Wes-Kaap Onderwysdepartement • ISebe leMfundo leNtshona Koloni

Strategiese Plan

Fiskale jare 2010 – 2014

Strategic Plan

Fiscal years 2010 – 2014

IsiCwangciso soBuchule

OoNyaka-mali 2010 – 2014

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Imbulambethe

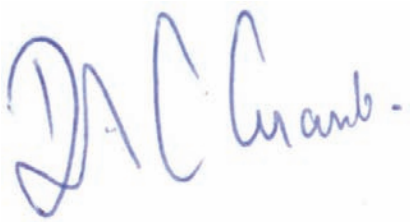
Donald Grant, Umphathiswa Wemfundo, ISebe leMfundo leNtshona Koloni

URhulumente waseNtshona Koloni uya kuphucula amathuba okuphila abo bonke abantwana bakhe ngokuthi ababonelele ngemfundo esemgangathweni. Ngenxa yoku, bonke abantwana baya kuqhubeka befunda esikolweni ithuba elide kangangoko oku kunokwenzeka yaye bazuze ezona ziphumo zingcono. Eyona nto kuza kugxininiswa kuyo ngakumbi kwithuba 2010 - 2019 iya kuba kukuphucula lwazi lwabafundi lokufunda, ukubhala nokubala. Ngeli thuba 2010 - 2014 abantwana beli phondo baya kuvuna iziqhamo zenkqubo esele yenzelwe ukuphumeza nelawulwa ngohlobo lokuba iphumeze iithagethi ezibekiweyo.

Izalathi-mpawu eziphambili zokulinganiswa kwenkqubela eyenziwe liSebe leMfundo leNtshona Koloni (*Western Cape Education Department*) (iSebe iWCED) ekuboneleleni ngemfundo esemgangathweni ziya kuthi ngaloo ndlela i) ziphucule ulwazi lokufunda nokubhala nolwazi lokubala kumaBakala 1-6 zize ii) zandise amanani okupasa kwiBakala 12 – kubandakanywa ukwanda kwamanani abo bapasa imathematika nesayensi baze bakufanele ukwamkelwa kwisidanga sokuQala.

Ukwenzela ukuxhasa uthatho-nxaxheba nempumelelo yabafundi, uRhulumente waseNtshona uya kubonelela: ngamagosa anenkathalo, anolwazi nazilungiselele ukunika inkxaso ezikolweni, ootitshala nabafundi; ootitshala ababakho esikolweni mihla le, abazilungiseleleyo nabasebenzisa iincwadi ezibhaliweyo (*texts*); imali eyabelwa ukwandisa kakhulu impumelelo; izikolo ezaneleyo nezikhuselekileyo nendawo ekhuthazayo kwabo sibambisene nabo emfundweni ukwenzela ukuba bafake igalelo elijolise kwimfundo esemgangathweni: imibutho yootitshala, amaBhunga oLawulo eZikolo, amashishini abucala, iMibutho eNgekho Phantsi koRhulumente, izikolo zabucala, iikholeji namaZiko eMfundo ePhakamileyo.

Ngasinye isigqibo esithathwe ngokunxulumene nemfundo eNtshona Koloni siya kusekelwa kwimfuno yokufikelela kwimpumelelo yabafundi kwiziphumo ezicacisiweyo. Kuya kufundiswa ikharityhulam entlantlu-ninzi emva kwemfundo yaseprayimari ukuqinisekisa ukuba abafundi babonelelwa ngamathuba afanelekileyo okuphuhlisa izakhono nolwazi lwabo. Akukho sisombululo sikhawulezileyo ngokubhekiselele ekuphuculeni umgangatho wemfundo ebonelelwa eNtshona Koloni. Oku kwenzeka kuphela nje ngokuthi kulandelwe inkqubo ezinzileyo yethuba elide, ejolise koko kufunwayo nangendlela ecwangciswe ngobuchule neya kwenza sibe nako ukufikelela kwiithagethi ezicacisiweyo.



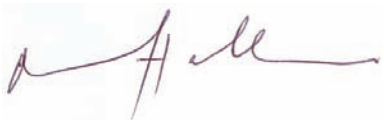
OneGunya loLawulo lweSebe leMfundo leNtshona Koloni

Ukunikezelwa koxwebhu ngokusemthethweni

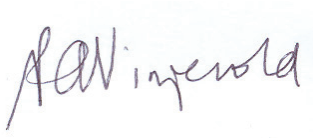
Esi siCwangciso ngoBuchule

– siqulunqwe ngabaphathi beSebe leMfundo leNtshona Koloni phantsi kwesikhokelo soMphathiswa weMfundo eNtshona Koloni, uDonald Grant.
– sithathela ingqalelo imigaqo-nkqubo echaphazelekayo, imithetho nezinye izigunyaziso iSebe leMfundo leNtshona Koloni elinoxanduva lwazo.
– sibonisa ngokuchanekileyo iinjongo ezicwangciswe ngobuchule nezinto ekujoliswe kuzo iSebe leMfundo leNtshona Koloni eliya kuzama kangangoko ukufikelela kuzo ngeli thuba 2010 - 2014.

L Ely [IGosa lezeMali eliyiNtloko]

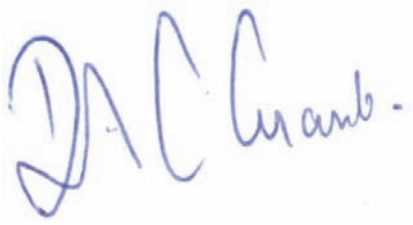


M Harker [IGosa eliyiNtloko elijongene nezoCwangciso]



PA Vinjevold [IGosa eliMele ukuPhendula ngoSetyenziso lweMali]

Sivunywe ngulo:



DA Grant [OneGunya loLawulo]

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ICandelo A: IsiShwankathelo sesiCwangciso

1. Umbono (*Vision*)

Iziphumo zemfundo eziphuculweyo kuluntu oluvulela amathuba wonke umntu.

2. UMnqophiso (*Mission*)

Ukuqinisekisa ukuba zonke iimeko zemfundo efikelela kwelona qondo liphezulu nenika eyona nzuzo inkulu kuyahlangatyezwana nazo ukwenzela ukuba bonke abafundi bazuze ulwazi, izakhono neemfundiso ezisisiseko abazifunayo ukuze baphuhlise iitalente zabo; baphile ubomi obanelisayo; benze igalelo kuphuhliso lwezentlalo nezoqoqosho; bathathe inxaxheba ngokupheleleyo kubomi nentlalo yeli lizwe; bakhuphisane namazwe ngamazwe, yaye bakhe uluntu olukwaziyo ukulawula ubomi balo ngempumelelo nangesidima, iSebe iWCED malenze ezi nkonzo zingundoqo zilandelayo, kwimeko engqongwe yimfundo enyanzelekileyo kumntu wonke, kubandakanywa iBakala R:

- Ukubonelela ngokucwangcisela yonke imfundo nangolawulo lwayo yonke inkqubo yemfundo
- Ukubonelela amaziko emfundo yoluntu jikelele ngenkxaso
- Ukubonelela ngemfundo izikolo zikarhulumente eziqhelekileyo
- Ukunika inkxaso izikolo ezizimeleyo
- Ukubonelela ngemfundo izikolo zikarhulumente zemfundo eneemfuno ezizodwa
- Ukubonelela ngemfundo noqeqesho oluqhubelekayo (FET) kwiikholeji ze-FET zikarhulumente
- Ukubonelela ngemfundo noqeqesho lwabadala (AET) kumaziko emfundo oluntu
- Ukubonelela ngemfundo yabantwana abasaqalayo (ECD) kwiBakala R
- Ukubonelela ngamathuba oqeqesho kootitshala nakwabo bangezotitshala
- Ukunika inkxaso umntwana ngokupheleleyo (*support the whole child*) ngokufundisa nge-HIV/AIDS; ukunika ukutya kubafundi abaqatshelwe njengabathwaxwa yintlupheko nayindlala ukwenzela ukuba babe nokufunda ngempumelelo; kunye nokukhuthaza indawo yesikolo ekhuselekileyo.
- Ukunika inkxaso ootitshala ngokubacebisa, ngokubonelela ngeemeko zengqesho ezisisiseko (*basic conditions of service*), ngezikhuthazi (*incentives*) nangeeprogram zempilo qete yabasebenzi (*employee wellness programmes*)

3. Iimfundiso ezisisiseko (*Values*)

- Iimfundiso ezisisiseko zoMgaqo-siseko weRiphablikhi yoMzantsi Afrika noMqulu wamaLungelo oLuntu
- Imigaqo ka-Batho Pele ("ukubeka abantu kuqala -*putting people first*") ngokuthetha-thethana nabo (*consultatio*n), ngemigangatho yenkonzo exhomileyo, ngembeko, ukwazi ukufikeleleka, ingcaciso, ukwenzela izinto phandle nasekuhleni (*openness and transparency*), ukusingatha izikhalazo nokwenza kuzuzwe lukhulu kwinkonzo (*giving best value*)
- Inguqu ngokuphucula ukwazi ukufikelela, ukulingana; umgangatho, ukwenza inkonzo ngokukhawuleza, ngempumelelo nokulungisa undonakele wangaphambili (*efficiency, effectiveness and redress*)
- Ukubekwa phambili komfundi njengoyena mntu ubaluleke gqitha (*prime importance of the learner*)
- Ukugqwesa ngokuthi kubonelelwe ngootitshala yaye kunikwe inkxaso ngootitshala abanezakhono, abanolangazelelo nabazele lulwazi nangamava (*equipped, optimistic and flourishing teaching force*)
- Indlela yokwenza izinto ngokulungiselela kuqala abathwaxwa yintlupheko xa kusabiwa imali (*pro-poor approach to resource allocation)*
- Ukwazi ukuphendula ngezenzo zakho nokwenzela izinto ekuhleni (*accountability and transparency*)
- Ukwenza umsebenzi oqaqambileyo nangenceba wezolawulo kunye nemisebenzi yokunika inkxaso
- Ukuzimisela ekwenzeni imisebenzi karhulumente ukuze kwenziwe eyona ndima inkulu nenkonzo eyinzuzo enkulu
- Ukuchasa zonke iintlobo zocalu-calulo (*Rejection of all forms of discrimination*)
- Ukuthathela ingqalelo nokuxhasa umsebenzi oqaqambileyo wootitshala

4. ISigunyaziso esinguNdoqo (*Core Mandate*)

Isigunyaziso esingundoqo seSebe leMfundo leNtshona Koloni (WCED) kukufundisa imfundo esemgangathweni kubo bonke abantu bethu.

5. Imisebenzi engundoqo (*Core functions*)

Ikharityhulam nokuxhasa uvavanyo
Iinkqubo zokunika inkxaso ezolawulo nezemali
Uphuhliso lwamaziko neenkqubo zokunika inkxaso, izitraksha neeprogram

Lisebenza ngokwemida yokwenza umsebenzi (*domains of operation*) emiselweyo iSebe iWCED liya kuthi ke ngoko

- linike inkxaso indlela yokwenza izinto edibanisa (*support an integrated approach*) uphuhliso lomzimba, ukukhula njengabantu nokukhula ngengqondo (*social and cognitive development*) kwabo bonke abantwana abaqalela kwiminyaka 0 kuye kutsho ku-4 abahlala kweli phondo.
- libonelele ngemfundo ekumgangatho ophezulu yeBakala R kubo bonke abantwana ababudala buyiminyaka emi- 5 ukwenzela ukuba bakulungele ukuqalisa imfundo yasesikolweni (*school learning*).
- liqinisekise ukuba bonke abafundi abaqalela kwiBakala 1 ukuya kwiBakala 6 bayakwazi ukufunda, ukubhala nokubala ngokwamanqanaba amiselwe yiNgcaciso yeKharityhulam kaZwelonke.
- liqinisekise ukuba bonke abafundi abakumaBakala 7 kuye ku-9 babonelelwa ngemfundo ngokubanzi ekumgangatho ophezulu.
- libonelele ngengcebiso ngokumalunga nokukhetha izifundo nokukhetha amakhondo omsebenzi (*career guidance*) kubo bonke abafundi abakwiBakala 9 ukwenzela ukuba bakwazi ukulandela iprogram efanelekileyo yaye bakhethe izifundo benolwazi.
- landise uthanto-nxaxheba lwabafundi nereyithi yokupasa, ngakumbi abafundi abamnyama abakwizikolo eziphakamileyo nakwiikholeji zoqeqeshelo-msebenzi (*vocational colleges*).
- landise inali labafundi abakwiBakala 12 abafaneleyo ukungena kwimfundo ephakamileyo.
- landise ukubonelelwa ngamabanga emfundo, ii-*learnerships, apprenticeships, internships* neeprogram zezakhono kwiikholeji ze-FET ezinxulumene namathuba emisebenzi.
- landise inani labafundi abadala abakwiiprogram zemfundo yabadala ngokusebenzisa iiprogram zezoqoqosho nezentlalo ezinjenge- *Expanded Public Works Program* (EPWP).

6. Izigunyaziso zoWiso-mithetho (*Legislative mandate*) nezinye izigunyaziso

6.1 Izigunyaziso zoMgaqo-siseko (*Constitutional mandates*)

ISiqendu 9 soMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho 108 ka-1996) [UMqulu wamaLungelo oLuntu (*Section 9 of the Constitution, Act 108 of 1996 [Bill of Rights*], senza isibonelelo sokuba wonke umntu abe nelungelo lokufumana imfundo esisiseko, kubandakanywa nemfundo yabadala esisiseko, nakwimfundo eqhubelekayo, nekufuneka urhulumente, ngokusebenzisa amanyathelo afanelekileyo, ayenze ihlale ifumaneka. IShedyuli 4 yoMgaqo-siseko ithi imfundo kumanqanaba onke, ngaphandle kwelemfundo ephakamileyo (*excluding tertiary education*) iwela kumhlaba ophantsi kwegunya lesiwisi-mithetho sikazwelonke nesephondo (*national and provincial legislative competence*). Igunya lokuwisa imithetho lesiwisi-mithetho nesephondo livela kwiSiqendu 126(1) soMgaqo-siseko, nesithi sinike igunya amaphondo lokwenza imithetho ngokumalunga nemibandela edweliswe kwiShedyuli 6 yoMgaqo-siseko, kwaye ke imfundo iwela kumhlaba ophantsi kwegunya leShedyuli 6 nelilawulwa ngaxeshanye nePalamente.

6.2 Izigunyaziso zoWiso-mithetho (*Legislative mandates*)

IZigunyaziso	Inkcazo emfutshane
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (Mthetho 108 ka-1996)	UMgaqo-siseko ufuna ukuba imfundo ingqinelane neemfundiso ezisisiseko zesidima sobuntu (*human dignity*), ulingano (*equality*), amalungelo oluntu (*human rights*) nenkululeko, ukungabikho kobuhlanga (*non-racism*) nokungabikho kocalu-calulo ngokwesini (*non-sexism*). Uqinisekisa ukwazi ukufikelela kwimfundo esisiseko yonmtu wonke ngokubonelelwa kwimfundo esisiseko kubandakanywa nemfundo yabadala. Isikhokelo somgaqo-nkqubo se-Ofisi yoMphathiswa wezeMfundo sicaciswe kolu xwebhu *Ministry's first White Paper: Education and Training in a Democratic South Africa: First Steps to Develop a New System* (*February 1995*).
4 UMgaqo-siseko wePhondo leNtshona Koloni, 1998 (UMthetho 1 ka-1998)	Phantsi koMgaqo-siseko kazwelonke, ngowona mthetho wongamileyo kwiPhondo leNtshona Koloni *Subject to the national Constitution, it is the highest law in the Western Cape*.
UMthetho weZikolo waseMzantsi Afrika, 1996 (uMthetho 27 ka-1996) njengoko ufakelwe izilungiso	I-SASA ibonelela ngenkqubo efanayo ngoququzelelo lolawulo, ukuphathwa nokwabelwa imali kwezikolo. Ikhuthaza ukwazi ukufikelela, ulawulo olusemgangathweni nolulandela intando yesininzi kwinkqubo yokuhamba isikolo (*schooling system*). Iqinisekisa ukuba bonke abafundi banelungelo lokwazi ukufikelela kwimfundo esemgangathweni ngaphandle kocalu-calulo yaye yenza ukuhamba isikolo okunyanzelekileyo kubantwana ababudala buyiminyaka esi-7 - 14. Ibonelela iintlobo ezimbini zezikolo – izikolo ezizimeleyo nezikolo zikarhulumente Imigaqo yokwabelwa imali kwezikolo, ecaciswe kwi-SASA ibeka phambili ukulungiswa kobugwenxa bangaphambili (*redress*) nokuthagetha ubuhlwempu ngokumalunga nolwabiwo lwemali kusabelwa inkqubo yokuhamba izikolo zikarhulumente (*public schooling system*).
UMgaqo-nkqubo weMfundo kaZwelonke (uMthetho 27 of 1996) (*National Education Policy Act (Act 27 of 1996) [NEPA*]	Injongo yalo Mthetho kukubonelela ngesigqibo sokumisela umgaqo-nkqubo wezemfundo kuzwelonke, kwakunye nesigqibo sokumisela umgaqo-nkqubo wemivuzo neemeko zengqesho (*conditions of employment*) zootitshala. Wawenzelwe ukuba ufake emthethweni yomibini le migaqo-nkqubo kunye nemisebenzi egunyaziswa sisiwisi-mithethi neyokubeka esweni inkqubo yoMphathiswa wezeMfundo, nokumisa ngendlela ubudlelwane phakathi kwamagunya kazwelonke nawephondo. Ubeka iziseko zokusekwa kweBhunga laBaphathiswa bezeMfundo (*Council of Education Ministers* (CEM)) neKomiti yeeNtloko zamaSebe eMfundo (*Heads of Education Departments Committee (HEDCOM*)) njengeeforam phakathi koorhulumente (*inter-governmental forums*) asebenzisana ekuphuhliseni inkqubo yemfundo entsha. Ngaloo ndlela ubonelela ngokuqulunqwa kwemigaqo-nkqubo kazwelonke ngokubanzi kunye neyemfundo noqeqesho oluqhubelekayo, phakathi kwezinye izinto, ikharityhulam, uvavanyo, umgaqo-nkqubo wezeelwimi noqinisekiso lwemigangatho. I-NEPA iqulethe (*embodies*) umgaqo wolawulo olusebenzisanayo (*principle of co-operative governance*), oluchazwe ngakumbi kwi-*Schedule Three of the Constitution*.
UMthetho weeKholeji zeMfundo noQeqesho oluQhubelekeyo (*Further Education and Training Colleges Act, 2006 (Act 16 of 2006)*	This Act aims to regulate further imfundo and training; to provide for the establishment, governance and funding of public further imfundo and training institutions; to provide for the registration of private further imfundo and training institutions; and to provide for quality assurance and quality promotion in further imfundo and training. Together with the Imfundo White Paper 4 on Further Imfundo and Training (1998), and the National Strategy for Further Imfundo and Training (1999-2001), it provides the basis for the development of a nationally co-ordinated further imfundo and training system, comprising the senior secondary component of schooling and technical colleges. It requires further imfundo and training institutions, established in terms of the new legislation, to develop institutional plans, while making provision for programs-based funding and a national ikharityhulam for learning and teaching.

IZigunyaziso	Inkcazo emfutshane
UMthetho woQinise-kiso lweMigangatho kwiMfundo noQeqesho ngoku-banzi, 2001 (UMthetho 58 ka-2001), njengoko ufakelwe izilungiso ngo-2008 (uMthetho 50 ka-2008)	Lo Mthetho ubonelela ngokusekwa, ukwakhiwa nokusebenza kweBhunga loQinisekiso lweMigangatho kwiMfundo noQeqesho ngokubanzi (*General and Further Imfundo and Training Quality Assurance Council*), ukwenzela ukubonelela ngoqinisekiso lwemigangatho kwimfundo noqeqesho ngokubanzi, ngolawulo lwemigaqo nemigangatho yekharityhulam novavanyo, ukwenzela ukukhushwa kwezatifikethi ngethuba lokufika ekugaibeleni (*at the exit points*) nokuqhutywa kovavanyo. Utshitshisa uMthetho weBhunga leZatifikethi laseMzantsi Afrika, 1986 (*South African Certification Council Act, 1986.*)
UMthetho wezeNgqesho yooTitshala, ka-1998 (UMthetho 76 ka-1998)	Kwenziwe isibonelelo sokuqeshwa kootitshala nguRhulumente nesommiselo weemeko zengqesho, ululeko, umhlala-phantsi nokugxothwa kootitshala kulo Mthetho. Ulawula imisebenzi yobutitshala, uxanduva lokuziphatha nolokuziphatha kakubi ngokwasemsebenzi kootitshala (*professional, moral and ethical responsibilities of educators*), kwakunye neemfuno eziluxanduva lootitshala. UMthetho wePalamente omnye nebhunga lomsebenzi oqeqeshelweyo elinye, i-*South African Council of Educators* (SACE), ngoku ilawula ootitshala ababefudula bahlula-hluliwe ngaphambili.
UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho no. 12 ka-1997)	Ubonelela ngenkqubo yemfundo efanayo yoququzelelo lolawulo, ukuphathwa nokwabelwa imali kwazo zonke izikolo kwaye ubonelele ngemfundo eneemfuno ezizodwa zeli phondo.
UMthetho woLawulo lweeMali zika-Rhulumente, ka-1999 *(Public Finance Manage-ment Act, 1999)*	Ulawula imiba yolawulo lweemali kurhulumente kazwelonke nakoorhulumente bamaphondo, uqinisekisa ukuba yonke imali yengeniso yerhafu, inkcitho, ii-asethi namatyala abo urhulumente ilawulwa ngendlela eyiyo nefanelekileyo ukwabonelela ngemisebenzi yabantu abaphathiswe ulawulo lweemali kwabo rhulumente.
IMithetho yoKwahlulwa kweNgeniso qho ngoNyaka (*The Annual Division of Revenue Acts)*	Le Mithetho ibonelela ngokwahlulwa ngokulinganayo kwemali yengeniso yerhafu phakathi korhulumente kazwelonke, koorhulumente bamaphondo nakoorhulumente beengingqi (*local spheres of government*) ngabo nyaka-mali balandelelanayo, imiqathango efunekayo yokunika iingxelo ngezo mali zabiweyo (*allocations*) ngenxa yoko kwhlulwa, ukubanjwa nokulityaziswa kweentlawulo kunye nokumela yintlawulo yeendleko ezibangelwe zizimangalo zokwaphula imigaqo yolawulo ngobambiswano (*principles of co-operative governance*) nobudlelwane phakathi koorhulumente.
UMthetho weNkonzo kaRhulumente, ka-1994 njengoko ufakelwe izilungiso (ISibhengezo 103 sika-1994),	Ubonelela ngoququzelelo nolawulo lwenkonzo kaRhulumente, kwakunye nolawulo lweemeko zengqesho, ithuba lokuba senkonzweni, ululeko, umhlala-phantsi nokugxothwa kwamalungu enkonzo karhulumente.
UMthetho weGunya leziQinisekiso waseMzantsi Afrika, uMthetho ka-1998 (*The South African Certification Council Act, 1986)*	Lo Mthetho ubonelela ngokuphuculwa nokuphunyezwa kwe-*National Qualifications Framework* (NQF) nokusekwa kwe-*South African Qualifications Authority* ukulungiselela lenjongo. I-NQF yindlela ebalulekileyo yokubonisa inkqubo yokufunda apho imfundo kuzwelonke apho imfundo noqeqesho zizinto ezincedisanayo zobuchule babantu (*as complementary facets of human competence*).
UMthetho weMfundo noQeqesho lwaBadala, 2000 (UMthetho 52 ka- 2000)	Ulawula imfundo noqeqesho lwabadala; ubonelela ngokusekwa, ukuphathwa nokwabelwa imali kwawo onke amaziko emfundo yabadala karhulumente; ubonelela ngobhaliso amaziko emfundo yabadala abucala kwaye ubonelele ngoqinisekiso lwemigangatho nokupasa ngokusemgangathweni kwimfundo noqeqesho lwabadala.
UMthetho weBhunga looTitshala laseMzantsi Afrika (UMthetho 31 ka-2000).	Lo Mthetho ugunyazisa i-SACE ukuba ibonelele ngobhaliso lwabo bonke ootitshala. Uchaza ukubaluleka kobhaliso kwabo baqeqeshelwa ubutitshalal. UMtheto we-SACE uphinde ube neenjongo zokukhuthaza umgangatho womsebenzi woqeqesho lootitshala kunye nokukhuthaza uphuhliso lootitshala kunye nokuziphatha kwabo ngendlela echubekileyo (*professional conduct*). Wenza isibonelelo secandelo le-*Legal Affairs and Ethics department* ekufuneka liqinisekise ukuba ootitshala abayaphuli iMigaqo yokuZiphatha okuVunyiweyo eMsebenzini i-*Code of Professional Ethics* yootitshala; ubonelela ngokukhuselwa kwesidima somsebenzi wobutitshala (*dignity of the profession*) kunye nokuhlaziya iMigaqo yokuZiphatha kooTitshala (Code of Educators) okuqhubeka okokoko.

6.3 Izigunyaziso zeMigaqo-nkqubo (*Policy mandates*)

Ukongeza kwizigunyaziso zowiso-mithetho kunye nolu xwebhu *Education White Papers (EWP) 1-7* le migaqo-nkqubo ilandelayo ikhokela iPhondo leNtshona Koloni ekufundisweni kwemfundo esemgangathweni:

- *National Curriculum Statement : Grade R – 9 (Gazette 23406, Vol. 443 – May 2002)*
- *Language in Education Policy, 1997*
- *National Policy on Religion and Education, 2003*
- *Policy Document on Adult Basic I Education and Training (12 December 2003)*
- *National Policy on HIV/AIDS for Abafundi and Educators in Public Schools and Students and Educators in Further Education and Training Institutions,1998*
- *National Policy regarding Further Education and Training Programs: Approval of the amendments to the programme and promotion requirements for the National Senior Certificate: A Qualification at Level 4 on the National Qualification Framework (NQF) [Gazette 29851 of April 2007]*
- *National Policy on the conduct, administration and management of the assessment of the National Certificate (Vocational), 2007*
- *Regulations pertaining to the conduct, administration and management of assessment for the National Senior Certificate [Gazette 31337, Volume 518 of 29 August 2008]*
- *Addendum to FET Policy document, National Curriculum Statement on the National Framework regulating Abafundi with Special Needs (11 December 2006)*
- *National Planning on an Equitable Provision of an Enabling School Physical Teaching and Learning Environment (21 November 2008)*
- *National Policy of Whole School Evaluation (July 2001)*
- *Norms and Standards for Educators, Government Gazette, Vol. 415, No. 20844, 2000.*
- *National Policy Framework for Teacher Education and Development in South Africa (26 April 2007)*
- *National Education Policy Act: Requirements for administration of surveys, (2 April 2007)*
- *National Education Information Policy (Government notice 1950 of 2004)*

Umgangatho wemfundo kweli phondo uya kuphinda womelezwe ngakumbi liqela lamaphulo (*initiatives*), angala:

- *Dinaledi "Centres of Excellence" in Mathematics, Science and Technology*
- *QIDS UP (Quality Improvement, Development, Support and Upliftment Programme)*
- *Foundation for Learning Campaign*
- *Education Management Information System (EMIS)*
- *Integrated Quality Management System (IQMS)*
- *NEEDU (National Education Evaluation Development Unit) overseeing the measurement and improvement of educator performance*
- *Dedicated bursaries for initial educator training (e.g. Funza Lushaka) and the ongoing professional development of educators.*

6.4 Izinto ezivela kwimigaqo-nkqubo ecwangcisiweyo *(Planned policy initiative*)

Njengoko kuye kufuneke.

6.4.1 UkuJongisiswa kwakhona kwemigaqo-nkqubo ekhoyo (*Review of existing policies*)

Njengoko kuye kufuneke.

7. Ucazululo lweemeko eziqhubekayo (*Situational analysis*)

7.1 Iimeko ezenziwa phantsi kwazo iinkonzo

Luye lwanda uluntu lwaseNtshona-Koloni lukususela ngobalo lwabantu (*cencus*) lokugqibela ngo-2001 kwaye lusaqhubeka nokukhula. Ngokoqikelelo loluntu lwaphakathi enyakeni ka-2009, olukhutshwe liZiko leeNkcukacha manani loMzantsi Afrika (i-Stats SA), iNtshona-Koloni ilikhaya kubantu abayi-5,356 yezigidi zabantu, nto leyo emele i-10,9% yabantu baseMzantsi Afrika bebonke. INtshona Koloni inabona bantwana baphila ithuba elide bakuba bezelwe, amakhwenkwe namantombazana.

Ngethuba eliqala ku-2006 – 2011 kuqikelelwa ukuba eNtshona Koloni kuya kungena abantu abavela ngaphandle abamalunga nama-140 000. Le thebhile ilandelayo ibonisa ukwanda/ukuncipha kokukhula koluntu ukususela ngo-2006 – 2011, isekelwe ekwandeni koluntu ukususela ngobalo lwabantu ngo-2001 kuqikelelo loluntu luka- 2009:

IPhondo	Abaphumayo	Abangenayo	Amanani
IMpuma Koloni	390 100	116 500	-273 600
IFreyistata	125 900	94 100	-31 800
IGauteng	295 000	741 900	446 900
IKwaZulu-Natal	195 200	207 300	12 100
ILimpopo	286 700	97 500	-189 200
IMpumalanga	166 600	122 800	-43 800
UMntla Koloni	66 000	41 100	-25 500
UMntla Ntshona	193 900	161 800	-32 100
INtshona Koloni	112 800	249 800	137 000

(Source: Mid-year population estimates, 2009 – StatsSA: p.13)

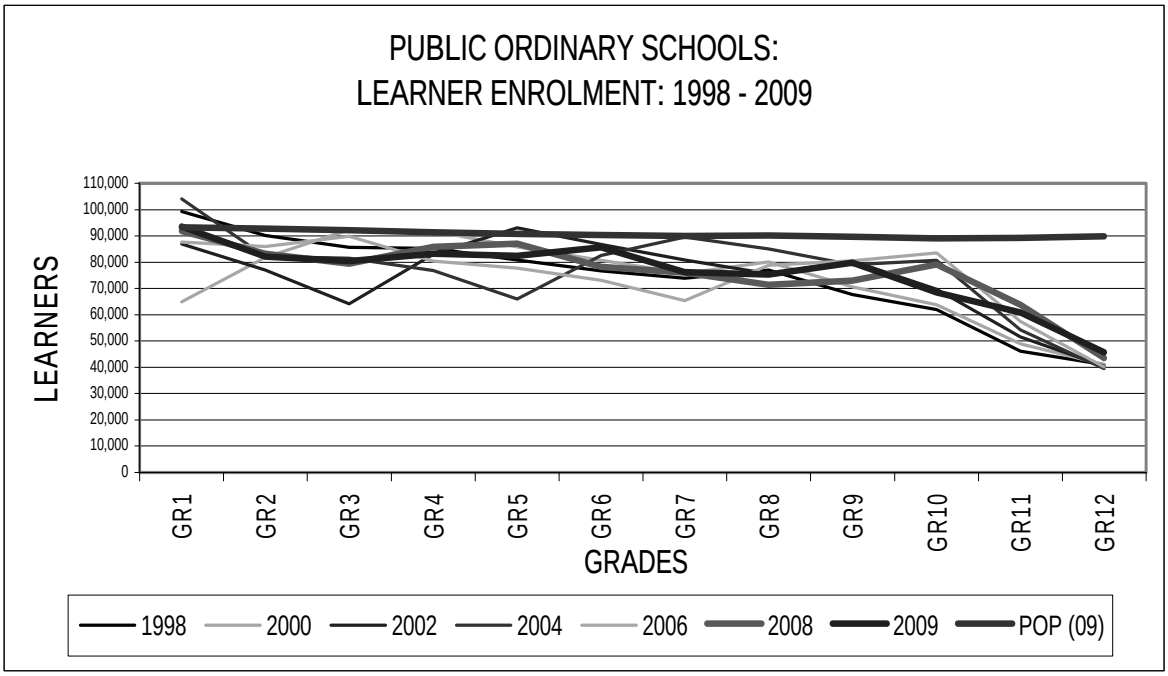
Okuzelwe koku kwanda koluntu eNtshona Koloni kukuba ngalunye uhlobo lwemfundo noqeqesho kweli phondo lufumene ukukhula kwamanani.

Idatha yenkqubo yezikolo zikarhulumente eziqhelekileyo eNtshona Koloni ukususela ngo-2000 – 2009 inikwe kwiThebhile 1 apha ngezantsi kwaye ibonisa ukukhula kwamanani abafundi apha kweli phondo. Lo gama amanye amaphondo ebonisa ukuhla kwamanani abafundi ababhalisayo, iSebe iWCED liyaqhubeka ngokufumana ukunyuka kwamanani. Ukunyuka kwamanani kwinqanaba leBakala 12 kuyinto enika ithemba.

IThebhile 1: Amanani abafundi ababhalise kwizikolo zikarhulumente eziqhelekileyo ukuqala ku-2000-2009

Umthombo weDatha: 2000 – 2009: ISaveyi yeZikolo yaQho ngoNyaka (Izikolo zikaRhulumente eziQhelekileyo kungabandakanywa abafundi be-LSEN). IZiko leeNkcukacha-manani loMzantsi Afrika (i-Stats SA): Amanani abantu ngo-2008 asekelwe kuBalo Jikelele lwamaKhaya lwango-2007

Year	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Total
2000	64,844	81,865	92,343	91,949	85,766	80,658	75,813	80,026	70,634	63,840	48,934	40,996	877,668
2001	81,790	62,960	81,832	94,302	89,254	83,305	77,778	82,190	71,966	67,034	50,206	39,910	882,527
2002	86,969	77,026	64,134	83,022	93,188	86,786	80,865	75,601	80,450	69,752	51,618	40,468	889,879
2003	86,916	82,454	75,931	66,033	82,383	92,341	84,514	81,154	73,200	81,739	51,746	39,644	898,055
2004	104,105	82,130	81,489	76,781	66,060	82,574	89,614	85,053	78,964	80,756	54,199	39,451	921,176
2005	93,515	94,231	80,695	80,809	74,984	66,141	81,953	88,778	82,169	81,577	56,657	39,303	920,812
2006	87,650	85,972	89,828	80,443	77,811	73,106	65,347	78,926	80,595	83,529	57,536	40,198	900,941
2007	92,818	82,562	83,914	89,973	78,674	78,021	72,733	66,406	80,697	86,495	61,938	42,624	916,855
2008	91,853	83,267	79,454	85,891	87,116	78,290	76,146	71,410	72,914	79,133	63,819	43,470	912,763
2009	93,601	82,158	80,385	83,150	82,382	85,621	76,262	75,227	79,795	68,405	60,812	45,692	913,490



Ukuhla kobhaliso kule minyaka mithathu idlulileyo yokuhamba isikolo, kubonisa ngokuphandle ubuthathaka benkqubo eyakhelwe kwisiseko sokufunda esihexayo. Ukubasezantsi kweziphumo zolwazi lokufunda nokubhala nolwazi lokubala kwiBakala 3 nakwiBakala 6 kunika ingcaciso yokuxhasa injongo ephambili yeSebe iWCED kule minyaka ilishumi izayo. Abafundi abanesiseko esihexayo kwiilwimi nakwimathematika abayi kukwazi ukuhlangabezana neemfuno zezifundo zezikolo eziphakamileyo.

7.2 Imeko engqonge iSebe (*Organisational environment*)

Iiprayorithi ezibalulekileyo zesebe, owona msebenzi walo ophambili (*its core business*) namaqonga okwenziwa kweenkonzo akhoyo ngoku *(current service delivery platforms*) kufuneka athathele ingqalelo imeko engqongileyo ngokubanzi yezentlalo nezoqoqosho kwaye ahlangabezane neemfuno zabantu abenzelwa inkonzo. Ukongeza, ukuphendula ngempumeleo nangokwenene kwimingeni yokungalingani (*inequality*) namanqanaba asezantsi okuzithemba kumgangatho wemfundo kufuna amanyathelo azizigqibo eziqinisekileyo ngakwicala likarhulumente. Kubaluleke gqitha ukuba kuhlale kugcinwe isisiseko esiluqilima (*solid base*) sokuxhasa izikolo zaseprayimari, ngakumbi kwiSigaba seSiseko, ngokwenza iinzame ezifana neprogram yezikolo ezingabizi zifizi *("no-fee" school programme*) neProgram yeSondlo yeZikolo kaZwelonke (*National School Nutrition Programme (NSNP*)).

ISebe iWCED, ekulelona lingumqeshi omkhulu kuRhulumente wePhondo leNtshona Koloni, lenziwa yi-Ofisi yeMfundo yePhondo ekhokelwa yi-Ofisi yoMphathiswa weMfundo wePhondo, yi-ofisi kandlunkulu wephondo, zii-ofisi zezithili zemfundo kunye namaziko emfundo, abandakanya izikolo zikarhulumente eziqhelekileyo nezikolo zabafundi abaneemfuno zemfundo ezizodwa, iikholeji ze-FET, amaziko oluntu emfundo yabadala namaziko ophuhliso lwabantwana abasaqalayo (*ii-ECD sites*).

8. Isicwangciso esenziwe ngobuchule seSebe iWCED (*Strategic plan of the WCED*)

Ukuveliswa kwesi sicwangciso kwandulelwe luphononongo olupheleleyo lwesicwangciso seminyaka emi- 5 edlulileyo, uthetha-thethwano nabathathi-nxaxheba (*stakeholder consultations*), iidrafti nokuhlaziywa kaninzi. Silawulwa yinkcazo ethi "Ukudalwa koLuntu oluVulela amaThuba Wonke uMntu eNtshona Koloni – Injongo: Ukuphucula iziphumo zemfundo ngo-2010 – 20119 (*, "Creating an Open Opportunity Society for All in the Western Cape - Objective: Improving education outcomes 2010 – 2019")*, evunywe yikhabhinethi yePhondo leNtshona Koloni.

Esi sicwangciso sithathela ingqalelo into yokuba ukufikelela kwimfundo esemgangathweni lilungelo elisisiseko lomntu (*is a basic human right*), elingaqulathwanga nje kuphela kuMgaqo-siseko, koko elamkelwe kwii-ajenda zamazwe ngamazwe, ezinjenge-*Millennium Development Goals* ne-UNESCO's *Education for All*. Ii-*Millennium Development Goals* zibophelela urhulumente ukuba ehlise ubuhlwembu nentswela-ngqesho de kuye esinqingatheni. Ukudala uluntu ngokubanzi olufundileyo nangakumbi, ukwakha iintlobo ngeentlobo zezakhono ezifanelekileyo, ukuphucula izikolo njengeendawo zokufunda nokufundisa okusemgangathweni, apho abafundi bafundayo nootitshala bafundisayo, konke oku kusisitshixo sokuba kufikelelwe kwesi siphumo ngempumelelo. Izicwangciso zifumana ifuthe ngqo kwiiprayorithi zecandelo lezemfundo likazwelonke, njengoko zivunywe liBhunga laBaphathiswa bezeMfundo (*Council of Education Ministers* (CEM)).

