

# Mentoring Partnerships: North West Province, Dr Kenneth Kaunda District and the North-West University

**Carisma Nel**

North-West University



A close-up, 3D-rendered image of interlocking gears. One gear is yellow and has the word "strategic" written on it in a black, sans-serif font. Another gear is silver and has the word "partnership" written on it in a black, sans-serif font. The gears are set against a dark grey background. The lighting creates highlights and shadows on the teeth of the gears, giving them a metallic appearance.

strategic

partnership

# Teaching Practice Action Framework

## Levers of Change

DHET, DBE, SACE (Province & District)

- Policy
- Professional Teaching Standards
- Knowledge and Practice Standards



**Actionable Knowledge**

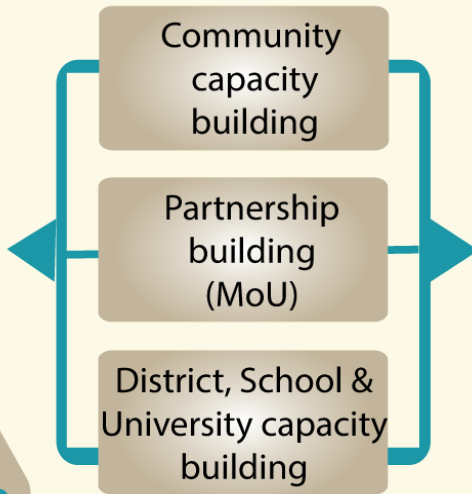


**University**  
- supervision  
- monitoring  
- assessment



**School**  
- Mentoring

## Change Strategies



## Partnership Fundamentals



## Partnership Indicators

Parental Involvement  
Community Engagement

Learner engagement

Teaching Quality

Teaching Practicum Quality

## Outcome Indicators



**School**

- Professional Development
- Higher Learner Achievement



**University**

- Student teacher preparedness



**District**

- Professional Development

**What do we need?**

**How do we make change happen?**

**Which fundamentals must be secured?**

**Where do we focus change?**

**What outcomes are we seeking?**



# Communication & Collaboration



**education**

**Lefapha la Thuto la Bokone Bophirima**  
**Noord-Wes Departement van Onderwys**  
**North West Department of Education**  
**NORTH WEST PROVINCE**

Quality Assurance Building  
881 Ngaka Modiri Molema Road,  
Old Bolesonape Hostel, Montshiwa  
Private Bag X2044, Mmabatho 2735  
Tel.: (018) 397-3009 / 6  
e-mail: amangope@nwppg.gov.za

**CHIEF DIRECTORATE: CURRICULUM MANAGEMENT SERVICES**  
**DIRECTORATE: PROFESSIONAL EDUCATOR DEVELOPMENT SERVICES**

Enquiries: Ms. Mmulo E.A.M.  
Cell: 066 443 8918

**To:** Mr. B Monale  
District Director  
Mr. M. Mogaki  
Acting CES: JB Marks Sub-District  
Circuit Managers  
IQMS –EMS/PMDS Sub-District Coordinators

**Attention:** Principals of identified schools

**From:** Mr. MS Malindi  
Director: Professional Educator Development Services

## NORTH-WEST UNIVERSITY PILOT PROJECT OF NEW TEACHER INDUCTION PROGRAMME

North-West University is collaborating with the Dr Kenneth Kaunda District to ensure that the 10 identified schools that are currently part of the New Teacher Induction Programme are supported, and that training will be provided taking cognisance of each school's unique context and needs. The schools will be supported in phases

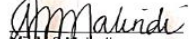
This communiqué serves to inform the 10 identified Pilot Project schools that NWU will be supporting the Field-Testing New Teacher Induction programme.

