



# SUMMIT BROCHURE

TEACHER DEVELOPMENT SUMMIT

29 June - 2 July 2009





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TEACHER DEVELOPMENT SUMMIT BROCHURE

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# Perfecting the art of teaching

## MESSAGE FROM THE GENERAL SECRETARY, ELRC

On behalf of the Executive Committee and the principal stakeholders: the Department of Education, educator trade unions, and the teachers of South Africa, I welcome you to the Teacher Development Summit.

This national Teacher Development Summit seeks to clarify and debate the current teacher development landscape in terms of existing policies and proposals. The overall aim of the Summit is to facilitate system-wide teacher development that will ultimately lead to sustainable improvement in the quality of learning and teaching in our schools.

The Summit provides an ideal opportunity for the principal stakeholders to interact on all of the important issues relating to teacher development so that a more holistic policy approach can be formulated and implemented.

I am pleased that the Summit provides an appropriate forum to listen to the views of a number of distinguished experts in the field of teacher development including the following:

- Mrs Angie Motshekga, MP Minister of Basic Education;
- Dr Blade Nzimande, MP Minister of Higher Education and Training;
- Representatives of the Educator Trade Unions; and
- South African and International Academics such as Professors Michael Samuel and Mary Metcalf; Ms AssibiNapoe; Ms. Marilyn Stewart; Dr Connee Fitch-Blanks; Dr YusufSayed; Professor Dennis Shirley; and others.

Round-table deliberations that preceded and informed the development of the programme of the Summit identified, inter alia, the following key issues:

- The provision of high quality teacher education;
- The professional development of teachers;
- The appropriate balance between development and evaluation;
- The challenges of language for teacher development; and
- The need to address shortages of teacher supply in rural areas.

The Summit brings together a rich mix of local and international expertise to move forward the policy challenges in these and related areas of teacher development.

The outcome of the Summit will be a 'Declaration on Teacher Development'. The declaration will embody the principles on which the parties to the Summit and the participants agree. It will furthermore express the determination of the principals and participants to establish a fresh and progressive environment for teacher development. Finally, it will describe the work that needs to be done in developing a strengthened, integrated national plan for teacher development and implementing it.

Thank you for the opportunity to present these introductory remarks. I wish you all well in the important deliberations that lie ahead in the Summit. I am confident, given the composition of the Summit delegation, that we will be able to go a long way towards crafting appropriate and effective responses to the challenges of teacher development in our country.

**M (Dhaya) Govender**

**TDS Project Director - General Secretary, Education Labour Relations Council**



# 1. TEACHER DEVELOPMENT SUMMIT PROGRAMME

## DAY 1: MONDAY, 29 JUNE 2009

SESSION	TIME	ITEM	PERSONS RESPONSIBLE
1	09h00 – 12h00	Registration	ELRC & ETDP-SETA
2	09h30 – 12h00	Briefing session for facilitators and rapporteurs	Professor Mary Metcalfe and Mr. Paul Musker
	12h00 – 13h00	<b>Lunch</b>	
3	13h00 – 17h00	Stakeholder preparations	Leaders of Delegations
	17h00 – 18h00	<b>Break</b>	
<b>OFFICIAL OPENING</b> Director of Ceremonies: Mr. Firoz Patel : Chairperson of TDS Technical Committee & Deputy Director-General: System Planning and Monitoring – Department of Education			
4	18h00 – 20h30	National Anthem	The New Jazz Band
		Welcome	Mr. Firoz Patel
		Cultural Item	The New Jazz Band
		Introduction to Education International Speaker	Mr. Thobile Ntola: CTU-SADTU
		Opening Address	Mr. Fred van Leeuwen, Secretary General, Education International
		Cultural Item	The New Jazz Band
		Introduction of Minister of Basic Education	Mrs. Palesa Tyobeka: Deputy Director-General: General Education and Training – Department of Education
		Key Note Address to Summit	Mrs. Angie Motshekga, MP, Minister of Basic Education
		Cultural Item	The New Jazz Band
		Vote of Thanks	Mr. Eliam Biyela: CTU - SAOU
		Cultural Item	The New Jazz Band
		Closure	Mr. Firoz Patel

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## DAY 2: TUESDAY, 30 JUNE 2009

SESSION	TIME	ITEM	PERSONS RESPONSIBLE
07h45 to 08h25 :DAILY ATTENDANCE REGISTRATION			
Chairperson for Plenary Sessions 5 -9: Mrs. NombuleloNxesi: CEO: ETDP-SETA			
5	08h30 – 08h40	<b>Welcome</b>	Mrs. NombuleloNxesi: - ETDP SETA
6	08h40 – 09h15	<b>Presentation of Summit Working Document</b>	Mr. MahalingumGovender : General Secretary - ELRC
7	09h15 – 09h45	<b>Statements of commitment by:</b> <ul style="list-style-type: none"> <li>▪ CTU-SADTU</li> <li>▪ CTU-SAOU</li> <li>▪ ETDP SETA</li> <li>▪ SACE</li> <li>▪ Department of Education</li> </ul>	Facilitator: Mr. MahalingumGovender  Mr. MugwenaMaluleke Mr. EliamBiyela Mr. Mark Henning Mrs. TsediDipholo Mr. Firoz Patel
8	09h45 – 10h00	<b>Introduction to 1<sup>st</sup> breakaway</b> The context of teaching	Professor Mary Metcalfe
	10h00 – 10h30	<b>Break</b>	
9	10h30 – 12h30	<b>1<sup>st</sup> Breakaway session</b> The context of teaching	
	12h30 – 13h30	<b>Lunch</b>	
Chairperson for sessions 10 - 14: Mrs. MatselisoDipholo: SACE			
10	13h30 – 13h45	<b>Introduction to 2<sup>nd</sup> breakaway</b> What is teacher development?	Professor Michael Samuel
11	13h45 – 15h30	<b>2<sup>nd</sup> Breakaway session</b> What is teacher development?	
	15h30 – 16h00	<b>Break</b>	
12	16h00 – 17h30	<b>2<sup>nd</sup> Breakaway session (continued)</b> What is teacher development?	
13	17h30 – 18h00	<b>EI Africa regional coordinator</b>	Ms. AssibiNapoe - EI Chief Regional Coordinator for Africa
	18h00 – 18h30	<b>Break</b>	
	18h30 – 19h30	<b>Dinner</b>	



SESSION	TIME	ITEM	PERSONS RESPONSIBLE
14	19h30 – 21h30	<b>Teachers Voices: Round Table</b>	Facilitators: Mr. ThembaNdhlovu - SACE Dr. Connee Fitch-Blanks – Director of Chicago Teachers Union: QUEST CENTER Ms. Marilyn Stewart – President of Chicago Teachers Union (AFT)