8.1 Izinto eziphambili zesicwangciso (*Strategic elements of the plan*)

INkcazo yengxaki ephambili (*Problem statement*)

Uninzi lwabantwana bePhondo leNtshona Koloni luyoyisakala kukuphuhlisa iitalente zalo zokuqhuba kakuhle ezifundweni. Oku kubangelwa ikakhulu koku:

1. Ixesha elinganelanga nokungahoyi ukufunda, ukubhala nokubala kumabakala amathathu okuqala esikolo
2. Ukubayeke-yeke kokumelwa kukuphendula ngenxa yokuqhuba kakubi kwabafundi (*poor levels of accountability for performance*) ngamagosa emfundo nootitshala
3. Ulawulo lwezikolo oluyeke-yeke nobunkokeli obukwanjalo (*weak school management and leadership*)
4. Ukuphendula kade ngokuzwabuluka nenkxaso encinane yesebe lemfundo
5. Ukuhla komoya wokuzimisela ukusebenza kootitshala (*low morale of teachers*)
6. Iincwadi zezifundo (textbooks) ezikumgangatho onganelisiyo nezinye izincedisi zokuxhasa ukufunda
7. Izinto ezimbi zasentlalweni ezinjengobuhlwempu nolwaphulo-mithetho
8. Umgangatho oya usihla weziseko zophuhliso (infrastructure) zezikolo
9. Imeko esiyifumene kwabangaphambili yokungafakwa kwemali ngokwaneleyo (*legacy of underinvestment*) kwiinkalo ezininzi kwiPhondo leNtshona Koloni
10. Uxinzelelo olubangelwa luluntu oluhla lusenyuka lusiza eNtshona Koloni

Indibaniselwano yezi meko (*combination of these factors*) ikhokelele ekuqhubeni kakubi kwabafundi ezifundweni

- Ireyithi yokupasa kwabafundi beBakala 12 iya isihla. Ngo-2004 ireyithi yokupasa yayingu- 85%, kodwa le reyithi iye isihla kule minyaka mihlanu idlulileyo yaya kutsho ku-75,1% ngo- 2009.
- Iziphumo zolwazi lokufunda nokubhala nolwazi lokubala njengoko ziye zalinganiswa (*as measured*) kubafundi bamaBakala 3 no- 6 zibonisa ukuba abafundi abakwazi kufunda, kubhala nakubala ngokwamanqanaba afanelekileyo kula mabakala kwaye bengenako nokuxhasa ukufunda kumabakala alandelayo.
- Inani lezikolo eziqhuba kakubi (izikolo ezifumana ireyithi yokupasa engaphantsi kwe-60% kwimatriki) eNtshona Koloni liye landa ukusuka kweziyi-36 ngo-2006 ukuya kutsho kweziyi-85 ekupheleni kuka-2009.

8.2 Iinjongo ezicwangciswe ngobuchule

Ezi njongo zezithe ngqo (*are specific*), zinokulinganiseka (*measurable*), zinokufikeleleka (*achievable*), zezifanelekileyo (*relevant*) kwaye zibekelwe ixesha (*time-bound*). Ezi njongo zikhethwe ukwenzela ukuqinisekisa ukuba nganye into kwiisistim zokunika inkxaso (support systems) ilungiselelwe ukuba iphucule iziphumo zokufunda. Ukwenza umzekelo, ngaphandle kokuba ootitshala baxhotyiswe kakuhle ukuba babe nako ukusingatha iimfuno zekharutyhulam (*handle demands of the curriculum*), izibonelelo zibonelelwa ngokufanelekileyo, izithuba zengqesho zizaliswa kwangoko, iikomiti zolawulo zezikolo zisebenza ngokufanelekileyo yaye izikolo zikhuselekile, njl. njl., abafundi abayi kuba nako ukuqhuba kakuhle ngokubonakalayo. Iinjongo ezicwangciswe ngobuchule zeProgram nganye zijongisa (*focus*) onke amacandelo eSebe iWCED kweyona njongo yongameleyo yemfundo esemgangathweni yomntu wonke (*quality education for all*).

INjongo eCwangciswe ngoBuchule 1	Ukupasa bhetele kuLwazi lokuFunda nokuBhala nakuLwazi lokuBala
Inkcazo yenjongo	Ukuphuculwa koLwazi lokuFunda nokuBhala noLwazi lokuBala ngohlobo lokuba: i75% yabafundi kwiBakala 3 yenze ngokwemigangatho emiselwe ubudala babo (*according to age norms*) kuLwazi lokuFunda nokuBhala ngo-2014 ize i60% yenze ngokwemigangatho emiselwe ubudala babo kuLwazi lokuBala. i65% yabafundi kwiBakala 6 yenze ngokwemigangatho emiselwe ubudala babo ngo-2014 kuLwazi lokuFunda nokuBhala ize i50% yenze ngokwemigangatho emiselwe ubudala babo kuLwazi lokuBala. 65% yabafundi kwiBakala 9 yenze ngokwemigangatho emiselwe ubudala babo ngo-2014 ize i55% yenze ngokwemigangatho emiselwe ubudala babo kuLwazi lokuBala
Izizathu	Njengangoku yi-53.5% yabafundi beBakala 3 eyenza ngokwemigangatho emiselwe ubudala babo/ibakala labo kuLwazi lokuFunda nokuBhala ize ibe yi-35% kuLwazi lokuBala kwaye yi-44.8% yabafundi beBakala 6 eyenza ngokwemigangatho emiselwe ubudala babo/ibakala labo kuLwazi lokuFunda nokuBhala ibe yi-14% kuLwazi lokuBala. Le meko engamkelekanga kangaka ibonisa gca ukuba iya kuwachaphazela mpela amabakala angasentla
Uqhagamshelwano	IProgram yeZiseko zokuFunda (*Foundations for Learning Campaign Programme*); iilayibrari; imidiya; amaSebe ezeMpilo, ezoPhuhliso lwezeNtlalontle; iAET ((ULwazi lokuFunda nokuBhala noqeqesho lwabazali); neNguqu kwezeNtlalontle (*Social Transformation*) (*Learning Communities and Community Ploughback*) zonke zinawo amandla okunika inkxaso kule njongo. Kufuneka izikolo zibe zezikhuselekileyo nezinezibonelelo ezaneleyo (*adequately resourced*) (kuzo zombini iziseko zophuhliso/ nezinto zokufundisa/nezixhobo (*both infrastructure and materials/equipment*). Kufuneka ootitshala babe nezakhono. Ukwazi ukulawula ixesha, amagumbi okufundisela nobungcali kwezekharityhulam kuya kuyiqhuba ngamandla intsebenzo ekwelona zinga liphezulu. Amaziko emfundo ephakamileyo aya kubonelela ngophando olwenziwa ziingcali aze axhase uqeqesho. Kuya kuhlangatyezwana neemfuno zokufunda zabo bonke abafundi kwaye zombini iilwimi, isiNgesi nolunye ulwimi lwasekhaya, ziya kuphuculwa kakhulu (*will be strongly developed*).

INjongo eCwangciswe ngoBuchule 2	IZiphumo ezibhetele zeSatifikethi seMatriki sikaZwelonke
Inkcazo yenjongo	Ukubonelela ngoqeqesho lootitshala neeprogram zokunika inkxaso, ngoqeqesho lwabaphathi nokubanika inkxaso, ngamancedo nezibonelelo (*facilities and resources*) zokunceda izikolo nokomeleza intsebenzo yabafundi bazo kuzo zonke izifundo ingakumbi ngokubhekiselele kwiMathematika neFizikhali Sayensi. Iithagethi zika-2014 zezi: IReyithi yokuPasa kwiNCS: 84% ; Amanani abafundi abapasileyo: 43 000 Ireyithi yokwamkelwa eyunivesithi: 37%; Amanani abafundi abapasileyo: 17 500 Amanani abafundi abapasa iMathematika: 17 000 Amanani abafundi abapasa iFizikhali Sayensi: 13 500
Izizathu	Ngo-2009, iimviwo (*National Senior Certificate* (NSC)) zabhalwa ngabafundi f44 931 kumaziko okubhalela ayi-417 kwiphondo liphela. IPhondo leNtshona Koloni laqhubeka nokufumana eyona reyithi yokupasa iphezulu engu- 75.1%. Kodwa yehla nge-3% xa kuthelekiswa reyithi yokupasa engu- 78.6% eyafunyanwa ngo-2008 kwiimviwo zeSatifikethi seMatriki sikaZwelonke (INgxelo 550). Bebonke ngabaviwa abayi-19 210 ababhala iMathematika ngo-2009, yaza ngabaviwa abayi-13 349 ababhala iFizikhali Sayensi. Kwaba baviwa, bayi-12 467 abapasa iMathematika, bayi-7064 abapasa iFizikhali Sayensi.
Uqhagamshelwano	Inkxaso inokunikwa ngootitshala abathathe umhlala-phantsi/ziingcali okanye ngootitshala abaziingcali okanye iinkokeli (*expert or lead teachers*). Uqhagamshelwano olunabela nakwamanye amasebe (*transversal links*) luya kubandakanya ukunika inkxaso kumaphulo okulwa neziyobisi kunye notywala. Iilayibrari namakhaya angenambane afuna ingqwalaselo.

Injongo ezicwangciswe ngobuchule 3	Ukuncitshiswa kwenani lezikolo eziphakamileyo eziqhuba kakubi *(under-performing high schools)*
Inkcazo yenjongo	Ukupheliswa kokuqhuba kakubi kwiimviwo zeSatifikethi seMatriki sikaZwelonke kwizikolo eziphakamileyo o.k.t. kungabikho zikolo ezinereyithi yokupasa engu- <60%.
Izizathu	Liya linyuka qho inani lezikolo eziwela kweli hlelo apho lalingu-34 ngo-2004 de laya kutsho ku-85 ngo-2009. Le yimeko engenako ukuvunyelwa ukuba iqhubeke.
Uqhagamshelwano	Inkxaso inokunikwa ngootitshala abathathe umhlala-phantsi okanye ziingcali okanye ngootitshala abaziinkokeli (*expert or lead teachers*). Uqhagamshelwano olunabela nakwamanye amasebe (*transversal links*) luya kubandakanya ukunika inkxaso kumaphulo okulwa nosetyenziso gwenxa lweziyobisi kunye notywala. Iilayibrari namakhaya angenambane afuna ingqwalaselo.

ICandelo B: IiNjongo eziCwangciswe ngoBuchule

9. IiNkcazo eziCwangciswe ngoBuchule (Strategic Statements)

1. Ukwenzela ukuqinisekisa ukuba iziphumo zolwazi lokufunda nokubhala nolwazi lokubala ziba bhetele ngokuthi kusiwe ezona zibonelelo zininzi kakhulu (abasebenzi kwakunye nezibonelelo eziyimali (both *human and financial resources*) kumabakala amathathu okuqala ukufunda esikolweni. Oku kuya kukhatshwa kukuvavanywa okunyanzelekileyo kwabo bonke abafundi ukuqalela kumaBakala 1 - 6 ukususela ngo-2010. Isikolo ngasinye siya kubekelwa imilinganiselo engumzekelo neethagethi.
2. Ukuqinisekisa ngolawulo olugqwesileyo lwezikolo apho amagosa, iinqununu nootitshala baya kumelwa kukuphendula ngendima yabo ekuphuculeni intsebenzo yesikolo nesikolo (*individual school performance*).
3. Ukuphucula ukwazi ukuphendula kwangoko nokukhawulezisa ukwenza umsebenzi (*responsiveness and efficiency*) kweSebe iWCED ngokuthi kufokhaswe ekuphuculweni iinkqubo neesistim zomsebenzi kanye owenziwa lisebe
4. Ukunciphisa umthwalo wokujongana nezolawulo kootitshala ukwenzela ukuba kwandiswe ixesha lokufundisa. Ootitshala baya kunikwa iincwadi (*texts*) kwangoko kunye namathuba okuqhubeka okokoko nokuphucula umsebenzi wokufundisa noqeqesho. Amagosa aya kubonelela ngenkxaso yezolawulo nakwizifundo (*administrative and academic support*) kootitshala nasezikolweni xa ifunwa.
5. Ukuqinisekisa ukuba nganye iklasi izele ziincwadi zokufunda kulo ngalinye lala maBakala 1- 6 kunye neencwadi zezifundo (*textbooks*) kuwo onke la maBakala 4-12 kwisifundo ngasinye ngasinye yaye kusetyenziswe ithekhinoloji nangakumbi ekufundiseni ikharityhulam esemgangathweni eklasini.
6. Ukubonelela ngokutya namanye amancedo okunciphisa intlupheko namanyathelo okhuseleko okuhlangabezana neemfuno zabafundi abathwaxwa yintlupheko.
7. Ukwenza uluhlu lweprayorithi zolondolozo lweziseko zophuhliso (*for infrastructure maintenance*) kwaye lisebenzise ezona ndlela zonga imali kakhulu nezikhawulezayo zokulondoloza izikolo.
8. Ukusa abasebenzi nezibonelelo eziyimali kwezo zithili nezikolo ebezikade zingahoywanga ngaphambili kwaye zisabelwa imali encinane.
9. Ukucwangcisela imfuduko yabantu abeza eNtshona Koloni kwaye kusetyenziswe oko kuboniswa luphando ekuqinisekiseni ukuba zikho izikolo nootitshala bokufundisa imfundo esemgangathweni kubantwana abangena kweli phondo.
10. Ukubonelela ngoqeqesho lwabalawuli oluthagetha izinto ezithile (*targeted management training*) kunye nenkxaso eyenzelwa ezikolweni kuwo onke amalungu olawulo lwesikolo nawee-SGBs.

9.1 IiNjongo eziCwangciswe ngoBuchule (*Strategic objectives*)

Ukwenzela ukuba kube nokwenziwa ezi zinto zilapha ngentla, iSebe iWCED liqaphele iinjongo ezicwangciswe ngobuchule ngeprogram nganye. Oku kuthethe ukuba kuza kucaciswa isethi yeethagethi nezalathe-nkqubela (*indicators*) yaye kulandelelwe intsebenzo yecandelo ngalinye leSebe iWCED.

KwiProgram 1 (EzoLawulo) iinjongo zeeNkonzo zoLawulo lweZiko (*Corporate Services' objectives*) ziqinisekisa ngolawulo lwezemali nolawulo lweenkonzo zoqhagamshelwano lwabathengi nabathengisi kunye nolawulo lwabasebenzi lwangaphakathi ngokulawula iimeko zengqesho, ukuqeshwa nobudlelwane emsebenzini.

Iinjongo zoLawulo lweMfundo zeCandelo eliKhulu (*Branch*) loLawulo lweKharityhulam (*Curriculum Management*) ziqulethwe kwizicwangciso zalo zokuzinzisa *(consolidate)* isicwangciso solwazi lokufunda nokubhala nolwazi lokubala ngohlobo lokuba sijike imeko yamanqanaba asezantsi olwazi lokufunda nokubhala nokupasa ulwazi lokubala kwizikolo zaseprayimari nokomeleza ukuphunyezwa kweNgcaciso yeKharityhulam kaZwelonke kumaBakala R – 9.Kukhona izicwangciso zokuncedisa ukuphucula imeko ukwenzela ukuqinisekisa ukuba ulawulo lwekharityhulam nezakhono zophuhliso ezifunekayo zibonelelwa ngendlela eya ikhula ngokukhula kootitshala bamaBakala 10 – 12 nokuba izikolo zenzaezona zigqibo ezinenzuzo enkulu ngoko kufundiswa kwikharityhulam. Ukuphumeza lo mgaqo-nkqubo *the White Paper on e-Education (White Paper 7)* kukho izicwangciso zokuqinisekisa ukuba bonke abalawuli (*administrators*), abaphathi (*managers*), ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela ibhetele, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo. Ngenxa yokuba iincwadi/iiteksti (*texts*)

zinguthombo obaluleke gqitha kukwakho izicwangciso zokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni.

Izicwangciso zokuqinisekisa ukuba zonke iisistim zihamba kakuhle zilungiselelwe phantsi kweenjongo zokuququzelela uphuhliso lomgaqo-nkqubo nenkqubo yokwenziwa kwemithetho kwiSebe iWCED, ngothetha-thethwano nabo bonke abathathi-nxaxheba ukuqinisekisa ukwenziwa kwenkonzo eyiyo ngempumelelo; zokubeka esweni nokuvavanya (*monitor and evaluate*)) ukuphunyezwa komgaqo-nkqubo, kwemigaqo neenkqubo (*processes and procedures*) kweli ziko; zokusetyenziswa kweentlobo zedatha zombini, eveliswe ngaphakathi nangaphandle ukuvelisa ungenelelo ngoncedo okuphunyezwa komgaqo-nkqubo nokuqinisekisa usetyenziso ngeyona ndlela inenzuzo enkulu kwezibonelelo ezizizakhiwo nemali (*optimal utilisation of physical and financial resources*) kunye nokuqinisekisa ukuba ungenelelo ngoncedo lwabaphathi nezigqibo zenziwa kususelwa kwidatha ephandisisiweyo namava okwenene *(informed by well researched empirical data*).

Kubaluleke gqitha ukuba izikolo zibe zezikhuselekileyo ngako oko ke injongo yokudala indawo ekhuselekileyo nefumana inkxaso ukuze ukufunda nokufumana inzuzo enkulu kube kuyenzeka icacisa gca ezi thagethi.

Enye into kwakhona ebaluleke kakhulu yenkqubo iphela luphuhliso lwabasebenzi. Imida esikelwe oku, nokugxininisa ekuqhubekeni nophuhliso emsebenzini lwabasebenzi noqeqesho lootitshala abasenkonzweni neekhokeli zezikolo ichazwe apha yaye ixhaswa ngemali zizo zonke iiprogram. Imfuneko yokugqibela enenzuzo macala (*final transversal need),* yokulawula i-e-Administration ukulungiselela iinjongo zokusebenza ngempumelelo nophuhliso, iqatshelwe kwaza kwacaciswa izicwangciso kwiProgram 1.

IProgram 2 kulapho ubukhulu bebhajethi bukhona o.k.t. imivuzo yootitshala. Lo gama iiNjongo eziCwangciswe ngoBuchule zeProgram 1 ziqinisekisa ukuba zonke iinkonzo zilungiselelwe ukuxhasa izikolo kunye nezinto zesistim ezenza oku kube yimpumelelo, ii-Ofisi zeZithili zizo ezidibanisa izikolo nesebe (*interface*) ngako oko ke injongo ecwangciswe ngobuchule yale program ngokulula nje kukuba zenza owona msebenzi ubaluleke gqitha ezikolweni ukwenzela ukuba bonke abafundi nezikolo zisebenze ngeyona ndlela inempumelelo enkulu kuze ke ngaloo ndlela kufikelelwa kwiithagethi zeSebe iWCED.

IProgram 3 icacisa gca iithagethi zokunika inkxaso kwizikolo ezizimeleyo (*independent schools*) nakwabafundela ekhaya ngokungqinelana nemithetho echaphazelekayo ukuqinisekisa imfundo esemgangathweni kubo bonke abafundi abakwezi zikolo.

IProgram 4 ichaza indima nenjongo yokwandisa kakhulu impumekelo ezifundweni nothatho-nxaxheba kwabo bonke abafundi kwizinto zenkcubeko nakwikharityhulam yamaziko emfundo nokunciphisa izithintelo ekufundeni (*barriers to learning (Education White Paper* 6)).

Kwi*Program 5* indima yeSebe iWCED kukunika inkxaso kwiiKholeji ze-FET ukuqinisekisa ukulungelelaniswa kwezicwangciso zamaziko nezeeprogram ukwenzela ukuba kufundiswe iiprogram ezifanelekileyo neziphendula iimfuno (*responsive programmes*) ezijonge ukuhlangabeza iimfuno zamashishini engingqi, zabahlali nezabafundi. Ukongeza, kuza kujoliswa ekugcineni indawo ekwaziyo ukufundisa iprogram yomgangatho ophezulu odibanisa ithiyori/iprakthikhali ngokulawula nokuphatha amaziko nokunika inkxaso kwimisebenzi eyenziwayo.

Ku*Program 6* kuya kunikwa inkxaso kulawulo nokuphathwa kwe-A(B)ET ngokuveliswa kwemigaqo-nkqubo nokungenelela ngoncedo okucwangcisiweyo okwenza kubelula ukufundiswa kwekharityhulam ngempumelelo kumaZiko eMfundo yaBadala. Zicaciswe apha izicwangciso zokubonelela ootitshala nabafundi bamaziko akwa-ABET ngeenkonzo zokunika inkxaso kwikharityhulam ezilawulwa lisebe kunye nokubonelela ngophuhliso emsebenzini wokufundisa lootitshala nabo bangezotitshala.

Ifokhasi kwi*Program 7* kukubonelela izikolo zikarhulumente eziqhelekile ezithile nezikolo ezizimeleyo eziqatshelweyo ngezibonelelo (*resources*) ezifunekayo kwiBakala R kunye nokubonelela ngeemeko ezikhuthaza izikolo ukuba ziseke iiklasi zeBakala R kumagumbi okufundela akhoyo okanye kumagumbi okufundela amatsha. Okunye okujoliswe kuko lulungelelaniso lwamanqanaba oqeqesho 1, 4 no- 5 kootitshala be-ECD ukwenzela ukubonelela ngononotshelo ngokwasemoyeni, ngokwasengqondweni, ngokwasempilweni nangokwasemzimbeni

(*emotional, cognitive, health and physical care*) nendawo yokufundisela ekhuthaza ihlupheze ingqondo kwabo babudala buyiminyaka eyi -0 – 4.

Phakathi kweenkonzo ezincedisayo (*auxiliary services*) ze*Program 8* kukho iinjongo ezicwangciswe ngobuchule ezimbini. Enye ekuzuza kuyo amacala omabini kukuphucula ukuthembakala kweenkqubo zoviwo novavanyo (*examination and assessment processes*)*;* ukuqinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo olwenzelwa esikolweni ngendlela eyiyo; nokuxhasa inkqubo yokuphucula ukupasa kwabafundi. Yinto eyaziwayo ngokubanzi ukuba kufuneka amandla eengcali kwizifundo eziphambili yaye yiloo nto injongo yokugqibela kule program ikukuxhasa nokomeleza izikolo ekugxilwe kuzo ne-Dinaledi (*focus and Dinaledi schools*) nokuseka la maziko *Centres of Excellence for Science, Technology, Engineering and Mathematics* (STEM) ngenjongo yokuvelisa ulwazi nezakhono zobungcali (*development of specialist knowledge and skills*).

Iiprojekthi ezenziwa phantsi kwee-*Conditional Grants* zicaciswe ngokwahlukileyo yaye zibandakanya izicwangciso zesondlo sabafundi abahluphekayo kunye nokugcina isebenza iprogram ebanzi kakhulu ye-HIV-AIDS. Ekupheleni kolu xwebhu kuye kwenziwa uqhagamshelwano nezicwangciso zeziseko zophuhliso zexesha elide zeSebe iWCED.

10. IProgram 1: Ulawulo

Injongo: Ukubonelela ngolawulo lulonke nenkxaso epheleleyo kwinkqubo yezemfundo ngokungqinelana noMthetho woMgaqo-nkqubo wezeMfundo kuZwelonke (*National Education Policy Act*), uMthetho woLawulo lweeMali zikaRhulumente *(Public Finance Management Act)* neminye imigaqo-nkqubo efanelekileyo.

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa
ukubonelela ngokwenziwa kwemisebenzi kwi-ofisi yeLungu leSigqeba soLawulo (MEC) lezeMfundo

Iprogram esekelayo 1.2: Iinkonzo zoLawulo lweZiko
ukubonelela ngeenkonzo zolawulo ezingezizo ngqo ezemfundo kwinkqubo yezemfundo
ukwenza amalungiselelo athile olondolozo lweemfuno zendawo yokusebenzela

Iprogram esekelayo 1.3: ULawulo lwezeMfundo
ukubonelela ngeenkonzo zolawulo lwezemfundo kwinkqubo yezemfundo

Iprogram esekelayo 1.4: UPhuhliso lwaBasebenzi
ukubonelela ngophuhliso lwabasebenzi basezi-ofisini

Iprogram esekelayo 1.5: ISistim yeNgcaciso yoLawulo lwezeMfundo (i-EMIS)
ukubonelela ngcaciso yolawulo lwezemfundo ngokungqinelana noMgaqo-nkqubo weNgcaciso yezeMfundo kazwelonke

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa
I-ofisi yoMphathiswa *(MEC)* yabelwa abaqeshwa ngokwe-*Ministerial Handbook* kwaye iimali kule bhajethi zihlawulela iindleko zokwenziwa kwemisebenzi yale yunithi.

Iprogram esekelayo 1.2: IiNkonzo zoLawulo lweZiko
Eli candela likhulu lenziwa liCandelo eliyiNtloko laBasebenzi baNgaphakathi neCandelo eliyiNtloko loLawulo lwezeMali. Ukuqeshwa kootitshala nabasebenzi benkonzo karhulumente ngowona msebenzi ophambili nolawulo lwezithuba zengqesho, ingakumbi kwinqanaba lesikolo, yinto ebalulekileyo ekuqinisekiseni ukwenziwa kweenkonzo eklasini. Ulawulo lweziko luphawu oluphambili lolawulo lwezemali kunye nokungqinelana nePFMA neminye imithetho echaphazelekayo, luphawu obalulekileyo olubonisa iziko elilawulwa neliphethwe kakuhle.

Iprogram esekelayo 1.3: ULawulo lwezeMfundo
Ulawulo lwezeMfundo lujongene neendleko zabasebenzi nezokwenziwa komsebenzi kumacandelo amakhulu eKharityhulam noCwangciso, nathi xa edibene, anike inkxaso kwiimfuno zolawulo lwezemfundo ezahlukileyo - ukuqalela kulawulo lwekharityhulam yona ngokwayo, kuye kutsho kwiCandelo loQinisekiso lweMigangatho, elezoPhando, eloCwangcisela uKwenziwa kweMisebenzi yeZiko, eloQuquzelelo lweMigaqo-nkqubo, eloCwangciso lweZibonelelo, eloLawulo loLwazi noCwangciso lweZakhono zaBasebenzi neleeNkonzo ze-*e-Learning* neeLayibrari.

Iprogram esekelayo 1.4: UPhuhliso lwaBasebenzi
Le program isekelayo iqhagamshelene ngokusebenza nezo ziphantsi kweProgram 2 no-8. Xa zidibene, zenza IsiCwangciso seZakhono zeNdawo yoMsebenzi (*Workplace Skills Plan)* negalelo kuqeqesho lwaphambi kokuqalisa inkonzo, uqeqesho enkonzweni kootitshala nabaphathi bezikolo kunye nophuhliso lwamagosa esebe.

Iprogram esekelayo 1.5: Inkqubo ye-*EMIS (Educational Management Information System)*
ICandelwana loLawulo loLwazi (Knowledge Management (KM)) lenza umsebenzi wolawulo nokubonelela ngengcaciso yolawulo ngaphakathi kwiSebe iWCED. Isixhobo sokunika ingxelo sekhompyutha i-*electronic management reporting tool* esisetyenziswayo njengangoku yi-*EduInfoSearch,* nesifumaneka kubo bonke abaphathi kwi-intranethi yeSebe iWCED.
Umgaqo-nkqubo weNgcaciso yezeMfundo i-*Education Information Policy (EIP*) ne-*Education Information Standards (EIS)* zifuna ukuqokelelwa kwedatha yezemfundo (*education data).* Iprojekthi i-*EMIS Improvement Project* ibe neziphumo zokuqulunqwa kwe-*Education Information Standards* nokuveliswa *kweSA-SAMS (Schools Administration Management Software)* ukwenza umgangatho ofanayo wenkcazo yedatha neefomathi zedatha (*definitions and formats)* ukwenzela ukuba kubekho ukudityaniswa lwedatha ngakumbi ukuze kuphuculwe umgangatho wolawulo lwengcaciso ukwenzela ukuba ukwenziwa kwezigqibo kusekelwe kubungqina obunyanisekileyo.

10.1 Iinjongo ezicwangciswe ngobuchule

Iprogram Esekelayo 1.3 Ulawulo Lweziko	
Iinjongo ezicwangciswe ngobuchule 1.1	Ukuqinisekisa ulawulo lwezemali neenkonzo zolawulo loqhagamshelwano lwabathengi nabathengisi
Inkcazo yeNjongo	1. Ukunika inkxaso kulawulo lwezemali neenkonzo zeengcebiso ukuze iingxelo zemali zonyaka ezisemgangathweni *(quality annual financial statements)* zixhaswe ngamaxwebhu anako ukuphicothwa kwaye zingqinelana nesikhokelo se-Ofisi kaNondyebo kazwelonke. 2. Ukwenza iinkonzo zolawulo loqhagamshelwano lwabathengi nabathengisi ukwenzela ukuba kuncitshiswe uninzi lwezitenxo ngokumalunga nemigqalisela yezomthetho (kubandakanywa ibhajethi/imigqaliselo emiselweyo yolawulo lokuthengwa kweempahla neenkonzo), lube kumanqanaba afanelekileyo okungqinelana nomthetho (*compliance levels).*
Injongo esisiseko	1. Ingxelo yophicotho-zincwadi engenamakhwiniba 2. 28 izitenxo ezingangqinelani nomthetho
Izizathu	Kubalulekile ukuba ulawulo lwemali lweziko lube kwimeko ekumgangatho onguwo. Ukuthengwa kweenkonzo neempahla kwangoko kuya kuqinisekisa ukwenziwa kweenkonzo okusemgangathweni nenkcitho ephantsi kolawulo. Oku kuya kubanegalelo ekusebenzeni kweziko ngempumelelo nangendlela eyiyo ngokumalunga nosetyenziso lwezibonelelo.
Uqhagam-shelwano	Ukwanda kuko konke ukwenziwa komsebenzi ngempumelelo nangendlela eyiyo nokuya kubangela ukwanda kwamathuba okusebenza kwezikolo ngeyona ndlela ibhetele ekwenzeni iinkonzo kubafundi bephondo. Iimpahla neenkonzo ezilungiselela ukwenziwa kweenkonzo nosetyenziso ngeyona ndlela ibhetele lwezibonelelo, zezona zinto zibaluleke gqitha nezixhasa iinjongo eziphambili.
Izigaba zeNtsebenzo	2010 Ingxelo yophicotho-zincwadi engenamakhwiniba Izitenxo eziyi-28 zokuthengwa kweempahla neenkonzo 2011 Ingxelo yophicotho-zincwadi engenamakhwiniba Izitenxo eziyi-20 zokuthengwa kweempahla neenkonzo 2012 Ingxelo yophicotho-zincwadi engenamakhwiniba Izitenxo eziyi-14 zokuthengwa kweempahla neenkonzo 2013 Ingxelo yophicotho-zincwadi engenamakhwiniba Izitenxo eziyi-10 zokuthengwa kweempahla neenkonzo 2014 Ingxelo yophicotho-zincwadi engenamakhwiniba Izitenxo eziyi-5 zokuthengwa kweempahla neenkonzo
Iinjongo ezicwangciswe ngobuchule 1.2	Ukuqinisekisa ezolawulo lwabasebenzi lwangaphakathi (*internal human capital management*) ngokulawula iimeko zengqesho, ukuqeshwa nezobudlelwane emsebenzini
Inkcazo yeNjongo	1. Ukuqinisekisa ukuba zonke izikolo zinootitshala abaqeshwe ngokusisigxina ngokukhupha izintlu zezithuba ezintlanu ngonyaka nokuzaliswa kwezithuba zengqesho kwisithuba seenyanga ezintathu zikhutshiwe izaziso zezithuba. 2. Ukuqinisekisa ukuba zonke iinqununu zinolwazi ngezithuba zengqesho ezabelwe zona kwaye ziyazilawula izitraktsha zezikolo zazo, iinkqubo zekhefu nezobudlelwane emsebenzini. Zonke izikolo kufuneka zibe nenani lezithuba zengqesho ezabelwe lona kunyaka ngamnye phambi kokuphela kuka-Oktobha kwaye ziqinisekise ukuba zonke izithuba zengqesho ezingenamntu zibhaliswa kwiSebe iWCED ukulungiselela upapasho ngokungqinelana nesikhokelo sikazwelonke nesephondo. 3. Ukuqiniseksia ukuba abasebenzi abanika inkxaso bafakwa ezikhundleni ngokwemimiselo nemigangatho kwaye banceda izikolo kwinkqubo yokuzalisa izithuba kwiinyanga ezintathu zipapashiwe. 4. Ukuqinisekisa ukuba uvavanyo lwentsebenzo lwabo bonke abasebenzi beNkonzo kaRhulumente luqhutywa qho ngonyaka. 5. Ukuqeqesha bonke abaphathi ezikolweni ngolwazi lweenkqubo zezikhalalazo nezoluleko nokubanceda ngokubanika inkxaso yobungcali ukwenzela ukuba babenako ukusingatha ngempumelelo ezi zinto.

Iinjongo ezicwangciswe ngobuchule 1.2	Ukuqinisekisa ezolawulo lwabasebenzi lwangaphakathi (*internal human capital management*) ngokulawula iimeko zengqesho, ukuqeshwa nezobudlelwane emsebenzini
Injongo eyandlalelayo	Bonke abaqeshwa (ootitshala nabasebenzi benkonzo karhulumente) bafumana izibonelelo ngokungqinelana neMithetho efanelekileyo kwangaloo nyanga yokuqala beqeshiwe. Kuthathwa ngokuba izikolo zinezithuba zengqesho zootitshala ngokupheleleyo nezizaliswe ngootitshala abanezakhono nabasisigxina. Izithuba zipapashwa kabini ngonyaka kwaye luyenziwa novavanyo lwentsebenzo. Iikomiti zolawulo zezikolo zinako ukusingatha ukuziphatha kakubi/ukuqhuba kakubi kwabafundi, nezikhalazo ngokusebenzisa izakhono ezahlukeneyo.
Izizathu	1. Oku kufunwa ngumthetho (UMthetho wezoBudlelwane eMsebenzini *(Labour Relations Act)* noMthetho weeMeko zeNgqesho (*Basic Conditions of Employment Act)).* 2. Izikolo zifuna ootitshala abanezakhono ukuqinisekisa ukuba kuyafundiswa yaye aba titshala bafuna iimeko zenkonzo ezamkelekileyo ezinjengemivuzo nekhefu. Iimeko eziphantsi koqwalaselo *(cases)* ezimalunga nomgaqo-nkqubo wekhefu lokungakwazi kusebenza ngenxa yokungaphili (*PILR*) makufikelelwe esigqibeni ngazo kwithuba leenyanga ezintandathu. 3. Makwenziwe iinkqubo zovavanyo lwentsebenzo yonyaka ukwenzela ukuba intsebenzo ekumgangatho ophantsi iphuculwe ngokunikwa inkxaso, ukuze kuvuzwe intsebenzo esemgangathweni onguwo. 4. Ungquzulwano nokunganeliseki kufanele kusingathwe ngendlela ephucukileyo: yaye kungenxa yoku kukho inkqubo yezikhalazo yootitshala/yabaqeshwa, kwelinye icala, nemigaqo elawula abaqeshi (*codes for the employer*) kwelinye.
Uqhagam-shelwano	Bonke abafundi baya kufumana ootitshala ukuze kube nokufundiswa ngosuku lwesikolo nakunyaka wezifundo. Ukuqeshwa ngexesha kootitshala abanobuchule kuqhagamshelene ngqo nokufunda nokufundisa ngempumelelo nokunenzuzo enkulu. Ukuba iinkqubo zokuzaliswa kwezithuba zengqesho zithembekile, kuya kubakho izisele zokudimbaza abenzi-sicelo bokufundisa *(proper pools of applicants)* nokuncitshiswa kwenani lootitshala abangesosigxina kwinkqubo yezemfundo. Ukuqeqesha iikomiti zolawulo zezikolo kwimiba emalunga nezabasebenzi enjengeenkqubo zoluleko nezezikhalazo kuya kuphucula iinkqubo zolawulo lwesikolo.
Izigaba zeNtsebenzo	2010 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukuhlolwa kwentsebenzo kwikota nganye Inyathelo loluleko ligqitywa kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30 2011 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukuhlolwa kwentsebenzo kwikota nganye Inyathelo loluleko ligqitywa kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30 2012 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukuhlolwa kwentsebenzo kwikota nganye Inyathelo loluleko ligqitywa kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30 2013 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukubeka esweni intsebenzo neemvavanyo qho ngekota Inyathelo loluleko ligqitywa kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30 2014 Ukukhutshwa kwezintlu zezithuba zengqesho ezingenamntu amaxesha ama-5 ngonyaka Ukubeka esweni intsebenzo neemvavanyo qho ngekota Inyathelo loluleko maligqitywe kwithuba leenyanga ezi-3 ukuze izikhalazo zigqitywe kwiintsuku eziyi-30

Iprogram Esekelayo 1.3: Ulawulo Lwezemfundo-Icandelo Elikhulu: Ezekharityhulam

Iinjongo ezicwangciswe ngobuchule 1.3	Ukuzinzisa *(consolidate)* isicwangciso solwazi lokufunda nokubhala nolwazi lokubala ngohlobo lokuba sijike imeko yamanqanaba asezantsi olwazi lokufunda nokubhala nokupasa ulwazi lokubala kwizikolo zaseprayimari nokomeleza ukuphunyezwa kweNgcaciso yeKharityhulam kaZwelonke kumaBakala R – 9.
Inkcazo yenjongo	1.1 Inkxaso ecwangciseke ngendlela kootitshala nophuhliso kwikhontenti nendlela yokufundisa uLwazi lokuFunda nokuBhala noLwazi lokuBala ngokusetyenziswa kwendlela yongenelelo ngoncedo yethuba elide neqhutyelwa kumaziko ngokwawo kuzo zonke izikolo, neyakuqaliswa ngezigaba ngezigaba kude kube ngo-2016 1.2 Ukubonelela ngezibonelelo ezincedisa ukufunda nokufundisa ukomeleza uLwazi lokuFunda nokuBhala noLwazi lokuBala 1.3 Ukuseka iziko ledatha elifikelela kwiinkalo ezininzi ezibanzi ne-ajenda yophando 1.4 Ukubonelela ngeeprogram zosapho nezabahlali zoLwazi lokuFunda nokuBhala noLwazi lokuBala 1.5.Ukuqinisekisa ukuba abaphathi bayakwazi ukuphumeza iNCS ngempumelelo 1.6 Ukuphucula umgangatho weendlela zokuvavanya eziklasini 1.7 Ukuqinisekisa ukuphunyezwa kweMfundo eBandakanya Bonke abafundi kwikharityhulam 1.8 Iinkqubo zokuqinisekisa ngomgangatho wokufundisa, wokufunda novavanyo 1.9 Ukuphumeza inkqubo esebenza ngempumelelo yokuphumeza ikharityhulam, yokubeka esweni nokunika inkxaso ukuphunyezwa lwekharityhulam 1.10 Ukunciphisa iqondo labafundi abayeka isikolo bengagqibanga (*dropout rate*) nokwanda kweqondo lokugcina amanani abafundi
Injongo eyandlalelayo	1.1 IsiCwangciso sePhondo soLwazi lokuFunda nokuBhala noLwazi lokuBala (2006) siquka uphuhliso lootitshala, uphando, uqwalaselo kuphuhliso lolwimi lwasekhaya nolwimi lokufunda nokufundisa, ukufunda kweentsapho nezibonelelo. 1.2 Iphulo longenelelo ngoncedo lethuba elide eliqhutywa kumaziko ngokwawo licwangciselwe ukususela ku-2008 ukuya ku-2016. Ukuza kuthi ga ngoku: ▪ Bonke abacebisi ngezeKharityhulam nabacebisi beCandelo loKunika iNkxaso bafumene uqeqesho kwiMathematika nakwiiLwimi. ▪ Izikolo eziyi-125 zikhethelwe iphulo longenelelo ngoncedo loLwazi lokuBala *(Numeracy)* kwaye sekuqalisiwe ngeprogram eya kuhlala ithuba elide yoqeqesho nenkxaso kootitshala. ▪ Izikolo eziyi-125 zikhethelwe iphulo longenelelo ngoncedo loLwazi lokuFunda nokuBhala/neMathematika kwaye sekuqalisiwe ngeprogram eya kuhlala ithuba elide yoqeqesho nenkxaso kootitshala. 1.3 Ngo-2009, bonke ootitshala bamaBakala 1 - 6 banikwa iishedyuli zomsebenzi nezikhokelo zootitshala kuLwazi lokuBala/kwiMathematika nakwiiLwimi, neya kuqinisekisa ukufundiswa kwekharityhulam yonke, ukumisela isantya sokuyiphunyeza, nokubonelela ngesicwangciso sovavanyo neembono ngeenkqubo zokufundisa 1.3.1 Kuveliswe iishedyuli zomsebenzi zamaBakala 7 - 9 eziza kusetyenziswa ngo-2010. 1.4 Iishedyuli zomsebenzi zeBakala R zakhutshwa ngo-2006, kwaza kwaqeqeshwa abacebisi ngezekharityhulam. 1.4.1 Kuqulunqwe iishedyudi zomsebenzi zeBakala R ukulungiselela ukuqaliswa kwazo ngo-2010 kunye noomasifundisane boqhelwaniso bee*HOD* namagosa. 1.5 Kwaphunyezwa iiprogram zoLwazi lokuFunda nokuBhala noLwazi lokuBala lweeNtsapho ngabancedisi bootitshala kwizikolo eziyi-28 njengephulo elilingwayo. 1.6 Uvavanyo lokufumanisa ingxaki qho kwiminyaka emibini (*Bi-annual diagnostic testing*) kwabo bonke abafundi bamaBakala 3 no-6 luqhubeke ukususela ngo-2002. Amanqanaba endlela abaqhuba ngayo njengangoku ngala alandelayo: IBakala 3 (2008): ULwazi lokuFunda nokuBhala -54%; uLwazi lokuBala- 35%; IBakala 6 (2007): ULwazi lokuFunda nokuBhala-44.8%; uLwazi lokuBala -14%. Ngo-2009, izikolo eziyi-64 zavavanyelwa ukufundisa nokufunda kwaza kwamiselwa isiseko sovavanyo lokwandlalela *(baseline)* sephulo i*Lit Num Intervention*. 1.7 Isixhobo sephondo esifanayo saveliselwa ukubeka esweni ukuphunyeza iphulo loLwazi lokuFunda nokuBhala noLwazi lokuBala. Kwaveliswa iProgram yoVavanyo loKwandlalela yootitshala beBakala 1. Kwaqeqeshwa amagosa ali-100 okubeka esweni inkqubo yoLwazi lokuFunda nokuBhala noLwazi lokuBala.