District has identified the following:

1. B.M. Choabi Primary School
2. ES Le Grange LSEN
3. Dan Tloome Primary School
4. Kgolosego Primary School
5. Phiri Secondary School
6. Potchefstroom Central Primary
7. Potchefstroom Secondary School
8. Promosa Primary School
9. Seiphemelo Primary School
10. Thuto Boswa Secondary School

Find attached plan of NWU

Regards

  
Mr. M.S. Malindi  
Director: Professional Educator Development Services

18/08/2021  
Date

Cc: Mr G. Ramadie Chief Director Curriculum Management Services



BE SAFE  
ACT RESPONSIBLY

WASH YOUR  
HANDS OFTEN

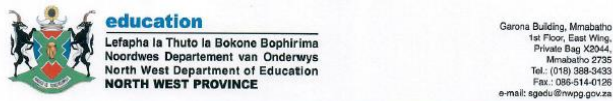
WEAR A MASK WHEN  
GOING OUTSIDE

MAINTAIN SOCIAL  
DISTANCING



# Permission & Ethical clearance

- North West Province
- EMELTEN-Rec (NWU)
- Gatekeeper (NWU)



Gerona Building, Mmabatho  
1st Floor, East Wing,  
Private Bag X2044,  
Mmabatho 2735  
Tel.: (018) 588-3433  
Fax.: 086-514-0126  
e-mail: sgedu@nwpp.gov.za

## OFFICE OF THE SUPERINTENDENT-GENERAL

Enq. : Dr TA Phorabatho  
Tel. : 018 388 3407  
Email : tahorabatho@nwpp.gov.za

To: Prof. Carisma Nel  
**Research Manager**  
**University North West (Potchefstroom Campus)**  
**Faculty of Health Sciences**

From: Mrs SM Semaswe  
**Superintendent-General**

Date: 30 April 2021

### PERMISSION TO CONDUCT RESEARCH: PROF CARISMA NEL

Permission is hereby granted to your students to conduct research in the department as requested, subject to the following conditions:

- You contact the relevant Senior Managers for her target programmes about her request with this letter of permission.
- The research process does not hinder the general functionality of the identified programmes.
- The participation in your project will be voluntary.
- The principles of informed consent and confidentiality will be observed in strictest terms, and
- The findings of your research should be made available to the North West Department of Education upon request.

Best wishes

Mrs S M Semaswe  
Superintendent-General

03/05/2021

Date



Private Bag X1200, Potchefstroom  
South Africa 2520  
Tel: 086 016 0698  
Web: <http://www.nwu.ac.za/>

North-West University Education, Management  
and Economic Sciences, Law, Theology,  
Engineering and Natural Sciences Research  
Ethics Office (NWU-EMELTEN-REC)

Tel: +2718 299 4707  
Email: [lukas.meyer@nwu.ac.za](mailto:lukas.meyer@nwu.ac.za)

20 April 2021

Dear Prof Nel

### ETHICS APPROVAL LETTER OF STUDY

Based on approval by the North-West University Education, Management and Economic Sciences, Law, Theology, Engineering and Natural Sciences Research Ethics Committee (NWU-NWU-EMELTEN-REC) on 19 April 2021, the NWU-EMELTEN-REC hereby approves your study as indicated below. This implies that the NWU-EMELTEN-REC grants its permission that, provided the general and specific conditions specified below are met and pending any other authorisation that may be necessary, the study may be initiated, using the ethics number below.

|   |  |
|---|--|
| Study title: WIL Works for language and structured literacy   |  |
| Principal Investigator/Study Supervisor/Researcher: Prof Carisma Nel  |  |
| Co-researchers: D Dr L.M Marais   |  |
| Dr C. Botha   |  |
| Dr S. Romylos   |  |
| Dr K. Kaiser  |  |
| Dr C. Nel   |  |
| Ethics number:  | <b>N W U - 0 0 0 0 3 - 2 1 - A 2</b>   |
|   | Institution Study Number Year Status   |
|   | Status: S = Submission; R = Re-Submission; P = Provisional Authorisation; A = Authorisation                          |
| Application Type: Larger study  | Risk: <b>Adults: Minimal<br/>Learners: Greater than minimal,<br/>but provides the prospect of<br/>direct benefit</b> |
| Commencement date: 16/03/2021   |  |
| Expiry date: 15/03/2022   |  |
| Approval of the study is provided for a year, after which continuation of the study is dependent on receipt and review of a twelve-monthly monitoring report and the concomitant issuing of a letter of continuation. |  |

