

Quality Education News

A quarterly publication issued by the South African Quality Institute in the interest of promoting educational excellence.

Dear Supporter of Quality Education

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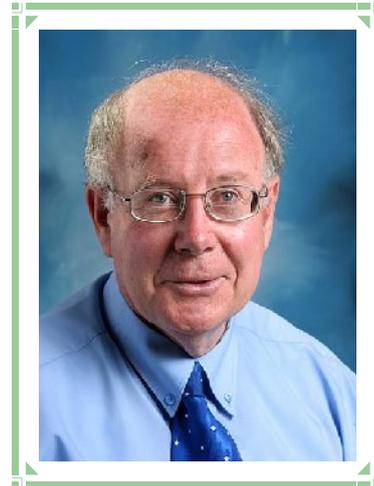
Welcome to the first issue of Quality Education News (QEN). We're the "new kids" on the South African educational writing scene.

Who are we? What is the purpose of QEN? How will this publication help educators and their schools? Read on!

Our young democracy celebrates its twelfth birthday on 27 April 2006. During those twelve years much has been achieved in the education system. Thousands of new classrooms have been built. Science laboratories, computer centres, halls and information technology centres have been established in hundreds of schools. Outcomes based education has transformed educational thinking in classrooms across the land. There is cause to celebrate the twelfth birthday.

Yet there is cause for deep concern about negative issues in our schools. The fall-out rate from Grade One through to Grade Twelve is enormous. Of every hundred learners in Grade One, only a fraction reach matric twelve years later. Of those who move on to university, there is a failure rate of 50% in first year. Educators are not happy to be in the profession. A 2004 research project conducted by the Human Sciences Research Council indicated that 55% of educators would leave the profession if given the choice. The same research project estimated that 4000 educators died of HIV/Aids related illnesses in 2004.

Traditionally, the South African Quality Institute (SAQI) has had its main focus on the business, manufacturing and professional sectors. Many top enterprises belong to SAQI and share quality management expertise. SAQI maintains that the time is right for those management and leadership principles to be adapted for South African schools. QEN is a publication that aims to support educators and schools in their pursuit of



Dr Richard Hayward, is the Principal of IR Griffith Primary School in Randburg, Gauteng.

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continuous educational improvement. The quarterly newsletter will share quality educational practice amongst its readers.

The principles of Quality apply to any school anywhere. What is essential to ensure the spreading of the Quality philosophy are opportunities for the sharing of ideas and experiences. Together, we can make every South African school a Quality school.

Sincerely



Editor



Bringing Quality tools to Educators

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Refilwe Primary School ... on the Quality journey

Quality costs money. Yet much can be achieved with limited human and physical resources. Refilwe Primary School in Winterveldt, North West Province is such an example. The school has 889 learners. There are 21 classrooms of which two have been converted into a school hall. School fees are R50 per year. Due to high unemployment in the area, only about 50% of families can afford the fees.

A visitor to the school is struck by its sense of neatness. The learners are neat. The classrooms are neat. The school gardens and grounds are spotless. Warm smiles and friendly greetings make the visitor feel most welcome at this Quality school.

How does Refilwe Primary bring awareness of Quality to learners, educators and parents? Mrs Audrey Molefe, Head of Department, writes:

“The school, on its journey to quality, is trying to bring every educator on board. Educators are coaxed to be determined in their work, to be punctual and to be present at all times. They are also encouraged to guide learners in all that they do.

Parents are encouraged to guide learners right from home, to ensure that their children are neat, tidy and always on time for school. Parents are also encouraged to visit whenever there is a call from the school. They are also encouraged to pay school fees for their children so that the school can use such money to buy cleaning materials and other needs.

Learners are taught to greet one another when they arrive at school. They keep the entire school as clean as possible. They are also encouraged to be punctual, present and positive at all times.”



**Heavenly voices of
Refilwe School Choir,
win golden awards**



Much quality can be achieved with limited resources

Greetings in Quality

from Vuyi Segooa of the South African Quality Institute

As the South African Quality Institute, we see our role as that of your partners in education. Our aim is to share with you the tools that will assist educators to lead with greatness and sharpen your management skills. The tools will help you successfully lead, mentor and guide your school.

We endeavour to expose you to Quality management principles that will give strategies to you and your team to win irrespective of the community's socio-economic background. The preamble to our Constitution states; "...to improve the quality of life and free the potential of every citizen." We can improve the quality of life of all communities by inculcating quality principles in the form of values in learners from an early age.

Achieving success involves continuous improvement brought about by attainment of new skills and insights. At SAQI we believe we have a model in the way that our long-time member IR Griffith Primary School is managed. We welcome Dr R Hayward, their principal, a long time quality professional and educator. He is editor of this newsletter. If you need a helping hand, SAQI is always there for your Quality needs.



Vuyi Segooa spent fourteen years as an educator before joining SAQI as the Enterprise Development Officer specialising in Education. She can be reached at (012) 394 3415 or email vuyi@saqi.co.za



Quality Kid Pledge

I'm a Quality Kid because I ...

- ◆ give of my best in all that I do
- ◆ do things right the very first time
- ◆ show kindness, caring, honesty and respect
- ◆ strive to keep on improving all the time
- ◆ care for our beautiful South Africa

Learners at SAQI-member schools often take the Quality Kid Pledge. It can be easily applied by any learner from Grade One onwards. Important quality management principles are contained in the Pledge. For example, the pledge of trying to, "do things right the very first time," complies with the management concept of "zero defect."

Characteristics of a Quality School

There are distinct differences between a Quality and an ordinary school. Here's a simple set of statements that differentiate such schools. How would you describe your school according to these statements? Choose the statements that best describe your school. The more statements that you tick on the left, the more your school is going in the right direction to being a Quality school

	QUALITY SCHOOL	ORDINARY SCHOOL
1	Focus on the learners' needs	Focus on the teachers' expectations of the learners.
2	Invests in people	Has no systematic staff development programme
3	Minimal barriers separating departments in school	Clearly demarcated divisions of different departments.
4	Treats complaints as an opportunity to learn	Treats complaints as a nuisance
5	Senior management practises servant leadership	Senior management is served by others in the school.
6	Creativity is encouraged	Procedures and rules are all-important.
7	Everyone has opportunities to have leadership roles	Leadership resides mainly within senior management teams.
8	Fear is virtually non-existent	Fear is used to motivate performance
9	Has clear evaluation strategies	Has no systematic evaluation strategies
10	School is in a state of continuous improvement	Maintains that there is no need for any changes in the school

(Adapted from E Sallis 1993: *Total quality management in education*. London: Kogan Page.)

Do you have any suggestions or comments? They would be most welcome, contact:

Richard Hayward

irg.prim@acenet.co.za

Tel: (011) 787-5933

Vuyi Segooa

vuyi@saqi.co.za

Tel: (012) 394-3415

For more information on SAQI and membership application, visit www.saqi.co.za.

Everything begins with Quality thinking