Iinjongo ezicwangciswe ngobuchule 1.3	Ukuzinzisa (consolidate) isicwangciso solwazi lokufunda nokubhala nolwazi lokubala ngohlobo lokuba sijike imeko yamanqanaba asezantsi olwazi lokufunda nokubhala nokupasa ulwazi lokubala kwizikolo zaseprayimari nokomeleza ukuphunyezwa kweNgcaciso yeKharityhulam kaZwelonke kumaBakala R – 9.
Injongo eyandlalelayo	1.8 Kwasetyenziswa iinkqubo nezitraktsha ezifanelekileyo ukuqhuba ngamandla amaphulo oLwazi lokuFunda nokuBhala noLwazi lokuBala. 1.9 Isikolo ngasinye sifumene i-*Maths, Science and Technology Kit* yeSigaba seSiseko (*Foundation Phase)* neSigaba esiPhakathi (*Intermediate Phase.)* Utitshala ngamnye (AmaBakala 1 - 6) ufumene i*Mental Maths book.* Ootitshala beSigaba esiPhakathi bafumene i-*item bank of Mathematics Assessment Tasks.* Ikomiti yeSigaba esiPhakathi ifumene isethi yeetshathi zodonga eziyi-60. Izikolo eziyi-250 zifumene izikim zokufunda *(reading schemes*) (AmaBakala 1-3) neencwadi zokufunda *(reader*s) (AmaBakala 4-6). Zonke izikolo zeSigaba esiPhakathi zafumana i-*Reading Intervention Program.* Izikolo eziyi-342 zafumana iikiti ii*Grade R Literacy and Numeracy Kits.* 1.10.Ootitshala babonelelwa ngekhontenti yekharityhulam noqeqesho ukuze bafundise ngendlela eyiyo. 1.11 Abacebisi ngezekharityhulam nootitshala baye baqhelaniswa noMgaqo-nkqubo woVavanyo wePhondo ukomeleza ukufundisa nokufunda. 1.12 Kuveliswe izibonelelo ezixhasa ukufunda nokufundisa ukunika inkxaso ootitshala ukuba bazi baze bancede abafundi abanezithintelo ekufundeni. 1.13 Abacebisi ngezekharityhulam bafumene uqeqesho nezixhobo zokubeka esweni. 1.14 Uvavanyo lokufumanisa ingxaki qho kwiminyaka emibini (*Bi-annual diagnostic testing*) lunceda ekunikeni izalatha-nkqubela (*indicators of performance*).
Izizathu	Uzinziso *(consolidation)* lwesicwangciso solwazi lokufunda nokubhala nolwazi lokubala luya kwenza kuphucuke amanqanaba olwazi lokufunda nokubhala nawolwazi lokubala. Ootitshala baya kuba nako ukufundisa bhetele nokunikwa inkxaso bhetele ekufundiseni ikharityhulam nasekuphuculeni ukupasa kwabafundi.
Uqhagam-shelwano	Luxhaswa ngumgumgaqo-nkqubo kazwelonke weNkcazo yeKharityhulam kaZwelonke (*National Curriculum Statement)*, lPhulo i-*Foundations for Learning Campaign*, i*Medium Term Strategic Framework* neemvumelwano zamazwe ngamazwe (international agreements) ezifana ne-*Millennium Development Goals*.
Izigaba zeNtsebenzo	2010 ▪ Ukuqhubeka kweSigaba sokuQala se-*Literacy and Numeracy Intervention*-izikolo eziyi-250 zafumana uqeqesho, inkxaso neLTSM ▪ Iimvavanyo zaqho ngonyaka kumaBakala 1-6 kwiphulo i*Foundations for Learning Campaign* ▪ Ukuqulunqa izikhokelo zemisebenzi yovavanyo zamaBakala R-9 eziqhagamshelene neeshedyuli zemisebenzi nezikhokelo zootitshala ▪ Ukulungiselela nokuvelisa iishedyuli ezihambelana ngqo neemfuno zezikolo zemfundo eneemfuno ezizodwa ▪ Ukuqulunqa nokuqalisa iintlobo zokufunda (*learning pathway*s) zezikolo zezakhono ▪ Ukujongisisa ikharityhulam yezikolo zaBafundi abaNgevayo ▪ Ukuqeqesha ootitshala beBakala R ▪ Ukuphuhlisa ootitshala kuzo zonke iinkalo zezifundo ▪ Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nezixhobo eziii-*manipulatives,* kuzo zonke izikolo ukuphucula ukufundisa nokufunda ▪ Ukudala iiklasi ezibandakanya bonke abafundi ▪ Ukunika inkxaso ukuqaliswa kweenguqu kwikharityhulam ezicetyelwa u-2011 ▪ Ukwenza igalelo ekufundisweni kweekhosi ze-*INSET* e-*CTLI* 2011 ▪ ISigaba sesiBini se*Literacy and Numeracy Intervention*-iqela elitsha lezikolo ezikhethelwe ukufumana uqeqesho, inkxaso neLTSM ▪ Ukunika inkxaso ootitshala kwiishedyuli zomsebenzi ukuqalela kwiBakala R - 9 ▪ Ukuqhelisa ootitshala ngokusetyenziswa kwemisebenzi yovavanyo kumaBakala R ukuya ku-9. ▪ Ukubonelela ngophuhliso oluqhubekayo nenkxaso kwizikolo zemfundo eneemfuno ezizodwa ngakumbi izikolo zezakhono nezikolo zaBafundi abaNgevayo ▪ Ukomelezwa ukufakwa kweBakala R kwiSigaba seSiseko ▪ Ukuqulunqa ikharityhulam yeBakala eliphambi kweBakala R ▪ Ukubonelela ngenkxaso ekufundisweni nakuvavanyo lwekharityhulam

Iinjongo ezicwangciswe ngobuchule 1.3	Ukuzinzisa (consolidate) isicwangciso solwazi lokufunda nokubhala nolwazi lokubala ngohlobo lokuba sijike imeko yamanqanaba asezantsi olwazi lokufunda nokubhala nokupasa ulwazi lokubala kwizikolo zaseprayimari nokomeleza ukuphunyezwa kweNgcaciso yeKharityhulam kaZwelonke kumaBakala R – 9.
Izigaba zeNtsebenzo	2011 • Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nezixhobo ezizii-*manipulatives*, kuzo zonke izikolo ukuphucula ukufundisa nokufunda • Ukwenza iiklasi ezibandakanya bonke abafundi • Ukwenza igalelo ekufundisweni kweekhosi ze-INSET e-CTLI 2012 • Kusaqhutyekwa neSigaba sesiBini se-*Literacy and Numeracy Intervention*- • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso oluqhubeka okokoko nenkxaso kwizikolo zemfundo eneemfuno ezizodwa ngakumbi izikolo zezakhono nezikolo zaBafundi abaNgevayo • Ukomelezwa ukufakwa kweBakala R kwiSigaba seSiseko • Ukomelezwa ukufakwa kweBakala eliphambi kweBakala R kwiCandelo leGET • Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nee-manipulatives, kuzo zonke izikolo ukuphucula ukufundisa nokufunda • Ukubonelela ngenkxaso yophuhliso oluqhubeka okokoko kwiinkqubo zeeklasi ezibandakanya bonke abafundi • Ukwenza igalelo ekufundisweni kweekhosi ze-I*NSET* e-*CTLI* 2013 • Kusaqhutyekwa neSigaba sesiThathu se-*Literacy and Numeracy Intervention* -iqela elitsha lezikolo ezikhethelwe ukufumana uqeqesho, inkxaso neLTSM • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso oluqhubekayo nenkxaso kwizikolo zeemfuno ezizodwa ngakumbi izikolo zezakhono nezikolo zaBafundi abaNgevayo • Ukomelezwa kohlanganiso lweBakala R kwiSigaba seSiseko • Ukomelezwa kohlanganiso lweBakala eliphambi kweBakala R kwiCandelo le*GET* • Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nezixhobo ezizii-*manipulatives,* kuzo zonke izikolo ukuphucula ukufundisa nokufunda • Ukubonelela ngenkxaso yophuhliso oluqhubekeka okoko kwiinkqubo zeeklasi ezibandakanya bonke abafundi • Ukwenza igalelo ekufundisweni kweekhosi ze-INSET e-CTLI 2014 • Kusaqhutyekwa neSigaba sesiThathu se-*Literacy and Numeracy Intervention* • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso oluqhubekayo nenkxaso kwizikolo zemfundo eneemfuno ezizodwa ngakumbi kwizikolo zezakhono nezikolo zaBafundi abaNgevayo • Ukomelezwa kohlanganiso lweBakala R kwiSigaba seSiseko • Ukomelezwa kohlanganiso lweBakala eliphambi ko-R kwiCandelo leGET • Ukubonelela ngeLTSM, umz. iincwadi zokufunda, iitshathi zodonga nezixhobo ezizii-*manipulatives,* kuzo zonke izikolo ukuphucula ukufundisa nokufunda • Ukubonelela ngenkxaso yophuhliso oluqhubeka okokoko kwiinkqubo zeeklasi ezibandakanya bonke abafundi • Ukwenza igalelo ekufundisweni kweekhosi ze-*INSET* e-*CTLI*

Iinjongo ezicwangciswe ngobuchule 1.4	Ukuqinisekisa ngokuya kusandiswa ulawulo lwekharityhulam oluyimfuneko nophuhliso lwezakhono kootitshala beBakala 10-12 kwaye izikolo zithatha ezona zigqibo zinenzuzo enkulu kakhulu ngokufundiswa kwekharityhulam
Inkcazo yeNjongo	Ngokubonelela iincwadi nezinto zokufunda nezixhobo, uqeqesho nemigaqo-nkqubo encedisayo (*enabling policies)* ngokubamba iingxoxo nezikolo ngokwazo – iSebe iWCED liya kwenza igalelo ekwakheni ulwazi nezakhono zootitshala ukuqinisekisa ukuba banako ukufikelela kwiimfuno zokufunda (*academic demands)* zekharityhulam, kwi-*pace academic delivery* nokulawula inkxaso ukwenzela ukuba kuphuculwe ukupasa izifundo .
Injongo eyandlalelayo	Ngo-2009, kwabhalwa iimviwo zeSatifikethi seMatriki kuZwelonke *(National Senior Certificate (NSC)* ngabafundi abayi-44 931. ISebe leMfundo leNtshona Koloni liyigcinile eyona reyithi yokupasa iphezulu engu-75.71%. Nangona kunjalo, kubekho ukuhla nge-2.96% xa kuthelekiswa engu-78.67% ekwafikelelwa kuyo ngo-2008. Bebonke ngabaviwa abayi-14 324 (31.88%) abaphumelela i*NSC* benako ukungenela iSidanga sokuQala (*Bachelors Degree)* lo gama abaviwa abayi-6 988 baphumelela i*NSC* nge-*Higher Certificate, nabayi-12 667 abaphumelele iNSC ngokuzuza iDiploma.* Ngokomgangatho wokupasa, liye lehla inani ngabafundi abayi-1.16% abanako ukudlulela kwiSidanga sokuQala ukusuka ku-2008 kuye ku-2009. Abaviwa abayi-19 210 bebonke babhala iMathematika ngo-2009, baze abayi-13 349 babhala i*Physical Science*. Kuba ngabaviwa abayi-68.4% abapase iMathematika baze abaviwa abayi-52.9% bayipasa i*Physical Science.*
Izizathu	Kubekho ukuya kusihla kwireyithi yokupasa ekupheleni konyaka weBakala 12. Izikolo eziziisekondari eziyi-85 zifakwe kuhlelo lokuba zizikolo eziqhuba kakubi (*underachieving*) ngo-2009. Oku kuthetha ukuba phantse i-20 yezikolo zethu eziziisekondari azenzi inkonzo eyanelisayo kubafundi okanye zizikolo eziya kutsho kwi-25%, xa kuthathwa nezo zimana zisenza kakubi ziphinde ziziphucule iziphumo zazo, ezikolu hlelo. Kufuneka kuthathwe amanyathelo angqongqo ukulungisa le meko.
Uqhagam-shelwano	Kwenziwe uqhagamshelwano namaziko emfundo ephakamileyo ukunceda ngoqeqesho lootitshala nenkxaso. Kukho iindima ezingadlalwa ngootitshala abangabacebisi nenqununu ezizii-*caretaker*. Kunokunikwa inkxaso ngabafundi bangaphambili/ootitshala abadla umhlala-phantsi/iingcali okanye ootitshala abaziinkokeli. Uqhagamshelwano oluphakathi kwamaziko namanye amasebe karhulumente luya kubandakanya inkxaso kumaphulo okulwa iziyobisi (*anti-drug initiative*s.) Abafundi abathwaxwa yintlupheko namakhaya akhokelwa ngabantwana (*child-headed homes*) bafuna inkxaso. Kufuneka abafundi bakwazi ukufikelela kwiilayibrari kwaye amakhaya angenambane afanele ukuthathelwa ingqalelo.
Izigaba zentsebenzo	2010 • Ukuvelisa imisebenzi yovavanyo yamaBakala 10 - 12 • Ukulungisa apha naphaya iishedyuli zomsebenzi ezilungele ngqo ukusetyenziswa kwiimeko ezithile zezikolo zemfundo eneemfuno ezizodwa • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo zemfundo eneemfuno ezizodwa ngakumbi kwizikolo zabangevayo • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngeLTSM ukuphucula ukufundisa nokufunda • Ukwenza iiklasi ezilungele bonke abafundi • Ukuphucula umgangatho weziphumo zeBakala 12 2011 • Ukuvelisa imisebenzi yovavanyo yamaBakala 10 - 12 • Ukulungisa apha naphaya nokuvelisa iishedyuli zomsebenzi ezilungele ngqo ukusetyenziswa kwiimeko ezithile zezikolo zemfundo eneemfuno ezizodwa • Ukujongisisa kwakhona ikharityhulam yezikolo zaBafundi abangevayo • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngeLTSM ukuphucula ukufundisa nokufunda • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo zemfundo eneemfuno ezizodwa • Ukubonelela ngenkxaso yophuhliso eqhubeka okokoko kwiinkqubo zeeklasi ezibandakanya bonke abafundi

Iinjongo ezicwangciswe ngobuchule 1.4	Ukuqinisekisa ngokuya kusandiswa ulawulo lwekharityhulam oluyimfuneko nophuhliso lwezakhono kootitshala beBakala 10-12 kwaye izikolo zithatha ezona zigqibo zinenzuzo enkulu kakhulu ngokufundiswa kwekharityhulam
Izigaba zentsebenzo	2012 • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo ezinemfuno zemfundo eneemfuno ezizodwa • Ukubonelela ngeLTSM ukuphucula ukufundisa nokufunda • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngenkxaso yophuhliso eqhubeka okokoko kwindlela yokufundisa eziklasini ezibandakanya bonke abafundi 2013 • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo ezinemfuno zemfundo eneemfuno ezizodwa • Ukubonelela ngeLTSM ukuphucula ukufunda nokufundisa • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngenkxaso yophuhliso eqhubeka okokoko kwindlela yokufundisa eziklasini ezibandakanya bonke abafundi 2014 • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kootitshala kwiNCS nakwiindlela zoVavanyo • Ukuphuhlisa ulwazi lootitshala kwikhontenti yezifundo • Ukubonelela ngophuhliso nenkxaso eqhubeka okokoko kwizikolo ezinemfuno zemfundo eneemfuno ezizodwa • Ukubonelela ngeLTSM ukuphucula ukufunda nokufundisa • Ukubonelela ngenkxaso yophuhliso eqhubeka okokoko kwindlela yokufundisa eziklasini ezibandakanya bonke abafundi
Injongo ecwangciswe ngobuchule 1.5	Ukuphumeza uMgaqo-nkqubo we-*e-Education (White Paper on e-Education) (White Paper 7*) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (*Draft National Guidelines for School Library Services), esinjongo ikukuqinisekisa ukuba bonke abalawuli* (*administrator*s), abaphathi (*manager*s), ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (*resource-based teaching and learning)*..
Inkcazo yeNjongo	*Ukuqulunqwa kwemigaqo-nkqubo* 1. Ukuqulunqa nokuphumeza imigaqo-nkqubo emalunga nokusetyenziswa kwengcaciso kwezemfundo neenethekhnoloji zonxibelelwano (*communication technologies (ICTs).* 2. Ukuqulunqa nokuphumeza imigaqo-nkqubo ephathelele kwi*Draft National Guidelines for School Library Services.* *Uqeqesho lootitshala* 3.Uqeqesho lootitshala (*professional development)* kwi-ICT oluqulethe iiseshoni zoqeqesho kwikhompyutha lwabantu buqu neeseshoni zoqeqesho ngonxibelelwano lwekhompyutha (*face to face and online training sessions*) kula manqanaba ekuqaleni, *adoption, adaptation*, *appropriation and innovation* namaphulo amatsha ukulungiselela bonke ootitshala, abacwangcisi bekharityhulam nabacebisi ngezekharityhulam. 4.Ukubonelela ngenkxaso ngamandla *(advocacy and support)* kuphunyezo lwe-*Draft National Guidelines for School Library Services,* ngeenkcazo-ntetho kumaqela olawulo lwezemfundo xa olu xwebhu lugqityiwe kwaye lusemthethweni. 5. Uqeqesho lootitshala olongezelelweyo kootitshala abalawula iilayibrari zezikolo ze-*QIDS-UP* abangekayi kwiikhosi zoqeqesho.

Injongo ecwangciswe ngobuchule 1.5	Ukuphumeza uMgaqo-nkqubo we-*e-Education (White Paper on e-Education) (White Paper* 7) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (*Draft National Guidelines for School Library Services), esinjongo ikukuqinisekisa ukuba bonke abalawuli* (*administrator*s), abaphathi (*managers*), ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (*resource-based teaching and learning)*..
Inkcazo yeNjongo	*Ukufikelela kwi-ICT neZibonelelo zaseLayibrari* 6.Ukwazi ukufikelela kwiziseko zophuhliso ze-ICT nakwiisistim kuzo zonke izikolo ezikwi-Sebe iWCED. 7. Ukwazi ukufikelela kwamagosa eSebe i*WCED*, ootitshala nabafundi kwingcaciso ye-*digital*, e-*electronic*, e-*audio-visual* neyamaphephandaba *(print information)* kwiLayibrari yakwa-*EDULIS*, amasebe ayo namaziko angoovimba bolwazi ezithili zemfundo *Izibonenelelo ne-e-Content* 8.Ukwazi ukufikelela kwi-*digital content* kwabafundi, ootitshala nabasebenzi abasezi-ofisini. Ukwazi ukufikelela kwazo zonke izikolo kuluhlu lwe-*software* ecetyiswayo noluthe lwaphononongwa ngokwekharityhulam nangokobugcisa (*curriculum and technical evaluation)* kwi-CMS. 9. Ukuvelisa iqela le- *cohort of digital content designers and developers)* kwezo titshala zifundisayo nakubacebisi ngezekharityhulam. 10. Ukukhupha imirhumo *(subscribe)* yezibonelelo ii-*e-resources* ezifanelekileyo *Uthatho-nxaxheba olwenziwa ngabahlali* 11. Ukukhuthaza uthatho-nxaxheba okwenziwa ngabahlali ngokukhuthaza izikolo ezineziseko zophuhliso ze-ICT neelayibrari/amaziko angoovimba bolwazi *(resource centres)* ukuba bavule izikolo zabo neendawo zabo ukuze zisetyenziswe ngabahlali bazo ukukhuthaza ukubandakanywa kwabahlali nokufunda ubomi babo bonke *(lifelong learning)* neziya kuthi ke ngoko zisebenze njengamaziko e-*e-Learning*/amaziko engcaciso (*information hubs*). *UPhando noPhuhliso* 12. Ukwenza uphando nophuhliso khon' ukuze kuvavanywe iindlela zokufundisa zangoku (ass*ess current practices),* nokuba kuphanda ngakumbi, kuvavanywe, kulingwe ubugcisa bezixhobo zethekhinoloji ezintsha (*technologies)*, iindlela zokwenza obugcisa (*methodologies and techniques*) ukuxhasa izigqibo ezimalunga nokusetyenziswa kwazo ukukhuthaza ukufunda, ukufundisa nolawulo olusemgangathweni. 13. Ukuhlolisisa ezona ndlela zibhetele zisetyenziswa ziilayibrari neethekhnoloji zengcaciso ukunika inkxaso uphando kwezemfundo, ukwenziwa kwemigaqo-nkqubo neenkqubo zezemfundo (*pedagogies).* *Uqhagamshelwano (Connectivity)* 14. Ukuqinisekisa uqhagamshelwano ukwenzela ukuba izikolo zibenako ukufikelela kwii-sistim nakwizibonelelo ukulungiselela iinjongo zokufundisa nokufunda.
Injongo eyandlalelayo	*Ukuqulunqwa kwemigaqo-nkqubo* 1. Sikho isikhokelo sephondo se-*e-Learning esifunyenwe kuMgaqo-nkqubo oPhunyeziweyo we-e-Learning (*e-*Education White paper).* Siyaphunyezwa iSikhokelo i-*Teacher Training and Professional Development in ICT Guideline*. 2. Siye salungiswa apha naphaya inqanaba lephondo isikhokelo sikazwelonke i-*Draft national School Library Policy* ne-*Draft National Guidelines for School Library Services.* *Uqeqesho lootitshala* 3. Uqeqesho lootitshala kwi-ICT: uqeqesho lwabasaqalayo lwenzelwa bonke abasebenzi xa kufakelwa ilebhu yekhompyutha ene-*software* eyodwa efakiweyo elungiselelwe oku. Amanani akhoyo njengangoku ootitshala abaqeqeshiweyo ami ku-24 417. Bamalunga nama-5 000 abanye ootitshala ababeye kwiikhosi zoqeqesho. 4. Uqeqesho lwabasebenzi beLayibrari i-EDULIS naMaziko eziBonelelo eZithili zeMfundo luqhubeka okokoko ukukhawulelana nemeko ethe yavela ngelo xesha. Amagosa akwaNdlunkulu (HO) nawe-Ofisi zeZithili aqeqeshelwa ukuba akwazi ukufikelela kwii-e-*journals* nee-*e-books.*

Injongo ecwangciswe ngobuchule 1.5	Ukuphumeza uMgaqo-nkqubo we-*e-Education (White Paper on e-Education) (White Paper* 7) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (*Draft National Guidelines for School Library Services), esinjongo ikukuqinisekisa ukuba bonke abalawuli* (*administrator*s), abaphathi (*managers*), ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (*resource-based teaching and learning)*..
Injongo eyandlalelayo	*Ukufikelela kwi-ICT neZibonelelo zaseLayibrari* 5. Ukufikelela kwiziseko zophuhliso ze-ICT neesistim: ukuza kuthi ga ngoku, izibonelelo zekhompyutha sele zifakiwe kwizikolo eziyi-1102 ngeprojekthi yeKhanya. Zonke izikolo eziphakamileyo zinesibonelelo sekhompyutha enye. Iipoyinti i*stand-alone access points ze-digital content* zabonelelwa ngoNovemba 2009 kwiZithili zeMfundo ezi-5. Kukho neziko lewebhu leKharityhulam. I-*Learning Management System (LMS)* yisistim elingwayo yokufaka iikhompyutha *(pilot installation)* kwaye ukuphunyezwa kokugqibela kuya kuqhubeka ngo-2010. 6. I-*EDULIS Library*, amasebe ayo namaziko ezibonelelo ezithili kwakunye namabini kumaziko ama-5 elayibrari ezingoomahamba nendlwana *(mobile libraries)*, babonelela ngenkonzo yokubolekisa iincwadi nezinye izibonelelo ngokusetyenziswa kwe-*EDUPALS automated library system,* eyisisitim yekhompyutha neya kutshintshwa ibe yi-*Brocade system,* ngo-2010. Iziko lewebhu lakwa-*EDULIS* liqhamshelene nekharityhulam, I-*IHCD* namaziko ophuhliso lomgaqo-nkqubo ukwenzela ukuba kunikwe abasebenzisi *(clients)* ithuba lokufikelela kwizibonelelo zengcaciso. *Izibonelelo ne-e-Content* 7. I-*e-Content*: Kukho uluhlu olucetyiswayo lwe-*software* yezemfundo i-*evaluated educational software* efumanekayo kwiziko lewebhu leKharityhulam kwaye luhlaziywa qho ngekota. Isistim sele isebenza ukulungiselela ukuhlolwa kwe-*software* yezemfundo yekharityhulam nezixhobo ezisetyenziswayo (*curricular and technical evaluation)* engeniswe kwi-WCED. ICandelwana lakwaNdlunkulu: abasebenzi be-*e-Learning* baqalise inkqubo yokuqokelela izinto zokufunda nezibonelelo zokufunda zedijithali. 8. I-EDULIS Library, namasebe ayo namaziko ezithili zemfundo ezibonelelo enza uthotho olubanzi lwekhontenti eyi-*e-Content* efumanekayo ngee-*e-journals,* e-*books*, ii*CD-ROMs nee* CDs. Ukwenziwa kwenkonzo esebenzayo yelayibrari nengcaciso yala maxesha kuxhomekeke, phakathi kwezinye izinto, kwizixhobo zonxibelelwano zezentlalo *(social networking tools*). *Uphando noPhuhliso* 9. UPhando nophuhliso: kuvavanywa izixhobo zekhompyutha ii-*webinar*, ii-*social networking tools nee-mobile technologies)* (uvavanyo lwenziwe kwidizayini ye-*CMS)*. *Uqhagamshelwano (Connectivity)* 10. Uqhagamshelwano luyacotha kakhulu. Uninzi lwezikolo lusebenzisa i-*dial-up* ne-*ADSL* ethile. Zikho izikolo ezingenako ukufikelela kwi-Intanethi. 11. Yi-30% yezikolo zeSebe iWCED eneelayibrari zezikolo kodwa ayizizo zonke ezisebenza kakuhle. Bambalwa ootitshala abaqeqeshelwa ulawulo lweelayibrari zezikolo.
Izizathu	Injongo ecwangciswe ngobuchule (*strategic objective) i*ya kwenza igalelo kwinjongo kazwelonke yomgaqo-nkqubo ophunyeziweyo we-*e-Education White paper* ize yenze negalelo ngakumbi ekuphuculeni ukufunda nokufundisa ngokuthi kubonelelwe ngeziseko zophuhliso ze-*ICT* (*ICT infrastructure*), uqeqesho lwabasebenzi olufanelekileyo nokwazi ukufikelela kwizibonelelo ezisemgangathweni. Iilayibrari zibonelela ngengcaciso neembono ezingundoqo ekufundeni kuluntu lwale mihla olunesiseko esiyingcaciso nolwazi. Ukusekwa kweelayibrari zezikolo ezisebenza kakuhle kuxhaswa yi-*National Guidelines for School Library Services* ukwenzela ukuba kubonelelwe ngezibonelelo ezibalulekileyo zaselayibrari ezisekelwe kwizibonelelo zokufunda nokufundisa.

Injongo ecwangciswe ngobuchule 1.5	Ukuphumeza uMgaqo-nkqubo i-White Paper on e-Education (White Paper 7) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (Draft National Guidelines for School Library Services), esinjongo ikukuqinisekisa ukuba bonke abalawuli, abaphathi, ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (resource-based teaching and learning).
Uqhaga-mshelwano	1. Njengoko liyinene elokuba amajelo onxibelelwano kula maxesha aya esiba nezixhobo zedijithali, i-e-*Learning* ibonelela ngamathuba okukhuthaza ulwazi lokufunda nokubhala nolwazi lokubala ngamajelo anengcaciso eninzi efanelekileyo *(relevant and rich medium).* 2. Ukuqinisekisa ukuba zonke izikolo eziphakamileyo ziqhuba ngokufanelekileyo kunokufikelelwa ngokuthi kubonelelwe ngokwazi ukufikelela kumaxwebhu afanelekileyo *(LMS*, *CMS)* neeseshoni zophuhliso lwabasebenzi ezisekelwe kwiziphumo zophando nezinto eziqhubekayo zophando neenkqubo zophuhliso. Ukongeza apho, izixhobo ii-*social networking tools* zibonelela ngamathuba amahle kakhulu okwakha uluntu olunxibelelana ngokusebenzisa ikhompyutha *(*on-*line communities)* nokuya kudlala indima ebalulekileyo ukuqhagamshela ootitshala, ukuhlanganisa ulwazi nokubonelela ngenkxaso kootitshala (nakubafundi) ngamaxesha okwenyani naphina na apho bakhoyo. 3. ILayibrari i-EDULIS, amasebe ayo namaziko ezibonelelo ezithili zemfundo zinika inkxaso amagosa eSebe iWCED, kwakunye nabaphathi, abaphandi, iingcali zemfundo eneemfuno ezizodwa nezekharityhulam, nootitshala kwimiba efana nesicwangciso i*WCED Literacy and Numeracy Strategy,* kwakunye nazo zonke iiNkalo zeZifundo/izifundo, ngokubonelela ngezibonelelo abacwangcisi nabacebisi ezenza babenako ukuqeqesha nokukhokela ootitshala. 4. Iilayibrari zezikolo kwizikolo eziziiprayimari neziziisekondari zinika inkxaso isicwangciso i*WCED Literacy and Numeracy Strategy* nokuphuculwa kokufunda iincwadi *(reading)* nokwandisa ikhontenti yekharityhulam kwiiNkalo zeZifundo/kwizifundo njengoko ziyimfuneko kwiNCS. Iinkonzo zeelayibrari zezikolo zinika inkxaso yokufunyanwa kwezakhono zengcaciso yolwazi lokufunda nokubhala, ukwazi ukufikelela, ukusebenza nokusebenzisa izibonelelo zengcaciso ezikwiifomathi ezahlukeneyo neziyingxam yokwenziwa kweenkonzo ze-*e-Learning* ngendlela eyiyo nenempumelelo;
Izigaba zentsebenzo	2010 • I-*e-Learning Platform* ekuliziko lewebhu elidibanisa ii-s*ocial networking technologies ne-Learning Management System.* • Ezinye izibonelelo zeekhompyutha eziyi-150 ezinikwe izikolo • Iphulo elilingwayo i*Webinar facility pilot* • Isibonelelo esilingwayo i*m-Learning facility pilot* • I-*Digital Library start-up* kuzo zonke izithili zemfundo • Ukuqaliswa kovimba *(repository*) wezinto zokufunda nezocwangciso zezifundo zedijithali • Amaziko ama-5 ezibonelelo zeMfundo kwiZithili *(Education District Resource Centres)* abonelelwa ngee-*stand-alone teaching/ learning resources*, *document* ne-*freeware access point.* • Izibonelelo zoqeqesho ezifumaneka kwiZithili zeMfundo ezi-2 • Ukuqalisa uqeqesho kwi-*ICT* kwinqanaba le-*adaptation, appropriation*, *innovation* ne-*end user LMS competencies* ne-*content development*. • Iziko lewebhu lakwa-EDULIS elisebenza ngokupheleleyo eline-*proxy,* ne- *expansion of user online access* • Ukuphuhliswa ngakumbi kwamaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi neenkonzo), ukukhuthaza imodeli yedepo yelayibrari *(library depot model),* nokunika inkxaso ekusekweni kwamanye amaziko ezibonelelo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho lootitshala ngakumbi njengoko kuyimfuneko.

Injongo ecwangciswe ngobuchule 1.5	Ukuphumeza uMgaqo-nkqubo i-White Paper on e-Education (White Paper 7) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (Draft National Guidelines for School Library Services), esinjongo ikukuqinisekisa ukuba bonke abalawuli, abaphathi, ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (resource-based teaching and learning).
Izigaba zentsebenzo	2011 • Isibonelelo i-*Webinar facility* • Isibonelelo i-*m-Learning* facility • Isibonelelo soqeqesho kwi-ICT kwiZithili zeMfundo ezi-2 • Amaziko aseleyo eZibonelelo kwiZithili zeMfundo *(Education District Resource Centres*) abonelelwe ngee-*stand-alone teaching/ learning resources*, *document* ne-*freeware access point*. • Ezinye izibonelelo zeekhompyutha eziyi-150 ezinikwe izikolo • Ukongezwa kovimba *(repository*) wezinto zokufunda nezocwangciso zezifundo zedijithali • I-*Digital Library* kuzo zonke iZithili zeMfundo • Iprogram yoqeqesho kwi-ICT ukususela kwinqanaba lokuqala i-*entry level* kuye kutsho kwi-*innovation* kubandakanywa izakhono zobuchule ze-*administrator and course creator LMS competencies*) nophuhliso lwekhontenti. • Ukuzinzisa ilayibrari yakwandlunkulu /iziko le-*e-Learning centre*, nokuqhubeka ukunciphisa iincwadi ezikwi-EDULIS Library eBellville nokuzihambisa kwakhona njengoko oko kuyimfuneko. • Ukuphuhlisa ngakumbi amaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi nokunye, iinkonzo), ukukhuthaza imodeli yedepo yelayibrari *(library depot model)*, nokunika inkxaso ekusekweni kwamaziko ezibonelelo awongezelelweyo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho lootitshala ngakumbi njengoko kuyimfuneko. 2012 • Ukunikwa kwezikolo zokugqibela ebezisalele izibonelelo zekhompyutha • Izibonelelo zoqeqesho kwi-ICT ezikwiZithili zeMfundo ezi-2 • Iprogram yoqeqesho kwi-ICT ehlangene ngokupheleleyo kwiZithili zeMfundo ezi-4 • Ukwandiswa kovimba (*repository*) wezinto zokufundisa nezicwangciso zezifundo ezidijithali • Iprogram yoqeqesho kwi-ICT ukususela kwi-*entry level* kuye kwi-*innovation* kubandakanywa izakhono zobuchule ze-*administrator and course creator LMS competencies* nophuhliso lwekhontenti. • Ukuphuhlisa ngakumbi amaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi, iinkonzo), ukukhuthaza imodeli yedepo yelayibrari *(library depot model*), nokunika inkxaso ekusekweni kwamanye amaziko ezibonelelo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho lootitshala ngakumbi njengoko kuyimfuneko. 2013 • Izibonelelo zoqeqesho kwi-ICT ezikwezinye iZithili zeMfundo ezi-2 • Iprogram yoqeqesho kwi-ICT ehlangene ngokupheleleyo kwiZithili zeMfundo ezi-6 • Ukwandiswa kovimba *(repository)* wezinto zokufundisa nezicwangciso zezifundo ezidijithali • Iprogram yoqeqesho kwi-ICT ukususela kwi-*entry level* kuye kwi-*innovation* kubandakanywa izakhono zobuchule ze-*administrator and course creator LMS competencies* nophuhliso lwekhontenti. • Ukuphuhlisa ngakumbi amaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi, iinkonzo), ukukhuthaza imodeli yedepo yelayibrari *(library depot model*), nokunika inkxaso ekusekweni kwamanye amaziko ezibonelelo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho lootitshala ngakumbi njengoko kuyimfuneko.