#### General conditions:

While this ethics approval is subject to all declarations, undertakings and agreements incorporated and signed in the application form, the following general terms and conditions will apply:

- The principal investigator/study supervisor/researcher must report in the prescribed format to the NWU-EMELTEN-REC:
  - twelve-monthly on the monitoring of the study, whereby a letter of continuation will be provided annually, and upon completion of the study, and



Private Bag X6001, Potchefstroom  
South Africa 2520

Tel: +2718 299-1111/2222

Web: <http://www.nwu.ac.za>

Research Data Gatekeeper Committee

### NWU RDGC PERMISSION GRANTED / DENIED LETTER

Based on the documentation provided by the researcher specified below, on 19/04/2021 the NWU Research Data Gatekeeper Committee (NWU-RDGC) hereby grants permission for the specific project (as indicated below) to be conducted at the North-West University (NWU):

|   |
|---|
| <b>Project title:</b> WIL Works for language and structured literacy.   |
| <b>Project leader:</b> Prof C Nel   |
| <b>Researcher/Project Team:</b> Dr L.M Marais, Dr C. Botha, Dr S. Romylos & Dr K. Kaiser  |
| <b>Ethics reference no:</b> NWU-00003-21-S2   |
| <b>NWU RDGC reference no:</b> NWU-GK-21-017   |
| <b>Specific Conditions:</b> <ul style="list-style-type: none"> <li>• Due the COVID-19 pandemics the Committee would like to advice the researcher to practice the necessary caution and adhere to the National Covid-19 Guidelines when conducting research with participants.</li> </ul> |
| <b>Approval date:</b> 19/04/2021  |
| <b>Expiry date:</b> 18/04/2022  |

# Identified Schools in KKD: Dr B Monale & Mr T. Ditseho

**Selected schools represent all quintiles**

- **Retlakgona Circuit (Circuit manager & Coordinator)**

- ES le Grange Special School
- Dan Tloome PS
- Promosa PS

- **Super A Circuit (Circuit manager & Coordinator)**

- Potchefstroom Central School
- BM Choabi PS
- Siphemelo Secondary School
- Potchefstroom Secondary School

# Implementation

- Mentor and mentee details updated and checked.
- Identify mentor teachers (align with school structures & criteria).
- Match mentor teacher to new teachers (Phase Head, Grade Head, Subject Head).
- Workload & dedicated time for NTIP
- Survey of technology needs & skills (provide support & training if required)
- Orientation & training of mentors
- Orientation & training of new teachers
- Professional learning community with support platforms
- Portfolio and evidence uploading
- Documentation, monitoring and reporting to district and province

- New Teacher ...
- My Courses
- Course home
- Settings
- Gradebook
- Student view
- Notifications
- Notes
- Add to my calendar

Content

Library

- Gerrit Coetzee - Ne...
- Gerrit Coetzee - Ne...
- VVOB New Teacher I...
- VVOB New Teacher I...
- VVOB New Teacher I...
- Show more

Chats

Groups

- Announcements
- General discussion

One-on-One

Hashtags

- Get started
- Library
- Assignments
- Students

+ Add content

- Add content
- Gerrit Coetzee - New Teacher Induction (NTI) speech part 3: the seven themes
- Gerrit Coetzee - New Teacher Induction (NTI) speech part 4: the mentoring and induction materials
- VVOB New Teacher Induction Programme 1
- VVOB New Teacher Induction Programme Activities 1
- VVOB New Teacher Induction Programme Reflections 1
- VVOB Teacher Induction Framework 2 final



### Gerrit Coetzee - New Teacher Induction (NTI) speech part 3: the seven themes

There has been activity here since your last visit

- Open
- Edit
- Assign
- Groups
- Delete

[View original web page](#)



# MENTOR TRAINING North West

Higher Education

# Mentor Training



## Upcoming

Woohoo, no work due soon!