### DAY 3: WEDNESDAY, 1 JULY 2009

SESSION	TIME	ITEM	PERSONS RESPONSIBLE
07h45 to 08h25 :DAILY ATTENDANCE REGISTRATION			
Chairperson for Sessions 15 - 17: Mr. ThobileNtola: CTU-SADTU			
15	08h30 – 09h15	<b>Report-back</b> Synthesis of group discussions of previous day	Plenary: Dr YusufSayed
16	09h15 – 10h00	<b>Plenary presentation</b> <b>Response and comment</b>	Professor Dennis Shirley, Boston College, Chestnut Hill, Massachusetts
17	10h00 – 10h15	<b>Introduction to 3<sup>rd</sup> breakaway</b> <b>Plenary presentation</b> Creating a supportive policy environment	Ms. Francine de Clercq
	10h15 – 10h45	<b>Break</b>	
18	10h45 – 13h00	<b>3<sup>rd</sup> Breakaway session</b> Creating a supportive policy environment	
	13h00 – 14h00	<b>Lunch</b>	
Chairperson for Sessions 19: Dr. Jopie Breed – CTU-SAOU			
19	14h00 – 14h15	<b>Introduction to 4<sup>th</sup> breakaway</b> Resourcing and supporting teacher development	Dr. Peggy Msimango
20	14h15 – 15h45	<b>4<sup>th</sup> Breakaway session</b> Resourcing and supporting teacher development	
	15h45 – 16h15	<b>Break</b>	
Chairperson for Session 21: Ms. Salome Sithole - ELRC Chairperson			
21	16h15 – 16h30	<b>Introduction to 5<sup>th</sup> breakaway</b> <b>Plenary presentation</b> Professional growth - from recruitment to retirement	Ms. Tessa Welch
22	16h30 – 18h00	<b>5<sup>th</sup> Breakaway session</b> Professional growth - from recruitment to retirement	
	18h00 – 19h00	<b>Break</b>	



## DAY 3: WEDNESDAY 1 JULY 2009 CONTINUED

<b>23 HIV/AIDS Expose</b> Directors of Ceremony: Dr. PulengRamataboe - ELRC-PCTA; Ms. LulamaNare – PPCT-OVC and Dr. Faith Kumalo: Chief Director Health in Education – Department of Education		
19h00 to 19h30 :REGISTRATION& NETWORKING		
19h30 to 21h30	<b>NATIONAL ANTHEM</b>	<b>Calcutta School Choir – NAPTOSA</b>
	<b>WELCOME</b>	Mr. MahalingumGovender, Principal Investigator of ELRC- PCTA
	<b>VIDEO</b>	Mr. ThulasNxesi, MP Initiator of the HIV/AIDS Projects amongst teachers
	Presentation: The HIV/AIDS - mitigation Interventions in schools	Mr. SizweMsibi – SADTU; and Ms. ThokozileZuma- NATU
	Presentation by HIV/AIDS Ambassadors (PLWHA)	PEU
	Role plays by PCTA Master Trainers – Stigma & Discrimination	
	<b>SONGS</b>	<b>Calcutta School Choir</b>
	Introduction of Dr. Thurma Goldman	Ms. Smydge Perry - AFT
	Message of Support from CDC	Dr. Thurma Goldman: CDC Country Director – South Africa
	<b>SONGS</b>	<b>Calcutta School Choir</b>
Introduction of Deputy Minister	Ms. Gugu Ndebele: Deputy Director General: Social and School Enrichment – Department of Education	
<b>KEY NOTE ADDRESS:</b> Partnerships to mitigate against HIV/AIDS in public education	Mr. Mohamed EnverSurty, MP, Deputy Minister of Basic Education	
<b>SONGS</b>	<b>Calcutta School Choir</b>	
Vote of Thanks	Ms. NO Foca: Senior Manager-ELRC	



## DAY 4: THURSDAY, 2 JULY 2009

SESSION	TIME	ITEM	PERSONS RESPONSIBLE
07h45 to 08h25 :DAILY ATTENDANCE REGISTRATION			
Chairperson for sessions 24 to 32: Ms. Vivienne Carelse: Deputy Director-General, Office of the DG of Department of Basic Education			
24	8h30 – 09h30	<b>Report-back</b> Synthesis of group discussions of previous day	Plenary: Dr YusufSayed
25	9h30 – 10h00	<b>Response and comment</b>	Professor Dennis Shirley, Boston College, Chestnut Hill, Massachusetts
26	10h00 – 10h45	<b>Stakeholder caucuses</b>	
	10h45 – 11h15	<b>Break</b>	
<b>CLOSING SESSION:</b>			
27	11h15 – 11h45	Declaration: The Summit Declaration is presented	Mr. Duncan Hindle: Chairperson of TDS Steering Committee
28	11h45 – 12h05	<b>Statements of endorsement of Declaration:</b> <ul style="list-style-type: none"> <li>▪ CTU-SADTU</li> <li>▪ CTU-SAOU</li> <li>▪ ETDP-SETA</li> <li>▪ SACE</li> </ul>	Mr. ThobileNtola Mr. EsrahRamasehla Mrs. NombuleloNxesi Mr. RejBrijraj
29	12h05 – 12h15	Introduction of Minister of Higher Education and Training	Mr. Duncan Hindle: Director General
30	12h15 – 12h45	<b>CLOSING ADDRESS OF SUMMIT: Endorsement of Declaration and Future Direction of TD</b>	Dr. Blade Nzimande, MP Minister of Higher Education and Training
31	12h45 – 12h50	<b>Final Comments</b>	Mr. Duncan Hindle: Chairperson of TDS Steering Committee
32	12h50 – 13h00	<b>Vote of thanks</b>	Mr. MahalingumGovender ELRC
	13h00	<b>Lunch</b>	

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## 2. ANNEXES TO PROGRAMME

### ANNEX 1

DAY 2: Tuesday 30 June 2009

SESSION	TIME	ITEM	GROUP	TOPICS, DISCUSSION AND READINGS
9	10h30 – 12h30	1 <sup>st</sup> Breakaway session The context of teaching	A & B	<p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>South African teachers work in one of the most unequal societies in the world and in schools with widely differing social and learning conditions.</li> </ul>
			C & D	<ul style="list-style-type: none"> <li>South African teachers have very different career preparation, life and teaching experiences and opportunities for development.</li> </ul>
			E & F	<ul style="list-style-type: none"> <li>The introduction nationwide of NCS, the learner assessment system and Foundations for Learning over a short period of time has impacted on teachers' responsibilities and workload.</li> </ul>
				<p><b>Discussion:</b> The Breakaway group is invited to discuss the <b>context of teaching</b> from the following perspectives:</p> <p>(1) What is the situation now? (2) What changes would we like to see? (3) How do we get there?</p> <p><b>Readings:</b> The Breakaway session is invited to consider these topics with the help of the following Readings:</p> <ol style="list-style-type: none"> <li>Improving teaching and learning is important to combat poverty</li> <li>The Context of Education: Schools that Work and Schools that Don't Work</li> <li>Major curriculum changes since 1994 affecting teachers' work</li> </ol>



## ANNEX 2

DAY 2: Tuesday 30 June 2009

SESSION	TIME	ITEM	GROUP	TOPICS, DISCUSSION AND READINGS
11-12	13h45 – 17h30	<b>2<sup>nd</sup> Breakaway session</b> What is teacher development?	<b>A</b>	<p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>Teachers want to know the curriculum they teach, the learners they teach, and the society in which learners are growing and to which they will contribute (and in which they have to address the effects of poverty and HIV/AIDS).</li> <li>Teachers are the authors of their own professional development and develop best in their school environment.</li> </ul>
			<b>B &amp; C</b>	<ul style="list-style-type: none"> <li>Teachers want to keep abreast of new knowledge and teaching practices that will help them to teach better and to practise their craft with confidence.</li> <li>Teachers are the authors of their own professional development and develop best in their school environment.</li> </ul>
			<b>D &amp; E</b>	<ul style="list-style-type: none"> <li>Teachers want to teach in the phase, subjects or learning areas for which they are best equipped.</li> <li>Teachers are the authors of their own professional development and develop best in their school environment.</li> </ul>
			<b>F</b>	<ul style="list-style-type: none"> <li>Grade R teachers and ECD practitioners work both in schools and in community-based ECD centres.</li> <li>Teachers are the authors of their own professional development and develop best in their school environment.</li> </ul>
				<p><b>Discussion:</b> The Breakaway group is invited to discuss the topics related to <b>teacher development</b> from the following perspectives:</p> <ol style="list-style-type: none"> <li>(1) What is the situation now?</li> <li>(2) What changes would we like to see?</li> <li>(3) How do we get there?</li> </ol> <p><b>Readings:</b> The Breakaway session is invited to consider these topics with the help of the following Readings:</p> <ol style="list-style-type: none"> <li>Teaching, Teacher Knowledge and Curriculum</li> <li>Creating Effective Teaching and Learning Environments: First Results from TALIS</li> <li>International experience: Making primary school teachers full partners in their own professional development in Guinea</li> </ol>