Injongo ecwangciswe ngobuchule 1.5	Ukuphumeza uMgaqo-nkqubo i-White Paper on e-Education (White Paper 7) neSikhokelo esiyiDrafti sikaZwelonke seeNkonzo zeeLayibrari zeZikolo (Draft National Guidelines for School Library Services), esinjongo ikukuqinisekisa ukuba bonke abalawuli, abaphathi, ootitshala, nabafundi eNtshona Koloni bayakwazi ukusebenzisa i-ICTs ngeyona ndlela inenzuzo enkulu, ngokuzithemba nangendlela ebonisa ubukhali bengqondo ukuqhubela phambili ukufundisa, ukufunda nolawulo, kunye nokuqinisekisa ukuya kusandiswa uphuhliso lweenkonzo zeelayibrari ezisebenza kakuhle ezithilini nasezikolweni, ukunika inkxaso kuphuhliso lolwazi lokufunda nokubhala nolwazi lokubala kwakunye nokufundisa nokufunda okusekelwa zizibonelelo (resource-based teaching and learning).
	2014 • Izibonelelo zoqeqesho kwi-ICT ezikwezinye iZithili zeMfundo ezi-2 • Iprogram yoqeqesho kwi-ICT ehlangene ngokupheleleyo kwiZithili zeMfundo ezi-8 • Ukwandiswa kovimba *(repository)* wezinto zokufundisa nezicwangciso zezifundo ezidijithali • Iprogram yoqeqesho kwi-ICT ukususela kwi-*entry level* kuye kwi-*innovation* kubandakanywa izakhono zobuchule ze-*administrator and course creator LMS competencies* nophuhliso lwekhontenti. • Ukuphuhlisa ngakumbi amaziko ezibonelelo ezithili zemfundo (abasebenzi, iincwadi, iinkonzo), ukukhuthaza imodeli yedepo yelayibrari *(library depot model*), nokunika inkxaso ekusekweni kwamanye amaziko ezibonelelo. • Ukuphuhlisa ngakumbi inkonzo yelayibrari engumahamba nendlwana. • Uqeqesho ngakumbi lootitshala kwizikolo zeprojekthi ye-*QIDS-UP,* njengoko kuyimfuneko.

Iprogram Esekelayo 1.3 Ulawulo Lwezemfundo – Icandelo Locwangciso Elikhulu	
Injongo eCwangciswe ngoBuchule 1.6	Ukuququzelela uphuhliso lwemigaqo-nkqubo nenkqubo yemithetho *(legislative process)* kwiSebe iWCED ngokuthetha-thethana nabo bonke abathathi-nxaxheba abachaphazelekayo ukuqinisekisa ukwenziwa kweenkonzo ngokuyimpumelelo
Inkcazo yenjongo	Ukubonelela iSebe iWCED ngenkqubo ehlangeneyo, ecwangcisekileyo ukuqalisa, ukuvavanya, ukuqulunqa, ukuququzelela nokungqinelanisa imigaqo-nkqubo neenkqubo-zikhokelo zemithetho (*legal framework*) echaphazelekayo nokunika iingcebiso nesikhokelo ngemigaqo-nkqubo ekhuthaza ubulungisa nokulungisa umonakalo wangaphambili, lo gama kuqinisekiswa ukuba onke amaqumrhu othetha-thethwano athatha inxaxheba ekufikeleleni kwimfundo esemgangathweni kumntu wonke.
Inkcazo eyandlalelayo	Kwenziwe inkqubo-sikhokelo yokuqulunqwa kwemithetho yokwenza inkqubo efanayo yemithetho ukungqinelanisa nokuqinisekisa ukuba ukuqulunqwa kwemigaqo-nkqubo kuyangqinelana nemyalelo yoMgaqo-siseko. INkqubo-sikhokelo yenzelwe ukukhokela ukwenziwa komgaqo-nkqubo ukususela ekuqaleni ukuya kuphunyezo lwawo, ukubekwa esweni kwawo nokuvavanywa kwawo.
Izizathu	Ukuqulunqwa okuququzelelweyo kwemigaqo-nkqubo yephondo nenkqubo –sikhokelo yomthetho kuyafuneka ukuze kuqinisekiswe ukuba ngaba umgaqo-nkqubo uphunyezwe njengoko bekucwangcisiwe kusini na; kwanokuba ngaba iinjongo neziphumo ekujongwe kuzo kufikelelwe na kuzo. Ukufaneleka kwemigaqo-nkqubo okubandakanya ubuchule, ukusebenza ngempumelelo, ifuthe nokugcinakala kuqinisekiswa ngokuphunyezwa kwesicwangciso sovavanyo esiququzelelwe kakuhle njengenxalenye yenkqubo-sikhokelo semigaqo-nkqubo yephondo esidibeneyo. Ibonelela ngeenkqubo zokutshekisha ukuba inkqubo yemigaqo-nkqubo iqhuba kakuhle; iqinisekise ukuba ngaba umgaqo-nkqubo wamkelwa ngabafanele ukuwamkela; imisele ukuba ngaba iinguqu ezifunekayo okanye iinguqu zokuwuphucula zenzeka zaza zeza neengcebiso zokujongisiswa kwakhona nokufakelwa kwezilungiso. Le nkqubo yomgaqo-nkqubo wephondo iququzelelweyo iya kuqinisekisa ukuba uluntu (*civil society)* lunethuba lokuxela izimvo zalo ngomgaqo-nkqubo ocetywayo kwaye lunako ukufikelela kumgaqo-nkqubo opapashiweyo nezicwangciso zophunyezo kwanokuqinisekisa ukuba izigqibo zomgaqo-nkqubo ziyaguqulwa zibe zizenzo ezinokuphunyezwa ngokucacisa iindima nemisebenzi eyimfanelo yawo onke amagosa neekomiti zolawulo lwezikolo.

Injongo eCwangciswe ngoBuchule 1.6	Ukuququzelela uphuhliso lwemigaqo-nkqubo nenkqubo yemithetho *(legislative process)* kwiSebe iWCED ngokuthetha-thethana nabo bonke abathathi-nxaxheba abachaphazelekayo ukuqinisekisa ukwenziwa kweenkonzo ngokuyimpumelelo
Uqhaga-mshelwano	Inkqubo ehlanganisiswe yayondelelana yophuhliso, uphunyezo, ukubeka esweni novavanyo lweeprayorithi zemigaqo-nkqubo yephondo emininzi iya kwenza igalelo lokwazi ukufikelela bhetele kwiiprogram zophuhliso lwemfundo yabantwana abasaqalayo *(early childhood development programs*) kulawulo lwesikolo nakuphuhliso lootitshala, ekufundiseni okusemgangathweni kwiinkalo zoLwazi lokuFunda nolokuBhala noLwazi lokuBala ukuqinisekisa ukuphuculwa kwendlela abafundi abaqhuba ngayo kwizifundo *(improvement of academic performance)* kubo bonke abafundi kwizikolo eziphakamileyo; ukwandisa inani labafundi kwi-*Science, Technology, Engineering* ne-*Mathematics;* ukubonelela abafundi ngezikolo eziyindawo ekhuselekileyo nokubeka esweni ukuphunyezwa kwemimiselo nemigangatho emalunga neziseko zophuhliso zesikolo.
Izigaba zentsebenzo	2010-Ukungqinelanisa iinkqubo zemigaqo-nkqubo yonxibelelwano, ukuqalisa ukuqulunqwa komgaqo-nkqubo nofakelo lwezilungiso ngenxa yeengcebiso ezivela kwi-*Policy Audit* nokuphucula izakhono zabaqulunqi bemigaqo-nkqubo kwiSebe iWCED. 2011 Ukuqinisekisa ukuphunyezwa nokubekwa esweni kwemigaqo-nkqubo nemithetho, phakathi kwezinye izinto, oku iNkqubo-sikhokelo yoQulunqo loMgaqo-nkqubo (*Policy Development Framework*), i*Policy Forum* nophando. 2012– Ukuhlalutya ukuphunyezwa kwemigaqo-nkqubo, kwaziswe iingcebiso kuze kuthetha-thethwane ngendlela emakuqhutywe ngayo ukubheka phambili. 2013 Uvavanyo lweziphumo zemigaqo-nkqubo ephunyeziweyo (uvavanyo lwefuthe yawo). 2014 Ukujongisiswa kwakhona kwemigaqo-nkqubo equlunqwe yaza yaphunyezwa ngo-2009.
Injongo eCwangciswe ngoBuchule 1.7	Ukubeka esweni novavanyo lokuphunyezwa kwemigaqo-nkqubo, iinkqubo apha ngaphakathi kwiziko; ukusetyenziswa kwedatha eqokelelweyo ngaphakathi nangaphandle ukwenzela ukuqinisekisa ukuba kusetyenziswa ungenelelo oluphandisisiweyo ukuphumeza imigaqo-nkqubo nosetyenziso ngoeyona ndlela ibhetele kwezibonelelo ezizizakhiwo nezibonelelo zemali
Inkcazo yenjongo	Ngokuphuculwa komgangatho, kuthi kumiselwe umoya wokuthathela ingqalelo iziphumo (*results-based culture)* nothi usetyenziswe kuwo onke amanqanaba eziko ukuqinisekisa ukwenziwa kweenkonzo bhetele.
Inkcazo eyandlalelayo	Yi-15% yezikolo (eziphakamileyo neziziiprayimari) esele zivavanyiwe kuVavanyo lweSikolo siPhela (*Whole School Evaluation)*.
Izizathu	Ukuphunyezwa kwe*Total Quality Management System* kuya kuqinisekisa: • Ulawulo lweziko apho eyona njongo iphambili ikukwanelisa bonke abachaphazelekayo ngokuvelisa/ukuhambisa zonke iimveliso/iinkonzo ngeyona ndlela iyimpumelelo nekhawulezayo • Kusetyenziswa inkqubo yokuphucula umgangatho neqhubeka okokoko ukuphucula ukwenziwa kwemisebenzi yeziko yemihla ngemihla nokwandisa inzuzo ifunyanwe ngabo bonke abachaphazelekayo.
Uqhaga-mshelwano	Kufuneka inxaxheba yaloo msebenzi ibandakanye iinjongo ezicwangciswe ngobuchule zontathu njengoko injongo yayo yonke le misebenzi ikukuphucula ukufundiswa kwemfundo esemgangathweni nokuphucula iziphumo zemfundo.
Izigaba zentsebenzo	2010 • Ukuqhuba uVavanyo lweSikolo Siphela (WSE) kwizikolo eziyi-90[1] • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-*WSE Reports* kwizikolo ezivavanyiweyo eziyi-70% [217] ukuza kuthi ga ngoku (2006-2009) • Ukubeka esweni nokuvavanya uphunyezo lweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-*Performance Management Systems* [2] • Ukubeka esweni nokuvavanya ukuphunyezwa nokuzinziswa kwemigangatho yeZithili zeMfundo

[1] Oko kuthetha ukuba zimalunga ne-20% izikolo zikarhulumente eziqhelekileyo zeWCED eziya kuba zivavanyiwe
[2] IiNkqubo zolawulo lwentsebenzo zibandakanya ezi i-IQMS, SPMDS, PMDS ne-SMS

Injongo eCwangciswe ngoBuchule 1.7	Ukubeka esweni novavanyo lokuphunyezwa kwemigaqo-nkqubo, iinkqubo apha ngaphakathi kwiziko; ukusetyenziswa kwedatha eqokelelweyo ngaphakathi nangaphandle ukwenzela ukuqinisekisa ukuba kusetyenziswa ungenelelo oluphandisisiweyo ukuphumeza imigaqo-nkqubo nosetyenziso ngoeyona ndlela ibhetele kwezibonelelo ezizizakhiwo nezibonelelo zemali
Izigaba zentsebenzo	2010 • Ukuvavanya umgangatho nenkxaso yeziko ukulungiselela iziCwangciso zokuPhucula iSikolo (*School Improvement Plans) (SIPs)* neziCwangciso zokuPhucula iZithili zeMfundo *(District Improvement Plans (DIPs)* • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka *(Annual Plans) ze*zicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso i*WCED Strategic Plan* • Ukubeka esweni nokuvavanya intsebenzo xa ithelekiswa neenkonzo ezenziwayo eziphambili *(key deliverables*) ze- i*WCED Strategic Plan* • Ukuvavanya intsebenzo yeSebe iWCED kusetyenziswa iingcebiso zeziphumo zekhomishoni yophando ka2009 i-*2009 Public Service Commission findings* • Ukuqhuba uphando i-*Impact Study* ngokusebenza ngempumelelo kwenkonzo enika inkxaso eyenziwa ziiKomiti zeeSekethe • Ukungqinisisa iingxelo ezinge*Program Performance Measures (PPMs)* nee- *Sector Indicators* kwiiprogram ezikhethiweyo • Ukusebenzisa iziphumo ze-*M&E* ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando. 2011 • Ukuqhuba uVavanyo lweSikolo siPhela (*WSE)* kwizikolo eziyi-90 • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-*WSE Reports* kwizikolo eziyi-100% esele zivavanyiweyo • Ukubeka esweni nokuvavanya ukuphunyezwa kweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-*Performance Management Systems* • Ukubeka esweni nokuvavanya ukuphunyezwa kwemigangatho yeziithili • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso i*WCED Strategic Plan* • Ukubeka esweni nokuvavanya intsebenzo ithelekiswa neenkonzo ezenziwayo eziphambili (*key deliverables)* zesiCwangciso eSenziwe ngoBuchule • Ukungqinisisa iingxelo ezinge*Program Performance Measures (PPMs)* nee- *Sector Indicators* kwiiprogram ezikhethiweyo • Ukusebenzisa iziphumo ze-*M&E* ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando. 2012 • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-*WSE Reports* kwizikolo eziyi-100% esele zivavanyiweyo • Ukubeka esweni nokuvavanya ukuphunyezwa kweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-*Performance Management Systems* • Ukubeka esweni nokuvavanya ukuphunyezwa kwemigangatho yeziithili • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso i*WCED Strategic Plan* • Ukubeka esweni nokuvavanya intsebenzo ithelekiswa neenkonzo ezenziwayo eziphambili (*key deliverables)* zesiCwangciso eSenziwe ngoBuchule • Ukuqhuba uphando i-*Impact Study* ngokusebenza ngempumelelo kokuqeqeshwa kweengcali zeECD. • Ukusebenzisa iziphumo ze-*M&E* ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando.

Injongo eCwangciswe ngoBuchule 1.7	Ukubeka esweni novavanyo lokuphunyezwa kwemigaqo-nkqubo, iinkqubo apha ngaphakathi kwiziko; ukusetyenziswa kwedatha eqokelelweyo ngaphakathi nangaphandle ukwenzela ukuqinisekisa ukuba kusetyenziswa ungenelelo oluphandisisiweyo ukuphumeza imigaqo-nkqubo nosetyenziso ngoeyona ndlela ibhetele kwezibonelelo ezizizakhiwo nezibonelelo zemali
Izigaba zentsebenzo	2013 • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-*WSE Reports* kwizikolo eziyi-100% esele zivavanyiweyo • Ukubeka esweni nokuvavanya ukuphunyezwa kweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-*Performance Management Systems* • Ukubeka esweni nokuvavanya ukuphunyezwa kwemigangatho yeziithili • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso i*WCED Strategic Plan* • Ukusebenzisa iziphumo ze-*M&E* ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando • Ukubeka esweni nokuvavanya intsebenzo ithelekiswa neenkonzo ezenziwayo eziphambili (*key deliverables)*zesiCwangciso eSenziwe ngoBuchule • Ukuqhuba uphando i-*Impact Study* ngokusebenza kumaphulo ongenelelo ngoncedo akhethiweyo • Ukusebenzisa iziphumo ze-*M&E* ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando. 2014 • Ukuqinisekisa ukuba izikolo ziziphumezile iingcebiso ezikwi-*WSE Reports* kwizikolo eziyi-100% esele zivavanyiweyo • Ukubeka esweni nokuvavanya ukuphunyezwa kweengcebiso ziimodareyitha ze-IQMS zangaphandle • Ukubeka esweni ukuphunyezwa kwee-*Performance Management Systems* • Ukubeka esweni nokuvavanya ukuphunyezwa kwemigangatho yeziithili • Ukuvavanya ukungqinelana kweziCwangciso zoNyaka zezicwangciso zemisebenzi eyenziwayo neethagethi kwisiCwangciso i*WCED Strategic Plan* • Ukubeka esweni nokuvavanya intsebenzo ithelekiswa neenkonzo ezenziwayo eziphambili (*key deliverables)* zesiCwangciso eSenziwe ngoBuchule • Ukuqhuba uphando i-*Impact Study* ngeenkonzo ezenziwayo eziphambili (*key deliverables)* zesiCwangciso eSenziwe ngoBuchule seminyaka emi-5 • Ukusebenzisa iziphumo ze-*M&E* ukuxhasa izicwangciso, imigaqo-nkqubo, amaphulo ongenelelo ngoncedo nophando.
Injongo eCwangciswe ngoBuchule 1.8	Ukuqinisekisa ukuba lawulo lwamaphulo ongenelelo ngoncedo nezigqibo zixhaswa yidatha yophando olusekelwe kubungqina bokwenene *(researched empirical data).*
Inkcazo yenjongo	1. *IProgram yoLwazi lokuFunda nokuBhala noLwazi lokuBala:* Ukuxhasa le program, iSebe iWCED liya kuqhuba iimvavanyo kuwo onke amaBakala 3, 6, neBakala 9. Oku kuya kubangela ukuba kwenziwe iziko ledatha elinokusetyenziswa liSebe iWCED ukuvavanya ukusebenza kwezikolo nootitshala. Uphando olongezelelweyo luya kucazulula izizathu zeemeko ezithe zaqatshelwa luze lunike iindlela ezinokusetyenziswa ukuphucula inkqubo yabafundi. 2. *Iprogram exhasa izikolo eziqhuba kakubi kwiSatifikethi seMatriki sikaZwelonke:* ISebe iWCED liya kunika inkxaso iiprogram zongenelelo ngoncedo ngokuqhuba uphando ngemiba ebangela ukuqhuba kakubi. 3. *IProgram exhasa ukuphuculwa kwekharityhulam:* ISebe iWCED liya kuqhuba uphando olubhekiselele ekuphuculeni ukufundiswa kwemfundo esemgangathweni. 4. *IProgram exhasa iimeko zootitshala:* Le program yophando ijolise ekunikeni inkxaso imizamo yokuzinzisa ukufumaneka kootitshala. 5. *IProgram exhasa isiCwangciso* i*Education Provisioning Plan (EPP):* Oku kubhekisa kuphando oluya kuxhasa isiCwangciso i*WCED Provisioning Plan* 6. *IProgram yophando kuPhuhliso lweMfundo yaBantwana aBasaqalayo neBakala R/ISigaba seSiseko (Early Childhood Development & Grade R / Foundation Phase)*: ICandelo leeNkonzo zoPhando (*Directorate Research Services)* liya kuqhuba iiprojekthi ezininzi zophando ukunika inkxaso iiprogram ze-*ECD* kwiphondo.

Injongo eCwangciswe ngoBuchule 1.8	Ukuqinisekisa ukuba lawulo lwamaphulo ongenelelo ngoncedo nezigqibo zixhaswa yidatha yophando olusekelwe kubungqina bokwenene *(researched empirical data).*
Inkcazo yenjongo	7. IProgram exhasa izikolo ezifundisa iSayensi, Thekhiiniloji, ezobuNjineli neMathematika (STEM): Le program yophando iya kuvavanya imizekelo yootitshala abafundisa kakuhle kakhulu ukukhuthaza imfundo kwi-*STEM* kuzo zonke izigaba. 8. *IProgram exhasa iprogram yezikolo ezikhuselekileyo:* Le program yophando iya kunika inkxaso iSebe iWCED kwezona ndlela zibhetele zokudala indawo efanele ukufundisa nokufunda nekhuselekileyo kootitshala nakubafundi.
Inkcazo eyandlalelayo	*IProgram yoLwazi lokuFunda nokuBhala noLwazi lokuBala:* Amanqanaba oLwazi lokuFunda nokuBhala kwiBakala 3 yi-53.5% luze uLwazi lokuBala lube yi-35%. KwiBakala 6, inqanaba loLwazi lokuFunda nokuBhala yi-44.8% luze uLwazi lokuBala lube yi-14%. Akukho datha inika inkcazo kumaBakala 9. *Izikolo eziqhuba kakubi kwiSatifikethi seMatriki kuZwelonke:* Njengangoku kukho izikolo eziyi-85 ezilolu hlobo. *Iimeko zootitshala:* Iprojekthi yokuqala iya kuvelisa idatha yokwandlalela. *EPP:* Iiprogram zokuqala ziya kuqinisekisa ubunjani bedatha eyandlalelayo efunekayo. *IProgram yophando kuPhuhliso lweMfundo yaBantwana aBasaqalayo neBakala R/ISigaba seSiseko (Early Childhood Development & Grade R / Foundation Phase)*: Ingcaciso eyandlalelayo iya kuvela kuphando olulingwayo *(pilot study)* *IProgram exhasa iprogram yezikolo ezikhuselekileyo:* Ingcaciso eyandlalelayo iya kuvela kuphando olulingwayo *IProgram exhasa iprogram yeSTEM:* Ingcaciso eyandlalelayo iya kuvela kuphando olulingwayo.
Izizathu	*1. IProgram yoLwazi lokuFunda nokuBhala noLwazi lokuBala:* Uphando ngeProgram yoLwazi lokuFunda nokuBhala noLwazi lokuBala lujolise ekomelezeni ukuqhuba kakuhle kwabafundi kwinkalo zonke kwiSigaba sasePrayimari (*Primary Phase)*. Amanqanaba oLwazi lokuFunda noLwazi lokuBala aqatshelwe njengasezantsi ngohlobo olungamkelekiyo konke. 2. *IProgram exhasa izikolo eziqhuba kakubi:* Le progam iya kubanegalelo ekuqondeni iimeko ezikhokelela ekuqhubeni kakubi kwezikolo. 3. *IProgram exhasa ukuphuculwa kwekharityhulam:* Le program ke ngoko iya kubonelela ngengcaciso engobunjani bamaphulo ongenelelo ngoncedo asele ephunyeziwe ukuza kuthi ga ngoku ukuphucula ikharityhulam nokuqonda ezona ndlela zibhetele zokufundisa nezifundo ezifundiweyo (*lessons learnt).* 4. IProgram exhasa iimeko zootitshala: Le program iya kubonelela ngengcaciso yokuqonda loo mingeni ootitshala bajongene nayo enxulumene nokungayi kwabo esikolweni okukwiqondo eliphezulu, ukungabikho kootitshala abaninzi *(high staff turnover*) nokuthatha umhlala-phantsi ngaphambi kwexesha. 5. *IProgram exhasa isiCwangciso iEducation Provisioning Plan (EPP):* Le program iya kuthi ekuhambeni kwethuba inike ingcaciso isebe malunga nokwabiwa kwezibonelelo *(resource allocation)* ezikolweni ngokubonelela ngeziko ledatha lezibonelelo zezikolo elingcono; kwaye iya kunika iingcebiso ngemiba yezothutho lwabafundi *(learner transport),* ingxinano nokuzala kakhulu kwizikolo ezithile nokulondolozwa kwazo. *6. IProgram yophando kuPhuhliso lweMfundo yaBantwana aBasaqalayo neBakala R/ISigaba seSiseko:* Le program iya kufuna ukuqonda ukuba liBakala R elinjani na elinika inkxaso ukwenzela ukulungela ukuqalisa isikolo. *7. IProgram exhasa iprogram yezikolo ezikhuselekileyo:* Le yiprayorithi yephondo xa kuthathelwa ingqalelo izehlo ezixhaphakileyo zemingeni yokhuseleko kwizikolo zethu *8. IProgram exhasa iSTEM* Kwezi zifundo ababaninzi abafundi abazenzayo zikhula kancinane ngokwamanani abafundi abaphumelelayo –inkxasso esuselwa kuphando ke ngoko ibalulekile.
Uqhaga-mshelwano	Iiprojekthi esele kugxininisiwe kuzo apha ngentla zixhaswa ziiprayorithi ezimiselwe ukwenziwa liSebe iWCED kule minyaka mihlanu ilandelayo.

Injongo eCwangciswe ngoBuchule 1.8	Ukuqinisekisa ukuba lawulo lwamaphulo ongenelelo ngoncedo nezigqibo zixhaswa yidatha yophando olusekelwe kubungqina bokwenene *(researched empirical data).*
Izigaba zentsebenzo	2010 • ULwazi lokuFunda nokuBhala noLwazi lokuBala: Ukuqaliswa kovavanyo oluqhubeka ngaxeshanye kumaBakala 3, 6, no-9. • Izikolo eziphakamileyo eziqhuba kakubi: Uvavanyo lweenkqubo zovavanyo nokufaneleka kwazo okanye ukusebenza kwazo. • Ukwenza uphando “Ngokuyeka isikolo kwabafundi bengagqibanga ukufunda ” Iimeko zootitshala: ukuzama “UkuQonda indlela yokugcina ootitshala enkonzweni” ngokucazulula udliwano-ndlebe nabo bashiya inkonzo • EPP: uphando malunga “noCazululo lokufunyanwa nokusetyenziswa kwefanitshala zizikolo kwizithili ezikhethiweyo” • ECD: Iprogram yophando kwiSigaba seSiseko neprogram yongenelelo ngoncedo: ubudala babaFundi beBakala 1 • Ukhuseleko lwezikolo: ucazululo lweemeko eziqhubekayo (*trends)* malunga neziganeko zobundlobongela ekwaziswe ngazo izithili *(GIS Mapping)* • STEM: ukuphanda ngendlela ezisebenza ngempumelelo zokukhuthaza i*STEM* 2011 • ULwazi lokuFunda nokuBhala noLwazi lokuBala: Ukuqaliswa kovavanyo oluqhubeka ngaxeshanye kumaBakala 3, 6, no-9.. Ukuvelisa ezona ndlela zibhetele zokufundisa uLwazi lokuFunda nokuBhala noLwazi lokuBala. • Ukuqhubeka neProjekthi yoVavanyo lwezikolo eziphakamileyo eziqhuba kakubi: ukuvelisa ezona ndlela zibhetele zokufundisa • Ukwandiswa kophando ngokuyeka kwabafundi isikolo bengagqibanga/ngokugcinwa kwabafundi beqhubeka nokufunda • Iimeko zootitshala: ukuzama “UkuQonda indlela yokugcina ootitshala enkonzweni” ngokucazulula udliwano-ndlebe nabo bashiya inkonzo • EPP: uphando olufunekayo kule nkalo lusaza kukhe luphononongwe • ECD: Lusaqhubeka uphando kwiSigaba seSiseko • Ukhuseleko lwezikolo: ucazululo lweemeko zokuziphatha kakubi ezikolweni (uphando ngezona ndlela zisebenza bhetele zokuziphatha ezikolweni*)* • STEM: ukuphanda ngendlela ezisebenza ngempumelelo zokukhuthaza i*STEM kuzo zonke izigaba* 2012 • ULwazi lokuFunda nokuBhala noLwazi lokuBala: Uvavanyo lwaBakala 3, 6 no-9. Ukuvelisa ezona ndlela zibhetele zokufundisa uLwazi lokuFunda nokuBhala noLwazi lokuBala. • Ukuqhubeka neprojekthi yovavanyo lwezikolo eziphakamileyo eziqhuba kakubi: ukuvelisa ezona ndlela zibhetele zokufundisa; uphando ngokuyeka kwabafundi isikolo bengagqibanga/ngokugcinwa kwabafundi beqhubeka nokufunda; iindlela zokulawula izikolo neendlela zokuqhuba kwezikolo, iimeko zootitshala; uphando “ngeednlela zonyuselo-zikhundleni kootitshala nokuqhuba kwezikolo” • EPP: uphando olufunekayo kule nkalo lusaza kukhe luphononongwe • ECD: Lusaqhubeka uphando kwiSigaba seSiseko • Ukhuseleko lwezikolo: uphando ngeendlela zokukhuthaza abahlali babe ngabanini bezikolo 2013 • ULwazi lokuFunda nokuBhala noLwazi lokuBala: Uvavanyo lwaBakala 3, 6 no-9. Uphando olongezelelweyo kwakule program olungekagqitywa. • Ukuqhubeka neprojekthi yovavanyo lwezikolo eziphakamileyo eziqhuba kakubi. • Iimeko zootitshala: ukujongisiswa kwakhona kweeprojekthi eziwela ngaphakathi kwiprogram yophando ebanzi kakhulu • ECD: iingcebiso zeprojekthi yophando yeSigaba seSiseko seSiseko ziyalingwa ze ziphunyezwe • Ukhuseleko lwezikolo: iprojekthi ngezikolo ezikhuselekileyo nezinto izikolo ezizikhethayo • STEM: ukuphunyezwa nokujongisiswa kwakhona kweendlela ezisebenza bhetele kakhulu

Injongo eCwangciswe ngoBuchule 1.8	Ukuqinisekisa ukuba lawulo lwamaphulo ongenelelo ngoncedo nezigqibo zixhaswa yidatha yophando olusekelwe kubungqina bokwenene (researched empirical data).
Izigaba zentsebenzo	2014 Ukujongisiswa komjikelo weminyaka emihlanu nokuqulunqwa kwesicwangciso seminyaka emihlanu elandelayo • ULwazi lokuFunda nokuBhala noLwazi lokuBala • Iprojekthi kwizikolo eziphakamileyo eziqhuba kakubi • Iimeko zootitshala • EPP • ECD • Ukhuseleko lwezikolo • STEM

Iprogram Esekelayo 1.2: I-Ofisi Yentloko Yesebe (HOD): Ukhuseleko	
Injongo eCwangciswe ngoBuchule 1.9	Ukudala indawo yokufundela ekhuselekileyo nenika inkxaso ukulungiselela ukuba imfundo nokwandiswa kolwazi zikuqhubeke ngeyona ndlela ibhetele
Inkcazo yenjongo	Injongo yeZikolo eziKhuselekileyo iya kufikelelwa ngokuthi kusetyenziswe isicwangciso sobuchule esijolise ngokubanzi kukhuseleko lootitshala, abafundi kunye nenkxaso kootitshala nokukhuselwa kwepropati. Sisicwangciso esintlantlu-ntathu (*three-pronged strategy),* esineeprogram ezilungiselelwe ukudala iindawo zokufundela ezikhuselekileyo nezisebenza ngempumelelo nezilungele ukuqhubeka ngendlela eyiyo ukufundisa nokufunda.
Inkcazo eyandlalelayo	Zizikolo eziyi-109 ezikhuselwe ngokwaneleyo ezineziseko zokubonelela ngokhuseleko (*security infrastructure).* Imingeni iya kuhlala ikho malunga neemeko ezingqonge ezentlalo nezoqoqosho. Izakhono ezikhoyo: Ukufakwa kweZikolo eziKhuselekileyo kwizithili kokona kubhetele ukuchana ingxaki zeli ziko. Isitraktsha esitsha sinoMququzeleli weZikolo eziKhuselekileyo omnye onyuliweyo kwisithili ngasinye.
Izizathu	Kufuneka indawo ekhuselekileyo nelungele ukufundisa nokufunda nokufundiswa kwekharityhulam okusemgangathweni. Izakhiwo ziyonakaliswa – okuthi kubangela ukuba kubekho imfuneko yokubakho kwesicwangciso esibanzi esisebenzayo esiya kubangela ukhuselelo lwezakhiwo zesikolo. Oku kungabangela ukongiwa kwemali yeSebe iWCED nokunciphisa uphazamiseko ekufundiseni nasekufundeni. Kukwabonelelwa nezakhono zokuphuhlisa iziko *(organizational development skills)* ukwenzela ukuxhobisa ii*SMT* neKomiti yeZikolo eziKhuselekileyo. Oku kuya kuthi kubangela ukuba ukuphuculwa kolawulo lwesikolo nokwanda kolwazi lokwazi ukwenza izicwangciso zokukhusela abantu nepropathi.
Uqhaga-mshelwano	Uloyiko malunga nokhuseleko luthintela abafundi ekubeni bafumane imfundo abayifaneleyo. Umtsalane weziyobisi nolwaphulo-mthetho zinegalelo kwiqondo lokuyeka kwabafundi isikolo bengagqibanga. Izikolo ngamaziko anexabiso elikhulu kakhulu kuphuhliso loluntu nakwiklasi ze-*AET* kwaye abonelela ngendawo ekhuselweyo ukulungiselela ukufunda ngokuzimeleyo (umsebenzi wesikolo wasekhaya). Amagosa ezaMancedo ezoKhuseleko aQeshiweyo enza iiprogram zasemva kwesikolo nangeholide (*after-school and holiday programs)* kubafundi nakwizikolo ezenza iinkonzo (*service schools*). Ngokusetyenziswa kwezi program abafundi bafundiswa izakhono ezithile kuze kuvezwe nezinye iindidi zezakhono abanokuzikhetha. Kuxhotyiswa nootitshala ukuze bakwazi ukusingatha imiba yokuziphatha kwabafundi nokuba baxhotyiswe ngcono ukwenzela ukuba babenako ukusingatha imiba emalunga nezifundo esikolweni, ezentlalo nezentlalontle echaphazela abafundi. Kukho ubambiswano neeNkonzo zamaPolisa aseMzantsi Afrika *(South African Police Services (SAPS))*, iSebe loKhuseleko loLuntu (*Department of Community Safety (DOCS)*), iSebe loPhuhliso loLuntu (*Department of Social Development (DSD)*) neSebe lezeMpilo (*Department of Health) (DOH).*

Injongo eCwangciswe ngoBuchule 1.9	Ukudala indawo yokufundela ekhuselekileyo nenika inkxaso ukulungiselela ukuba imfundo nokwandiswa kolwazi zikuqhubeke ngeyona ndlela ibhetele
Izigaba zentsebenzo	2010 • Uphuhliso lwemigaqo-nkqubo: Uthetha-thethwano nabathathi-nxaxheba abachaphazela-kayo ukuphonononga imigaqo-nkqubo neenkqubo zokulawula ukhuselo ukhuseleko kumaziko eSebe i*WCED*, ukuhlaziya ukhuselo ukhuseleko. • Iziseko zophuhliso ezingundoqo: ukukhethwa kwezikolo eziyi-50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • Iinkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; ukuphumeza iiprogram zeengcebiso zee-*peer mediators* • OHSA: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezitraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile 2011 • Uphuhliso lwemigaqo-nkqubo: umgaqo-nkqubo wolawulo lokhuselo nokhuseleko *(safety and security)* uyagqityezelwa; kuthetha-thethwane nabo bonke abachaphazelekayo malunga nomgaqo-nkqubo wolawulo lokhuselo nokhuseleko • Iziseko zophuhliso ezingundoqo: I-M & E ngo-2010 kwizikolo eziyi- 50; kukhethwe izikolo ezitsha eziyi- 50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • Iinkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; ukuphumeza iiprogram zeengcebiso zee-*peer mediators* • OHSA: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezitraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile 2012 • Uphuhliso lwemigaqo-nkqubo: Uphuhliso lweenkqubo zolawulo lokhuselo nokhuseleko ukuxhobisa ngezakhono ikomiti yokhuselo nokhuseleko ngokumalunga nomgaqo wokhuselo nokhuseleko • Iziseko zophuhliso ezingundoqo: I-M & E ngo-2011 kwizikolo eziyi- 50; kukhethwe izikolo ezitsha eziyi- 50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • Iinkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; umasifundisane wokunika ingxelo ngokuqhubekayo (*feedback*) ongo-2011 wezikolo eziyi-50. • OHSA: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezitraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile 2013 • Uphuhliso lwemigaqo-nkqubo: umgaqo-nkqubo ufakiwe kwisicwangciso sokhuseleko sesikolo • Iziseko zophuhliso ezingundoqo: I-M & E kwizikolo eziyi- 50 ebezixhaswa ngo-2012; kukhethwe izikolo ezitsha eziyi- 50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • Iinkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla: ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; umasifundisane wokunika ingxelo ngokuqhubekayo ngo-2012 wezikolo eziyi-50. • OHSA: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezitraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile 2014 • Uphuhliso lwemigaqo-nkqubo: izikolo zinikwa inkxaso ngendlela eyiyo ukuba zikwazi ukulawula ukhuseleko lwezikolo • Iziseko zophuhliso ezingundoqo: I-M & E kwizikolo eziyi- 50 ebezixhaswa ngo-2013; kukhethwe izikolo ezitsha eziyi-50 ukuba zifumane ukhuseleko olukwinqanaba elisezantsi • Iinkqubo ezibonisa ubukhali bengqondo nezakhayo zolawulo lwempixano nongquzulwano nokuLamla; ukuqeqesha izikolo eziyi-50 kwiiprogram ezingeendlela abantu abacinga ngazo neendlela zokuziphatha; umasifundisane wokunika ingxelo ngokuqhubekayo ngo-2013 wezikolo eziyi-50. • OHSA: ukuqeqesha izikolo eziyi-50; ukuqinisekisa ukusekwa kwezitraksha zokhuseleko; izicwangciso zokhuseleko nezicwangciso zemeko engxamisekileyo zihlala zilungile

Iprogram Esekelayo 1.4: Uphuhliso Lwebasebenzi	
Injongo eCwangciswe ngoBuchule 1.10	Ukubonelela ngamathuba ophuhliso lwabasebenzi ngokusetyenziswa kweProgram yoPhuhliso lweZakhono eMsebenzini *(Workplace Skills' Development Program)*; ukuququzelela uqeqesho lophuhliso oluqhubekayo noqeqesho lootitshala abasenkonzweni *(in-service training*) neenkokeli zesikolo nokufundiswa kweekhosi zophuhliso ezifanelekileyo kubalawuli abakhulu.
Inkcazo yenjongo	1. Ukulawula iProgram i*Workplace Skills' Development Program* ngokubonelela ngamathuba oqeqesho nophuhliso olufanelekileyo kubo bonke abaqeshwa beSebe iWCED 2. Ukuququzelela uqeqesho lootitshala oluqhubeka okokoko ukuqinisekisa ukufunda nokufundisa okusemgangathweni eklasini 3. Ukubonelela ngamathuba oqeqesho nophuhliso olufanelekileyo kootitshala nakwiinkokeli zezikolo lo gama besenkonzweni e*Cape Teaching and Leadership Institute (CTLI)*. 4. Ukuququzelela iiprogram zoqeqesho kulawulo nophuhliso ezifanelekileyo ngokuthi kuphuhliswe okokoko ulwazi, izakhono nobuchule kubaphathi abakhulu beSebe iWCED.
Inkcazo eyandlalelayo	1. Ukusayinwa ngexesha kweNgxelo i*Workplace Skills Plan and Annual Training Report* nezicwangciso zokuqalisa uqeqesho ezisebenza ngempumelelo. 2. Ukuncitshiswa ngakumbi kwenani lootitshala abangenamabanga emfundo afanelekileyo nabangafundanga ngokwaneleyo *(under-and unqualified educators)* kwinkqubo yezemfundo, libe ngaphantsi ko-300, nokuphuculwa kwamabanga emfundo kootitshala abasesenkonzweni 3. Ukuqaliswa kwekhalenda yoqeqeso ye-CTLI ukulungiselela u-2009/10 kootitshala abayi-3000 bebonke. 4. Ukulungisa umba wokungabi nazakhono kwiinkonzo ezenziwa ngamagosa olawulo amakhulu *(senior management service (SMS)* njengoko kuqatshelwe ngo-2008-kugxininiswa kwisiCwangciso i*Service Delivery and Financial Management and Planning*
Izigaba zentsebenzo	2010 – 2014 • I-1% yepeyiroli (*payroll)* ye-WCED isetyenziselwa ukuphucula izakhono zabo zonke abaqeshwa beSebe iWCED • I-3000 yootitshala neenkokeli zezikolo iqeqeshwe ngamaphulo ongenelelo ngoncedo eCTLI nezinye izitraktsha • Ziyi-2100 iibhasari ezinikwa ootitshala abasenkonzweni ukuphucula amabanga abo emfundo • Ziyi-200 iibhasari zaphambi kokuqalisa inkonzo ezikhutshiweyo ukulungiselela iinkalo zezifundo ezinqongopheleyo

Iprogram Esekelayo 1.5: Inkqubo Ye-Emis (*Education Management Information Systems)*	
INjongo eCwangciswe ngoBuchule 1.11	Ukulawula i-*e-Admistration* ukulungiselela iinjongo zokwenziwa komsebenzi ngokukhawuleza nophuhliso ngokumisela nokulondoloza iisistim zolawulo lolwazi nengcaciso (*information and knowledge management systems*); nokubonelela ngesixhobo solawulo ukwenzela ukulandelela intsebenziswano yezikolo nezithili zemfundo; nokuhlanganisa isicwangciso se-ICT
Inkcazo yenjongo	*I-EMIS (Education Management Information System (EMIS))* I-EMIS iya kunika inkxaso iSebe iWCED ngokumisela *(setting up)* nokulondoloza iisistim zengcaciso ukunceda ukulandela nokubeka esweni inkqubela. Igridi yengcaciso iya kwenziwa ibe yefumanekayo, equlethe okuninzi kwaye kubelula ukusetyenziswa ngabo kufuneka besebenzise izixhobo zokulawula nokungqinisisa izigqibo. Isistim ye-*software* eyi-*web-enabled central school administration software (i-SAMS)* iya kuqaliswa ngokuqhubekayo *(progessively)* ezikolweni kwiminyaka emithathu ezayo njengenkqubo yomgangatho wolawulo lokusebenza kwesikolo *(operational school administration standard).* Isixhobo sokunika ingxelo solawulo (*management reporting tool)* (*EduInfoSearch*) siya kwandiswa. Ukusebenza kunxibelelwano lwekhompyutha (*online functionality)* kuya kwandiswa ngenkqubo i-*business process mapping*. Uhlanganiso lweCEMIS ne-LURITS ne-HC-LMS luya kuqhubeka ngaxeshanye de lube kugqityiwe ukwenziwa kweenguqu kwiSAMS emayenziwe ukuba isebenze kwiwebhu. Ukulandelelwa kwabafundi kwicandelo leFET kuxhomekeke ekuqulunqweni konxulumano phakathi kweCEMIS ne-*Business Management System (BMS) yeFET,* kwaye kuya kuba phantsi kolawulo lweMfundo ePhakamileyo.

