinforcing change model Inspired by the AIDS treatment story the three pronged approach of structured daily lesson plans appropriate and high quality educational materials and one on one instructional coaching to help teachers transform their instructional practices in early grade classrooms shows that it will improve learning outcomes For education systems defined by low levels of early grade learning and profoundly unequal outcomes The Education Triple Cocktail offers a theoretically informed evidence based way forward This book will be of immense use to teachers students of Education policymakers and parents

Struggling to Make the Grade: A Review of the Causes and Consequences of the Weak Outcomes of South Africa's Education System Mr. Montfort Mlachila, Tlhalefang Moeletsi, 2019-03-01 While South Africa has made significant improvements in basic and tertiary education enrollment the country still suffers from significant challenges in the quality of educational achievement by almost any international metric The paper finds that money is clearly not the main issue since the South Africa s education budget is comparable to OECD countries as a percent of GDP and exceeds that of most peer sub Saharan African countries in per capita terms The main explanatory factors are complex and multifaceted and are associated with insufficient subject knowledge of some teachers history race language geographic location and socio economic status

Low educational achievement contributes to low productivity growth and high levels of poverty unemployment and inequality Drawing on the literature the paper sketches some policy considerations to guide the debate on what works and what does not

Strategies for Survival at SIBIKWA 1988 - 2021 Phyllis Klotz, Smal Ndaba, 2022-12-30 This book provides an engaging and contextualised insight into a South African township based arts centre that has survived the vicissitudes of steady militarisation in townships during some of the worst years of apartheid as well as the exhilaration of a new democratic policy while attempting to circumnavigate different policies and funding dispensations Sibikwa provides arts centres across the world and especially those in decolonising countries with strategies for survival in tumultuous times This multi disciplinary book maps and co ordinates wider historical political and social contextual concerns and events with matters specific to a community based east of Johannesburg and provides an exploration and analysis by experts of authentic theatre making and performance dance indigenous music arts in education and NGO governance It has contemporary significance and raises important questions regarding inclusivity and transformation the function and future of arts centres community based applied arts practices creativity and international partnerships This study will be of great interest to students and scholars in theatre and performance indigenous music dance and South African history

STEM and Social Justice: Teaching and Learning in Diverse Settings Cheryl B. Leggon, Michael S. Gaines, 2017-06-06 This volume focuses on selected innovative programs designed to augment the science engineering engineering and mathematics STEM workforce through increasing and enhancing the participation of under represented groups The programs span the STEM career pathway primary secondary and tertiary education and professional development and socialization in the United States South Africa and New Zealand Similarities as well as differences between and among programs across nations will be systematically analyzed for lessons learned The conceptualization for this volume developed over the past several years during various international conferences starting in Havana Cuba in 2006 and continuing at meetings in Japan 2014 South Africa 2013 and 2015 and New Zealand 2015

Lesson Planning and Illustrative Lesson Plan John McFarland Foote, 1926

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Shelby's Shoes Lesson Plan SNAP! Lesson Plan, 2015-02-01

Effective Lesson Plans and Assignments Delores Allenspach, 1977

Reviewing **Gauteng Department Of Education Lesson Pla 2014**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Gauteng Department Of Education Lesson Pla 2014**," an enthralling opus penned by a very acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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