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## ANNEX 2a

DAY 2: Tuesday 30 June 2009

SESSION	TIME	ITEM	QUESTIONS FOR DISCUSSION
14	19h30 – 21h30	<b>Teachers' voices round the table</b>	<p>Practising teachers (and other interested delegates) are invited to a Teachers' Round Table to share their experiences of teacher development with a view to distilling from the discussion the lessons that have been learned on the ground. The session will be led by ThembaNdlovu of SACE and a delegate who is a practising teacher. The questions for discussion will be:</p> <ul style="list-style-type: none"><li>• What experiences of teacher development, in your opinion, have had the greatest impact on quality of education? What made them good?</li><li>• What experiences of teacher development, in your opinion, have had the least impact on quality of education? What made them bad?</li></ul>



## ANNEX 3

DAY 3: Wednesday 1 July 2009

SESSION	TIME	ITEM	GROUP	TOPICS, DISCUSSION AND READINGS
18	10h45 – 13h00	3 <sup>rd</sup> Breakaway session Creating a supportive policy environment	A & B	<p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>Teachers are overloaded by policy and collective agreement requirements (NPFTED, IQMS, CPTD, NEEDU, etc).</li> <li>The collective agreement to devote 80 hours of out of school time to teacher development is problematic.</li> </ul>
			C	<ul style="list-style-type: none"> <li>Education departments and teachers' unions have invested heavily in IQMS but the outcomes have not yet justified the effort.</li> </ul>
			D	<ul style="list-style-type: none"> <li>The skills development system is one and the same as professional teacher development.</li> <li>The 2007 <i>National Policy Framework for Teacher Education and Development</i> (NPFTED) states that there will be only two routes to becoming professionally qualified.</li> </ul>
			E & F	<ul style="list-style-type: none"> <li>Appraisal of teachers for remuneration purposes should be separated from development processes.</li> <li>Teachers should be appropriately evaluated to determine their development needs.</li> </ul>
				<p><b>Discussion:</b> The Breakaway session is invited to discuss the notion of a <b>supportive policy environment</b> from the following perspectives:</p> <ol style="list-style-type: none"> <li>(1) What is the situation now?</li> <li>(2) What changes would we like to see?</li> <li>(3) How do we get there?</li> </ol> <p><b>Readings:</b> The Breakaway group is invited to consider these topics with the help of the following Readings:</p> <ol style="list-style-type: none"> <li>7. A Critical Review of Teacher-Related Development Policies and Provisions</li> <li>8. The Coming Age of Post-Standardization: Hargreaves &amp; Shirley</li> <li>9. Teacher Qualifications</li> <li>10. NPFTED Implementation Report</li> <li>11. Finding Time for Professional Development</li> </ol>

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## ANNEX 4

DAY 3: Wednesday 1 July 2009

SESSION	TIME	ITEM	GROUP	TOPICS, DISCUSSION AND READINGS
20	14h15 – 15h45	4 <sup>th</sup> Breakaway session Resourcing and supporting teacher development	A	<p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>Teachers are entitled to support from school leadership teams in their professional development.</li> </ul>
			B	<ul style="list-style-type: none"> <li>District offices are essential elements in the support structure for teacher development.</li> </ul>
			C	<ul style="list-style-type: none"> <li>In education departments the responsibility for teacher development is divided and uncoordinated.</li> </ul>
			D	<ul style="list-style-type: none"> <li>The CPTD system to be managed by SACE is not a provision system but a support, endorsement and information system.</li> </ul>
			E	<ul style="list-style-type: none"> <li>Employers and the ETDP SETA are responsible for setting priorities for teacher development and providing adequate resources for it.</li> </ul>
			F	<ul style="list-style-type: none"> <li>HEIs, departments of education and other teacher development providers are responsible for meeting teachers' developmental needs (using various modes of delivery).</li> </ul>
				<p><b>Discussion:</b> The Breakaway session is invited to discuss <b>resourcing and support for teacher development</b> from the following perspectives:</p> <ol style="list-style-type: none"> <li>(1) What is the situation now?</li> <li>(2) What changes would we like to see?</li> <li>(3) How do we get there?</li> </ol> <p><b>Readings:</b> The Breakaway group is invited to consider these topics with the help of the following Readings:</p> <ol style="list-style-type: none"> <li>12. National and Provincial Departments</li> <li>13. What is the current contribution of the HEIs?</li> <li>14. What is the current contribution of other providers?</li> </ol>

## ANNEX 5



**DAY 3: Wednesday 1 July 2009**

SESSION	TIME	ITEM	GROUPS	TOPICS, DISCUSSION AND READINGS
22	16h30 – 18h00	<b>5<sup>th</sup> Breakaway session</b> Professional growth - from recruitment to retirement	<b>A</b>  <b>B</b>  <b>C</b>  <b>D</b>  <b>E</b>  <b>F</b>	<p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Effective recruitment and initial teacher education are the foundations of teacher development.</li> <li>• Appropriate placement, induction and mentoring of new teachers in schools is vital.</li> <li>• Customised teacher development programmes are needed to help teachers who are employed to teach subjects/learning areas/phases for which they are not qualified.</li> <li>• Recruitment and professional development of ECD practitioners and Foundation phase teachers is a major priority.</li> <li>• Upgrading of all teachers to REQV 14 as envisaged in the OSD is a remuneration matter not a teacher development issue.</li> <li>• Decisions around upgrading of educator qualifications and recognition of prior learning (RPL) are not yet finalized.</li> <li>• South Africa has excellent models of teacher development which should be generalised.</li> </ul> <p><b>Discussion:</b>            The Breakaway session is invited to discuss the notion of <b>professional growth</b> from the following perspectives:</p> <ol style="list-style-type: none"> <li>(1) What is the situation now?</li> <li>(2) What changes would we like to see?</li> <li>(3) How do we get there?</li> </ol> <p><b>Readings:</b>            The Breakaway group is invited to consider these topics with the help of the following Readings:</p> <ol style="list-style-type: none"> <li>9. Teacher Qualifications</li> <li>15. Teacher development and teacher supply and demand: new ideas</li> <li>16. Innovative Models– The Ikhwezi In-Service Training Institute, KZN Department of Education</li> <li>17. Innovative Models– The Cape Teaching and Leadership Institute (CTLI), an In-Service Teacher Development Centre for The Western Cape Education Department (WCED)</li> <li>18. What can be learned from the contribution of NGOs?</li> </ol>

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## 3. PROFILES OF KEY PARTICIPANTS



**Ms Matsie Angelina Motshekga**

Minister of Basic Education, Department of Education, RSA

Ms Matsie Angelina Motshekga was born on 19 June 1955 and matriculated from Mariazell High School. She obtained a Master's Degree from the University of the Witwatersrand and started her career as a teacher at Orlando High School in 1981. She also lectured at the University of the Witwatersrand. She became a Director in the Office of the President in 1994.

She also played an active role in the African National Congress (ANC) and has been the Deputy Chairperson of the ANC in Gauteng since 2001. She was appointed as the new Minister of Basic Education on 11 May 2009. Ms Motshekga published a language teaching manual in 1993, entitled "*Learn Sesotho and Zulu*".