INjongo eCwangciswe ngoBuchule 1.11	Ukulawula i-*e-Admistration* ukulungiselela iinjongo zokwenziwa komsebenzi ngokukhawuleza nophuhliso ngokumisela nokulondoloza iisistim zolawulo lolwazi nengcaciso (*information and knowledge management systems*); nokubonelela ngesixhobo solawulo ukwenzela ukulandelela intsebenziswano yezikolo nezithili zemfundo; nokuhlanganisa isicwangciso se-ICT
Inkcazo yenjongo	Abalawuli bakwaNdlunkulu nakwii-ofisi zezithili zemfundo baya kuqeqeshelwa ukuba basebenzisa isixhobo sokunika ingxelo *(reporting tool)* ngokumandla nangempumelelo ekusebenziseni ingcaciso ukuphucula ukwenziwa kweenkonzo. *I-District Management Information System (DMIS)* Ukubonelela izithili zemfundo ngovimba wengcaciso (*central repository)* ukulungiselela iinkqubo zokwenziwa komsebenzi kwizithili zemfundo nokwandisa ukuba nokuphendula ngezenzo zakho nokunika ingxelo. *I-Enterprise Content Management (ECM)* Ukuqalisa nokuphumeza isiCwangciso i*WCED ICT Strategic Plan* esiqala ngokwazisa isisombululo se*Enterprise Content Management (ECM)* kwiWCED ngokusebenzisa inkqubo ehlulwe ngezigaba, eqala ngokungqinelanisa nesiCwangciso seSebe loMphathiswa se-*e-Filing (Department of the Premier (DotP)'s e-Filing strategy)* sePGWC ukuqinisekisa ulawulo lweefayili oluchanekileyo.
Inkcazo eyandlalelayo	*I-EMIS:* Ngenxa yeCEMIS, iSebe iWCED likhethe ukungakwandisi ukuqaliswa kwe*SASAMS* zayo emva kokuqaliswa kwe*SASAMS* kazwelonke (*national SA-SAMS)* ezikolweni. I-SA-SAMS isalungiselelwa ukuba isebenze kwiwebhu ize ilingwe kwizikolo ezili-100. Ukuqaliswa ngokusesikweni kwe*SAMSA (iSAMS*) eyenziwe ukuba isetyenziswe kwiwebhu, kuqala ngo-2010. I-*CEMIS* njengangoku ilandelela abafundi kwizikolo zikarhulumente eziqhelekileyo, kwizikolo zemfundo eneemfuno ezizodwa nakwizikolo ezizimeleyo ezithile. Iisaveyi zekhompyutha *(online surveys)* ziqhutywa kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ukubanako ukusebenza kwekhompyutha kuqhagamshelwano lwe-Intanethi *(Online functionality*) kuqhagamshelanisa isikolo, i-ofisi yesithili semfundo neyakwandlunkulu kubandakanywa izicelo zezithuba zengqesho ngenxa zokwanda kwamanani (*growth post applications),* ulawulo lokutshintsha uhlelo, iimvavanyo zamaBakala 3, 6 no-9, iingxelo zekota zokuhamba isikolo kwabafundi (*quarterly learner attendance returns)* nenkqubo yokutshintshwa kwezifundo kwiCandelo leFET. Umgangatho wedatha awukho mhle ngenxa yongqinelwano olungafanelanga ezikolweni nokulabalaba kwezakhono kumanqanaba ngamanqanaba. Abafundi be*ECD* njengangoku bafakwa kwiCEMIS, eqalisa imfuno yokulungiselela izikolo ezinokungabinako ukufaka abafundi kumaziko azo. Ukulandelela abafundi kwiCandelo leFET kufuna i*FET admin BMS* enokuqhagamshelwa kuyo i*CEMIS.* ISebe leMFundo esiSiseko likazwelonke njengangoku lilinga isistim efana nale. Amagosa ezithili zemfundo akanayo inkqubo yafanayo (*standardised mechanism*) yokulawula imisebenzi eyenziwa zizithili. Isithili ngasinye sinenkqubo yaso yokwenza imisebenzi yaso nechaphazela iimfuno zokunika iingxelo. *I-DMIS:* Isistim i*District Management Information System (DMIS)* iye yalingwa kwizithili ezibini. *I-ECM:* Njengangoku, uninzi lweefayili zeSebe iWCED, amaxwebhu, ulawulo lwekhontenti nolwazi zenziwa ngesandla (*manually(.*
Izizathu	*I-EMIS:* Isistim ehlangeneyo nefanayo yolawulo lwezikolo (*integrated and standardised school administration system) iya kubonelela ngeqonga elifanayo.* Ufikelelo kwidatha yesikolo, yabafundi, yootitshala, yekharityhulam nokuhamba isikolo, lungenziwa lula ngeziko ledatha elindawonye (*centralised database).* Ingozi yokulahlekelwa yidatha yesikolo ngenxa yoqhekezo okanye ukonakala kwesistim inokuncitshiswa xa idatha inokuphinda ifumaneke kwisistim endawonye *(centralised database*). ISebe iWCED liya kuyithobela imfuno kazwelonke yokubonelela izikolo ngesistim yolawulo efanayo ekunokufakwa kuyo idatha yeLURITS. Ukwazi ukufikelela kwisistim efanayo yolawulo lwesikolo *(uniform school administration system)* kuya kubanegalelo malunga nokulungisa ukungafani *(disparity)* kwamanqanaba olawulo phakathi kwezikolo ebezifudula zihlelelekile ngenxa yokungabinako ukufikelela kwinkqubo yolawulo (*administration application).* Inkxaso kwikharityhulam nophunyezo lokutshintshwa komgaqo-nkqubo zingenziwa lula ngesistim yolawulo eqhagamsheleneyo efanayo nendawonye (*common centrally linked administration system).* Ukubeka esweni inkqubela yomfundi, katitshala neyesikolo kuya kwenziwa lula. *I-DMIS:* Njengangoku, ingcaciso emalunga nokuhanjelwa kwezikolo namaphulo ongenelelo ngoncedo ifumaneka kwiikhompyutha ezisezi-ofisini zamagosa (*officials' desktop computers).*

INjongo eCwangciswe ngoBuchule 1.11	Ukulawula i-*e-Admistration* ukulungiselela iinjongo zokwenziwa komsebenzi ngokukhawuleza nophuhliso ngokumisela nokulondoloza iisistim zolawulo lolwazi nengcaciso (*information and knowledge management systems*); nokubonelela ngesixhobo solawulo ukwenzela ukulandelela intsebenziswano yezikolo nezithili zemfundo; nokuhlanganisa isicwangciso se-ICT
Izizathu	Umsebenzi wokuva izimvo zoluntu ngokuchaphazeleka kwalo uveze ukuba kukho imfuno yesistim efanayo ukuvumela abaphathi ukuba baququzelele baze benze izicwangciso zemisebenzi yabo ezikolweni. Unxibelelwano olufanayo luya kuvumela abaphathi ukuba benze iingxelo ezimalunga nongenelelo ngoncedo ezikolweni ukuqinisekisa ukuba yimpumelelo kwazo. *I-ECM:* Inkqubo yokufumana iifayili, amaxwebhu, ikhontenti ngesandla (ngamaxwebhu aprintiweyo ubukhulu becala), nengcaciso, iza neemeko zokusilela kolawulo apha ngaphakathi kwiSebe iWCED kwaye oko akunaziphumo zincomekayo ekwenziweni kweenkonzo. ISebe iWCED malibe nako ukufumana yonke ingcaciso ukwenzela ukwenziwa kweenkonzo okukhawulezileyo nokuneziphumo eziyimpumelelo.
Uqhaga-mshelwano	Ubhaliso lwabafundi lunokwenziwa “kube kanye”. Oku kunciphisa ixesha lomsebenzi wolawulo. Ulawulo lwezikolo *(school management)* kufuneka lube nofikelelo olungcono kwindlela abaqhuba ngayo abafundi nakwingcaciso ngokupasa kwabo nefumaneka lula, ukuze kuququzelelwe amaphulo ongenelelo ngoncedo. Kwinqanaba lesithili semfundo nelakwandlunkulu, isistim endawonye (*central system*) iya kubonelela ngeengxelo zolawulo oluyimpumelelo olungaphezulu. Ukulandelela ukuhamba kwabafundi isikolo kufanele kuvumele isikolo namagosa ukuba aziqaphele kwasekuqaleni iimpawu ezilumkisayo. I-*SAMS* eyenziwe isebenze kwiwebhu *(web-enabled SAMS)* iya kubanako ukufumanisa nokulandelela abafundi abayeka isikolo bengagqibanga abaninzi ize iququzelele amaphulo ongenelelo ngoncedo kwangexesha, ukusombulula le ngxaki. Iqonga elifanayo liya kuvumela amagosa ukuba akwazi ukujonga ukuba ngaba ukundwendwela isikolo kuloo ndawo sikuyo (*in-loco visit at school)* kuyimfuneko kusini na kwaye liya kuqinisekisa ukuba luhlobo luni na kanye longenelelo ngoncedo olufunekayo kungabangakho kuphazamiseka kungako kowona msebenzi ungundoqo wokufundisa nokufunda. Ukwazi ukufikelela ngokukhawuleza kwingcaciso (*timely information*) kukhuthaza ukwenziwa kweenkonzo zenkxaso kootitshala kwaye ekugqibeleni, oku kuya kuba neziphumo zokuphucula ubuchule bokufundisa nokufunda ngokwemeko engqongileyo.
Izigaba zentsebenzo	2010 • Ukuqeqesha izikolo ezinye eziyi-200 kwimodyuli i-*iSAMS core module* • Ukuqeqesha amagosa akwandlunkulu nakwizithili zemfundo kwi-*iSAMS* nokusetyenziswa kwezixhobo zokunika ingxelo • Ukuseka uqhagamshelwano ne-LURITS ne-*i-SAMS* • Ukulondolozwa kweCEMIS nokuyihlanganisa ne-*i-SAMS* kwimeko yotshintsho • Ukusonjululwa kwemingeni yokuqaliswa kwesistim nohlanganiso lwayo • Ukuqeqesha abaphathi ekusetyenzisweni kwezixhobo zokunika ingxelo ngolawulo • Ukulondoloza uhlanganiso phakathi kwe-*HC LMS* ne-*i-SAMS* • Ukuhlaziya nokuqulunqa iingxelo zabalawuli • Ukungqinelanisa iinkqubo zeesaveyi neemigangatho emitsha • Ukuvelisa inkqubo yolawulo oludibeneyo lwesistim yolawulo lwezikolo endawonye nedibeneyo *(central school administration system*) ngabalawuli bezithili zemfundo nabakwandlunkulu • Ukuqeqesha abaqulunqi (*developers)* bokulondoloza nokuphucula isistim • Ukugqiba uqulunqo lweDMIS oluyi-*2nd iteration of DMIS development* • Ukuququzelela uqeqesho kwiDMIS • Ukugqiba isigaba sokuqala sesisombululo se-*ECM solution* – ungqinelwano nesicwangciso sokufayilisha i-*DoTP’s e-Filing strategy* (*record management)* 2011 • Ukuqhubeka nokugcinwa kwe-*i-SAMS development* • Ukuqeqesha izikolo ezongezelelwayo eziyi-500 kwi-*iSAMS* • Ukulondoloza uhlanganiso lweesistim. Ukunceda kulawulo lwezikolo • Ukuququzelela iimfuno zeziseko zophuhhliso ii*back-end infrastructure* ezikolweni ngokusebenzisa inkqubo yezigaba ngezigaba • Ukugqiba uhlanganiso lweDMIS namaphulo e-ICT afanayo • Ukuqalisa ngesigaba sesibini se-*ECM solution – Document Management System*

INjongo eCwangciswe ngoBuchule 1.11	Ukulawula i-*e-Admistration* ukulungiselela iinjongo zokwenziwa komsebenzi ngokukhawuleza nophuhliso ngokumisela nokulondoloza iisistim zolawulo lolwazi nengcaciso (*information and knowledge management systems*); nokubonelela ngesixhobo solawulo ukwenzela ukulandelela intsebenziswano yezikolo nezithili zemfundo; nokuhlanganisa isicwangciso se-ICT
	2012 • Ukuqeqesha izikolo zikaRhulumente eziQhelekileyo kwi-*iSAMS* • Ukuqhubeka nokugcinwa kwe-*i-SAMS development;* nokulungisa (*set up)* iimodyuli zoqeqesho kwisistim • Ukulondoloza uhlanganiso lweesistim. Ukuqulunqa nokunika ingxelo ngamandla • Ukuxhasa iziseko zophuhliso ezikolweni • Ukugqiba iimfuno zophuculo nezokuveliswa kweesistim • Ukugqiba i*WCED Enterprise Architecture-kubandakanywe iContent Management System* 2013 • Ukuqhubeka nokuhlanganiswa kweesistim. Ukufaka uninzi lwezikolo ezizimeleyo kwisistim • Ukuhlaziya uqeqesho nokwandisa ukusetyenziswa kwesistim • Ukuba yabiwe ibhajethi, makuphuculwe izakhono zabasebenzi kwezo zikolo zinemfuno yoko • Ukungqinelanisa iDMIS nezicwangciso eziqalisa izinto ezintsha (*Innovation strategies)* ukuphucula inkxaso enikwa izikolo • Ukuqalisa i*Knowledge Management Solution* 2014 • I-*SAMS* isetyenziswa zizo zonke izikolo zikarhulumente ezivumayo ukusebenzisa isistim • Isixhobo sokunika ingxelo yengcaciso yolawulo *(management information reporting tool)* esisetyenziswa ngabo bonke abaphathi ukubandakanya isakhono se-*business intelligence* • I-SAMS ihlanganiswe ne-LURITIS nesistim yokunika ingxelo kulawulo lwangaphakathi • Ukuhlanganisa i*Knowledge Management Solution* ukubandakanya izikolo

10.2 Imiba ethathela ingqalelo izibonelelo

Iimpawu eziboniswa yinkcitho *(Expenditure trends)*
a. IKharityhulam yeGET: Mayenziwe ibe yiprayorithi iLTSM.
b. IKharityhulam yeFET: Uphuhliso lwabasebenzi luya kugxininisa ikakhulu kwizikolo ezihlelelekileyo kwaye luya kuqhubeka nokuqeqeshwa kootitshala, uqeqesho lwabalawuli, uphuhliso lwabafundi noqeqesho lweekomiti zeeprojekthi.
c. ICandelo loPhuhliso lwaBasebenzi lwaNgaphakathi : Kuya kugxininiswa kuqeqesho lweengcali.
d. QA: UVavanyo lweSikolo siPhela (*WSE)* lunenkcitho engaphaya (enganeno kancinane nje kwi-50% yebhajethi yeCandelo); isixa esikhulu sebhajethi sibekelwe uVavanyo lwe-*Systemic Evaluation*
e. *Ukhuseleko:* Yandile imfuno yenkxaso yeziseko zokhuseleko *(security infrastructure*) ngenxa yomonakalo wepropathi. Ukwanda kweendleko zezinto zokwakha kubeka uxinzelelo olukhulu kwibhajethi. Kukho iimfuno ezingaphaya kwibhajethi zezolondolozo lokhuseleko nolondolozo oluqhelekileyo kwiziseko zophuhliso.
f. I-*e-Learning:* Ibhajethi ayiluboneleli ngokuthe ngqo uqeqesho nophunyezo lwephondo ngokubanzi lwemiba ethile (efana neelebhu zoqeqesho, iiseva zezithili zemfundo (*district servers),* ukugaywa kwabaqeqeshi kunyaka-mali ochaphazelekayo.
g. *Uphuhliso lwezakhono zaBasebenzi:* Ukubonelelwa ngemali ngokwaneleyo yophuhliso lwezakhono zabasebenzi nangakumbi eyophuhliso lootitshala ibonelelwe ngengqiniseko kwithuba eliphakathi ngokomthetho othi i-1% *of payroll* mayibhajethelwe uphuhliso lwezakhono kunye nemali eyabelwe ngokukodwas/iigranti ezikhutshwa phantsi kwemiqathango zophuhliso lootitshala. Isixa esikhulu sale bhajethi sisetyenziselwa iibhasari.
h. *IT:* Isikolo siya kufuna ulawulo lwe-*network* ye-IT olwahlukileyo kolwe-*network* ye-*e-learning* ukulungiselela ukwazi ukufikelela kwezi sistim ngaxeshanye. Iziseko zophuhliso kufuneka zibe yinxalenye yokufunyanwa kwezibonelelo kwaye kufuneka zibandakanywe kwinkqubo yokubhajetha esetyenziswayo. Ulwabiwo lwebhajethi oluchanekileyo nee-*budget escalations* ukulungiselela iimfuno zokufundiswa kwe-ICT ngendlela eyiyo nenempumelelo, zizinto ezibaluleke gqitha ekuphunyezweni ngempumelelo kwesiCwangciso i-*ICT Plan.* Inkxaso-mali yangaphakathi neyangaphandle (ngamaphulo entsebenziswano) iyafuneka ukongeza kwibhajethi.

Abasebenzi ababelwe lo msebenzi/ abafunekayo ukwenzela ukuzalisekisa esi sigungaziso (*fulfil mandate*:)
Ulawulo lwemali:
Ukuqeqeshwa kwabo bonke abaphathi ngokumalunga nokuphathwa kweziko kufanele ukufumana uqwalaselo oluyimfuneko, ukwenzela ukuba isebe ligcine iingxelo zophicotho-zincwadi ezingemamakhwiniba *(unqualified audit reports).* Kusekho imfuno yokusingathwa ngobuchule kwemicimbi yezemali ukuphucula ukwenziwa ngempumelelo kwayo ngokumalunga neendleko zemisebenzi eyenziwayo.
Isistim ze-IT:
Makubekho uqhelwaniso (*re-orientation) l*wabasebenzi abasesikolweni malunga nesistim endawonye nebandakanya zonke ezinye *(central system)* nefuna ucwangciso oluhlangeneyo, njengoko ezo zinto zinokulungiswa zihlelwe kakuhle zibe kwisistim yolawulo yesikolo efanayo. Umgangatho wobunjani bedatha uya kuqinisekisa ixabiso lesistim edibanisa zonke iisistim. Amagosa ezithili zemfundo nawephondo aya kuqhelaniswa ukuze aqonde aze ayinike inkxaso isistim. ISebe iWCED lisebenzisa u*Cel* njengengalo yophunyezo nokuba i*ICT Plan* ixhomekeke kubungakanani *(capacity*) be*Cel* emayinikwe inkxaso. Kungokunje, kusekho izikhewu ezininzi kwizakhono. Ukufuduswa kwemisebenzi yeRejistri, icandelo lolawulo labathunywa neerekhodi (*messenger and records management division)* lisiwe kwi-ECM kuya kufuna izakhono ezifanelekileyo. Inkxaso-mali eyongezelelweyo iya kufuneka ukulungiselela i-*software* ne-*hardware, izakhono zabasebenzi ezongezelelweyo neECM neemfuno zoqeqesho kwakhona.*

10.3 Ulawulo lwezinto eziyiNgxaki (Risk management)

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Ukungacaciswa kakuhle kweendima nemisebenzi apha ngaphakathi kwisebe	Ukubonelela bonke abasebenzi ngeenkcazo zemisebenzi yabo
Ingxaki yolawulo lweKhefu neefom zezicelo zekhefu ezilahlekayo, ezingafakwayo kwi-khompyutha yaye/okanye ezingachanekileyo.	Ukusetyenziswa kwe-Human Capital Leave Management System (HC-LMS) yekhompyutha ukulandelela ukubakho emsebenzini. Ukungeniswa ngokukhawuleza kweefom zekhefu ezivela ezikolweni
Izikhalazo ezingasonjululwanga nemiba yoluleko Engaphathwayo iba ziindleko ezinkulu.	Kulungiswa iinkqubo zokukhawulezisa ukunciphisa amanani ezikhalazo. Kuza kusetyenziswa iirejista, iingxelo zenyanga ezivela kwizithili, amatyala okulamla iingxabano makacazululwe aze asingathwe.
Ukungabikho kongqinelwano phakathi kwamaphulo ongenelelo ngoncedo oLwazi lokuFunda nokuBhala noLwazi lokuBala	Ukunciphisa ukwenziwa kwemisebenzi yethuba elifutshane, engalungiswanga ngokuhlanganyela nengaphandwanga ngokwaneleyo.
Imingeni ebangelwa ziilwimi zokufunda nokufundisa.	Ukubonelela ngenkxaso namaphulo ongenelelo ngoncedo axhaswa luphando
Ootitshala abangaqeqeshwanga ngokufanelekileyo	Uqeqesho luyaqhubeka: kwizikolo eziziiprayimari kugxininiswa kuLwazi lokuFunda nokuBhala noLwazi lokuBala ukuze kwizikolo eziphakamileyo kugxininiswe kulwazi ngekhontenti yezifundo
I-LTSM enganelanga	Ulawulo oluqhubeka okokoko lwezibonelelo ngokuthi kongiwe imali yebhajethi. Ukuphunyezwa kwesicwangciso sokwazi ukugcina kakuhle iincwadi zezifundo.
Ukungqinelana nemigaqo-nkqubo	Ukuba ngqongqo ngokumalunga neeprogram zokubeka esweni, zoqeqesho, zokunika iingcebiso nokunika inkxaso
Inkcitho yokubonelelwa nokuhlaziywa lwe-ICT	Ukukhuthaza izikolo ukuba zibe nesabelo sokujongana nolondolozo kwiibhajethi zazo. Ukuthathela ingqalelo inkcitho yonyaka enxulunyaniswa nebhajethi yokuhla nokunyuka kwamandla emali.
Uqeqesho kwi-ICT lufuna izibonelelo, abaqeqeshi, iikhosi, ababoneleli-nkonzo nabathathi-nxaxheba.	Izithili zemfundo ziya kuya zisandisa ukuthathela kuzo uqeqesho.
Izibonelelo ze-ICT ezibonelelwe liSebe iWCED zifuna ukhuseleko ukukhusela utyalo-mali lwayo oluthe xaxe (sizable investments).	Umba wokwabelana ngeendleko malunga nokhuseleko lweziseko zophuhliso ze-ICT ni makube ngummiselo. Abahlali besikolo kufuneka bakhuthazwe ukuba bathathele kubo ubunini besikolo kwaye izikolo mazikhuthazwe ukuba zenze ibhajethi ukulungiselela ukhuseleko.
Ootitshala baqeqeshwa ikakhulu kwinqanaba labasaqalayo (entry level). Ukuze ootitshala bakwazi ukugqithela kumanqanaba okwazi ncam ukusebenzisa i--ICT ngokuzithemba – manqanaba awo aya kuthi ngokuqinisekileyo abancede ekufundiseni nasekufundeni -bafuna uqeqesho olungaphezulu	Iiprogram zoqeqesho ziya kwenziwa ze zilungele ukufundiswa ngqo bona buqu kunye nokufundiswa ngonxibelelwano lwekhompyutha (face to face and on-line).

11. IProgram 2: Imfundo yeSikolo sikaRhulumente esiQhelekileyo

Injongo: Ukubonelela ngemfundo eqhelekileyo ukususela kwiBakala 1 ukuya kwiBakala 12 ngokungqinelana noMthetho weZikolo waseMzantsi Afrika

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 2.1: Izikolo eziziiprayimari zikarhulumente
ukubonelela ngezibonelelo ezithile kwizikolo eziziiprayimari zikarhulumente eziqhelekileyo eziyimfuneko kumaBakala 1 ukuya ku-7

Iprogram esekelayo 2.2: Izikolo eziziisekondari zikarhulumente
ukubonelela ngezibonelelo ezithile kwizikolo eziziisekondari zikarhulumente eziqhelekileyo eziyimfuneko kumaBakala 8 ukuya ku-12

Iprogram esekelayo 2.3: Iinkonzo zootitshala *(Professional Services)*
ukubonelela ootitshala nabafundi kwizikolo zikarhulumente eziqhelekileyo ngeenkonzo zenkxaso eziphethwe lisebe

Iprogram esekelayo 2.4: Uphuhliso lwaBasebenzi
ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabo bangezo titshala kwizikolo zikarhulumente eziqhelekileyo

Iprogram esekelayo 2.5: i*National School Nutrition Programme*
ukubonelela abafundi abathwaxwa yintlupheko abaqatshelweyo kwizikolo zikarhulumente eziqhelekileyo ngokona kutya kuncinane bakufunayo ukuze bafunde ngempumelelo esikolweni ngokusebenzisa iprogram i*National School Nutrition Programme (NSNP)*

Ukuqulunqwa kwemigaqo-nkqubo:

- Ukuphuculwa kokufundiswa kolwazi lokubala nolwazi lokufunda nokubhala, ngakumbi kwizikolo eziziiprayimari, ukwenzela ukuba kuqinisekiswe ukupasa kwabafundi
- Ukuphunyezwa kweNCS
- Ukwandisa inani lezikolo ezingabiz zifizi ukuba imali iyakuvumela oko
- Inkxaso yezikolo eqhubeka okokoko ukuqinisekisa ukuba akukho sikolo sipasa ngaphantsi kwe-60% kwiimviwo zeSatifiketi seMatriki sikaZwelonke
- Ukugxininisa kwizibonelelo zokhuseleko ezizizakhiwo eziphuculweyo kwizikolo ezisemngciphekweni ukuqinisekisa ukukhuseleka kwendawo yokufundela
- Ukwandisa uthatho-nxaxheba namanqanaba okupasa kwiMathematika, iFizikhali Sayensi neThekhinoloji ngokuthi kuqhutyekwe okoko nolawulo lwe-*focus schools* nezikolo zeDinaledi nokongeza kumaziko azii-*Centres of Excellence for Science, Technology, Engineering and Mathematics*
- Ukuqinisekisa iinkonzo zenkxaso ezifanelekileyo nemfundo esemgangathweni ngokuphunyezwa kwenkqubo -sikhokelo kazwelonke ye-*Education White Paper 6 (2001)*
- Zonke izikolo mazenze iziCwangciso zoPhuculo lweSikolo (*School Improvement Plans (SIP)*) zize zimisele iithagethi eziya kusebenza njengesiseko senkxaso ebonelelwa ngabasebenzi abanika inkxaso besithili semfundo
- Ukugxininisa kwizisombululo ze-IT ekufundeni

Iprogram esekelayo 2.1: Izikolo eziziiprayimari zikarhulumente
Izikolo eziziiprayimari zikarhulumente zenza olona hlelo lukhulu lwamaziko kwiSebe leMfundo leNtshona Koloni. Uninzi lwezikolo eziziiprayimari zikarhulumente zifundisa amaBakala 1- 7

Iprogram esekelayo 2.2: Izikolo eziziisekondari zikarhulumente
Izikolo eziziisekondari zikarhulumente ziquka izikolo ezidibeneyo *(combined schools)*. Lo gama uninzi lwezikolo eziziisekondari zifundisa amaBakala 8 - 12, kukho izikolo ezifundisa kuphela iSigaba saBadala nezinye ezifundisa amaBakala 10 – 12. Lo gama ubudala bokuhamba isikolo obunyanzelekileyo ikukugqiba iBakala 9 okanye iminyaka eyi-15, umngeni obalulekileyo weSebe iWCED kukukhuthaza abafundi ukuba bagqibe iminyaka eyi-12 yokuhamba isikolo. Iqondo lokuyeka phakathi kwabafundi isikolo bengagqibanga, ingakumbi emva kweBakala 10, kuyinto ebonisa uxanduva olusemagxeni ootitshala ukuqinisekisa impumelelo ekufundeni kubo bonke abafundi.

Iprogram esekelayo 2.3: Iinkonzo zootitshala (Professional Services)
Le program isekelayo ijongene neendleko zokusebenza nokugaywa kwabasebenzi bezikolo.

Iprogram esekelayo 2.4: Uphuhliso lwaBasebenzi
Le program isekelayo ibonelela ize ilawule iibhasari ukwenzela ukuba kuphuculwe amabanga emfundo ootitshala abasenkonzweni. Ikwabonelela ize ilawule, iibhasari zaphambi kokuqala enkonzweni kuqeqesho lootitshala kwiinkalo zezakhono ezinqongopheleyo, kubandakanywa i*MST*. [Qaphela: Njengoko ibhajethi yoPhuhliso lwaBasebenzi yahlulelwe zonke iiprogram, kuthathwe isigqibo sokuba iNjongo eCwangciswe ngoBuchule ngokumalunga noku yenziwe kube kanye qwaba – kwiProgram 1]

Iprogram esekelayo 2.5 :IProgram iNational School Nutrition Programme
I-*National School Nutrition Programme [NSNP] yasekwa ngo*-1995 njengenxalenye ye-*Reconstruction and Development Programme* kwaye iye yaphathwa liSebe leMfundo ukususela ku-Apreli 2004. Injongo ephambili yale program kukubonelela ngokutya okunesondlo kubafundi ekujoliswe kubo (*targeted learners)* ukuphucula izakhono zokufunda nokukhuthaza ukuhamba isikolo kwabafundi. Ababoneleli-nkonzo abanemvumelwano ngenkqubo evulelekileyo yokhuphiswano ngamaxabiso *(open bid tender)* babonelela izikolo ezithagethiweyo ngeempahla neenkonzo. Le program ilawulwa, iququzelelwe, ize ibekwe esweni ngamagosa akwii-ofisi zephondo nakwizithili zemfundo. [Makuqatshelwe ukuba iinkcukacha ze-NSNP zibonelelwe kwiCandelo C lolu xwebhu phantsi kwentloko yeeGranti eziKhutshwa Phantsi kwemiQathango (*Conditional Grants*)]

11.1 Iinjongo ezicwangciswe ngobuchule

Makuqatshelwe: Iqela lamaphulo ongenelelo ngoncedo acaciswe kwiProgram 1 njengoko kulapho kufakwe khona iibhajethi nemivuzo yamagosa nongenelelo ngoncedo oluthile. Iithagethi zeenjongo zentsebenzo zeSebe iWCED zikwiProgram 2 kwisiCwangciso seNtsebenzo soNyaka. Umsebenzi ochazwe kwiProgram 1 ubhekiswa wonke kwinkxaso enikwa izikolo nezithili zemfundo ezilawula unxibelelwano phakathi koNdlunkulu nezikolo. Izihloko eziphantsi kweProgram 2 ke ngoko kufuneka ziqondwe ngokwale meko engqongileyo.

INjongo eCwangciswe ngoBuchule 2.1	Ukwenzela izikolo inkonzo egqwesileyo (*optimal service)* ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.
Inkcazo yenjongo	Ii-ofisi zezithili zemfundo ziya kunika izikolo inkxaso yeenkonzo ngeenkonzo ezifanelekileyo. Kwisikolo ngasinye ephondweni, ootitshala nabaphathi banamabanga emfundo afanelekileyo, ulwazi nezakhono zokufundisa iiprogram zokufunda ababelwe zona ukuze ukufunda kube kwiqondo eliphezulu. Amaziko aya kuba neziseko zophuhliso ezifanelekileyo, izixhobo nezibonelelo ezifanelekileyo ukwenzela ukuba abenako ukuqinisekisa ukuba kufikelelwa kwiziphumo zokufunda. Abazali nabanye abantu abachaphazelekayo bathatha inxaxheba ekufikeleleni kule njongo. Bonke abafundi bayafikelela kwimfundo.
Inkcazo eyandlalelayo	Imeko yezakhono ezikhoyo ngoku (*Present capacity)*: Isitraktsha esitsha sisanda kugqiba unyaka kwaye kukho abaqeshwa abaninzi abatsha. Akufikelelwa kakuhle kuzo zonke izikolo eziqhuba kakubi. Njengangoku yi-53.5% yabafundi eyenza ngokwemigangatho emiselwe ubudala babo/ibakala labo kuLwazi lokuFunda nokuBhala ize ibe yi-35% kuLwazi lokuBala (kwiBakala 3) kwaye yi-44.8% yabafundi eyenza ngokwemigangatho emiselwe ubudala babo/ibakala labo kuLwazi lokuFunda nokuBhala ibe yi-14% kuLwazi lokuBala (kwiBakala 6). Ayingabo bonke ootishala abanamabanga emfundo okufundisa izifundo abazifundisayo. Zizikolo eziphakamileyo eziyi-85 ezaqhuba kakubi ngo-2009 kwiiMviwo zeSatifikethi seMatriki sikaZwelonke zika-2009. Ukumoshwa kwexesha lokufundisa nokufunda kunefuthe elibi ekugqityweni kwekharityhulam nasekungaqhubini kakuhle kwabafundi kuzo zonke iziphumo zokufunda ezifanele ibakala.

INjongo eCwangciswe ngoBuchule 2.1	Ukwenzela izikolo inkonzo egqwesileyo (*optimal service)* ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.
Izizathu	Izithili zemfundo zidlala indima enkulu gqitha kuphuhliso lwezikolo kwizikolo ezisebenza ngempumelelo, o.k.t. ukufundiswa kwemfundo esemgangathweni. Ngoko ke ukuba ukusebenza ngempumelelo yeyona mfuno ephambili (*pre-condition)* ekunikeni inkxaso izikolo ukwenzela ukuba kufundiswe imfundo esemgangathweni nokutshintsha imeko kwizikolo ezingaqhubi kakuhle.
Uqhaga-mshelwano	Izikolo ezifuna inkxaso ziya kufumana inkxaso efanelekileyo, yodidi oluphezulu esekelwe kwiimfuno zazo. Izithili zemfundo ziya kusebenzisa izibonelelo zemali ngokuyimpumelelo. Ulawulo lwezikolo luya kulungiselela ukuba ukusebenza kwezikolo kube ngu-100 %. Kuya kuphuculwa kakhulu ukuhla komoya wootitshala. Kuya kufikelelwa kumanqanaba afanelekileyo ngokobudala kuLwazi lokuFunda nokuBhala noLwazi lokuBala. Injongo yokufundiswa okusemgangathweni kubo bonke abafundi – nokupheliswa kwezikolo ezingaqhubi kakuhle, kuya kufikelelwa. Izikolo ziya kulawulwa kakuhle ukwenzela ukufunda okusemgangathweni.
INjongo eCwangciswe ngoBuchule 2.1	Ukwenzela izikolo inkonzo egqwesileyo (*optimal service)* ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.
Izigaba zentsebenzo	2010 • Inkxaso yakwaNdlunkulu (Head Office (HO) iya kucwangciswa ngokwee-meko ezingqongileyo ize ingqinelaniswe neemfuno zezithili zemfundo nezezikolo. • I-HO inika inkxaso eyiyo ngexesha elifanelekileyo ekusebenzeni ngempumelelo kwesikolo *(school functionality)*, umzekelo iziseko zophuhliso nokhuseleko. • Onke amacandelo ezithili zemfundo enziwa afane (*standardised*) o.k.t. imisebenzi efanayo kuzo zosi-8 izithili zemfundo. • Bonke abasebenzi bafumana uqeqesho olusisiseko malunga neendima, imisebenzi yabo neenkcazo zemisebenzi abayiqeshelweyo. • Imigangatho yokwenziwa kweenkonzo kwicandelo ngalinye kwinqanaba lesithili semfundo iyacaciswa. • Yi-55% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ibe yi-40% kulwazi lokubala • Yi-45% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ibe yi-15% kulwazi lokubala • Yi-40% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-40% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika • Amanani ezikolo ezipasa njengereyithi yokupasa yeNSC engaphantsi ko-60 ayancipha ukuya ku-55 ukusuka ku-85 • Ireyithi yokupasa yeNSC yande ukusuka ku-75,71% ukuya ku-80% • Amanani okupasa eNSC ande ukuya kutsho ku-36 000 esuka ku-34 017 • Amanani abafundi abamkelwa kwiziDanga zokuQala ande aye kutsho ku-15 000 ukusuka ku-14 324 • Amanani abafundi beNSC abapasa iMathematika ande aye kutsho ku-13 500 ukusuka ku-12 467 • Amanani abafundi beNSC abapasa iFizikhali Sayensi ande kutsho ku-10 000 ukusuka ku-7 064 • Izithili zemfundo zinikwa amagunya nto ebangela ukuba zenze igalelo ekwenzeni inkonzo esemgangathweni. • Abasebenzi bezithili bagxininisa kwiziphumo (*outcomes-focus)* kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Ikomiti yesekethe nganye ineprofayili ebanzi yamaziko ewenzela iinkonzo *(provisioning capacity)*. • Iinkqubo zokwenza inkonzo eyimpumelelo ziyaphunyezwa. • Ukuphunyezwa ngokupheleleyo kwesicwangciso sokusebenzisa okukwelona nqanaba liphezulu • Ukunika inkxaso nokuququzelela uqeqesho lootitshala beBakala R ngabasebenzi beCandelo lezeKharityhulam.

