



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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Yusuf Sayed



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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 *Innovations in online teaching and learning* Judah P. Makonye, Nokulunga S. Ndlovu, 2023-03-01 This book's research is on online pedagogical approaches devised by teacher educators and researchers to circumvent a face to face curriculum delivery during the COVID 19 pandemic The challenge faced by educators was that they were uncertain of how to use digital technologies in teaching learning and assessment productively This book reports on case studies on teaching student teachers with technology in a way that advanced not only communication but also the cognitive growth of students in relation to disciplinary knowledge The scholars from South African universities used both conceptual and empirical methodologies mostly in qualitative set ups The scholarly contributions in this book are varied They cover theoretical nuances for ICT use in education considerations for the use of computers in the classroom pedagogical thinking and pedagogical integration of ICTs in education affordances of iPads in visible teaching and learning supporting student cognition in Languages Mathematics Science Engineering Graphics and Design with ICTs The use of software applications such as GeoGebra and Excel in teaching and learning mathematics is researched among others The rich discussions that emerged from their research enable academics to learn from others innovative moments that came as a result of pandemic pressure The recommendations in this book can be used in blended learning beyond the COVID 19 era as curriculum delivery methods are bound to change The value of this book is that it reports on pedagogical innovations in using digital technologies in teacher education Researchers have an opportunity to learn from this book how to deal with the tantalising teaching and learning problem of our time How can the use of digital technology transform teaching and learning in general and teacher education in particular *Inclusive Teaching in South Africa* Tsedisio M. Makoelle, 2016-08-31 Inclusive education presupposes an all inclusive approach where all learners are taught in regular classrooms regardless of background disability or social context While there has been much debate

indications are that inclusive education has been gaining momentum The book is divided into six coherent sections that address the how of inclusive education both inside and outside of the classroom **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 **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

Information and Communications Technology in STEM

Education Umesh Ramnarain,Mdutshekelwa Ndlovu,2023-07-21 This timely book presents the latest scholarly research on the integration of Information Communications Technology ICT for enhanced STEM education in African schools and universities Featuring critical discussion and illustration of key data led arguments this volume gives a comprehensive picture of the breadth complexity and diversity of issues present in different African countries It highlights a diverse range of topics such as approaches to ICT integration the use of digital technologies to support inquiry based learning teacher development and contextual issues in ICT integration for STEM education Chapters feature contributions and shared experiences from prominent science educators and researchers from across African regions and demonstrate findings and reflections on emerging trends pedagogical innovations and research informed practices on ICT integration in STEM education Offering cutting edge research on STEM and digital education in Africa the book will appeal to researchers postgraduate students and scholars in the fields of STEM education ICT education digital education and pedagogy

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

Continuing Professional Teacher Development in Sub-Saharan Africa Yusuf Sayed,2018-03-22 Continuing Professional Teacher Development in Sub Saharan Africa explores the prospects that the on going continuous professional development CPD of teachers working in schools offers for meaningful change particularly towards improving the quality of

educational provision for the majority of the continent's children. By reflecting on teacher professional development efforts and their place in broader education reforms, the book highlights the challenges of teacher CPD in these education contexts, strongly shaped by endemic poverty, underdevelopment and social upheaval. The collection draws together examples of innovation and resilience and the valuing of teachers as critical role players enabled and empowered through their ongoing development as education professionals. Drawing together a wealth of experience, the volume identifies the policy and research implications for the future of CPD across the continent, providing important lessons that can be integrated into a post-2015 development agenda for Africa.

Mobile Learning in Schools Jocelyn Wishart, 2017-10-03. *Mobile Learning in Schools* explores the potential for using mobile devices in diverse school and college settings around the globe. It evaluates the exciting opportunities mobile initiatives bring and shares experience of where things can go wrong in order to ensure that those embarking on new projects are fully informed. Drawing on a wide range of international perspectives, it unpicks knotty sociocultural issues including lack of sustainability, behavioural and ethical concerns, and explores successful student learning. Key issues considered include mobile learning in primary schools, teaching and learning with mobile devices in secondary schools, opportunities inside and outside school, pedagogical principles and sustainability, mobile learning for initial teacher training and CPD, ethical considerations, behaviour matters, disruption, plagiarism, cheating, cyberbullying, assessing mobile learning. With annotated further reading and questions to trigger reflection and further discussion amongst readers, this thought-provoking text provides a detailed survey of this often controversial topic. It is essential reading for all those engaged in understanding the potential for using mobile devices to support students' learning.

Successful School Leadership Petros Pashiardis, Olof Johansson, 2016-02-25. *Successful School Leadership* identifies the characteristics, behaviours and practices of successful and effective school leaders through the adoption of a systemic view of the quality of school organizations. Edited by Petros Pashiardis and Olof Johansson, chapters explore the similarities and differences between successful and effective school leaders and across various socioeconomic contexts. Capitalizing on the experiences of the international contributor team, this book will inform the preparation and further development provided to school leaders in an era where ministries of education, universities and multinational organisations such as the OECD are increasingly interested in the leadership of our schools. Systematic analyses of multi-perspective data provided from around the world offer the readers a comprehensive picture of the key behaviours and practices central to successful and effective school leadership. An original contribution to the theoretical perspectives on the subject is derived through insights from empirical research, case studies and bibliographical literature from the field.