### ACADEMIC QUALIFICATIONS

- Higher Diploma in Education
- Bachelor of Arts in Education from the University of the North
- Bachelor of Educational Science from the University of the Witwatersrand
- Masters Degree from the University of the Witwatersrand

### CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES

- Teacher at Orlando High School (1981 – 1983)
- Lecturer at the Soweto College of Education (1983 – 1985)
- Lecturer at the University of the Witwatersrand (1985 – 1994)
- Director in the Office of the President (1994 – 1997)
- Deputy Secretary of the ANC Women's League (1997 – 2007)
- Executive Member of the National Education Union of South Africa (Neusa)
- Member of SedibasaBasadi Trust
- Member of the Gauteng Executive Council for Social Services and Population Development (2000 – 2004)
- Deputy Chairperson of the African National Congress in Gauteng since 2001



**Dr Bonginkosi Emmanuel “Blade” Nzimande**

Minister of Higher Education and Training, Department of Education, RSA

Dr Bonginkosi Nzimande was born on 14 April 1958. He obtained a Doctorate in Philosophy from the University of Natal. He started his career as a lecturer in Industrial Psychology at the University of Natal in 1987. He also lectured at the University of Zululand and is a Council Member of the University of South Africa. Apart from his academic affiliations, Dr Nzimande is also the General Secretary of the South African Communist Party and Chairman of the Financial Sector Campaign Coalition.

His published works include, *“Schooling in the context of violence in South Africa: the challenges of change”* as well as *“Civics and Civil Society: a reply to M. Mayekiso”*, which is a work in progress. Dr Nzimande was appointed as the new Minister of Higher Education and Training on 11 May 2009.

**ACADEMIC QUALIFICATIONS**

- Doctorate in Philosophy, specialising in Sociology, University of Natal

**CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Lecturer at the University of Zululand (1985)
- Lecturer in Industrial Psychology, University of Natal (1987)
- Council Member at the University of South Africa
- Member of the National Deployment Committee of the ANC
- Council Member of the University of KwaZulu-Natal
- Council Member of the University of Transkei
- Chairman of the ANC Parliamentary Study Group on Education
- General Secretary of the South African Communist Party
- Chairman of the Parliamentary Select Committee on Education
- Deputy Chair of the Central Committee of the South African Communist Party
- Chairman of the Financial Sector Campaign Coalition (FSCC)

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**Mr Enver Surty**

Deputy Minister of Basic Education, Department of Education, RSA

Mr Enver Surty was born on 15 August 1953. He completed his primary schooling in Rustenburg and matriculated at Lenasia High School in 1970. He obtained a Bachelor of Arts Degree from the University of Durban-Westville in 1973. He completed his LL.M Degree in Constitutional Litigation in 1996. He was admitted as an Attorney in 1977.

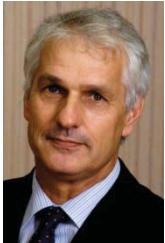
Mr Surty was appointed as the Minister of Justice and Constitutional Development on 25 September 2008. He is currently the Deputy Minister of Basic Education.

## ACADEMIC QUALIFICATIONS

- Bachelor of Arts Degree, University of Durban-Westville (1973)
- Honours Degree in Philosophy
- B.Proc Degree from Unisa (1977)
- LL.M Degree in Constitutional Litigation from the University of the Western Cape (1996)

## CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES

- Served articles as Candidate Attorney in Johannesburg (1975)
- Admitted as Attorney (1977)
- Practised as General Practitioner and Human Rights Lawyer in Rustenburg (1977 – 1994)
- Member of the Management Committee of the Constitutional Assembly and Negotiator for the ANC on the Bill of Rights (1994 – 1996)
- Provincial and Programming Whip for the North West Province (1994 – 1999)
- Observer Member of the ANC National Executive Council (1999 – 2007)
- Served on the Judicial Service Commission (2003 – 2004)
- Minister of Justice and Constitutional Development (2008 - 2009)
- Deputy Minister of Education (2004 – 2008)
- Deputy Minister of Basic Education since 11 May 2009



**MrDunanHindle**

Director-General of Basic Education and Training, DoE, RSA  
Chairperson – TDS Steering Committee

Mr Duncan Hindle was born on 25 April 1952 in Eshowe, KwaZulu-Natal. He started his career as a teacher at Pietermaritzburg College and Uplands School in White River. He later became a lecturer in Educational Technology at Edgewood College of Education and Sociology of Education at the University of Natal. MrHindle was also an External Examiner for the University of Cape Town and Natal Technikon.

His academic qualifications include a Bachelor of Arts Degree with Majors in English and Economics, as well as a BEd Degree (Sociology and Comparative Education) from the University of Natal. He is currently the Director-General of Basic Education at the National Department of Education.

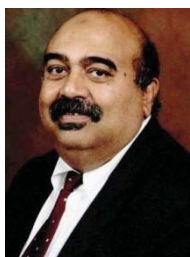
**ACADEMIC QUALIFICATIONS**

- BA majoring in English and Economics
- Higher Diploma in Education (Specialising in Mathematics), University of Natal
- BEd (Sociology and Comparative Education), University of Natal

**CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Teacher at Pietermaritzburg College and Uplands School, White River
  - Lecturer in Educational Technology at Edgewood College of Education and Sociology of Education at the University of Natal
  - Honorary Research Fellow, Faculty of Humanities, University of Natal
  - External Examiner for University of Cape Town and Natal Technikon
  - Acting Head of Department, Mpumalanga Education Department
  - Chief Director, Human Resource Planning, DoE
  - Deputy Director-General, General Education, DoE
  - Deputy Director-General, Planning and Monitoring, DoE
  - Acting Director-General, DoE
  - Director-General of Basic Education, DoE
-

# Perfecting the art of teaching



**Mr Firoz Patel**

Chairperson – TDS Technical Committee

Deputy Director-General: System Planning and Monitoring, DoE, RSA

Mr Firoz Patel is currently the Deputy-Director General responsible for System Planning and Monitoring in the Department of Education (DoE), South Africa. He joined the DoE in 2002. Between 1999 and 2002 he was the Executive Director of the Education Foundation Trust, an organisation dealing with education statistics and quantitative analyses. He also served as Director of Education Information in the then newly created Gauteng Department of Education between 1996 and 1999. He started his teaching career in 1978 and later became acting principal and deputy principal.

Mr Patel has presented papers at a number of conferences and workshops on topics related to education finance and financing. He qualified as a Mathematics teacher in 1997 with an Education Diploma, after which he obtained a Bachelors of Commerce Degree. He also has a B Ed Honours Degree and a Masters in Education Management (cum laude) from the University of South Africa.

## **ACADEMIC QUALIFICATIONS**

- Qualified Mathematics Teacher
- Bachelor of Commerce Degree
- B Ed Honours Degree
- Masters in Education Management

## **CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Teacher (1978)
  - Director of Education Information (1996 – 1999)
  - Executive Director of the Education Foundation Trust (1999 – 2002)
  - Deputy Director-General: System Planning and Monitoring, DoE (current position)
-



**Mr Fred van Leeuwen**  
Education International (EI) General Secretary

Mr Fred van Leeuwen was born on 22 April 1950. He was elected General Secretary of the International Federation of Free Teachers' Unions (IFFTU) in 1981 and held this post until the dissolution of the Secretariat in 1993. During his term of office, the membership of the organisation almost doubled, rising from 5.5 million to 9 million members.