INjongo eCwangciswe ngoBuchule 2.1	Ukwenzela izikolo inkonzo egqwesileyo (*optimal service)* ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.
Izigaba zentsebenzo	2011 • UNdlunkulu/iZithili zigxininisa ezikolweni nasekupaseni kwabafundi • Kukho ubungqina obandileyo beesistim eziphuculweyo, iinkqubo neenkonzo ezenziwayo o.k.t. Iinkqubo zakwaNdlunkulu nakwizithili zemfundo ziyalandelwa ngocwangco ngendlela yaye zisebenza ngendlela eyiyo. Iingxaki ngokumalunga nabasebenzi ziyasonjululwa, iisistim ziphuculwe ngokucacileyo/zezala maxesha. • Uqeqesdo lwandisiwe ukubandakanya amaphulo amatsha nezakhono eziphuculweyo. Abantu abathile basiwa kwezinye iindawo/kweminye imisebenzi ukwenzela ukuba izakhono zabo zisetyenziswe ngokupheleleyo. • Yi-60% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-45% kulwazi lokubala • Yi-50% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-20% kulwazi lokubala • Yi-50% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-42.5 % yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika • Amanani ezikolo ezipasa ngereyithi yokupasa yeNSC engaphantsi ko-60 ayancipha ukuya ku-35 • Ireyithi yokupasa yeNSC yande ukuya ku-81% • Amanani okupasa eNSC andile ukuya kutsho ku-36 540 • Amanani abafundi abamkelwa kwiziDanga zokuQala ande ukuya ku-15 500. • Amanani abafundi beNSC abapasa iMathematika ande ukuya ku-13 600 • Amanani abafundi beNSC abapasa iFizikhali Sayensi ande ukuya ku-10 200 • Abasebenzi bezithili zemfundo bagxininisa kwiziphumo (*outcomes-focus)* kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Imiba eyimpumelelo malunga nokwenziwa komsebenzi iyacaciswa 2012 • Kukho ubungqina bokubakho kweenkonzo eziphuculweyo ngokumalunga nokuhlangabezana neemfuno zezikolo kwaye ukwenziwa kweenkonzo kunako ukulinganiseka. • Amanqanaba okwazi ukusebenza ngempumelelo ayahlolwa noqeqesho lusekelwe kwiimfuno. Abasebenzi abatsha bayaqeqeshwa njengoko kuyimfuneko. • Yi-65% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-50% kulwazi lokubala • Yi-55% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-25% kulwazi lokubala • Yi-55% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-45% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika • Amanani ezikolo ezipasa ngereyithi yokupasa yeNSC engaphantsi ko-60 ayancipha ukuya ku-20 • Ireyithi yokupasa yeNSC yande ukuya ku-82% • Amanani okupasa eNSC andile ukuya kutsho ku-39 000 • Amanani abafundi abamkelwa kwiziDanga zokuQala ande ukuya ku-16 500. • Amanani abafundi beNSC abapasa iMathematika anda ukuya ku-15 000 • Amanani abafundi beNSC abapasa iFizikhali Sayensi anda ukuya ku-11 500 • Abasebenzi bezithili zemfundo bagxininisa kwiziphumo *(outcomes-focus*) kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Bonke ootitshala bezikolo eziziisekondari baya kufundisa izifundo abaqeqeshelwe ukuzifundisa kuqeqesho olumiselweyo okanye olo ulufumana emsebenzini, ngakumbi kwikhontenti yezifundo neemethodi zokufundisa. • Ukuphunyezwa kwesiCwangciso i*Education Provisioning Plan* ukwenzela ukuba kubekho izithuba zokufunda zabo bonke abafundi kwiphondo

INjongo eCwangciswe ngoBuchule 2.1	Ukwenzela izikolo inkonzo egqwesileyo (*optimal service)* ngokusebenzisa izithili zemfundo nokuba bonke abafundi nezikolo baqhuba kakuhle kakhulu ukwenzela ukuba kufikelelwe kwiithagethi zeSebe iWCED.
Izigaba zentsebenzo	2013 • Kukho ubungqina bokubakho kweenkonzo eziphuculweyo ngokumalunga nokuhlangabezana neemfuno zezikolo kwaye ukwenziwa kweenkonzo kunako ukulinganiseka. • Amanqanaba obuchule nokusebenza ngempumelelo ayahlolwa noqeqesho lusekelwe kwiimfuno. Abasebenzi abatsha bayaqeqeshwa njengoko kuyimfuneko. • Yi-70% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-55% kulwazi lokubala • Yi-60% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-37% kulwazi lokubala • Yi-60% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-50 % yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika • Amanani ezikolo ezipasa ngereyithi yokupasa yeNSC engaphantsi ko-60 ayancipha ukuya ku-0 • Ireyithi yokupasa yeNSC yande ukuya ku-83% • Amanani okupasa eNSC andile ukuya kufikelela ku-41 000 • Amanani abafundi abamkelwa kwiziDanga zokuQala ande ukuya ku-17 000. • Amanani abafundi beNSC abapasa iMathematika anda ukuya ku-16 000 • Amanani abafundi beNSC abapasa iFizikhali Sayensi anda ukuya ku-12 500 • Abasebenzi bezithili bagxininisa kwiziphumo (*outcomes-focus)* kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Bonke abafundi abafuna iindawo kwizikolo zikarhulumente bayalungiselelwa. • Isicwangciso i-*education provisioning plan* siya kuqinisekisa ukuba ukufundiswa kwekharityhulam kulungiselelwa ukuba izikolo eziziisekondari ziphucule indlela eziqhuba ngayo. 2014 • Iikomiti zezithili zemfundo ezilungiselelwe iimeko ezithe ngqo ziyaxhotyiswa kwaye zifuneka ngamandla ngenxa yokuba semgangathweni kweenkonzo ezenziwa zizo • Iikomiti zeesekethe zenza imisebenzi ngokwendlela ebekiweyo nangenjongo ekujongwe kuyo. • Yi-75% yabafundi kwiBakala 3 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-50% kulwazi lokubala • Yi-65% yabafundi kwiBakala 6 abafumana iziphumo ezamkelekileyo kulwazi lokufunda nokubhala ne-50% kulwazi lokubala • Yi-65% yabafundi kwiBakala 9 abafumana iziphumo ezamkelekileyo kwiiLwimi. • Yi-55% yabafundi kwiBakala 9 abafumana iziphumo zokufunda ezamkelekileyo kwiMathematika • Inani lezikolo ezpasa ngereyithi yokupasa yeNSC engaphantsi ko-60 lihlala ku-0 • Ireyithi yokupasa yeNSC yande ukuya kutsho ku -84% • Ireyithi yokupasa yeNSC yandile ukuya ku-43 000 • Amanani abafundi abamkelekileyo ukuba babhalise kwiziDanga zokuQala *(Bachelor's degrees)* ande ukuya kutsho ku -17 500 • Amanani abafundi abapase iFizikhali Sayensi bande ukuya kutsho ku-13 500 • Abasebenzi bezithili bagxininisa kwiziphumo (*outcomes-focus*) kwaye bafanele baphendule ngeenkonzo abazenzayo kwiimvumelwano zentsebenzo. • Bonke ootitshala baxhotyisiwe kwaye banezakhono (abaqeqeshwe kuzo) ukuba bafundise iiprogram/izifundo abazifundisayo-kwaye bazithembile xa befundisa. • Zonke izikolo ziyayanelisa imimiselo yeziseko zophuhliso, izixhobo nezibonelelo ezisisiseko. • Bonke ootitshala beBakala R baphumeza ikharityhulam yeNCS ngokubonakalayo

11.2 Imiba ethathela ingqalelo izibonelelo

Le program yeyona inesabelo esikhulu kulwabiwo lwezibonelelo kwaye yiyo le ijongene nolona xinzelelo lukhulu.

11.3 *Ulawulo lwezinto eziyingxaki* (Risk management)

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Uphuhliso lootitshala (ukuxhotyiswa, nokuxhotyiswa kwakhona noqeqesho) luqhubeka ngelona thuba bekumelwe ukuba lichithwa ikakhulu ekufundiseni abafundi.	Makubekho ukulungiswa kwezinto zenziwe zilingane (*balance*) ngokufanelekileyo.
Iiprogram zenkxaso nophuhliso lwezithili zemfundo azijolisi kwiimfuno zokwenene zootitshala nabafundi, njengoko zicacisiswe kwi-SIP yesikolo.	Makulawulwe uqhagamshelwano ngononophelo ukuqinisekisa ukuphelisa ukungangqinelani.
Inkqubo iyaqhubeka nokuzama ukwenza izinto ezininzi endaweni yokufokhasa ijolise kwizinto ezintlanu okanye ezintandathu.	Amaphulo ongenelelo ngoncedo aya kugxininisa kwimiba ethile afokhase kwezo zinto kuphela.
Indlela yokubhajetha ayitshintshi, kwaye abaphathi ekufuneka beyiphumezile abanazo izibonelelo.	Unxibelelwano oluzinzileyo nokwenziwa kwezigqibo kubanjiswene *(joint-decision-making*) malwenziwe ukuqinisekisa ukuba izibonelelo zisetyenziswa ngeyona ndlela ibhetele inokwenzeka.
Ababoneleli-nkonzo abanako ukwenza iinkonzo zokwakha nolondolozo ngamathuba abekiweyo.	Makulungiswe iimvumelwano zenziwe ngendlela efanelekileyo (*checks and balances*) ukuqinisekisa ukuba kwenziwa kweyona nkonzo ibhetele inokwenzeka

12. IProgram: Inkxaso-mali yeZikolo eziZimeleyo

Injongo: Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo waseMzantsi Afrika

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 3.1: Isigaba sasePrayimari
ukunika Inkxaso kwizikolo ezizimeleyo ezifundisa amaBakala 1 - 7
Iprogram esekelayo 3.2: Isigaba seSekondari
ukunika inkxaso kwizikolo ezizimeleyo ezifundisa amaBakala 8 - 12

Ukuqulunqwa kwemigaqo-nkqubo:

NgokoMgaqo-siseko waseMzantsi Afrika (*South African Constitution*) nabani na angaseka aze aqhube isikolo esizimeleyo ngeendleko zakhe. Ezi zikolo mazigcine umgangatho wezemfundo ongekho ngaphantsi kwalowo ufana nokwizikolo zikarhulumente, kwaye mazibhaliswe kwiSebe iWCED. UNdlunkulu uya kuthi ukususela ngo-2010, abonelele ngeenkonzo nenkxaso kwizikolo ezizimeleyo.

12.1 Iinjongo ezicwangciswe ngobuchule

INjongo eCwangciswe ngoBuchule 3.1	Ukunika inkxaso izikolo ezizimeleyo ngokungqinelana nemithetho efanelekileyo ukuqinisekisa umgangatho wezemfundo kubafundi abakwezi zikolo
	Ukuqinisekisa ngokuthi kunikwe inkxaso nangokubekwa esweni rhoqo kweli candelo, ukuba bonke abafundi bafumana imfundo engqinelana neNkcazo yeKharityhulam kaZwelonke ukuba zonke izikolo ezizimeleyo nezikolo zasemakhaya zibhalisiwe; kwaye ziyazanelisa iimfuno ezizezona zisezantsi zemithetho efanelekileyo
Inkcazo eyandlalelayo	Njengangoku ziyi-265 iZikolo ezizimeleyo. Phakathi kwazo, kukho eziyi-85 izikolo eziziiprayimari ezizimeleyo, zibe yi-9 ezizimeleyo zesigaba esiphakathi (*independent intermediate schools*), zibe yi-99 izikolo ezizimeleyo ezidibeneyo neziyi-38 ezizimeleyo eziziisekondari. Ubuncinane yi-50% yezi zikolo ehanjelwa qho ngonyaka.
Izizathu	ISebe iWCED linoxanduva lokuqinisekisa ukuba bonke abafundi abakubudala bokuhamba isikolo obunyanzelekileyo kwiphondo bafumana imfundo esemgangathweni eya kubaxhobisa ngolwazi, izakhono, iindlela zokucinga neemfundiso ezisisiseko ukuze babe ngabemi belizwe abathatha inxaxheba. Ukunika inkxaso abafundi kumaziko azimeleyo nokubeka esweni iprogram zokwenziwa kweenkonzo kukhusela amalungelo abantwana, kwaye abo bantu badala baqhuba ezi zikolo, bafanele ukuphendula. Abafundi kwizikolo ezizimeleyo nabakwizikolo ezisemakhaya kufanele bapase kwelo nqanaba leqela labo lobudala abakubo. Izikolo ezizimeleyo ezifumana inkxaso kwiSebe iWCED zifanele ukuphendula ngenkxaso-mali eziyifumanayo.
Uqhaga-mshelwano	Izikolo ezizimeleyo zingamahlakani aphambili eSebe iWCED ekuboneleleni ngemfundo esemgangathweni.
Izigaba zentsebenzo	2010 • Amagosa akwaNdlunkulu aya kuqhuba ubalo ngokusebenzisa amaxwebhu *(paper-based audit)* kuzo zonke izikolo ezizimeleyo nezikolo zasemakhaya kwiziko ledatha leWCED. • ISebe iWCED liya kuhambela izikolo eziyi-150 ezizimeleyo. • Yi-80% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo. • Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. • Bamalunga ne-25% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. • Yi-10% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED. 2011 • ISebe iWCED liya kuhambela izikolo eziyi-200 ezizimeleyo. • Yi-85% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo.

INjongo eCwangciswe ngoBuchule 3.1	Ukunika inkxaso izikolo ezizimeleyo ngokungqinelana nemithetho efanelekileyo ukuqinisekisa umgangatho wezemfundo kubafundi abakwezi zikolo
Izigaba zentsebenzo	2011 • Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. • Bamalunga ne-30% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. • Yi-20% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED. 2012 • ISebe iWCED liya kuhambela izikolo eziyi-250 ezizimeleyo. • Yi-90% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo. • Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. • Bamalunga ne-35% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. • Yi-30% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED. 2013 • ISebe iWCED liya kuhambela izikolo eziyi-250 ezizimeleyo. • Yi-95% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo. • Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. • Bamalunga ne-45% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. • Yi-40% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED. 2014 • ISebe iWCED liya kuhambela izikolo eziyi-250 ezizimeleyo. • Yi-100% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselwe yimimiselo. • Izikolo ezizimeleyo ezifanele ukufumana inkxaso-mali ziya kufumana inkxaso-mali kwangexesha. • Bamalunga ne-50% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili, ngakumbi abo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala. • Yi-50% yabafundi kwizikolo ezizimeleyo ababhala iimvavanyo zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe iWCED.

12.2 Imiba ethathela ingqalelo izibonelelo

Landile inani lezikolo ezizimeleyo nezikolo zasemakhaya kule minyaka imbalwa idlulileyo. Izikolo ezizimeleyo zinokufaka isicelo senkxaso-mali kwisebe. Inani elandileyo lamaziko liyalichapahzela iSebe iWCED ngokwasezimalini (*financial implications)*. Inani lamathuba okuhambela izikolo ezizimeleyo nezikolo zasemakhaya nokubandakanywa kootitshala koomasifundisane boqeqesho ababonelelwa liSebe lichaphazela umba wezibonelelo zemali nezingabasebenzi kwiSebe iWCED.

12.3 Ulawulo lwezinto eziyingxaki *(Risk management)*

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Ukuba izikolo ezizimeleyo nezikolo zasemakhaya azibekwa esweni ubuncinane kube kanye ngonyaka, kuya kuba nzima ukuqinisekisa ukuba inkxaso-mali isetyenziswa ngokuyimpumelelo kusini na, nokuba ngaba abafundi bafundiswa imfundo esemgangathweni nokuba ngaba amaziko ayazithobela iimfuno zemigaqo yolawulo.	Ukuqinisekisa ukubekwa esweni kwezikolo. Ootitshala kwizikolo ezizimeleyo baya kubandakanywa koomasifundisane bokuphucula ulwazi lootitshala nezakhono, ukuba bakhetha ukwenza njalo

13. IProgram 4: IMfundo yeSikolo sikaRhulumente eneeMfuno eziZodwa

Injongo: Ukubonelela ngemfundo kuluntu jikelele kwizikolo ezineemfuno zemfundo ezizodwa ngokungqinelana noMthetho weZikolo waseMzantsi Afrika ne-*Education White Paper 6 on Special Needs Education: Building an Inclusive Education and Training System*).

Ukucazulula iprogram esekelayo nganye:

Iprogram esekelayo 4.1: Izikolo
Ukubonelela izikolo ezithile zikarhulumente ezinemfundo eneemfuno ezizodwa ngezibonelelo

Iprogram esekelayo 4.2: IiNkonzo zoQeqeshelo-msebenzi
Ukubonelela ootitshala nabafundi abakwizikolo zikarhulumente zemfundo eneemfuno ezizodwa iinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 4.3: ICandelo loPhuhliso lwaBasebenzi
Ukubonelela ngezoqeqeshelo-msebenzi nolunye uphuhliso kootitshala nabangengabo ootitshala abakwizikolo zikarhulumente zemfundo eneemfuno ezizodwa

Okungqongileyo (*Context*)

[Qaphela: Inkxaso-mali (*funding*) yezi zinto ivela kwiiProgram 2, 4 no-8.]

Eyona njongo iphambili yeCandelo lokuNika iNkxaso kwiMfundo eneeMfuno eziZodwa (*Specialised Education Support*) kukucwangcisa, ukulawula nokuququzelela iinkonzo zenkxaso zemfundo eneemfuno ezizodwa enikwa izikolo zemfundo eneemfuno ezizodwa nakwizikolo zikarhulumente eziqhelekileyo. Amacandelwana eli candelo agxila ekwenziweni kwenkonzo kwiinkalo zezikolo zemfundo eneemfuno ezizodwa/kumaziko ezibonelelo zoncedo, kunye neenkonzo zokuqeqeshelwa umsebenzi, ezibandakanya iinkonzo zesayikholoji, iinkonzo zomsebenzi wentlalo-ntle wasezikolweni, nenkxaso ekufundeni, iinkonzo zonyango nobuchule bokunyanga.

Le program ijolise ekuzalisekiseni iminqweno yeSebe iWCED ephathelele ekuphuculweni kwamanqanaba olwazi lokufunda nokubhala nawolwazi lokubala, ukunika inkxaso ekuphuculeni ukupasa esikolweni, ukwenzela ukuba abafundi bahlale besesikolweni befunda, nasekulungiseleleni ukupasa kwabafundi bhetele. Iinjongo ezixhasa ezi njongo zezi zilandelayo:

- Ukumisela izitraksha, izibonelelo neeprogram ukuthintela, ukususa okanye ukukhawulelana nezithintelo ekufundeni nasekuqhubeleni phambili kwimeko yokufunda ebandakanya bonke abafundi.
  Izitraksha zokwakha iSistim yeMfundo noQeqesho eBandakanya bonke aBafundi zibandakanya ukuphuculwa kweeKomiti zokuNika iNkxaso kwiNqanaba lamaziko (*Institution-level Support Teams*) (*ILST*) zixhobisa ootitshala ngokuphathelele ekuqatshelweni, ekuvavanyweni nasekuxhaseni abafundi abafumana izithintelo ekufundeni kuzo zonke izikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa.

  Isicwangciso kukomeleza iiKomiti zokuNika iNkxaso ezikwii-Ofisi zeZithili zeMfundo (*District-based Support Teams*) (*DBST*) nezikolo zemfundo eneemfuno ezizodwa. Abasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa (iisayikholojisti, abacebisi ngezamakhondo omsebenzi, oonontlalo-ntle bezikolo, iitheraphisti zemfundo, nabongikazi abaqeqeshiweyo) nezinye izinto zokuncedisa ukufunda (i-LTSM, izixhobo nezinto zokusebenza ezinokulungiselelwa imeko leyo) ziya kusetyenziselwa ukuba zinike inkxaso kwimfundo eneemfuno ezizodwa ngenjongo yokuphucula ukupasa kwabafundi. Ukusasazwa ezikolweni kootitshala bokunika inkxaso kwizinto zokuncedisa ukufunda kubaluleke gqitha ekuncedeni abafundi abafumana izithintelo ekufundeni. Izikolo ezinika inkonzo epheleleyo zamkela abafundi abafuna amanqanaba asezantsi enkxaso nabafundi abafuna inkxaso yongenelelo ngoncedo olungephi ukuya kwinkxaso engamandla. Kwixesha elifutshane, ukufumaneka kwenkxaso-mali eyaneleyo nezithuba zootitshala ukwandisa ukwazi ukusebenza kwezikolo zemfundo eneemfuno ezizodwa nenkxaso yabaqeqeshiweyo kwizikolo zikarhulumente eziqhelekileyo ngumngeni. Ukulungisa oku kulabalaba, izikolo zikarhulumente ezichongiweyo ziya kutshintshelwa kwizikolo ezinika inkonzo epheleleyo ukwamkela abafundi abangaphezulu abaneemfuno zemfundo ezizodwa. Inani elandileyo lezikolo ezingama-68 ezinika inkonzo epheleleyo nabanye abasebenzi

bokunika inkxaso yemfundo eneemfuno ezizodwa bandile, oko kuvulele abafundi abangaphezulu abafumana izithintelo ekufikeleleni kwinkxaso yemfundo.

Ezinye iiprogram ezifaka igalelo ekususweni kwezithintelo ekufundeni yiprogram yokondliwa kwabafundi (NSNP), iProgram yeZakhono zoBomi zeHIV/Aids, nesiCwangciso sokuKhuthaza ukuZiphatha kakuhle eZikolweni (*Encouraging Positive Behaviour in Schools*) ngenjongo yokunika inkxaso abafundi abafumana iingxaki zokuphazamiseka emoyeni (*emotional difficulties*) neengxaki zokuziphatha. Into egxile kuyo i-NSNP kukuqinisekisa ukufikelela ngokufanelekileyo kwiprogram yesikolo yokondliwa kwabafundi nasekomelezeni imfundo yokondla abafundi kwizikolo ezithagethiweyo, lo gama ukufundisa iHIV/AIDS nemfundo ngezesini kunyanzelekile kwibakala ngalinye, ukuqala kwiBakala R ukuya kwiBakala 12. Ngokumalunga nale meko eqhubekayo ephathelele kwindlela abafundi abaziphatha ngayo neziphumo ezibi zoku kumoya wokuzimisela ukusebenza kootitshala nakumalungelo abafundi okufunda bekwimeko ekhuselekileyo esikolweni, esi sicwangciso sokukhuthaza ukuziphatha kakuhle izikolo zemfundo eneemfuno ezizodwa sezisaziwa ngaso yaye siza kunatyiselwa nakwizikolo zikarhulumente eziqhelekileyo.

- Ukuqinisekisa ukufikelela kwimfundo esemgangathweni kwabo bonke abantwana abafumana izithintelo ekufundeni kweli phondo i-ILST nee-DBST zidlala indima ebalulekileyo ekuskrineni nasekuqapheleni abafundi abafumana izithintelo ekufundeni nasekulungiseleleni inkxaso yemfundo enempumelelo kwizikolo zemfundo eneemfuno ezizodwa okanye kwizikolo ezibonelela ngenkonzo epheleleyo ukuqinisekisa ukufikelela kwimfundo esemgangathweni. Kukho imfuneko yokuqeqeshelwa izakhono zomsebenzi wezandla ukusombulula ukuxhaphaka kakhulu kwabayeka ukufunda bengagqibanga esikolweni. Izikolo zezakhono zibonelela ngoqeqesho lwezakhono zomsebenzi wezandla ukulungiselela abafundi abasengozini yokuyeka bengagqibanga esikolweni. Ezi zikolo zidala amathuba kubafundi abanezithintelo ekufundeni ukufikelela kwikharityhulam efanelekileyo. Izibonelelo zophuhliso ezizizakhiwo zezikolo kwakhona nazo ziyaqwalaselwa ukuqinisekisa ukufikelela kubafundi abakhubazekileyo.

- Ukuqinisekisa ukuphathwa ngempumelelo kwezikolo zemfundo eneemfuno ezizodwa nezitraksha zenkxaso
  Inkqubo ye-*Developmental Quality Assurance* igxile koku (a) ekuqinisekiseni ukuba izikolo nezitraksha zenkxaso ze-ofisi yesithili semfundo zihlangabezana nomgaqo-nkqubo nezona mfuno zikumgangatho osezantsi (*minimum standard requirements*), (b) zithathela ingqalelo imingeni ephathelele ekwenziweni kwenkonzo, (c) zinika inkxaso nengcebiso ngamava (*mentoring*) ukufezekisa iinjongo zokukhula zezikolo nezezitraksha zenkxaso zee-ofisi zezithili, yaye (d) zithathela ingqalelo iimfuno eziphathelele ekuphuculweni kwezakhono nezibonelelo zokunceda ukuphuhlisa izikolo zemfundo eneemfuno ezizodwa nezitraksha zokunika inkxaso zee-ofisi zezithili zemfundo.

- Ukuxhobisa nokunika inkxaso ootitshala kwiinzame zabo zokuzisa imfundo eyiyo.
  Ukuxhotyiswa ngezakhono kwabasebenzi bokunika inkxaso yemfundo eneemfuno ezizodwa kwinqanaba le-ofisi yezithili zemfundo nootitshala abakwizikolo zikarhulumente zemfundo eneemfuno ezizodwa nakwizikolo ezinika inkonzo epheleleyo kubalulekile ukwenzela ukuba abasebenzi bahlangabezane nabafundi abaneemfuno zemfundo ezizodwa. Uqeqesho luya kugxila ekuskrineni, ekuqapheleni, ekuvavanyeni nasekunikeni inkxaso abafundi abanezithintelo ekufundeni, ekuphuhlisweni kweeprogram zokufunda ezibandakanya bonke abafundi neendlela ngeendlela zokufundisa.

  ISebe iWCED liya kunika uqeqesho olusisiseko neeprogram zokusombulula nokunciphisa okuziziphumo zeengxaki zezentlalo (*social pathology*) ezikolweni, ezinjengokusebenzisa iziyobisi gwenxa, ubugewu (*gangsterism*), ukuziphatha ngokungafanelekanga ngokwezesondo, ubundlongondlongo nempatho-gadalala. Ukuqeqeshwa kwabasebenzi bee-ofisi zezithili zemfundo nootitshala kwizakhono zengcebiso yokubuyisela kwisimo sesiqhelo (*restorative counselling skills*), uvavanyo lwabafundi abasengozini, neeprogram zophuhliso lolutsha, kusaza kuqhubeka.

Umhlaba oza kufikelelwa kule program

Uphuhliso lomgaqo-nkqubo, ucwangciso olubanzi kakhulu lwesebe liphela (*macro-planning*), uphuhliso lweeprogram, ukubonelelwa ngemithombo (*resourcing*), ukuxhotyiswa ngezakhono nokuqinisekiswa kwemigangatho ngokubhekiselele koku kulandelayo:

- Iziseko zenkxaso kwii-ofisi zezithili zemfundo
- Izikolo zemfundo eneemfuno ezizodwa namaziko engcaciso (Izikolo eziqatshelweyo zemfundo eneemfuno ezizodwa ezaye zaxhaswa ukwenzela ukuba zibe ngamaziko engcaciso/ zibe zizikolo zemfundo eneemfuno ezizodwa)
- Izikolo ezixhobisa ngezakhono
- Izikolo ezinika inkonzo epheleleyo (iiyunithi zeELSEN)
- Inkxaso yokufunda kwizikolo zikarhulumente eziqhelekileyo
- Iikomiti zenkxaso kumanqanaba amaziko (*Institutional-level support teams*) (ILSTs)
- Inkxaso yabaqeqeshiweyo kwimfundo eneemfuno ezizodwa (iinkonzo zesayikholoji, umsebenzi wobunontlalo-ntle ezikolweni, inkxaso yokufunda, iinkonzo zonyango nokuphilisa (*medical and therapeutic*)
- Iprogram yeZakhono zoBomi neHIV/AIDS
- Iprogram yeSizwe yoKondliwa kwaBafundi eZikolweni (*National Schools Nutrition Programme*) (*NSNP*)

Imigaqo-nkqubo

Le mithetho ilandelayo nemigaqo-nkqubo ekhankanyiweyo ikhokela ukubonelelwa kwemfundo kwizikolo zemfundo eneemfuno ezizodwa nakwiMfundo eBandakanya bonke aBafundi (*Inclusive Education*) kweli phondo:

- UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (1995) noMthetho weZikolo waseMzantsi Afrika (UMthetho 84 ka-1996) noMthetho weMfundo weZikolo wePhondo leNtshona Koloni (UMthetho 12 ka-1997)
- UMgaqo-nkqubo 6 weMfundo oSebenzayo: UKwakha iSistim yeMfundo noQeqesho eBandakanya bonke aBafundi (ngoJulayi 2001) (*Education White Paper 6: Special Needs Education: Building an Inclusive Education and Training System*) (*July 2001*) n
- INkcazo yeKharityhulam kaZwelonke (*National Curriculum Statement (2005*)
- IsiCwangciso sikaZwelonke sokuSkrina, sokuQaphela, sokuVavanya nonuNika iNkxaso (SIAS, 2008) (*National Strategy on Screening, Identification, Assessment and Support*) (*SIAS, 2008*)
- IZikhokelo eZisayiLwayo neziSetyenziswayo ukuFezekisa iMfundo eBandakanya bonke aBafundi: IZikolo eziNika iNkonzo ePheleleyo (zeSebe leMfundo likaZwelonke) (*Full-Service Schools*) *(Department of Education)*
- ISikhokelo sokuQinisekisa iMfundo eseMgangathweni nokuNika iNkxaso kwiZikolo zeMfundo eneeMfuno eziZodwa nooVimba baMaziko eZikolo zeMfundo eneeMfuno eziZodwa (Nov 2007) (*Guidelines to Ensure Quality Education and Support in Special Schools and Special School Resource Centres) (Nov 2007)*
- IZikolo eziNika iNkonzo ePheleleyo: IZibonelelo eziziZindlu neZinto zokuSebenza – iNgcaciso ngeZakhiwo zeZikolo eziNika iNkonzo ePheleleyo (ISebe leMfundo likazwelonke) *(*
- IMfundo eBandakanya bonke aBafundi – kwiZikolo eziNika iNkonzo ePheleleyo: IZibonelelo eziziZindlu neZinto zokuSebenza – iNcwadana eSetyenziswayo yokuLondoloza iZakhiwo (ISebe leMfundo likazwelonke) (*EDO 296*)) *Inclusive Education – Full-Service Schools: Physical and Material Resources - Maintenance Manual*) *(Department of Education (EDO 296))*

13.1 Njongo eCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 4.1	Ukwandisa ngamandla uthatho-nxaxheba ngempumelelo kwizifundo nakwezentlalo kwabo bonke abafundi kwinkcubeko nakwikharityhulam yamaziko emfundo nasekunciphiseni izithintelo ekufundeni (*Education White Paper 6*)
Inkcazo yenjongo	Ukuphucula amanqanaba olwazi lokufunda nokubhala nolwazi lokubala, ukuphucula ukupasa kwabafundi esikolweni, ukulungiselela abafundi ukuba baqhubeke bangayeki bengagqibanga esikolweni kuya kuququzelelwa ngokuthi komelezwe iinkonzo zokunika inkxaso koku kulandelayo: • Iikomiti zenkxaso ezikolweni (*Institutional-level support teams) (ILSTs*) • Iziseko zenkxaso kwii-ofisi zezithili zemfundo • Izikolo zemfundo eneemfuno ezizodwa/amaziko angoovimba bolwazi • izikolo zemfundo eneemfuno ezizodwa (Izikolo zezibhedlele nezikolo zemfundo eneemfuno ezizodwa ezingatshintshelwanga kwizikolo zemfundo eneemfuno ezizodwa/amaziko angoovimba bolwazi) • Izikolo ezifundisa ngezakhono • Izikolo ezinika inkonzo epheleleyo (PPM215) • Izikolo zikarhulumente eziqhelekileyo • Iinkonzo zoqeqeshelo-msebenzi: inkxaso ekufundeni kwizikolo zikarhulumente eziqhelekileyo, iinkonzo zesayikholoji, iinkonzo zoonontlalo-ntle zasezikolweni, neenkonzo zonyango nezokuphilisa. Isicwangciso seminyaka emihlanu sijolise ekuziseni: • Izikolo zemfundo eneemfuno ezizodwa/amaziko oovimba bolwazi ayi-20 nezikolo eziyi-35 zemfundo eneemfuno ezizodwa. • Izikolo eziziiprayimari ezili-170, ezitshintshwe zazizikolo ezinika inkonzo epheleleyo, ziya kuncedisana nokusasazwa kwezikolo zemfundo eneemfuno ezizodwa/namaziko oncedo nezinye izikolo zemfundo eneemfuno ezizodwa. • Inani leZikolo ezifundisa iZakhono lanyuka ukuya kwi-22 ngenjongo yokuphucula ukuqeqeshelwa izakhono nokusombulula ingxaki yokuyeka kwabafundi bengagqibanga esikolweni. • Ukunika inkxaso kwimfundo eneemfuno ezizodwa ukwenzela ukuba isombulule imfuno: ootitshala bokunika inkxaso ekufundeni, ootitshala abaziitheraphisti, iisayikholojisti oonontlalo-ntle bezikolo, abacebisi ngezamakhondo omsebenzi, abongikazi abaqeqeshiweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezili-15 nakwizitraksha zokunika inkxaso kwizithili zemfundo.
Injongo eyandlalelayo	Abafundi abafumana izithintelo ekufundeni balungiselelwa ngolu hlobo lulandelayo: • Izikolo zemfundo eneemfuno ezizodwa ziyi-51 • Izikolo zemfundo eneemfuno ezizodwa /amaziko oncedo ayi-6 • Izikolo ezifundisa ngezakhono ziyi-15 • Izikolo ezinika inkonzo epheleleyo ziyi-68 • Ootitshala bokunika inkxaso ekufundeni bayi-552 abanika inkxaso ekufundeni kwizikolo zemfundo zikarhulumente eziqhelekileyo. Inkxaso kwimfundo eneemfuno ezizodwa enikwa ngolu hlobo lulandelayo: • Icandelo lokunika inkxaso kwimfundo eneemfuno ezizodwa ootitshala bokunika inkxaso yokufunda, ootitshala abaziitheraphisti, oonontlalo-ntle bezikolo, abacebisi ngezamakhondo omsebenzi, oonesi abaqeqeshiweyo • Uphuhliso lwezakhono zabasebenzi ngokwemfuno leyo iqatshelweyo.
Izizathu	Ukwanda nokufikelela bhetele kwikharityhulam efanelekileyo, kwiinkonzo ezisemgangathweni nakwinkxaso yabafundi kwimeko yemfundo ebandakanya bonke abafundi.

INjongo eCwangciswe ngoBuchule 4.1	Ukwandisa ngamandla uthatho-nxaxheba ngempumelelo kwizifundo nakwezentlalo kwabo bonke abafundi kwinkcubeko nakwikharityhulam yamaziko emfundo nasekunciphiseni izithintelo ekufundeni (*Education White Paper 6*)
Uqhagamshelwano	Le njongo ecwangciswe ngobuchule inxulumene neeNjongo ngokuBanzi ngezi ndlela zilandelayo: • Izikolo ezinika inkonzo epheleleyo namaziko angoovimba bolwazi/izikolo zemfundo eneemfuno ezizodwa ezinenkonzo zinikwa amandla ngakumbi • Ukwandiswa kwezikolo ezifundisa ngezakhono nophuhliso lwekharityhulam olufanelekileyo • Ukwandiswa kwabasebenzi bokunika inkxaso kwimfundo eneemfuno ezizodwa • Inkxaso ezinzileyo yootitshala • Inkxaso ezinzileyo yabafundi abafumana izithintelo ekufundeni.
Izigaba zentsebenzo	Izitraksha, izibonelelo neeprogram ekufuneka zibe sezisebenza 2010 • Izikolo zemfundo eneemfuno ezizodwa eziyi-47 • Amaziko angoovimba bolwazi ali-10 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-17 • Izikolo ezili-100 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfuno eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo. 2011 • Izikolo zemfundo eneemfuno ezizodwa eziyi-45 • Amaziko angoovimba bolwazi ali-12 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-19 • Izikolo ezili-139 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfuno eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo. 2012 • Izikolo zemfundo eneemfuno ezizodwa eziyi-43 • Amaziko angoovimba bolwazi ali-16 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-20 • Izikolo ezili-150 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfuno eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo. 2013 • Izikolo zemfundo eneemfuno ezizodwa eziyi-39 • Amaziko angoovimba bolwazi ali-18 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-21 • Izikolo ezili-160 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfuno eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo.

INjongo eCwangciswe ngoBuchule 4.1	Ukwandisa ngamandla uthatho-nxaxheba ngempumelelo kwizifundo nakwezentlalo kwabo bonke abafundi kwinkcubeko nakwikharityhulam yamaziko emfundo nasekunciphiseni izithintelo ekufundeni (*Education White Paper 6*)
	2014 • Izikolo zemfundo eneemfuno ezizodwa eziyi-35 • Amaziko angoovimba bolwazi ali-20 asasazwa kwiphondo liphela. • Izikolo ezifundisa ngezakhono ezili-22 • Izikolo ezili-170 ezitshintshwe zenziwa izikolo ezinika inkonzo epheleleyo • Ukwandiswa kwabasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa ngokwebhajethi efumanekayo. • Uphuhliso okokoko lwezakhono zabasebenzi ngokwemfuno eqatshelweyo. • UQinisekiso lweMigangatho yoPhuhliso olwenziwa kwizikolo zemfundo eneemfuno ezizodwa ezi-3 nakwizitraksha zokunika inkxaso kwizithili zemfundo.

13.2 Imiba ethathela ingqalelo izibonelelo

1. Iimpawu ezibonisa inkcitho: Njengangoku imali eyabiwayo yandiswa nge-4,5% ngonyaka, kwaye oku kungaphantsi kwi-CPI kwaye akungqinelani nemfuno eyandayo yeenkonzo ezizodwa ekufuneka zenziwe. Oku kuneziphumo ezingekho zihle ekwenziweni kwenkonzo.
2. Abasebenzi ababelwe amaziko/abafunekayo ukuze kuphunyezwe esi sigunyaziso: ngokunxulumene nohlenga-hlengiso lwabasebenzi kuzwelonke kwiProgram 4, kusafuneka abanye abasebenzi abangaphezulu ukuphucula ukwazi ukusebenza kwale program kubo bonke abafundi nakootitshala.