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

Strengthening the quality of teacher education programs Fika Megawati,Yudhi Arifani,Dodi Mulyadi,2024-01-18 *School Leadership for Democratic Education in South Africa* Tsedisio Michael Makoelle,Thabo Makhalemele.,Pierre du Plessis,2021-07-29 *School Leadership for Democratic Education in South Africa* explores the democratization and modernization of education in South Africa analyzing the state of school leadership in South African schools from the time of the new democratic education dispensation in 1994 to the present day The book maps out what the future of education in South Africa could look like and explores the most conducive educational environments for change in South African schools It adopts a critical approach to analyzing leadership and management in the context of school governance school effectiveness teacher development multiculturalism and equity in education Contributions explore the democratization and modernization of education in South Africa through examining different perspectives achievements and challenges and also consider issues around access to technology language policy and the curriculum along with new literature on selected aspects of leadership This book will be of great interest for researchers scholars and students in the fields of educational leadership sociology of education and teacher education

Getting Skills Right: South Africa OECD,2017-07-10 This report identifies effective strategies to tackle skills imbalances in South Africa [Cross-Disciplinary Approaches to Action Research and Action Learning](#) Mapotse, Tome Awshar,2017-07-31 The complexity of 21st century lifestyle makes collaborative research and learning essential for all of the population both in well resourced and socio economically challenged regions *Cross Disciplinary Approaches to Action Research and Action Learning* is an advanced reference source including the latest scholarly research on the examination of the development of a community practice of research in order to improve problem solving in various fields Featuring extensive coverage on a broad range of topics such as social justice organizational development and global economy this publication is ideally designed for academics researchers scholars and managers seeking current research on the promotion of collaborative research and learning [A scholarly contribution to educational praxis](#) M.A. Mokoena,J.M. (Ona) Janse van Rensburg,M. Erasmus,E. Mentz,C.B. Zulu,A. Cronje,E.K. Materechera,W.T. Dudu,A.T. Kanyimba,S.P. Raath,C. Kruger,A. Loubser,A.E. Pienaar,A. Kloppe,S. Ellis,N.T. Petersen,J. de Beer,J. Varughese,A. Seugnet Blignaut,C. Els,2016-12-31 This publication contains original research targeting scientific specialists in the field of education through research endeavours

grounded on a philosophical basis as well as being embedded in the empirical The research methodology of each chapter emanates from applicable philosophical assumptions in the form of an applicable theoretical and conceptual framework The latter forms a firm basis for the application of sound empiricism The content of this book adds to the body of scholarly knowledge in education In his evaluation of the book Acting Executive Dean Faculty of Education and Training Professor Akpovire Oduaran made the following remarks To a large extent the ideas put together in this book have come from data generated not just from literature found in books and journals but actual interactions with educators and the learning environment So then what the reader is offered in this volume is the articulation of ideas that have been interrogated structured and presented in surprisingly simplistic and yet incisive and academically enriching content that can match the standards of scholarship that is available in the Western World Yet what makes this book so welcome relevant and timely is the fact that it is built around Afrocentric theories and practices such as one may find in imported literature **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 **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

Investigating the Roles of School Management Teams in Curriculum Delivery Mawela, Ailwei Solomon, van Wyk, Micheal M., Lebeloane, Lazarus, Mudau, Awelani V., 2021-06-25 The COVID 19 pandemic has introduced a new paradigm in education that has forced school management teams to re imagine their curricula delivery functions and obligations during and post COVID 19 Now there are concerns about the state to which curriculum delivery in schools is likely to become planned implemented and managed Investigating the Roles of School Management Teams in Curriculum Delivery improves the quality of planning implementation and management of curriculum delivery to advance the quality of teaching and learning in schools Particularly it envisages innovative strategies best practices and addresses problems in the planning implementation and delivery of curricula by school management teams Covering topics such as curriculum delivery theory curriculum delivery in planning implementation and management during and post COVID 19 curriculum delivery in assessment and alternative assessment and reimaging inclusivity in curriculum delivery this edited book is essential for departmental heads deputy principals education district officials department of basic education curriculum designers instructional designers administrators academicians university teachers researchers and post graduate students

Learning to teach in post-apartheid South Africa Yusuf Sayed, 2018-11-30 Teacher education programmes seek to provide student teachers with the knowledge and expertise to provide quality teaching and learning in a diverse and challenging school context Learning to Teach in post apartheid South Africa Student Teachers Encounters with Initial Teacher Education addresses the complexities of teacher education programmes in preparing students to teach It adds to the knowledge about teacher education contributing critical understanding of education and the schooling system The book provides important insights to deepen researchers academics teacher education providers policy makers and students understanding of the importance to address equity redress and quality in South African education in a post apartheid era This book further helps to build student teachers capacities to work creatively and to become active and critical agents of transformation It ultimately outlines the challenges face in designing and delivering successful Initial Teacher Education programmes and the impact this has on delivering equitable and quality education

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