Mr van Leeuwen took the office of General Secretary of the Education International Interim Board during the Education International Constituent Congress held in Stockholm (Sweden) in January 1993. He was re-elected as EI General Secretary at EI's next World Congresses in July 1995 (Harare, Zimbabwe), in July 1998 (Washington D.C., USA), in July 2001 (Jomtien, Thailand), in July 2004 (Porto Alegre, Brazil) and in July 2007 (Berlin, Germany).

**A former teacher in The Netherlands, he joined the Algemene Bond van OnderwijsPersoneel (ABOP) and became responsible of this union's International Affairs Department in the late 70s.**

Education International now comprises 401 national organisations representing over 30,000,000 teachers and education workers in 172 countries or territories.

From January 2007 to February 2009, Mr van Leeuwen chaired the Council of Global Unions (CGU). As Chair of the Conference of Global Union Federations (GUFs) from January 2005 to January 2007, he was instrumental in the establishment of the Council.



**Prof Dennis Shirley**  
Professor of Teacher Education, Lynch School of Education, Boston College, USA

Dennis Shirley is a professor at the Lynch School of Education. His work ranges from assisting new teachers in complex school environments to designing large-scale research and intervention projects for school districts and states. Prof Shirley was the first U.S. scholar to document community organising as an educational change strategy, which has resulted in visiting professorships in Austria, Canada, Germany, Ireland, Italy, Japan, Spain, the United Kingdom and the United States.

# Perfecting the art of teaching

Prof Shirley recently completed a study of the “Raising Achievement Transformation Learning” project of the Specialist Schools and Academies Trust in England, which raised pupil learning results in over 200 schools at double the national rate in a two-year period. Prof Shirley has led three school improvement efforts with over \$13 million in funding and his research has been translated in German, Spanish and French. He holds a Doctoral Degree from Harvard University.

## ACADEMIC QUALIFICATIONS

- B.A in Political and Social Thought, University of Virginia (1977)
- M.A in Sociology, New School for Social Research (1980)
- Ed.D. in Teaching, Curricula and Learning Environments, Harvard Graduate School of Education (1988)

## CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES

- Professor at the Department of Education, Rice University (1988 – 1998)
- Member of the Executive Planning Committee of the Rice School (1992 – 1994)
- Research Associate at Harvard University (1997 – 1998)
- Visiting Scholar at Harvard University (1997 – 1998)
- Principal Investigator and Director of QUEST (Quality Urban Educators in Support of Teaching), Chestnut Hill (2002 – 2005)
- Principal Investigator, Raising Achievement and Transformational Learning (2005 – 2006)
- Principal Investigator, The Mindful Teacher (2004 to date)
- Professor of Teacher Education, Lynch School of Education (1998 to date)

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## Dr YusufSayed(Picture not available at time of print)

Dr YusufSayed is an education policy specialist with a career in international education and development research. He is presently a Reader in International Education at the University of Sussex and incoming Professor of International Development Studies at the University of Amsterdam. He is also attached as a Senior Research Fellow at the Centre for Education Quality Improvement (CEQI), Human Sciences Research Council, South Africa.

Dr Yusuf was also a Senior Policy Analyst at the EFA Global Monitoring Report, UNESCO, Team Leader for Education and Skills and the Department for International Development UK, and Head of Department of Comparative Education at the University of the Western Cape, South Africa. Dr Yusuf’s research focuses on understanding the dynamic interplay between the development and implementation of educational policy at different levels of the system, from the school to the tertiary level, with implications for the achievement of international development goals related to poverty reduction, equity, and empowerment. He has researched and published extensively in the field focusing on education exclusion and inclusion; education governance and the role of the state; equity, financing and education; education quality and teacher education. Dr Yusuf’s current research interest focuses on the effects of fee charging in education and education quality as it relates to issues of equity, rights and social justice for the marginalised and disadvantaged.

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**Mr Mahalingum Govender (Dhaya)**  
General Secretary, ELRC, RSA

Mr Mahalingum Govender was born in 1960 in Malvern, KwaZulu-Natal and matriculated at the Shallcross Secondary School in 1977. In 1980 he obtained his Diploma in Education from the Springfield College of Education. Mr Govender started his teaching career at the Westham Secondary School from where he taught at numerous other institutions. Mr Govender resigned from teaching to take up a position in the DHAC (Durban Housing Action Committee), an affiliate of the UDF (United Democratic Front) and a federation of CIVIC organisations to make a contribution in the struggle against apartheid. Mr Govender has been a member of the ANC since 1985.

After the un-banning of democratic organisations in April 1990 Mr Govender involved himself in trade union work and joined SADTU in 1991. In 1992 he founded and chaired the Durban West Branch of SADTU from where he became the Deputy Chairperson of SADTU KwaZulu-Natal in 1996. He is currently the General Secretary of the Education Labour Relations Council (ELRC).

### **ACADEMIC QUALIFICATIONS**

- Diploma in Education, Springfield College of Education (1980)
- Advanced Human Resources Development Programme (1990) Technikon Natal
- Diploma in Negotiations Skills, International Negotiations Academy (2000)
- Advanced Diploma in Negotiations Skills, International Negotiations Academy (2001)
- Advanced Labour Law Diploma, UNISA (2004)
- CCMA - Commissioners Accreditation Course (2004)
- Management Development Programme (MDP) UNISA, (2006)
- Post Graduate Diploma in Labour Law, University of Johannesburg – Honours level (2007)

### **CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Chairperson of the Durban West Branch of TASA and SADTU (1991 - 1997)
- Founding member and Chairperson of the Regional Education and Development Committee (Redcom) of SADTU-Southern Natal (1992 - 1993)
- Deputy Chairperson of SADTU KwaZulu-Natal (1996 - 1997)
- National Negotiator of SADTU in PSCBC and ELRC (1996 - 1999)
- General Secretary of the Education Labour Relations Council since 2000
- (Pro-amico) Part-time Commissioner of CCMA Pretoria – since 2007
- Principal Investigator and Chairperson – PCTA since 2007

# Perfecting the art of teaching



## **Ms NombuleloNxesi**

CEO of the Education, Training, Development & Practices Sector Education & Training Authority (ETDP Seta), RSA

MrsNombulelo (Sessi) Nxesi is the Chief Executive Officer of the Education, Training, Development and Practices Sector Education and Training Authority (ETDP SETA). She started her career as a teacher in 1988 in the Eastern Cape. She was also the Head of Department for Maths and Science in the Eastern Cape from 1988 to 1995. MrsNxesi was also a lecturer at the former Daveyton College of Education, from 1995 to 1997. Before she joined the ETDP SETA in 2004, she was the Director for Teacher Development at the Department of Education from 1999 to 2004.

MrsNxesi has a solid academic background in education and is currently completing her Masters Degree in Education.

## **ACADEMIC QUALIFICATIONS**

- Bachelor of Science (Mathematics and Chemistry), University of Fort Hare
- Higher Education Diploma, University of Fort Hare
- B Ed, University of the Witwatersrand
- M Ed (current studies), University of the Witwatersrand
- MBL (current studies), UNISA SBL

## **CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Teacher and HOD Maths and Science in the Eastern Cape (1988 – 1995)
  - Lecturer at former Daveyton College of Education (1995 – 1997)
  - Deputy Chief Education Specialist: Human Resource Management, Gauteng Department of Education (1997 – 1998)
  - Chief Education Specialist: Curriculum and Education Development, Gauteng Department of Education (1998 – 1999)
  - Director for Teacher Development, DoE (1999 – 2004)
  - Chief Executive Officer: ETDP SETA (2004 to date)
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**Mr Mark Henning**  
ETDP SETA Governance

Mr Mark Henning is a member of the ETDP SETA governance structure, which represents 14 organisations that form the National Alliance of Independent School Associations (NAISA). He is also a former chairperson of the ETDP SETA. Mr Henning is the Editor of the Independent Education magazine.