13.3 Ulawulo lwezinto eziyingxaki *(Risk management)*

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Inkxaso-mali yancitshiswa ngenxa yeziphumo ezizelwe kukudodobala koqoqosho (*recession*) – umz. emva kwalo mjikelo ukhoyo ngoku we-MTEF, ukuxhaswa ngemali kweMfundo eBandakanya bonke aBafundi akuqinisekiswanga.	Iimali ezifumanekayo ziya kusetyenziswa ngeyona ndlela enenzuzo enkulu ukuzinzisa iinkonzo ezikhoyo.
Izithuba zomsebenzi ezabelwe imali ezingazaliswanga, zichaphazele kakubi ukwenziwa kweenkonzo	Ukwabiwa ngokutsha komsebenzi ongaphezulu kubasebenzi abasezikhundleni ngoku.
Ukungabikho kwentsebenziswano phakathi kwamacandelo okukhokelela kwinkonzo eyahluka-hlukeneyo.	Kufuneka kuqulunqwe imigaqo yemvumelwano ukwandisa intsebenziswano phakathi kwamacandelo.
Iinkqubo zokwenziwa komsebenzi ngokungagqibelelanga kukhokelela ekwenziweni kwenkonzo eyahluka-hlukeneyo.	Ukuququzelela unxibelelwano oluphuculiweyo neenkqubo zokwenza umsebenzi.
Ukulibaziseka kokuvunywa kweebhajethi kuchaphazela kakubi imigaqo-nkqubo neenkqubo.	Ukucwangcisa ngenyameko ukuqinisekisa ukuba kukho ixesha elaneleyo lokuphumeza iiprogram.

14. IProgram 5: IMfundo noQeqesho oluQhubelekayo (FET)

Injongo: Ukubonelela ngeMfundo noQeqesho oluQhubelekayo kwiikholeji ze-FET zikarhulumente ngokoMthetho weeKholeji zeMfundo noQeqesho oluQhubelekayo (UMthetho 16 ka-2006)

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 5.1: AmaZiko kaRhulumente
Ukubonelela ngeekholeji ezizodwa ze-FET zikarhulumente ngezibonelelo

Iprogram esekelayo 5.2: Iinkonzo zoqeqeshelo-msebenzi
Ukubonelela ngootitshala nabafundi abasezikholejini ze-FET zikarhulumente ngeenkonzo zokunika inkxaso eziququzelelwe lisebe

Iprogram esekelayo 5.3: ICandelo loPhuhliso lwaBasebenzi
Ukukhuthaza ukuqeqeshelwa umsebenzi nolunye uphuhliso kootitshala nabangengotitshala abakwiikholeji ze-FET zikarhulumente

Izinto ezenzeka ngokunxulumene nomgaqo-nkqubo:

Iprogram yokuxhasa ngemali iikholeji ze-FET yafikelela esiphelweni ngo-2008/9, apho iGranti eKhutshwa Phantsi kweMiqathango yonyaka ophelileyo isaqhubekayo njengemali esisabelo esikhutshwa nesabiwa ngokulinganayo. Imimiselo nemigangatho emitsha yesabelo semali esiya kwiikholeji zeFET iza ukuphunyezwa kwi-MTEF.
Kweli thuba leminyaka mihlanu liqala ngo-2010- 2014 iiKholeji ze-FET zicwangcisele:

Ukwandisa inani labafundi abaneminyaka eli-16-22 yobudala ababhalise ezikholejini
Ukwandisa inani labafundi ababhalisele iziqinisekiso ezipheleleyo
Ukwandisa inani labafundi ababhalisele imfundo yamaziko aphakamileyo
Ukufundisa nokuvavanya iiprogram ezintsha eziphendula kwiimfuno zezoqoqosho nezentlalo
Ukuqeqesha abahlohli kwiikhosi ze-FET ezintsha
Ukunceda abafundi ngeenkonzo zokunika inkxaso kubafundi kwikholeji nganye kwezintandathu
Ukunika abafundi abasweleyo iibhasari
Ukulondoloza iilebhu zeekhompyutha
Ukuqinisekisa ukuba bonke abafundi bafumana ukuqeqeshwa kwi-ICT

14.1 iNjongo eziCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 5.1	Ukuqinisekisa ngokungqinelaniswa kocwangciso lwamaziko neeprogram zamaziko ukwenzela ukuba kwenziwe iiprogram ezizizo, eziphendula iimfuno nezijolise ekuhlangabezeni oosomashishini, imizi-mveliso, neemfuno zoluntu nezabafundi baloo ndawo nokwenza/nokugcina indawo ekhuthazayo ekufundiswa kuyo iiprogram ezikumgangatho ophakamileyo ezidibanisa ithiyori/iprakthikhali oko kusenziwa ngenkqubo yolawulo lokuphathwa nokulawulwa kunye nenkxaso ekwenziweni komsebenzi kuwo onke amanqanaba eekholeji
Inkcazo yenjongo 5.1.1	1. Uphando olusekelwe kumacandelo, ucazululo lweziphumo nothetha-thethwano kuyaqhutywa ukucwangcisa nokwamkela iiprogram. Le nkqubo ibandakanya iibhodi zemfundo zeekholeji, amabhunga eekholeji neSebe leMfundo yamaZiko aPhakamileyo kunye noQeqesho (*Dept of Higher Education and Training*) (*DHET*). 2. Isicwangciso esenziwe ngobuchule sikhokela onke amanqanaba esistim. Inkqubo yokucwangcisa ibeka iithagethi ekufuneka zibekwe esweni okokoko. 3. Ukukhula nokuphuhliswa kweekholeji kulawulwa ngeebhajethi ezivela kwiinkqubo zokucwangcisa.

INjongo eCwangciswe ngoBuchule 5.1	Ukuqinisekisa ngokungqinelaniswa kocwangciso lwamaziko neeprogram zamaziko ukwenzela ukuba kwenziwe iiprogram ezizizo, eziphendula iimfuno nezijolise ekuhlangabezeni oosomashishini, imizi-mveliso, neemfuno zoluntu nezabafundi baloo ndawo nokwenza/nokugcina indawo ekhuthazayo ekufundiswa kuyo iiprogram ezikumgangatho ophakamileyo ezidibanisa ithiyori/iprakthikhali oko kusenziwa ngenkqubo yolawulo lokuphathwa nokulawulwa kunye nenkxaso ekwenziweni komsebenzi kuwo onke amanqanaba eekholeji
Inkcazo yenjongo 5.1.2	1. Ukuqinisekisa ngomgangatho wokufundisa kwiikholeji ze-FET Imigangatho eyiyo yileyo isekelwe kwi-*International Organization for Standardization* (ISO) nekusekelwe kuyo zonke iiprogram eziphantsi kokuqinisekiswa kwemigangatho kazwelonke (Umalusi, QCTO, HE) kunye/okanye amagunya okuqinisekiswa kwemigangatho yezizwe ngezizwe. Amalungiselelo okuqeqesha kwiprakthikhali (oomasifundisane) avunywa ziiSETA. 2. Ukunika inkxaso kuwo onke amanqanaba • Ukufumana nokuququzelela ukwabiwa kwabasebenzi nezakhiwo • Ukuqinisekisa ukukhula okuqhubeka okokoko komoya wentlonipho nenkxaso kwiikholeji ze-FET • Ukwandisa kakhulu amathuba entsebenziswano (*synergy*) ngokubambisana (*partnerships*) • Ukuqinisekisa ukuba iikholeji zisoloko zilungele ukusebenzisa iindlela ezintsha, uphuhliso nokulungela kwabasebenzi umsebenzi • Ukuqinisekisa ukuba abafundi bafikelela ngokulula kwaye bafumana inkxaso • Ukubekwa esweni kwentsebenzo kwisistim iphela
Injongo eyandlalelayo	1. Umsebenzi wophando nocazululo: Iinkqubo neendlela zokuqhuba uphando olungephi, ucazululo nothetha-thethwano ziyenziwa kwiikholeji nakwi-ofisi yephondo. 2. Ukulungelelaniswa kwesicwangciso esenziwe ngobuchule: Inkqubo yesicwangciso esenziwe ngobuchule sonyaka sele ikho kwikholeji, kwiphondo nakuzwelonke. 3. Ukucwangcisa ibhajethi: Inkqubo yesicwangciso esenziwe ngobuchule yenza iibhajethi esezabiwe ngokufanelekileyo. 4. Uqinisekiso lomgangatho: Zonke iikholeji zontandathu zine-ISO 9000 *certification*. I-93% yeeprogram zeekholeji iphantsi komqathango wokuqinisekiswa kwemigangatho ngabakuzwelonke kunye/okanye ngabasemagunyeni bamazwe ngamazwe. 5. Izicwangciso zokuthengisa nokunika inkxaso ngamandla ziququzelelwe liphondo. 6. Iikholeji ziyazuza kwinkxaso ecwangcisiweyo ekuziseni iinguqu nasekulungiseleleni abaqeshwa ukuba bafundise i-NC(V) nezinye iiprogram. 7. Iibhasari ziyafumaneka kubafundi abasweleyo yaye kwabelwe imali ezithile inkxaso ezifundweni. 8. Amabhunga asemthethweni anjengamabhunga amele abafundi (*student representative councils (SRCs*), iibhodi ezijongene nezifundo namabhunga eekholeji asekiwe kuzo zonke iikholeji.
Izizathu	Iikholeji ze-FET zigunyaziswe ukuba zifundise imfundo yobugcisa bezandla (*vocational and occupational education and training*) noqeqesho ukulungiselela abafundi ilizwe lempangelo kunye/okanye imfundo yamaziko aphakamileyo. Ukwenzela ukulungiselela abafundi ngokwaneleyo, iikholeji mazifundise iiprogram ezanelisa iimfuneko zee-arhente ekusetyenzwa kuzo. Ngaphezulu, umgangatho wokufundiswa kweprogram uchaphazela ngqo imilinganiselo yokugcinwa esikolweni nasekupaseni kwabafundi. Ireyithi esezantsi yokuyeka esikolweni bengagqibanga abafundi namanani aphakamileyo abafundi abaphumelelayo ichaphazela kakuhle ukukhula kwezoqoqosho kwephondo.
Uqhagamshelwano	Le njongo icwangciswe ngobuchule iya kufaka igalelo ekwandiseni ukubonelelwa kwemfundo yesiseko yobugcisa bezandla noqeqesho, ukuqhelaniswa nomsebenzi (*learnerships*), uqeqesho kwezobugcisa (*apprenticeships*), uqeqesho lwasemsebenzini (*internships*) kunye neeprogram zezakhono ezinxulumene namathuba omsebenzi. Iikholeji zidlala indima ebalulekileyo ekugcineni abantu abatsha bekumaziko emfundo nasekunikeni amathuba okuba balungiselele ilizwe lempangelo. Le njongo icwangciswe ngobuchule iya kuba negalelo • ekwandiseni uthatho-nxaxheba nemilinganiselo yokuphumelela kwabafundi, ngokukodwa abafundi abantsundu, kwiprogram zeMfundo noQeqesho oluQhubelekayo • Ekwandiseni inani labafundi abakulungeleyo ukungena kwimfundo yamaziko aphakamileyo.

INjongo eCwangciswe ngoBuchule 5.1	Ukuqinisekisa ngokungqinelaniswa kocwangciso lwamaziko neeprogram zamaziko ukwenzela ukuba kwenziwe iiprogram ezizizo, eziphendula iimfuno nezijolise ekuhlangabezeni oosomashishini, imizi-mveliso, neemfuno zoluntu nezabafundi baloo ndawo nokwenza/nokugcina indawo ekhuthazayo ekufundiswa kuyo iiprogram ezikumgangatho ophakamileyo ezidibanisa ithiyori/iprakthikhali oko kusenziwa ngenkqubo yolawulo lokuphathwa nokulawulwa kunye nenkxaso ekwenziweni komsebenzi kuwo onke amanqanaba eekholeji
Izigaba zentsebenzo	2010 • I-40,000 yabafundi (ekukho kubo abayi-12,500 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-20% kuzo zonke iiprogram • Bapasa ngereyithi eyi-60% kuzo zonke iiprogram 2011 • I-45,000 yabafundi (ekukho kubo abayi-14,000 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-15% kuzo zonke iiprogram • Bapasa ngereyithi eyi-65% kuzo zonke iiprogram 2012 • I-47,000 yabafundi (ekukho kubo abayi-15,500 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-12% kuzo zonke iiprogram • Bapasa ngereyithi eyi-70% kuzo zonke iiprogram 2013 • I-50,000 yabafundi (ekukho kubo abayi-17,500 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-10% kuzo zonke iiprogram • Bapasa ngereyithi eyi-75% kuzo zonke iiprogram 2014 • I-55,000 yabafundi (ekukho kubo abayi-20,000 abakwiiprogram ze-NC(V)) abathatha inxaxheba kwiiprogram ezifanelekileyo neziphendula iimfuno kwiikholeji ze-FET, ezixhaswa ngeebhajethi ezaneleyo, iziseko zophuhliso nangabasebenzi abanolwazi nobuchule. • Ireyithi yokuyeka esikolweni bengagqibanga ingaphantsi kwe-8% kuzo zonke iiprogram • Bapasa ngereyithi eyi-80% kuzo zonke iiprogram

14.2 Imiba ethathela ingqalelo izibonelelo

Izibonelelo
Iimpawu ezibonisa inkcitho: Iikholeji zigunyaziswa ukuba zifundise iiprogram zokufundisa ngomsebenzi wobugcisa bezandla nezamakhondo okuqeqeshelwa umsebenzi. Ibhajethi yeProgram 5 ekhoyo ngoku ivumela kuphela iindleko zokusebenza zabafundi abayi-16 000 beSatifikethi sikaZwelonke (sezoBugcisa Bezandla), kusekelwe ekubalweni kweendleko kowe-2008. Ivumela ukulondolozwa kweziseko zophuhliso, kodwa ayiyivumeli inkcitho yokwandisa izakhiwo nezixhobo zokusetyenziswa ukwandisa iziseko zophuhliso.

Abasebenzi ababelwa amaziko/ abafunekayo ukuze kufezekiswe esi sigunyaziso: Abasebenzi basetyenziswa ubukhulu becala kwiiprogram ze-NC(V) kwaye uninzi lweekholeji zithwele uxanduva lokuhlawula imivuzo yabasebenzi eyongezelelweyo ukwenzela ukuba kufundiswe iiprogram epheleleyo. Iikholeji ziyakhuthazwa ukuba zandise kwizifundo zomsebenzi oqeqeshelwayo, kodwa zikufumana kunzima ukungqinelana noko ngenxa yemali nokungalingani kokwabiwa kwabasebenzi. Ngaphezulu, ubuchule nezakhono zabasebenzi ukulungiselela abafundi imfundo yamaziko aphakamileyo nelizwe lempangelo kufuneka zandiswe.
Olunye ulwazi olufunekayo/ oluqikelelwayo/ olunqwenelekayo: Ukwandisa ukwazi ukusebenza nemali yokwenza uphando nophuhliso Ukwandisa ukwazi ukusebenza kweekholeji ngokuthi zibambisane nemizi-mveliso. Ukwandisa ukwazi ukusebenza ukufaka ngempumelelo abafundi kwimizi-mveliso

14.3 Ulawulo lwezinto eziyingxaki

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
UMthetho Njengagoku, iikholeji zilawulwa nguMthetho weeKholeji ze-FET (UMthetho 16 ka-2006) (*FET College Ac*t) (*Act 16 of 2006*). Lo Mthetho uvumela ulawulo lukazwelonke nolwamaphondo ngaxeshanye. Uxanduva lwezolawulo loMthetho lwabelwe iOfisi yoMphathiswa weMfundo noQeqesho yamaZiko eMfundo ePhakamileyo. Inkqubo yokulawula evela kwezi nguqu ayikacaci isiphumo sayo ekucwangciseni nasekunikeni inkxaso kungoko kungenakuqinisekiswa ngayo kwesi sigaba.	I-ofisi yephondo neekholeji ziya kuqhubela phambili ngokucwangcisa njengangoku, nenkxaso nokwenziwa komsebenzi okusekelwe kwibhajethi yeMTEF kude kube kufumanekeeminye imiyalelo.
Ibhajethi Ibhajethi yeProgram 5 ekhoyo ngoku ivumela abafundi abayi-16,000 be-NC(V) kumaxabiso eefomyula zango-2008. Ayanelanga ukuba kufundiswe ngokupheleleyo oko kugunyaziswe iikholeji ze-FET. Ukongeza, ibhajethi ayikuvumeli ukwandiswa kwamanani abafundi. Iikholeji ziceba ukubhalisa ama-40,000 abafundi ngo-2010, apho i-12,500 iya kuba isenza iNC(V), emele i-31% yabafundi bonke bephelele. Isicwangciso sikazwelonke seekholeji ze-FET sibonisa ama-70 - 80% abafundi be-NC(V).	Amanani abafundi beNC(V) aya kuqingqwa yakuba nje ibhajethi ifikelele esiphelweni. Nangona iiprogram zeNATED zipheliswe, iikholeji ziya kuvunyelwa ukuba zibhalise abafundi abatsha beN3 neN4 ngo-2010.
Abasebenzi Bonke abasebenzi abafundisayo bafuna ukuxhotyiswa ngezakhono ukwenzela ukuba bakwazi ukudibanisa ithiyori neprakhthikhali eklasini. Abasebenzi bezobugcisa bezandla kufuneka basiwe kwimizi-mveliso rhoqo ukuqinisekisa ukuqonda ngokupheleleyo okwenzekayo neenkqubo zemizi-mveliso. Iikholeji zikufumana kunzima ukubakhulula bayeke abasebenzi ngenxa yeemfuno zokufundisa. Ingxaki ke kukuba abafundi basenokuphuma ekholejini bengalungisele-lwanga ncam ukuba bakwazi ukuqeshwa xa bephuma ezikholejini.	Iimfuno zophuhliso lwabasebenzi ziya zicaca njengoko ikharityhulam yeNC(V) iya ityhileka. I-ofisi yephondo neekholeji ziqhubela phambili ngokufuna ubambiswano nemizi-mveliso ukwenzela kube nokufaka abasebenzi nabafundi emisebenzini.
Inkxaso-mali evela kwakhupha izipho-mali (*donors*) Iiprojekthi zamacandelo ezinjengokufunda ngekhompyutha (*e-learning initiatives*), uqeqesho lwe-SRC, *FET College Times*, ukwenziwa kwe*Advanced Software Solutions for Education and Training (ASSET),* uqeqesho lkwiLoLT, zixhaswa ngabakhupha izipho-mali. Iprogram yezipho-mali iyavalwa ngoku kwaye kukho ingxaki yokuba ezi nzame zibaluleke kangaka ziza kufikelela esiphelweni ngenxa yokunqongophala kwemali nokuququzelelwa.	Kusazanywa ukukhangela ezine iinkalo zokufumana inkxaso-mali kwaye iikholeji ziya kuthi ileyo naleyo iqhubele phambili ngeeprojekthi ezizithatha njengezibalulekileyo kwiikholeji ezithile.
I-ICT noqhagamshelwano Imfuno yemfundo ngekhompyutha i-*e-learning* nokwazi ukulawula ingcaciso yekholeji iya isanda, kodwa incinane kakhulu imali efumanekayo ukuxhasa eli nyathelo. Ngaphezulu, imfundo ngekhompyutha neFETMIS zizisa imfuno kuqhagamshelwano olukhoyo ngoku ekunzima ukulwanezisa ngaphandle kokwandiswa kwezibonelelo.	Iikholeji zandisa inkxaso-mali nezibonelelo ze-ICT noqhagamshelwano, kodwa aziyi kungqinelana ngokupheleleyo ngaphandle kwenkxaso yemali.

15. IProgram 6: IMfundo noQeqesho lwaBadala

Injongo: Kukubonelela ngeMfundo noQeqesho lwaBadala (*ABET*) ngokungqinelana noMthetho weMfundo noQeqesho lwaBadala (*Adult Basic Education and Training Act*)

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 6.1: Inkxaso-mali eya kumaZiko aBucala
Ukuxhasa amaziko eABET abucala athile ngenkxaso-mali

Iprogram esekelayo 6.2: IiNkonzo zoQeqeshelo-msebenzi
Ukubonelela ootitshala nabafundi abakumaziko eABET ngeenkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 6.3: ICandelo loPhuhliso lwaBasebenzi
Ukubonelela ngoqeqeshelo-msebenzi nolunye uphuhliso kootitshala nakwabangengabo ootitshala kwizikolo zeABET

Uphuhliso lwemigaqo-nkqubo:

- ULawulo oluseMgangathweni: Ukuphunyezwa kwemithetho nemimiselo efanelekileyo
- ULawulo oluPhuculiweyo: Ukuphunyezwa kweemeko zomsebenzi ezisisiseko njengoko zimiselwe ngemvumelwano/zizitraksha zobudlelwane emisebenzini ezisebenzayo
- Isicwangciso sokwaziswa kwecandelo nenkxaso ngamandla ezikhokelela kuthatho-nxaxheba ngakumbi kwiMfundo yaBadala nasekukhuleni kwamanani abafundi
- Izakhono, iiprogram ezingafundelwa eklasini nezinye neenkonzo ezenziwayo ngentsebenziswano namahlakani, kubandakanywa neeKholeji ze-FET, amasebe ephondo, neSebe lezeMisebenzi (*Department of Labour*) (*DoL*)
- Iinkqubo eziphambili zongenelelo ngoqeqesho kwezokuphatha nezolawulo
- Ukuqulunqwa kwemigaqo-nkqubo, iinkqubo nezikhokelo zamabhunga olawulo amaziko kunye neeRCL
- Ukubhaliswa kwabafundi kwiPhulo loLwazi lokuFunda nokuBhala le*Kha Ri Gude*

15.1 IiNjongo eziCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 6.1	Ukubonelela ngenkxaso kulawulo nasekuphatheni i-A(B)ET ngokuphuhliswa komgaqo-nkqubo nangeendlela zongenelelo ngoncedo ezilungiselela ukufundiswa kwekharityhulam ngempumelelo kumaZiko eMfundo yaBadala; ukubonelela ootitshala nabafundi abakwizikolo zeABET ngeenkonzo zenkxaso kwikharityhulam ezilawulwa lisebe lemfundo nokubonelela ngoqeqeshelo-msebenzi kootitshala nakwabangengabo ootitshala
Inkcazo yenjongo	Ukubonelela ngokwazi ukufikelela kwabantu abadala abafuna imfundo ebakhokelela kwikharityhulam efanelekileyo. Ukunciphisa ireyithi yokungakwazi kufunda nakubhala kubantu abadala nakwabatsha ngokusebenzisa iisistim zokunika inkxaso zomgaqo-sikhokelo wekharityhulam oya kuxhobisa abafundi ngolwazi lokufunda nokubhala, nolwazi lokubala abanokulusebenzisa nezakhono zonxibelelwano. Ukubonelela ngezinto zokufunda nokufundisa ezikowona mgangatho uphezulu. Ukuqinisekisa ukuba iiprogram ziyangqinelana nemfuno. Ukuseka iziko ledatha elibanzi kunye ne-ajenda yophando. Ukukhuthaza ulungelelwaniso noqhagamshelwano oluncedisanayo phakathi kweeprogram zeABET noqeqesho olugxile kwizakhono. Ukuququzelela intsebenziswano phakathi kwabathathi-nxaxheba beABET, amasebe karhulumente, amashishini abucala namanye amaqela achaphazelekayo. Ukuqinisekisa ukuba iingcali nabaphathi banolwazi lokuphumeza iiprogran ezifundiswayo ngokuqhuba oomasifundisane neeforam zokomeleza kharityhulam. Ukuphucula umgangatho wokufundisa nokufunda ngokusebenzisa iiprogram zokuqeqesha ootitshala, iiprogram zokucebisa ngamakhondo omsebenzi abafundi, nasekuqinisweni kwee-ofisi zezithili zemfundo. Ukomeleza nokwandisa isiseko solwazi seNkonzo yeNgcebiso ngezeKharityhulam ye-AET ngokukhuthaza ukuthatha inxaxheba kwayo kwimisebenzi kazwelonke kwakunye nokukhuthaza uqhagamshelwano namanye amaphondo.

INjongo eCwangciswe ngoBuchule 6.1	Ukubonelela ngenkxaso kulawulo nasekuphatheni i-A(B)ET ngokuphuhliswa komgaqo-nkqubo nangeendlela zongenelelo ngoncedo ezilungiselela ukufundiswa kwekharityhulam ngempumelelo kumaZiko eMfundo yaBadala; ukubonelela ootitshala nabafundi abakwizikolo zeABET ngeenkonzo zenkxaso kwikharityhulam ezilawulwa lisebe lemfundo nokubonelela ngoqeqeshelo-msebenzi kootitshala nakwabangengabo ootitshala
Ingcaciso eyandlalelayo	Kukho amaziko ayi-333; amaZiko asi-8 akwizakhiwo zawo (zeSebe iWCED); abafundi abayi-42 500; ootitshala abali-1 200, kubandakanywa nabaphathi bamaziko abaqeshwe ngemvumelwano abasisigxina abayi-88 nabaququzeleli bamaziko nootitshala abaqeshwe isigxina abali-12. Abanye ootitshala abangabalwanga bahlawula ngereyithi yeyure emiselwa ngamabhunga olawulo eziko. I-ABET L1-4 ifundiswa kubafundi abayi-13 490, lo gama iiprogram ezimfutshane zezakhono zifundiswa ngokwaloo mfuno ithile. Amaziko asebenza ngexesha lasemini, emva kwemini/ngokuhlwa kwaye afumaneka ezikolweni. Asingawo onke amaziko anamabhunga olawulo asebenza ngokupheleleyo. Uxwebhu i*Norms and Standards for Funding of Centre Regulations* lwapapashwa ngowe-14 Disemba 2007. Njengangoku, abantu abafundisa i-ECD bengezotitshala nabaphathi abaqeqeshwanga ngokupheleleyo ekufundiseni ikharityhulam ngempumelelo. IKharityhulam yeABET iNqanaba 2-4 isandula ukuhlaziywa kutshanje. Sekumiselwe isiQinisekiso sikazwelonke esitsha. Iqokelelwe idatha emalunga nezibonelelo zekharityhulam neeprogram zophuhliso lwezakhono.
Izizathu	IMfundo yaBadala inganegalelo ekuboneleleni ngezakhono ezifunekayo ekwakheni uqoqosho olukhula ngamandla kweli phondo. Ikharityhulam yeABET isandula ukuhlaziywa kutshanje ukwenzela ukuba ihlangabezane neemfuno zenkulungwane yama-21. Ngako oko ke kukho imfuneko enkulu yeenkonzo zokunika inkxaso kuwo onke amanqanaba karhulumente.
Uqhagamshelwano	AmaZiko eMfundo yaBadala anceda ulutsha olungekho sikolweni ekululungiseleleni ukuba lube nokuqeshwa. Kukho unxibelelwano kakhulu phakathi kolwazi lokufunda nokubhala lwabadala kunye nolwazi lokufunda nokubhala lwabantwana. Ngokusebenzisa iiprogram zemfundo yabadala, abo baya kuba ngabafundi abadala baya kuba kwimeko engcono yokukhuthaza abantwana abakubudala beminyaka yokuhamba isikolo (abangababo, abosapho naboluntu lwasekuhlaleni) ekuphuculeni amanqanaba abo olwazi lokufunda nokubhala nolwazi lokubala. Ngako oko ke inganxityelelaniswa ngqo nesiCwangciso soLwazi lokuFunda nokuBhala noLwazi lokuBala seSebe iWCED (*WCED's Literacy and Numeracy Strategy*).
Izigaba zentsebenzo	2010 • Ukuseka iziko libe li-1 elisebenza ngexesha lasemini elinekhomponenti engundoqo yabasebenzi abaqeshwe ngemvumelwano abasisigxina KWI-SITHILI NGASINYE • Ngabafundi beABET abayi-34 700 , kwakunye nabo bakwiiprogram zokufundisa ngezakhono • Ukwandiswa kwephulo eliLingwayo leeNtsapho leziThanda ukuFunda kumaziko e-AET ali-11 (*Family Literacy Pilot in 11 AET Centres*). • Ukungqinisisa ukuba onke amaziko ayangqinelana ne*Norms and Standards Regulations* • Ukujongisisa amathuba empumelelo yeenkqubo zokuqhelanisa nomsebenzi ze-EDTP SETA kooTitshala abangenaziqinisekiso nabo baneziqinisekiso ezingagqibelelanga • Ukulinga i*Norms and Standards Regulations* kumaZiko asi-8, o.k.t. eli-1 kwisithili semfundo ngasinye • Ukunika isikhokelo solawulo lweKharityhulam, iincwadana zoqeqesho, kunye nokuququzelela iiprogram zabaphathi be-AET • Ukuvelisa izinto zokufunda ngeengcebiso ngamakhondo omsebenzi neeprogram zokunika inkuthazo ezikhokelela abafundi kumakhondo okufunda afanelekileyo • Ukubonelela ngeziko ledatha yezibonelelo zekharityhulam 2011 • Ukuseka amaziko ama-2 asebenza ngexesha lasemini kwisithili ngasinye • Abafundi beABET abayi-36 000 , kwakunye nabakwiiprogram zokufundisa ngezakhono • Ukuphunyezwa kwe*Norms and Standards Funding regulations* kuzo zonke ii-CLC kuzo zonke izithili. • Ukusetyenziswa kwesistim yokulandelela abafundi (*learner-tracking system*) yaBafundi aBadala. • Ukuveliswa kulungiselelwe iiprogram zoqeqesho nezokufundisa zootitshala • Ukuququzelela ukufikelela kwiiprogram zophuhliso lwezakhono zabafundi • Ukuphucula ukupasa kwabafundi abakwi-NQF iNqanaba 1 • Ukuphucula uthatho-nxaxheba kwiiprogram zezakhono, nempumelelo yabafundi abadala kwiiprogram zophuhliso lwezakhono ezibonelelwa liSebe iWCED

INjongo eCwangciswe ngoBuchule 6.1	Ukubonelela ngenkxaso kulawulo nasekuphatheni i-A(B)ET ngokuphuhliswa komgaqo-nkqubo nangeendlela zongenelelo ngoncedo ezilungiselela ukufundiswa kwekharityhulam ngempumelelo kumaZiko eMfundo yaBadala; ukubonelela ootitshala nabafundi abakwizikolo zeABET ngeenkonzo zenkxaso kwikharityhulam ezilawulwa lisebe lemfundo nokubonelela ngoqeqeshelo-msebenzi kootitshala nakwabangengabo ootitshala
Izigaba zentsebenzo	2012 • Ukugcina esebenza amaziko ama-2 asebenza emini kwisithili ngasinye • Abafundi beABET abayi-36 000 , kwakunye nabakwiiprogram zokufundisa ngezakhono • Ukuveliswa okokoko kweeprogram zekharityhulam nezinto zokufundisa zootitshala • Ukuphucula ukufikelela kwiiprogram ezinika amathuba okufikelela kuphuhliso lwezakhono • Ukufokhasa kwinkqubo ephuculiweyo yokupasa kwabafundi kwi-NQF iNqanaba 1 ukwenzela ukudala ikhondo lezifundo ezisa kwiikholeji ze-FET 2013 • Ukomeleza ukusebenza kwamaziko okufundisa asebenza emini (asisigxina) ngokungqinelana nomthetho ofanelekileyo, umz. i*Norms and Standards Funding Regulations*, kwakunye nokuphunyezwa kweeprogram zokufundisa ngezakhono nezinye iiprogram. • Uphuhliso oluqhubeka okokoko lweeprogram zekharityhulam nezinto zokufundisa ootitshala • Ukuphucula ukufikelela kwiiprogram ezinika amathuba okufikelela kuphuhliso lwezakhono • Ukufokhasa kwinkqubo ephuculiweyo yokupasa kwabafundi kwi-NQF iNqanaba 1 ukwenzela ukudala ikhondo lezifundo ezisa kwiikholeji ze-FET 2014 • Abafundi beABET abayi-36 000 bafunda kumaziko ayi-300 (ayi-105 awo ngamaziko aphambili (*main centres*)) • KwiBakala 12, ukuqaliswa kweSatifikethi seMatriki kubantu abadala, neeprogram zezakhono ngentsebenziswano neekholeji ze-FET, kuya kubonisa injongo yeSebe iWCED yokubonelela ngeeprogram zokufunda zabadala eziqhutywa ziimfuno. • Inkqubo yabafundi nenkqubela iya kulandelelwa ngesistim yokulandelela abafundi (*tracking system*) esebenza ngempumelelo. • Uphuhliso oluqhubeka okokoko lweeprogram zekharityhulam nezinto zokufundisa ootitshala • Ukuphucula ukufikelela kwiiprogram ezinika amathuba okufikelela kuphuhliso lwezakhono • Ukufokhasa kwinkqubo ephuculiweyo yokupasa kwabafundi kwi-NQF iNqanaba 1 ukwenzela ukudala ikhondo lezifundo ezisa kwiikholeji ze-FET

15.2 Imiba ethathela ingqalelo izibonelelo

Izibonelelo
1. *Iimpawu ezibonisa inkcitho:* Ukufundiswa kwe-AET kuyinxalenye yophuhliso lwezakhono zabasebenzi eNtshona Koloni. Kubonelela ngokwanda ngokucacileyo kwenani labafundi abadala, ngokukodwa ulutsha nabangasebenziyo, abathatha inxaxheba kwiiProgram zeMfundo yaBadala. I-AET imisela iziseko zeeprogram ezigxila kwizakhono, lo gama amaziko e-AET akhiwe kwiindawo ezifanelekileyo ukubonelela ngeeprogram zokufunda nezisekelwe kwizakhono. Uqhagamshelwano neekholeji ze-FET, oosomashishini namanye amasebe karhulumente luya kubaluleka. Umngeni ojongene neli candelo kukunqongophala kwezibonelelo/kwenkxaso-mali. Ibhajethi yalo nyaka, engakhange inyuswe, ngaphandle nje kokunyuka qho ngonyaka okungephi kwithuba leminyaka emi-5 egqithileyo ayenzanga sibonelelo sokuphuculwa kweemeko ekusetyenzwa phantsi kwazo zeengcali ze-AET. Ii-CLC zidla ngokuxhomekeka kwimfefe zamabhunga olawulo nakwii-SMT zamaziko eziphantsi kwawo (adla ngokuba zizikolo zikarhulumente eziqhelekileyo).
2. *Ababebenzi ababelwe amaziko/abafunekayo ukuze kuphunyezwe esi sigunyaziso:* Kufuneka abasebenzi abasisigxina okanye bemvumelwano abaqeshwe ithuba elidana (ubuncinane iminyaka emi-3) ukuze eli candelo liphumeze esi sigunyaziso. Ireyithi ephezulu yokuyeka kootitshala emsebenzini kugxininisa imfuneko yokuhlaziywa kweemeko zomsebenzi nokuhlawulwa kwemivuzo yootitshala.
3. *Elinye igalelo elifunekayo:* Esi sicwangciso sithetha ukuba kufuneka ibhajethi eyongeziweyo yeProgram 6. Oku kuthetha ukuba amaziko kufuneka afumane imithombo yenkxaso-mali eyeminye ukwandisa imali yawo kwaye akanakuxhomekeka kwingxowa-mali yeSebe iWCED kuphela. Lo gama ukubambisana phakathi kwamaziko karhulumente noosomashishini kuzincedile ii-CLC ekwandiseni ingxowa-mali yabo kwithuba leminyaka emi-6, ii-CLC zifumana iingxaki eziya zisande ekufumaneni imali engaphezulu.

15.3 ULawulo lwezinto eziyingxaki

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Ukuyeka kwabasebenzi emsebenzini	Makuqinisekiswe ngolawulo lweemeko zomsebenzi neemeko zomsebenzi ezikhuthaza ukugcinwa kwabasebenzi kwimisebenzi yabo
Izibonelelo azanelanga ukufundiswa kwekharityhulam ngokukuko.	Makuqinisekwe ngokufumaneka kwendawo yokufundela ngokukhawuleza kangangoko kunokwenzeka.
Unxibelelwano neprogram kazwelonke ye*Kha Ri Gude* eqhubeka kwiphondo.	Mskuzanywe ukuqonda indlela ebasebenza ngayo abaququzeleli be*Kha Ri Gude*.
Ukunqongophala kwezikhokelo malunga nokuba ziziphi na izibonelelo nezixhobo ezifunwa	Makuqulunqwe isikhokelo esicacileyo esibhekiselele kukhetho lwezibonelelo nezixhobo ngamaziko zithunyelwe kwizithili.
Ukulibaziseka kwiinkqubo zomthetho; o.k.t. ubudlelwane emsebenzini neemeko zengqesho zenkonzo yabasebenzi be-AET	Kwiphondo iimeko zengqesho zabasebenzi abaqeshwe ngemvumelwano isigxina ziza kukhe zijongisiswe kwakhona.
Ibhajethi enganelanga yokuqaliswa kwe*Norms and Standards Funding Regulations* (epapashwe ngoDisemba 2007) iya kuphazamisa ukuqaliswa kwazo.	Kuya kwenziwa uphando ngeziphumo zokungangqinelani nemimiselo kunye nebhajethi encinane.
Ukusekwa kwamabhunga olawulo amaziko asebenza ngempumelelo kufuna kumiselwe imimiselo yephondo. Ukulibaziseka ekupapashweni kwale mimiselo kunganesiphumo esibi kumabhunga olawulo.	Unxibelelwano oluthe gqolo nomcebisi wezomthetho ukuqinisekisa ukuba akukho kulibaziseka kungeyomfuneko okuphazamisana inkqubo.
Ukutshintshelwa kwemfundo yabadala kumaZiko eMfundo ePhakamileyo nokusetyenziswa komgaqo-sikhokelo omtsha we-AET	Ukunxibelelana rhoqo neSebe leMfundo lamaZiko eMfundo ePhakamileyo likazwelonke.
Ukuqaliswa kweeprogram okanye kwamalinge ethutyana kungaphazamisa ukugxininisa namandla okufumana inzuzo yethutyana.	Yilondoloze inkqubo ukuphumeza iinjongo ezicwangcisiweyo zeSebe iWCED.
Ukunqongophala koncedo nemali yokuqaliswa kwesistim efanelekileyo yokulandelela abafundi be-AET	Kufuneka kumiselwe isistim esisiseko yeEMIS ye-AET.
Ukungakwazi kwesebe lemfundo ukufundisa enye ikharityhulam kubafundi abadala abakwiCandelo le-FET xa ikharityhulam endala (ngokweNgxelo 550) ifikelela esiphelweni ngo-2011	ISebe iWCED liya kunxibelelana neekholeji ze-FET ukuqaphela indlela yokufundisa iiprogram zezifundo ezikuqeqeshela umsebenzi (*vocational programmes*) kwizikolo ze-AET.