[View all](#)



ELMA MARAIS posted a new material: Training Videos



Posted Apr 8, 2020

Together with VVOB we have enhanced the earlier YouTube video by including presentation slides and cutting the video into four sections. I hope you will be able to use these videos for your training.



**Nti Speech Part 2 - Profes...**  
Video



**Nti Speech Part 3 - 7 Them...**  
Video



A word cloud centered around the word "mentoring". The word "mentoring" is the largest and most prominent, written in a bold, orange, lowercase sans-serif font. Surrounding it are various related terms in different sizes, colors (including orange, blue, and grey), and orientations (horizontal and vertical). The words include: Success, Wisdom, Skill, Group, Positive, Coach, Techniques, Mentor, Speed, Coaching, Partnership, Confidence, Satisfaction, development, Leading, Departmental, Teaching, Relationship, Personal, Informal, Learning, Advancement, One-on-one, Mentee, Mentoring, Role-model, Knowledge, Guides, Peer, Mosaic, functional, Career, and Opportunity.

Success Wisdom Skill Group Positive Coach Techniques Mentor

Speed Coaching Partnership Confidence Satisfaction development Leading Departmental Teaching Relationship Personal

Informal Learning Advancement One-on-one Mentee Mentoring Role-model Knowledge Guides Peer

Mosaic functional Career

Opportunity

The heart and soul of mentoring is the outgrowth of belief in the value and worth of people and an attitude toward education that focuses upon passing the torch to the next generation of teachers.

Head, Reidman, and Theis-Sprintall, 1992

# Mentoring Programme Overview

| Themes                          | Topics   |
|---------------------------------|--|
| Teacher Professionalism         | <ul style="list-style-type: none"><li>• Orientation</li><li>• School attendance</li><li>• Teacher on time in class teaching</li><li>• Professional conduct and relationships with colleagues, learners and parents</li><li>• Teacher rights and responsibilities</li></ul> |
| Communication                   | <ul style="list-style-type: none"><li>• Communication and collaboration</li><li>• Supporting learners language development</li><li>• Motivation and engagement</li></ul>   |
| Inclusive Teaching and Learning | <ul style="list-style-type: none"><li>• Inclusive education and teaching</li><li>• Learner diversity</li><li>• Assessing and supporting learners with learning challenges: SIAS</li></ul>  |

# Mentoring Programme Overview

| Themes  | Topics  |
|---|---|
| Curriculum, Pedagogy and Assessment                           | <ul style="list-style-type: none"><li>• Understanding curriculum policies</li><li>• Learning programme, lesson planning and assessment</li><li>• Curriculum mapping and sequencing within and across grades</li><li>• Teacher knowledge and understanding of subject content and how to teach it effectively (PCK)</li><li>• Teachers use provided exemplar lesson plans as reference in developing their own lesson plans based on the needs, context and expectations</li><li>• Teacher accesses a rich repertoire of teaching practices, strategies, resources and applies them appropriately</li><li>• Design, delivery and assessment of lessons</li><li>• Giving prompt, appropriate and constructive feedback to promote teaching and support learning achievement</li></ul> |
| Managing the Learning Environment                             | <ul style="list-style-type: none"><li>• Classroom and behaviour management</li><li>• Safety</li></ul>   |
| Resources   | <ul style="list-style-type: none"><li>• Utilisation of available resources</li><li>• Education department support structures</li></ul>  |
| Teacher as a Critical, Reflective Practitioner and Researcher | <ul style="list-style-type: none"><li>• Teacher as a lifelong learner</li><li>• Participation in continuing professional teacher development activities and programmes</li></ul>  |

# Mentoring



 Mursion

Simulation Session

March 1, 2021





I long to accomplish a great and noble task, but it is my chief duty to accomplish small tasks as if they were great and noble.

Helen Keller

Supporting our teachers with strategic mentoring partnerships!

---

**Thank You!**