He has had 53 rewarding years in education, in public and independent schools, teacher training colleges and stakeholder organisations. Positions held outside education include: vice-president of the South African Cricket Association and chairman of the Transvaal Cricket Union, both at the stage of transformation to non-racialism.

In November 1998 he was awarded the Johannesburg College of Education Rector's Gold Medal Award for "his commitment and dedicated service to education, for his professionalism and for the fine example he set to pupils and colleagues".

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# Perfecting the art of teaching



**MrRejBrijraj**

CEO of the South African Council for Educators (SACE)

MrRejBrijraj is the CEO of the South African Council for Educators. He was the first joint Chairperson of SACE and was subsequently appointed as its first CEO.

SACE is a statutory council that manages the compulsory registration of all educators in South Africa, oversees the on-going professional development of educators and safeguards ethical standards and professionalism.

MrBrijraj has been a mathematics schoolteacher for twenty-seven years and served at all levels of schooling. He holds a BA Honours Degree in Philosophy and is currently researching professional ethics. He is active in transformation and cultural issues and serves on the board of Ethics South Africa and on the council of Statistics South Africa.

## **ACADEMIC QUALIFICATIONS**

- BA (Maths, Logic)
- BA Honours (Philosophy)
- M.Phil (Ethics)

## **CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Teaching experience (27 years)
  - Vice President, SADTU
  - Vice President, Teachers Association of South Africa
  - CEO of SACE
-



**MrThobileNtola**

CTU – SADTU

President of the South African Teachers' Union (SADTU)

MrThobileNtola started his career as a teacher in 1989 in Port Elizabeth. He later became a member of the National Education Union of South Africa (NEUSA) and was elected as the Chairperson of the Port Elizabeth Branch in 1989. He has been a member of SADTU since its inception in 1990. He was elected the Deputy President of SADTU during 2006 Congress and later became its President during the 2008 NGC. He teaches science and is a principal of the Chukile Senior Secondary School.

### **ACADEMIC QUALIFICATIONS**

- Qualified Teacher

### **CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Teacher in Port Elizabeth (1989)
- SADTU Zwibe Branch Chairperson (1990)
- SADTU Eastern Cape National Councillor (1993)
- SADTU National Negotiator, representing the Eastern Cape in ELRC (1996)
- Chairperson of SADTU Kwazakhele Branch (2000)
- Chairperson of SADTU, Western Region (2003)
- Deputy Chairperson of SADTU, Eastern Cape (2005)
- SADTU Deputy President (2006)



**MrMugwenaMaluleke**

CTU – SADTU

Acting General Secretary: SADTU

MrMaluleke was previously the National Treasurer and Deputy General Secretary of SADTU. He joined the union at its inception and is a member of the Soshanguve Branch, Gauteng. He teaches mathematics and is principal of the Rodney Mokoena Junior Secondary School. Upon becoming Treasurer his priorities were the training of regional administrative staff in bookkeeping, and the incorporation of all branches into the Union's consolidated audited financial results. As Deputy General Secretary, MrMaluleke was responsible for organisational review and renewal of the organisation.

# Perfecting the art of teaching



**Mr Esra Ramasehla**  
CTU – SAOU  
President of NAPTOSA

Mr Esra Ramasehla was born on 15 July 1951. He has been teaching for 13 years and is currently the Principal of Mononong Primary School in Mamelodi, a position he has held for the past 17 years. He also serves on a number of community organisations, including the Steering Committee on Land Restitution in the North West and Gauteng's Commission on Land Restitution. He is also an Executive Member of the Emerging Farmers' Committee in Cullinan.

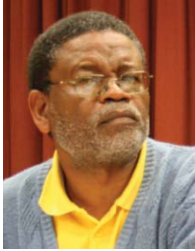
Mr Ramasehla travelled to the United States and Great Britain on a United States of America Leadership Programme. During this visit he observed and participated in various programmes that had a bearing on educational leadership and management in various states of America, including Atlanta, Florida, Montgomery, Arizona, Massachusetts and New York.

## **ACADEMIC QUALIFICATIONS**

- Secondary Teachers Diploma, Hebron Training College (1973 – 1974)
- Bachelor of Arts, Unisa (1977)
- B Ed, University of the Witwatersrand (1988 – 1989)

## **CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Teacher at Thembisa High School (1975)
  - Head of Department, Izikhulu High School (1983 – 1984)
  - Deputy Principal, Izikhulu High School (1987)
  - Principal, Mononong Primary School (1988 to date)
  - Secretary of District Committee Feeding Scheme (1992 – 1993)
  - Vice Chair of the National Union of Educators (2003 – 2006)
  - ETDP SETA Board Member (2007 to date)
  - NAPTOSA Chairperson (2007 to date)
-



**Mr Eliam Biyela**  
CTU-SAOU  
Executive Director, NATU

Mr Eliam Biyela was born on 15 May 1955 in Nkandla in KwaZulu-Natal. He obtained a Bachelor of Education degree from Unisa in 1989. He also obtained a Bachelor of Arts Honours Degree in Geography and a University Education Diploma from the University of Zululand in 1987.

Biyela is the Executive Director of the National Teachers' Union (NATU) and has been involved with the union since 1987. He started his teaching career in 1980 and was the Natal Regional Coordinator of teacher opportunity programmes from 1987 to 1988. He is currently studying towards a Masters degree in Business Administration (MBA). Biyela is married and has four children.

#### **ACADEMIC QUALIFICATIONS**

- Diploma in Education Management
- Bachelor in Education
- Bachelor of Arts (Hons) Geography
- University Education Diploma

#### **CAREER/MEMBERSHIP/POSITIONS/OTHER ACTIVITIES**

- Member of the Executive Committee, NEDLAC
  - Vice President of FEDUSA
  - Member of the Confederal Board of Ward Confederation of Teachers (WCT)
  - Deputy Secretary of the Pan African Federation of Teachers Trade Unions (PAFETTU)
  - Director of Emanyini investments
  - Executive member of Mfundoyesizwe School Building Trust
  - Secretary of the Bhejane tribal Community Development Committee
  - Executive Director, NATU
-

# Perfecting the art of teaching



**Dr Jopie Adriaan Breed**  
**CTU - SAOU**

President of the Suid-Afrikaanse Onderwysersunie (SAOU)

Dr Jopie Adriaan Breed was born on 14 March 1951. He matriculated at Hans Strijdom High School in Naboomspruit in 1968. He started his career as a mathematics teacher at Dr Malan High School in 1974.

He obtained his Bachelor of Science Degree in 1973 and completed his Ph.D in Educational Management in 2008. He received a certificate for dedicated service in education from the Minister of Education in 1994.

Dr Breed has been married for 35 years to Mrs Betty Breed and has two sons; Rian, an Electronic Engineer and Danie, a teacher.

Dr Breed was elected as the President of the SAOU in January 2009. He is also a board member of the South African Council for Educators.

## ACADEMIC QUALIFICATIONS

- B.Sc, PU for CHE (1973)
- B Ed – Educational Management, PU for CHE (1986)
- Completed a Course in Zulu (1996)
- M Ed – Educational Law (2003)
- Ph.D – Educational Management (2008)

## CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES

- Mathematics Teacher at Dr Malan High School in Meyerton (1974 – 1980)
- Head of Department (Natural Sciences) at Overvaal High School in Vereeniging (1981 – 1984)
- Deputy Principal of HTS N. Diederichs in Krugersdorp (1984 – 1989)
- Senior Deputy Principal of Jeugland High School in Kempton Park (1989 – 1991)
- Principal of Hans Moore High School in Benoni (1991 – 1996)
- Principal of Jeugland High School (1997 – 1999)
- Principal of Potchefstroom Gymnasium (2000)
- Deputy President of SAOU (2006 – 2008)
- Board Member of SACE (2009)
- President of SAOU (2009)



**Ms Matseliso Dipholo**

Chairperson of Professional Development Committee - SACE

Mrs Matseliso Dipholo was born on 17 March 1972 in Aliwal North in the Eastern Cape and matriculated at the Nelson Mandela Secondary School in Cape Town in 1990. She obtained her Senior Primary Teacher's Diploma at the Cape College in the Eastern Cape and completed her Further Education Diploma in Specialised Education.

She has been teaching since 1994 at Nolothando School for the Deaf and is currently a council member at the South African Council for Educators and the Deputy Chairperson of ETDPSETA.

**ACADEMIC QUALIFICATIONS**

- Senior Primary Teachers Diploma
- Further Diploma in Education (Special Education)

**CAREER/MEMBERSHIP/POSITIONS/OTHER ACTIVITIES**

- She is currently a council member at the South African Council for Educators and the Deputy Chairperson of ETDPSETA.
- Vice President for Education

# Perfecting the art of teaching



**Prof Mary Metcalfe**  
Head of Education, Wits University

Professor Mary Metcalfe was appointed as Head of the Wits School of Education at the University of the Witwatersrand in 2005. She has worked in Education since 1974. She joined the Johannesburg College of Education as a lecturer in 1982 and taught in the Department of Education at the University of the Witwatersrand for eight years until the first democratic elections in 1994. She was elected to the Gauteng Legislature and appointed as the first Member of Executive Council for Education where she served from 1994 to 1999. She was appointed as MEC for Agriculture, Conservation, Environment and Land Affairs from 1999 to 2004. In 2004 she was elected as Deputy Speaker of the Gauteng Legislature.

She returned to Education at Wits in 2005. She is currently a Council Member of the South African Council for Educators, Chair of the Education Deans Forum of Higher Education South Africa, and Chairperson of the UNESCO Commission's Committee on Education in South Africa.

Prof Metcalfe's professional and academic qualifications include a diploma in Specialised Education and a Master's Degree in Education from the University of the Witwatersrand. She has researched and been published on a variety of education topics, including Special Education, education transformation and governance. She played an important role in the shaping of the ANC's education policy and in the Curriculum Technical Sub-Committee of the National Education and Training Forum.



**Prof Michael Samuel**  
Dean of the Faculty of Education, University of KwaZulu-Natal, RSA  
Chairperson of the Deans' Forum

Prof Michael Samuel is currently Dean in the Faculty of Education, University of KwaZulu-Natal. He was the former Deputy Dean (Initial Teacher Education) at the University of KwaZulu-Natal, South Africa (2006). He was a member of the Ministerial Committee on Teacher Education (MCTE) who was tasked with developing a National Framework for Teacher Education South Africa (2003-2005). A policy arising from the MCTE's work has been gazetted in April 2007 as the national policy (the National Policy Framework for Teacher Education and Development) in South Africa, steering new directions for the sector of teacher education and professional growth.



He has served as Deputy Dean and Director of the Faculty of Education and the School of Educational Studies at the former University of Durban-Westville. He serves on numerous advisory bodies including being a member of the Reference Group of the Council for Higher Education (South Africa): which set up the 2005-2007 review of all teacher education professional and academic programmes in South Africa. He was part of the technical advisory team (2004-2005) to a major research project undertaken by the Human Sciences Research Council (HSRC) on behalf of the Education Labour Relations Council, reviewing the national teacher supply and demand challenges in the context of the HIV/AIDS pandemic in South Africa.

He supervises doctoral and masters research students in a range of areas including: Language, Culture and Nation-building; Sociolinguistics; Teacher Professional Development; Teacher Education Policy; Teacher Union development; Lifehistory Research; Curriculum Development and Design in the Higher Education system (including Teacher Education and Health Sciences).

He has delivered conference papers at a range of international and national conferences, including the Oxford Conference: Education and Development, the American Educational Research Association Annual conference, Mauritius Institute of Education conference, the Kenton Conference. He was the keynote speaker for the International Congress on Education for Teaching (ICET) Conference.

He has published in the following international and national journals: Perspectives in Education (PIE); South African Journal of Higher Education (SAJHE); The South African Journal of Communication Disorders (SACD); TESOL Quarterly; Institute of Development Studies Bulletin; International Journal of Educational Development (IJED); and International Journal for Educational Research (IJER).



**Dr Francine de Clercq**

Lecturer and Researcher: Educational Leadership and Policy, University of the Witwatersrand, RSA

Dr Francine de Clercq was born on 18 May 1951 in Brussels. She lectures and researches in the division of Educational Leadership and Policy Studies (ELPS) in the School of Education at the University of the Witwatersrand. Her work and teaching focuses on education policy, change and governance. She has published many articles internationally and nationally in the area of policy analysis, district support and monitoring, as well as school and teacher evaluation.

She has done a lot of consultancy and research work for the national department of education and the GDE and was recently part of the NEEDU Ministerial Committee. Her other areas of interest are: school effectiveness and school improvement as well as school/teacher evaluation and appraisal.

# Perfecting the art of teaching

As a researcher in the Curriculum Policy Research Group, she monitors and analyses the adoption and implementation of the major educational reforms undertaken by the Department of Education since 1995. With her work for the Certificate in Applied Economics and Educational Planning, she has developed research interest in monitoring educational financing and school performance, relying on quantitative methods and correlation/regression analyses.

## ACADEMIC QUALIFICATIONS

- Candidature en Sciences Economiques et Sociales, Université Catholique de Louvain, Belgium(1970)
- Licence en Sciences Economiques, Université Catholique de Louvain, Belgium (1974)
- M A in Industrial Relations, University of Sussex, Britain(1976)
- Certificate in Applied Economics and Educational Planning, P & DM, Wits University, (1999)
- Ph D registration, Wits University (2002-3 and 2008-9)

## CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES

- Research Associate, Institute of Education, University of Bophuthatswana (1983 – 1986)
  - Lecturer and Senior Lecturer in the Department of Development Studies at the University of Bophuthatswana (1986 – 1991)
  - Lecturer in the Department of Education at Wits University (1991)
  - Facilitator and editor of the Proceedings and Analysis of the GDE District Development Conference, Buffelspoort (1999)
  - Conference Participation: ICSEI Congress, Toronto, Delivered the paper: *“School development work in South African education, the challenges of district support and monitoring”* (2001)
  - Coordinator of the SADC Centre of Education Policy Support, at the University of the Witwatersrand (2002 – 2004)
  - Consultant for the HSRC evaluation of the QLP Project in the provinces, District component (2002)
  - Consultant for the DoE: Quality Assurance Directorate on summarising the WSE reports of 2002 – 2006 (2007)
  - Head of the Division of Education Leadership and Policy Studies (ELPS) Wits School of Education (2007)
-



**Dr Peggy Msimango**  
Director Chief Education Specialist,  
Ikhwezi-Inservice Training Institute

Dr Peggy Msimango was born on 28 December 1950 in Nigel. She matriculated at Inanda Seminary School in 1969. She obtained her Secondary Teachers Diploma in 1972 and later obtained a Bachelor of Arts Honours Degree in 1980 from the University of Zululand. She completed her Doctorate in Education in 2008.

Dr Msimango started her teaching career in 1977 as a language teacher at Nkamana High School. She later taught at tertiary level as a lecturer in the curriculum studies division at the University of Durban Westville from 1993 to 1997. During her tenure as a lecturer at the University of Durban Westville, she was able to influence the culture of multiculturalism through her lectures, challenging the separatist mentality of management and teachers in former Model C schools where she had to supervise students during their Practice Teaching Period.

Between 2001 and 2004, Dr Msimango managed a cluster-to-cluster UK Global Funded school partnership project with Sheffield Schools Zwelibani High, Westville Boys High, Newlands East Secondary, and Inanda Seminary. These exposures contributed to broadening the horizons of the learners, making them globally informed citizens.

Dr Msimango delivered an academic paper at an International Teacher Development conference in 1998, *“The role of funders in teacher development programmes”*.

## **ACADEMIC QUALIFICATIONS**

- Secondary Teachers Diploma, University of Zululand (1970 – 1972)
- BA, University of Zululand (1973 – 1976)
- BA Honours, University of Zululand (1979 – 1980)
- BEd, University of Zululand (1981 – 1982)
- MEd, University of Aberdeen (1988 – 1989)
- HRM Diploma, Damelin (1993)
- Project Management Diploma, Damelin (1994)
- Executive Management Development Programme, IIR South Africa (2002)
- DEd, University of KwaZulu-Natal (2008)

## **CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Language Teacher at Nkamana High School (1977 – 1978)
- Language Teacher at Dlangezwa High School (1977 to 1978)
- Lecturer at Esikhawini College of Education (1987 – 1992)
- Lecturer at the University of Durban Westville (1993 – 1997)
- Director Chief Education Specialist at Ikhwezi In-Service Training Institute (1997 to date)

# Perfecting the art of teaching



**Ms Tessa Welch**

Senior Programme Specialist for Teacher Education at the South African Institute for Distance Education (SAIDE)

Ms Tessa Welch is currently a Senior Programme Specialist for Teacher Education at the South African Institute for Distance Education (SAIDE). After undergraduate studies in English and Latin, she was trained as a secondary school teacher at the University of Natal (Pietermaritzburg), and later completed an M Ed in the Teaching of English Literature at the University of Exeter.

She started her career as a high school teacher of English, moving from there into teacher education at the former Johannesburg College of Education, and the Soweto College of Education. Before being employed in 1996 at SAIDE, she worked at the English Language Teaching Information Centre contributing to the design and delivery of a distance programme for teachers in multilingual learning.

Her work at SAIDE has been in the following areas:

- Development of policy, standards and qualifications for teacher education.
  - Collaborative design and implementation of teacher education programmes in an open educational resources environment.
  - Design of approaches to and criteria for the quality assurance of distance education and e-learning.
  - Conceptualisation, management, and writing of evaluations of distance/e-learning programmes – with particular expertise in the evaluation of programme and course design, distance materials, learner support, assessment and quality assurance.
  - Professional development in quality assurance/evaluation, assessment and materials development for distance education.
-



### **Paul Musker**

Owner of Policy Research Consultancy (Paul Musker & Associates)

Mr Paul Musker was born on 25 September 1954. He obtained a Bachelor of Arts (Honours) Degree, specialising in Modern and Medieval Languages (Spanish and French), from the University of Oxford in 1975. He is proficient in four languages: English, Spanish, French and Portuguese.

Mr Musker is the owner of the policy research consultancy, Paul Musker & Associates. He has managed over fifty transformation related projects in South Africa, Bangladesh, Chile, Namibia, Kazakhstan, Republic of Georgia, Russia, Rwanda, Sierra Leone, Somaliland and Tajikistan with a special focus on education and training systems.

He was the Director of the ELTIC Education Trust from 1989 to 1996. This was a South African non-governmental organisation that specialised in multilingual education. He was also an advisor to the provincial government from 1994 to 1998. His work in this capacity included the development of education legislation and policy position papers.

His published works include:

*“Funding Plan for Expanded Access to Primary Education for Disadvantaged Groups 2008 – 2011”*. This was a research study for CFBT Education Trust and the Government of the Republic of Somaliland.

*“The Schools Infrastructure Support Programme: Mid-Term Review”*, in 2006, for IBF Brussels and the Delegation of the European Commission in Pretoria.

*“Incentives for teachers in primary schools: Research Report”*, in 2006, for the Department of Education.

### **ACADEMIC QUALIFICATIONS**

- Bachelor of Arts (Honours), Modern and Medieval Languages – Spanish and French, University of Oxford (1972 – 1975)
- Postgraduate Certificate in Education (PGCE), University of Liverpool (1978 – 1979)
- Master of Business Administration (MBA), University of the Witwatersrand (1992 – 1996)

### **CAREER/MEMBERSHIPS/POSITIONS/OTHER ACTIVITIES**

- Researcher and Programme Developer at the University of the Witwatersrand (1988 – 1989)
- Director of ELTIC Education Trust (1989 – 1996)
- Advisor to the provincial government, Gauteng Provincial Government (1994 – 1998)
- Owner of Paul Musker and Associates (1996 to date)

# Perfecting the art of teaching

## 4. COMMITTEES

### TEACHER DEVELOPMENT SUMMIT STEERING COMMITTEE

1. Mr D Hindle
2. Mr T Nxesi (Ex-member)
3. Mr TNtola
4. Mr A Thompson
5. Ms C Mbowane
6. Mr H Hendricks
7. Ms N Nxesi
8. Ms P Tyobeka
9. Mr F Patel
10. Dr J Breed
11. Mr M Govender
12. Mr R Brijraj
13. Mr D Balt

### TEACHER DEVELOPMENT SUMMIT TECHNICAL SUB COMMITTEE

1. Mr F Patel
2. Dr T Coombe
3. Mr M Govender
4. Mr T Nkomo
5. Dr D Parker
6. Mr H Mohamed
7. Dr T Coombe
8. Mr J Lewis
9. Dr H Narsee
10. Mr M Kutumela
11. Mr D Balt
12. Ms S Muller
13. Mr C Klopper
14. Ms N Nxesi
15. Dr B Malgas
16. Mr R Brijraj
17. Mr T Toolo
18. Prof M Metcalfe
19. Ms C Foca
20. Mr H Worst
21. Ms B Davids
22. Ms A Ngobeni



## **FACILITATORS**

1. Dr Peggy Msimango (Facilitator A)
2. Prof Mary Metcalfe (Facilitator B)
3. Dr MuaviaGallie (Facilitator C)
4. Prof Michael Samuel (Facilitator D)
5. MrMweli (NW ^ SG) (Facilitator E)
6. Dr Burton Malgas (Facilitator F)

## **RAPPOREURS**

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2. Dr TT Bengu (CEPD) (Rapporteur B)
3. Dr Vishnu Abhilak (Rapporteur C)
4. Prof Maureen Robinson (Rapporteur D)
5. DrFrancine de Clercq (Rapporteur E)
6. MrTheo Toolo (Rapporteur F)

## **ADDITIONAL RAPPOREURS**

7. Ms Ella Mokgalane
8. Ms AyandaNgobeni
9. Ms Gill Scott
10. Ms Bernice Davids

## **LOGISTICS TEAM**

1. MrM Govender – Project Director
2. Ms C Foca – Project Manager
3. Mr H Worst
4. Ms A Ngobeni
5. Ms M Milne
6. Ms B Davids
7. Mr W Monaise
8. MsP Mthimunye
9. Ms A Motene
10. Ms N Malgas
11. Ms J Xulu
12. Mr M Sijendu
13. Mr D Ramulongo
14. Ms S Xulu
15. Ms L Collop
16. Ms L Padayachee – Budget Controller
17. Ms T Sikhutshwa

## **MEDIA**

1. Mr H Worst
2. Ms B Davids
3. Dr G Whittle
4. Dr J Lewis
5. Ms S Muller
6. Mr T Nkomo