IZINTO NGOKUBANZI
Enye yeenjongo zeSebe iWCED kukutsala abasebenzi abaneziqinisekiso ezifanelekileyo bafumane kweli candelo imivuzo enomtsalane. Imeko abaqeshwe ngayo abasebenzi be-AET ixhomekeke kumthetho wezemisebenzi osabhengezwayo. Ezi ziinkqubo ezenziwa kulo nyaka kuzwelonke, kodwa ekungenzeka ukuba zilibaziseke. Kwimeko apho kunokwenzeka oku, iSebe iWCED liya kuqaphela indlela yokunika iimvumelwano zengqesho zethuba elidana kubasebenzi ukuzinzisa eli candelo. Ukutsala abasebenzi abaneziqinisekiso ezifanelekileyo kufuna iiphakheji ezinomtsalane ngakumbi zemivuzo neemeko zomsebenzi ezingcono. Ukuphunyezwa kwe*Norms and Standards Funding for Adult Learning Centres* kuya kufuna ukuba amaziko axhotyiswe ngcono ukwenza inkonzo yoqeqeshelo-msebenzi ngakumbi eluntwini. Oku kuya kuthetha ukubakho kwezixhobo ze-ofisi neze-ICT zamaziko. Ukuphunyezwa kwekharityhulam entsha yeABET inqanaba 2 – 4 kwakhona kufuna inkxaso-mali enkulu ukuvelisa izinto zokufunda eziqulunqwe kuzwelonke, kwakunye nenkxaso-mali yokuqeqeshwa kootitshala ngaphakathi kwizithili. Zonke ezi zinto ziya kuthetha ukunyuka kweemfuno kwibhajethi yeAET. Kuya kufuneka kufunyanywe ezinye iindlela zokuxhasa ngemali. Izakhiwo zeSebe iWCED ezingenabantu zinokuphawulelwa ukusetyenziswa ngamaziko e-AET. Enye yezona zinto ziyingozi ezingumngeni kwicandelo le-AET kukuba kunokwenzeka itshintshelwe kwiOfisi yoMphathiswa weMfundo yamaZiko ePhakamileyo. Okuya kuya kuthetha indlela yokucinga entsha ngokupheleleyo kwindlela eli candelo belikade lisebenza ngayo kwiminyaka embalwa edlulileyo. Kwenza, kwelinye icala, ukuba kuvuleleke amathuba amatsha nanika umdla, umz. ukukwakhiwa kobambiswano neekholeji ze-FET ukwenzela ukuba kwenziwe inkonzo ephuculiweyo eluntwini. Kwelinye icala, kuza nemibuzo ngendawo apho amaziko aya kufakwa khona. Iinkqubo kuzwelonke kwakhona zibalulekile ekwenzeni izigqibo ngobume bezinto kwixesha elizayo.

16. IProgram 7: UPhuhliso lweMfundo yaBantwana aBasaqalayo

Injongo: Kukubonelela ngeMfundo yaBantwana aBasaqalayo (*Early Childhood Education*) (*ECD*) kwinqanaba leBakala R ngokungqinelana noMgaqo-nkqubo 5 oSebenzayo (*White Paper 5*)

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 7.1: IBakala R kwiZikolo zikaRhulumente
ukubonelela izikolo ezithile zikarhulumente eziqhelekileyo ngezibonelelo zeBakala R nokukhuthaza izikolo ezininzi ukuba ziseke iBakala R apho ifumanekayo indawo

Iprogram esekelayo 7.2: IBakala R kwiZikolo zoLuntu lwaseKuhlaleni
ukuxhasa amaziko oluntu athile kwinqanaba leBakala R

Iprogram esekelayo 7.3: IiNkonzo zoQeqeshelo-msebenzi
Ukunika ootitshala nabafundi abakwizikolo ze-ECD iinkonzo zenkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 7.4: ICandelo loPhuhliso lwaBasebenzi
Ukubonelela ngoqeqeshelo-msebenzi nokunye ukuphuhliswa kootitshala nabo bangengabo ootitshala abasezikolweni ze-ECD

Uphuhliso lwemigaqo-nkqubo:

Injongo yomgaqo-nkqubo wephondo kukubonelela umgangatho ophakamileyo weeprogram zeBakala R kubo bonke abantwana abaneminyaka emihlanu ubudala. Ezi program zikhuthaza uphuhliso ngokwasentlalweni, ngokwasengqondweni, ngokwasemoyeni nangokwasemzimbeni (*social, cognitive, emotional and physical development*) kwabantwana abaneminyaka emihlanu ubudala zize, ziqinisekise ngakumbi ukuba abantwana bafumana indawo ekhuselekileyo nekhuthazayo yokufunda. Oku kubaluleke ngakumbi kwiindawo zoluntu apho abazali bangakwaziyo ukufunda, namakhaya ahlwempuzekileyo angenamali nazincedisi zokufunda.

INgcaciso yeKharityhulam kaZwelonke i*National Curriculum Statement* (*NCS*) *Grade R* icacisa gca ngolwazi nezakhono emazifundiswe abantwana abaneminyaka emihlanu ubudala. Umngeni elijongene nawo eli phondo kukuqinisekisa ukuba zonke izinto zokufunda ezichazwe kwi-NCS yeBakala R, ngakumbi inkcazo engoLwazi lokuFunda nokuBhala noLwazi lokuBala, ziyafundiswa yaye zifundwe na ngabo bonke abafundi abakumaziko eBakala R ngethuba eliya kutsho ku-2014. Ukwandiswa kweBakala R kufuna ukuba abafundi abangama-3 000 bafakwe kumaziko amatsha ayi-50 oluntu lwasekuhlaleni oluhlwempuzekileyo nolusemaphandleni qho ngonyaka. IProgram yeMisebenzi kaRhulumente eYandisiweyo (*Expanded Public Works Programme*) (*EPWP*) inatyiselwe nakwicandelo le-ECD kwaye yenza isibonelelo seprogram yokuqhelanisa nezomsebenzi (*learnership programme*), kwakunye nokubonelelwa ngeekhithi zoncedo, kwizikolo ze-ECD ezikhethiweyo (amaziko oluntu).

I*Norms and Standards for Grade R Funding*) (IMimiselo neMigangatho kaZwelonke yoLwabiwo-mali lweBakala R) yapapashwa kwiGazethi kaRhulumente No. 30679 yowe-18 Januwari 2008), njengefakela imibandela ethile kwi*National Norms and Standards for School Funding*.

Ukugqinelana nesiphakamiso se-*White Paper 5 (2001*), urhulumente uya kulandela inkqubo ephunyezwa ngokwezigaba xa eqalisa iBakala R elixhaswa ngemali karhulumente kwizikolo zikarhulumente. Inkqubo etyekele ekubonelelweni ngakumbi kwabahlwempuzekileyo iluncedo kakhulu kuninzi lwezikolo zabahlwempuzekileyo. Ithagethi yelizwe yayikukwazi ukufikelela kwabantwana ngokubanzi kwiBakala R engadlulanga u-2010, kodwa oku ngoku kucwangciselwe u-2014. ISebe iWCED lizinikele ekuphumezeni isigunyaziso sikazwelonke esiya kubonelela ngokwazi ukufikelela nemfundo esemgangathwen kwabantwana abaninzi kangangoko ababudala buyiminyaka emihlanu kweli phondo.

16.1 IiNjongo eziCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 7.1	Ukubonelela izikolo ezithile zikarhulumente eziqhelekileyo nezikolo ezizimeleyo eziqatshelweyo ngezibonelelo eziyimfuneko kwiBakala R nokudala iimeko ezikhuthaza izikolo ezininzi ukuba ziqalise iiklasi zeBakala R kwiiklasi ezikhoyo okanye kwiiklasi ezintsha zeBakala R nokuququzelela uqeqesho lwamanqanaba 1, 4 no-5 lwabafundisa kwi-ECD bengezotitshala ukwenzela ukwazi ukubonelela ngononotshelo ngokwasemoyeni, ngokwasengqondweni, ngokwasempilweni nangokwase-mzimbeni (*emotional, cognitive, health and physical care)* nendawo ekukhuthaza umoya wokufunda kubantwana abaneminyaka eqalela ku-0 ukuya kwemi-4 ubudala.
Inkcazo yenjongo 7.1.1	Ukuqinisekisa ukuba izikolo zikarhulumente ezili-100 nezikolo ezizimeleyo ezingama-50 zeeklasi zeBakala R zibonelelwa qho ngonyaka ngeekhithi ezinezinto zokusetyenziswa ngaphandle nangaphakathi, ezineephazili, imidlalo, izixhobo zomculo, iikhaphethi, izixhobo zokusetyenziswa phandle neethoyi ezinamavili. Ukubekela bucala qho ngonyaka imali yokumana kusandiswa iiklasi ezakhiwe ezikolweni zikarhulumente eziqhelekileyo: esi sibonelelo sibandakanya iiklasi zeBakala R eziyi-50. Izigqibo malunga nendawo, ezisekelwe kumanani abantu abakwindawo leyo kunye nemfuno, zenziwa ngentsebenziswano nezithili kunye neSebe lezoThutho neMisebenzi kaRhulumente (*Department of Transport and Public Works*).
Inkcazo yenjongo 7.1.2	Ngokusebenzisa iProgram yeMisebenzi kaRhulumente eYandisiweyo (*Expanded Public Works Programme*), iSebe iWCED liququzelela ukuqeqeshwa kwabo bafundisa kwi-ECD bengezotitshala abali-1 500 abakumanqanaba 1, 4 no-5 e-ECD qho ngonyaka. Uqeqesho lwe-ECD lweenyanga ezili-18 olubonelelwayo luya kuxhobisa abo bafundisa kwi-ECD bengezotitshala ngolwazi nezakhono eziyimfuneko ukubonelela ngononotshelo ngokwasemoyeni, ngokwasengqondweni, ngokwasempilweni nangokwasemzimbeni (*emotional, cognitive, health and physical care)* nendawo ekhuthaza umoya wokufunda kubantwana abaneminyaka eqalela ku-0 ukuya kwemi-4 ubudala.
Ingcaciso eyandlalelayo 7.1.1	Kukho abafundi beBakala R abayi-39 555 kwizikolo zikarhulumente eziqhelekileyo nabafundi beBakala R abayi-30 000 kwizikolo zoluntu lwasekuhlaleni, nto leyo ethetha ukuba abantwana abayi-73% abaminyaka imihlanu ukuya kwemithandathu ubudala bakumaziko emfundo. Kodwa oku akubandakanyi abantwana abaneminyaka imihlanu ukuya kwemithandathu abakwizikolo zemfundo eneemfuno ezizodwa nakwizikolo zabucala. Inkxaso-mali ngomfundi ngamnye, eqalela kwi- R12 kwizikolo ezikumaNqanaba 1 no-2 entlupheko ukuya kwi-R5 kwizikolo ezikwiNqanaba 5 lentlupheko ithunyelwa ezikolweni ngoJulayi nangoNovemba qho ngonyaka. Kucetyiswa ukuba inkxaso-mali kumfundi ngamnye ipheliswe ize indawo yayo ithathwe kukuphunyezwa ngokwezigaba kwe*National Norms & Standards for Grade R funding*, elingana nemali eyi-50% esetyenziswa kubafundi beBakala 1 kwaye, ngaphezulu, iintlawulo ezo mazithunyelwe ezikolweni ngo-Apreli nango-Oktobha qho ngonyaka.
Ingcaciso eyandlalelayo 7.1.2	Igama elithi 'umntu onediploma ye-ECD' (*'ECD practitioner'*) lisetyenziswa xa kuthethwa ngomntu oneSatifikethi se-ECD (iNQF *Level* 4) okanye iDiploma ye-ECD (iNQF *Level* 5). Aba bantu abangabo ootitshala abaqeqeshiweyo abane-REQV 13, kodwa bayavunyelwa ukuba babhalise kwiBhunga looTitshala laseMzantsi Afrika (*South African Council of Educators*). Kuninzi lwezikolo zikarhulumente eziqhelekileyo, abafundi beBakala R bafundiswa ngumntu oneSatifikethi/Diplpma kwi-ECD ongeyotitshala oneSatifikethi se-ECD *Level* 4. Njengangoku, le yeyona mfuneko esezantsi yomntu oneSatifikethi kwi-ECD ongeyotitshala. Kwithuba leminyaka emihlanu ezayo, kulindeleke ukuba aba bantu baneSatifikethi/Diplpma kwi-ECD abangezotitshala baphuculeamabanga emfundo abo babe ne-*Bachelor in Education Degree (Foundation Phase*) iREQV 14 ukuba banqwenela ukufundisa abafundi beBakala R. Aba bantu abafundisa kwi-ECD abangezotitshala bafumana uqeqesho ngokusetyenziswa kwe-EPWP ikakhulu zizikolo ezizimeleyo (amaziko oluntu lwasekuhlaleni, amaziko okunonophela abantwana emini okanye iikhritshi) kwaye asebenzisa abantwana abaqalela kwiminyaka engu-0 ukuya kwemi-4 ubudala, kwaye kumaziko athile, abanye babo basebenza nabantwana abaneminyaka emithandathu. Imali yokufunda yabantu abafundisa kwi-ECD abangezotitshala ihlawulwa izizabelo ezithathu kwiikholeji ze-FET ezenza uqeqesho, kwaye umntu ngamnye ofundisa kwi-ECD ongeyotitshala inikwa isibonelelo senyanga esiqingqiweyo (*monthly stipend*). Iikholeji ze-FET kwakhona zenze ubambiswano nababonelela ngoqeqesho lwe-ECD abancedisayo ekuqeqeshweni kwabantu abafundisa kwi-ECD bengezotitshala.

INjongo eCwangciswe ngoBuchule 7.1	Ukubonelela izikolo ezithile zikarhulumente eziqhelekileyo nezikolo ezizimeleyo eziqatshelweyo ngezibonelelo eziyimfuneko kwiBakala R nokudala iimeko ezikhuthaza izikolo ezininzi ukuba ziqalise iiklasi zeBakala R kwiiklasi ezikhoyo okanye kwiiklasi ezintsha zeBakala R nokuququzelela uqeqesho lwamanqanaba 1, 4 no-5 lwabafundisa kwi-ECD bengezotitshala ukwenzela ukwazi ukubonelela ngononotshelo ngokwasemoyeni, ngokwasengqondweni, ngokwasempilweni nangokwase-mzimbeni (*emotional, cognitive, health and physical care)* nendawo ekukhuthaza umoya wokufunda kubantwana abaneminyaka eqalela ku-0 ukuya kwemi-4 ubudala.
Izizathu	Ukubonelela abantu abafundisa kwi-ECD abangezotitshala izakhono ezifanelekileyo eziya kunceda iintsana ezininzi, abantwana abasafunda ukuhamba nabantwana abancinane kangangoko ukuba bakwazi ukufikelela kwimfundo esemgangathweni.
Uqhagamshelwano	1. Ukubonelela ngokwazu ukufikelela kuyo yonke imfundo jikelele yeBakala R kwabantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo kangangoko kunokwenza ukuba bafunde izakhono ezisisiseko kuLwazi lokuFunda nokuBhala noLwazi lokuBala (*Literacy and Numeracy*), eziya komeleza imfundo yexesha elizayo nenkqubo yokufunda. 2. Abantu abafundisa kwi-ECD abangezotitshala abazinezakhono ezikwinqanaba eliphezulu baya kubonelela ngemfundo esemgangathweni.
Izigaba zentsebenzo	2010 • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-80% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 253 bagqibezela isiqinisekiso se-ECD 2011 • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-85% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 000 bagqibezela isiqinisekiso se-ECD • Abantu abayi-120 abancedisa abo bafundisa kwi-ECD abangezotitshala bagqibezela uqeqesho lwabo 2012 • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-90% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 000 bagqibezela isiqinisekiso se-ECD • Abantu abayi-60 abancedisa abo bafundisa kwi-ECD abangezotitshala bagqibezela uqeqesho lwabo 2013 • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-95% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 000 bagqibezela isiqinisekiso se-ECD • Abantu abayi-90 abancedisa abo bafundisa kwi-ECD abangezotitshala bagqibezela uqeqesho lwabo 2014 • Ukufikelela kwiindawo zokufunda zeBakala R ezisemgangathweni kuma-90% abantwana abaminyaka mihlanu ukuya kwemithandathu kweli phondo • Abantu abafundisa kwi-ECD abangezotitshala abayi-2 000 bagqibezela isiqinisekiso se-ECD • Abantu abayi-120 abancedisa abo bafundisa kwi-ECD abangezotitshala bagqibezela uqeqesho lwabo

16.2 Imiba ethathela ingqalelo izibonelelo

Izibonelelo
Inkcitho Nangona ibhajethi yonyuke kakhulu kwiminyaka emihlanu edlulileyo, iimfuno zokusekwa kwamaziko amatsha nokuthengela izibonelelo lwawo akhoyo, ukwenzela ukuba kuxhaswe uqeqesho lwabantu abafundisa kwi-ECD abangezotitshala abatsha nokuphucula iintlawulo eziqingqiweyo *(stipend*s) zabantu abafundisa kwi-ECD abangezotitshala abafundisayo kuthetha ukuba eli candelo liya kusoloko lifuna inkxaso-mali eyongeziweyo.
Ukuqeshwa kwabasebenzi Ngenxa yokumana kusandiswa qho kwamanani okucetywayo, kuya kufuneka abasebenzi beSebe iWCED bancedise ekubhaliseni amaziko nabafundi, ekubekweni esweni nasekuvavanyweni kwamaziko nasekunikeni inkxaso nengcebiso kumaBhunga oLawulo eZikolo kumanani andayo ezikolo zikarhulumente eziqhelekileyo.

16.3 Ulawulo lwezinto eziyingxaki

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
Akukho basebenzi baneleyo bokuphumeza zonke iinjongo ze-ECD	Kucelwe ukuba kwenziwe uphando ukuqinisekisa ukuba ngaba ikho na imfuno yabasebenzi abongezelelweyo emayithathelwe ingqalelo.
Ukubaziseka ekethengeni iimpahla neenkonzo	Makuthengwe iimpahla neenkonzo kwangethuba.
Ukungabikho kwedatha ethembakeleyo ye-ECD	Makucelwe izikolo ukuba zibuyise iifom zesaveyi yonyaka kwangethuba. Makucelwe 'izikolo zoluntu lwasekuhlaleni' ukuba zibhalise njengezikolo ezizimeleyo. Makubhaliswe bonke abafundi beBakala R kwizikolo ezizimeleyo kwiCEMIS.
Ukulibazisa kweempendulo ezivela ezikolweni	Makusetyenziswe iisetyhula neeseshoni zokunika ingcaciso apho kuthethwa ngqo nabantu
Ukuxhomekeka kumanye amasebe ekwakheni iiklasi	Ukucwangcisela ukwakhiwa kweeklasi kumele ukwenziwa kwangethuba, o.k.t. phambi kokuba kuqale unyaka-mali omtsha. Makwenziwe iintlanganiso qho ezimalunga nenkqubela yokwakhiwa kweeklasi nabo bonke abathathi-nxaxheba.
IiNkqubo zoqhelaniso-msebenzi ze-EPWP – inani labafundi abayeka bengagqibanga ukufunda	Ukuskrinwa ngocoselelo nokuvavanywa kwazo zonke izicelo zenkqubo yoqhelaniso-msebenzi ze-EPWP. Umfundi ngamnye makasayine iMoU. Makucelwe iikholeji ukuba zinike iingxelo qho ngonyaka apho zibonisa khona izinto ezinokuba yimingeni.
Ibhajethi nezinto emaziphunyezwe azingqinelani	Makuphononongwe qho yaye kulungelelaniswe iithagethi. Makuhlaziywe qho iziko ledatha yobhaliso ye-ECD.

17. Iprogram 8: IiNkonzo eziNcedisayo neziNxulumene nazo

Injongo: Ukubonelela ngamaziko emfundo ngenkxaso ngokupheleleyo

Ucazululo lweprogram esekelayo nganye:

Iprogram esekelayo 8.1: Iintlawulo ezenziwa kwiSETA
ukubonelela ngophuhliso lwezakhono kubasebenzi kungqinelwana noMthetho woPhuhliso lweZakhono (*Skills Development Skills*)
Iprogram esekelayo 8.2: IiProjekthi zeGranti eneMiqathango (*Conditional Grant Projects*)
ukubonelela ngeeprojekthi ezicaciswe liSebe leMfundo ezisetyenziswa kwiprogram engaphezu kwenye nezixhaswa ngeegranti ezinemiqathango
Iprogram esekelayo 8.3: IiMviwo zaNgaphandle
Ukubonelela ngeenkonzo zeemviwo ezilawulwa lisebe lemfundo
Iprogram esekelayo 8.4: yoQeqesho looTitshala
ukuncedisa ekuboneleleni ngootitshala abaqeqeshiweyo nabanobuchule bomsebenzi wobutitshala
Iprogram esekelayo 8.5: iKapa Elihlumayo
ukuqulunqa iisistim neeprogram zokuphucula ireyithi yokufunda bagqibe esikolweni abafundi namathuba engqesho

17.1 IiNjongo eziCwangciswe ngoBuchule

Makuqatshelwe ukuba i*Strategic Objective for E-learning for Edulis* ziyabandakanywe kwiProgram 1 njengoko ubukhulu bolwabiwo-mali yazo buphuma kuloo ngxowa.

INjongo eCwangciswe ngoBuchule 8.1	Ukubonelela ngokwazi ukufikelela kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuthembakala koviwo neenkqubo zovavanyo, ukuqinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo oluqhubekela esikolweni kakuhle; nokunika inkxaso kwinkqubo yokufunda.
Inkcazo yenjongo	1. Ukuqinisekisa ukuba izikolo namaziko oviwo aphumeza imigaqo-nkqubo yeemviwo novavanyo eyimfuneko ngokuchanekileyo nangokufanayo ukwenzela ukomeleza ukuthembakala koviwo nenkqubo yovavanyo luphela. 2. Ukuqinisekisa amanqaku ovavanyo oluqhubekela esikolweni asemthethweni kwaye athembakele. 3. Ukunika inkxaso kubafundi ukuba bapase kuzo zonke izikolo ngokubonelela ngedatha enika inkcazo nedatha ekumgangatho ophezulu(*quantitative and qualitative data*) ngeengxelo zoviwo novavanyo, kwakunye nangokuwonga izikolo, amaziko emfundo yabadala aqhube kakuhle nabafundi bawo ngokususela ekupaseni kwabo.
Ingcaciso eyandlalelayo	1. Iimviwo zeSatifikethi seMatriki sikaZwelonke zibhalwa qho ngonyaka ngabaviwa abamalunga nama-45 000 luze uviwo lweABET inqanaba 4 lubhalwe qho ngonyaka ngabaviwa abamalunga nama-3 000. Imigaqo-nkqubo nemimiselo yeemviwo novavanyo ilawula indlela izikolo namaziko oviwo alulawula ngayo iimviwo novavanyo lwangaphakathi. Kubalulekile ukuba la maziko alandele ngqo umgaqo-nkqubo ukwenzela ukuba ukuthembakala kweziqinisekiso (zeSatifikethi seMatriki sikaZwelonke, isatifikethi seMatriki nese-ABET inqanaba 4) kuhlale kunjalo. Ukucwangcisa nokubeka esweni iinkqubo zoviwo nezovavanyo emazikweni kubalulekile ukuqinisekisa ukuba izikolo ziyangqinelana nomgaqo-nkqubo omalunga neemviwo novavanyo. 2. Amaxwebhu omgaqo-nkqubo nemimiselo emalunga neemviwo novavanyo aqulunqwa aze asiwe ezikolweni. Uvavanyo oluqhubekela ezikolweni malumodareyithwe qho esikolweni yintloko yesifundo. Umcebisi wesifundo kufuneka kwakhona aqhube inkqubo yokumodareyitha xa etyelela ezikolweni. 3. Izikolo zibonelelwa ngedatha enika ingcaciso (ngokucazululwa kombuzo ngamnye weemviwo zeNSC; ne-SBA kuthelekiswe neziphumo zoviwo, idatha yenkqubo kwisifundo ngasinye; enye idatha ethile isekelwe kwiimfuno) neengxelo ezivela kubamakishi abaziintloko boviwo lweNSC ukwenzela ukuba ucazululo lwenkqubo lwenziwe kwinqanaba le-ofisi yesithili semfundo nasesikolweni. Amabhaso okuwonga anikwa izikolo nabafundi abagqwese kakuhle kakhulu kuviwo.

INjongo eCwangciswe ngoBuchule 8.1	Ukubonelela ngokwazi ukufikelela kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuthembakala koviwo neenkqubo zovavanyo, ukuqinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo oluqhubekela esikolweni kakuhle; nokunika inkxaso kwinkqubo yokufunda.
Izizathu	1. Uviwo lweBakala 12 luviwo lokuphuma esikolweni nolubonisa ukuba ngaba umfundi anadlulela na kwiMfundo yamaZiko aPhakamileyo lo gama uviwo lwe-ABET inqanaba 4 lubonisa isiphelo sesigaba se-GET kwaye luya kunika abafundi ithuba lokwazi ukufikelela kwicandelo le-FET. 2. Kubalulekile ke ngoko ukuba inqanaba nomgangatho wovavanyo oluqhubekela esikolweni luthembakele kuzo zonke izikolo kwaye iimviwo zangaphandle mazithembakale kwaye ziqhutywe ngaphandle kwezitenxo. Ukuthemba koluntu iimviwo novavanyo kuyakukhulisa ukuxabiseka kwesiqinisekiso. 3.Ukucazululwa kweziphumo zoviwo nokubonelelwa kwedatha kwizikolo kuya kunceda izikolo ekucwangciseni naziphi na iinkqubo zongenelelo ngoncedo eziyimfuneko ukuphucula iziphumo kwixesha elizayo.
Uqhagamshelwano	1. Iinkqubo eziphuculiweyo zovavanyo zinempembelelo kwinkqubo yomfundi engcono. Ukumodareyitha kuwo onke amanqanaba kuya kuqinisekisa ukuba imigangatho iyaphuculwa ikwaye igcinwe injalo kuzo zonke izikolo nakwizithili zonke. 2. Xa izikolo zingqinelana nemigaqo-nkqubo nemimiselo, ukuthembakala kwenkqubo yovavanyo kuyaphucuka. 3. Ukuqatshelwa kweenkalo apho abafundi baqhuba kakubi kwaye zilindelekile iinkqubo zongenelelo ngoncedo ukulungisa imeko nokuphucula ukupasa kwabafundi. Amabhaso okuwonga asebenza njengezikhuthazi zokukhuthaza ukupasa kwabafundi.
Izigaba zentsebenzo	2010 • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. • INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwiABET iNqanaba 4 • Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali. 2011 • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. • INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwi-ABET iNqanaba 4 • Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali. 2012 • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. • INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwiABET iNqanaba 4 • Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali. 2013 • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. • INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwiABET iNqanaba 4 • Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali.

INjongo eCwangciswe ngoBuchule 8.1	Ukubonelela ngokwazi ukufikelela kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuthembakala koviwo neenkqubo zovavanyo, ukuqinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo oluqhubekela esikolweni kakuhle; nokunika inkxaso kwinkqubo yokufunda.
Izigaba zentsebenzo	2014 • Ukubonelelwa kweBakala 12 no-ABET inqanaba 4 ngeemviwo zangaphandle. • Ukucaciswa kwemigaqo-nkqubo yeemviwo novavanyo kwiZithili. INkqubo yokuModareyitha yePhondo eqhutywa kwiBakala 12 nakwiABET L4 Ucazululo lwedatha ngokombuzo ngamnye kwisifundo ngasinye se-NSC olunikwa abacwangcisi, abacebisi nezikolo. Oomasifundisane bokucazulula idatha baqhutywa zii-ofisi zezithili zemfundo kwizikolo ezingaqhubi kakuhle. Abafundi nezikolo ezipasileyo bafumana izatifikethi namabhaso ayimali.

IProgram esekelayo 8.5: iKapa

INjongo eCwangciswe ngoBuchule 8.2	Ukunika inkxaso nokomeleza izikolo ekugxininiswe kuzo nezeDinaledi namaZiko aGqwessleyo eSayensi, iThekhinoloji, uBunjineli neMathematika (*Centres of Excellence for Science, Technology, Engineering and Mathematics*) (*STEM*) ukuphuhlisa ulwazi lobungcali nezakhono.
Inkcazo yenjongo	Ukwandisa inani labafundi, ngakumbi abangamantombazana, abafunda bapase iMathematika neFizikhali Sayensi. Ukuthathela ingqalelo ngokukodwa ukwandisa inani labafundi abaMnyama (amaAfrika, abeBala, amaNdiya nama-Asiya). Izifundo ziya kuqhutywa kwizikolo ezinezixhobo zokufunda ezininzi, ekufikelelekayo kuzo ukufunda ngoncedo lwekhompyutha, nangootitshala abaxhotyisiweyo ukuba bafundise imfundo esemgangathweni yeMathematika neFizikhali Sayensi.
Inkcazo eyandlalelayo	Ngo-2008 ireyithi yokupasa kwiDinaledi nakwiZikolo ekuGxininiswa kuzo iMathematika neSayensi, iMathematika yapaswa ngo-62.6% iFizikhali Sayensi yangu-75.3%. Ngo-2009 ireyithi yokupasa kwiMathematika wawuyi-54.6% waza kwiFizikhali Sayensi wangu-49.6%. Ama-4564 abafundi abhala iMathematika kwaze kubo abangama-2490 bapasa kwathi abangama-3016 babhala iFizikhali Sayensi, kubo yali-1496 abapasileyo. Kubafundi abangama-7789 ababebhale uviwo lwe-NSC kwizikolo zeDinaledi kuphela yi-1996 (ngama-25.63%) aye afumana iziphumo ezaziza kubavumela ukuba babhalisele iSidanga sokuQala (*Bachelor's Degree*) kwaze kwabo bayi-917 abakwizikolo zeSMT kwayi-121 (13.2%) kuphela eyapasayo kweli nqanaba.
Izizathu	Bambalwa abafundi abamnyama abenza nabayipasayo iMathematika neFizikhali Sayensi. Njengoko ezi zifundo zingamasango abalulekileyo okuqhubela phambili nezifundo kwaye zisisiseko sezinto zesayensi ezintsha nophuhliso yaye le meko mayilungiswe ngongenelelo ngoncedo olunonotshelweyo.
Uqhagamshelwano	ISebe iWCED lijolise, ngokusebenzisa iiprojekthi zezikolo zeDinaledi nezeMST, ekudaleni amathuba okuphuhliswa kwezakhono kwiMathematika neSayensi, ngakumbi kwiindawo zoluntu lwasekuhlaleni oluhlwempuzekileyo.
Izigaba zentsebenzo	2010 • Ukuqeqeshwa kwamagosa ezithili zemfundo nootitshala beSTEM kusetyenziso lweeshedyuli zomsebenzi • Ukuveliswa kweMisebenzi yoVavanyo yamaBakala 10 -12 • Ukuphuhliswa kootitshala kwizifundo ezi-4 • Ukubonelelwa kwazo zonke izikolo nge-LTSM • Ukwenziwa kweeklasi ezibandakanya bonke abafundi 2011 • Ukuveliswa kweMisebenzi yoVavanyo yamaBakala 10 -12 • Ukuphuhliswa kootitshala kwizifundo ezi-4 • Ukubonelelwa kwazo zonke izikolo nge-LTSM ukuphucula ukufundisa nokufunda • Ukwenziwa kweeklasi ezibandakanya bonke abafundi 2012 • Uphuhliso nenkxaso eqhubeka okokoko lootitshala kwi-NCS nakwiindlela zovavanyo • Uphuhliso nenkxaso eqhubeka okokoko lwezikolo zeDinaledi/STEM • Ukubonelelwa kwazo zonke izikolo nge-LTSM ukuphucula ukufundisa nokufunda • Uphuhliso oluqhubeka okokoko lweeklasi ezibandakanya bonke abafundi

INjongo eCwangciswe ngoBuchule 8.2	Ukunika inkxaso nokomeleza izikolo ekugxininiswe kuzo nezeDinaledi namaZiko aGqwessleyo eSayensi, iThekhinoloji, uBunjineli neMathematika (Centres of Excellence for Science, Technology, Engineering and Mathematics) (STEM) ukuphuhlisa ulwazi lobungcali nezakhono.
	2013 • Uphuhliso nenkxaso eqhubeka okokoko lootitshala kwi-NCS nakwiindlela zovavanyo • Uphuhliso nenkxaso eqhubeka okokoko lwezikolo zeDinaledi/STEM • Ukubonelelwa kwazo zonke izikolo nge-LTSM ukuphucula ukufundisa nokufunda • Uphuhliso oluqhubeka okokoko lweeklasi ezibandakanya bonke abafundi 2014 • Uphuhliso nenkxaso eqhubeka okokoko lootitshala kwi-NCS nakwiindlela zovavanyo • Uphuhliso nenkxaso eqhubeka okokoko lwezikolo zeDinaledi/STEM • Ukubonelelwa kwazo zonke izikolo nge-LTSM ukuphucula ukufundisa nokufunda • Uphuhliso oluqhubeka okokoko lweeklasi ezibandakanya bonke abafundi

17.2 Imiba ethathela ingqalelo izibonelelo

Izibonelelo
IDinaledi Uphuhliso lwabasebenzi luya kuqhubeka ngohlobo loqeqesho lootitshala, loqeqesho lwabaphathi nophuhliso lwabafundi. Izikolo ziya kubonelelwa ngezibonelelo ezisetyenziswayo ngokuxhomekeka kwimfuno.
Imiba ephambili: Uvavanyo neemviwo Iintlanganiso ezibanjwa qho naBaququzeleli Bovavanyo abavela kwii-ofisi zezithili zemfundo ukuqinisekisa ukuba kukho ukungqinelana nemigaqo-nkqubo nemimiselo. Iintlanganiso ezibanjwa qho neeNtloko zeKharityhulam zezikolo ze-FET neze-GET ukuqinisekisa ulwazi olufanayo nokuphunyezwa kwekharityhulam novavanyo ngokufanayo. Inkxaso yokulawulwa kweemviwo nokulawulwa kweziko lewebhu.

17.3 Ulawulo lwezinto eziyingxaki

Izinto eziyingxaki	Ukunciphisa izinto eziyingxaki
UVavanyo neeMviwo	
Idatha echanekileyo evela kwisistim yoviwo kazwelonke. ISebe iWCED lixhomekeke kwisebe i-DoBE ngedatha echanekileyo ukuqaphela izikolo nabafundi abavelisa iziphumo ezisemagqabini. Idatha elolu hlobo isetyenziselwa ukuwonga izikolo nabafundi.	Iikhrayitheriya ezicaciswe gca zamabhaso okuwonga kufuneka zinikwe iingcali ze-IT kwangethuba. Makutshekishwe zonke iidatha zamabhaso.
Izikolo Ekugxilwe Kuzo/Zedinaledi/Ze-Stem	
Ootitshala beMathematika neSayensi abaneziqinisekiso ezilaba-labayo	ISebe leMfundo liqalise ngamandla ukuqeqesha nokuxhobisa kwakhona ngezakhono ootitshala balo beeSayensi neMathematika.
Inani labafundi abayeka ukufunda bengagqibanga esikolweni	Ukunika inkxaso kootitshala nabafundi
Ingxaki yemali	Ukuthathwa kwalo mba lisebe lemfundo njengento ebalulekileyoi

ICandelo C: UQhagamshelwano nezinye iziCwangciso

18. Uqhagamshelwano kwiziseko zophuhliso zexesha elide kunye neminye imisebenzi yokwakha

Ukucwangcisela iziseko zophuhliso kubandakanya ubukhulu bezikolo ezisezidolophini nezisemaphandleni, ikamva lezikolo zamabakala aphakathi nelezikolo ezidityanisiweyo, ukuvalwa okanye ukudityaniswa (*amalgamation*) kwezikolo ezingasetyenziswa kakhulu, ukususwa kufakelwe endaweni yazo okanye kupheliswe izakhiwo zethutyana, ukupheliswa kweemvumelwano zokuqeshisa ngepropathi (*leases*) kwipropathi yezikolo ezithile zabucala, neeshedyuli zendawo yokuhlala eziyimfuneko ukwakha izikolo ezitsha kusetyenziswa iMimiselo neMigangatho emitsha. Ukusetyenziswa kweehostele kwakhona kuseyinxalenye yesisombululo esidibeneyo.

ISebe iWCED yenza izicwangciso zeziseko zophuhliso zexesha elizayo nezicwangciso zeSkim sezoThutho lwaBafundi (*Learner Transport Scheme*) (*LTS*) ezisekelwe kwiMimiselo neMigangatho emitsha. Imfuno ebanzi kwisithili semfundo ngasinye iya kugqitywa ize ishwankathelwe kwiziCwangciso zokuBonelela ngeMfundo (*Education Provisioning Plans*). Nasiphi na isicwangciso sexesha elizayo seemfuno zasemaphandleni kufuneka singqinelane nezicwangciso zamanye amacandelo amasebe ephondo kwaye kufuneka sibe yinzuzo kwimfundo esemgangathweni nakuphuhliso lwamaphandle eNtshona Koloni.

Ngo-2010 kuya kubonelelwa ngeeklasi ezili-126 ezishenxisekayo (*mobile classes*). Kuya kwakhiwa ngaphezu kweeklasi zeMTEF ezingama-200 nezikolo ezingama-20 ezitsha.

19. IiGranti ezikhutshwa phantsi kwemiqathango

Igama legranti	Isondlo
Injongo	IProgram yeZikolo yeSondlao yeSizwe (*National School Nutrition Programme*) [*NSNP*] yasekwa ngo-1995 njengenxalenye yeProgram yoKwakha nokuPhuhlisa ngokuTsha (*Reconstruction and Development Programme*) yaye ilawulwa liSebe leMfundo elisiSiseko (ISebe iDoBE) ukuqalela nge-1 Apreli 2004. Eyona njongo iphambili yale program kukubonelela ngesondlo abafundi abathagethiweyo ukukhuthaza ukwazi ukufunda nokukhuthaza ukuhanjwa kwesikolo. Ababoneleli ngeenkonzo ekungenwe kwimvumelwano nabo ngeethenda ezivuleleke kumntu wonke babonelela ezo zikolo zithagiweyo ngeempahla neenkonzo. Le program ilawulwa, iququzelelwe ize ibekwe esweni ngamagosa akwii-ofisi zephondo nakwii-ofisi zezithili zemfundo.
Isalathi- ntsebenzo	2010 Kondliwa abafundi abayi-345 000 2011 Kondliwa abafundi abayi--346 000 2012 Kondliwa abafundi abayi--347 000 2013 Kondliwa abafundi abayi--348 000 2014 Kondliwa abafundi abayi--349 000
Ukuqhubeka	Kuya kubonelelwa ngokutya okunezondlo ezongeziweyo.
Izizathu ezixhasayo	Ukondliwa kwabafundi abasweleyo kubaluleke gqitha. Abafundi abavela kwiindawo zoluntu oluthwaxwa yintlupheko banikwa ithuba lokumilisela iingqondo zabo ngcono eklasini, nto leyo eyenza ukuba abafundi bazuze lukhulu kakhulu kwindawo yofundela.

Igama legranti	IZakhono zoBomi zeHIV/AIDS
Injongo	Ukuqinisekisa ukwazi ukufikelela kwinkqubo yokukhusela esebenza ngempumelelo nedibanisa izinto ngezinto, ukunonotshelwa nokunikwa inkxaso kwabafundi, kootitshala nabasebenzi abancedisayo abasulelekileyo nabachatshazelwe yi-HIV/AIDS; nokubonelela ngezakhono zobomi kubafundi noqeqesho kootitshala, iikomiti zolawulo zezikolo (*school management teams*) (*SMTs*) namabhunga olawulo (ii-SGB) ukuphuhlisa, ukuphumeza nokulawula izakhono zobomi, ezesini (*sexuality*) nemfundo nge-HIV/AIDS ngokungqinelana ne*National (and Provincial*) *Strategic Plan on HIV and AIDS*, imigaqo-nkqubo yeHIV ne-AIDS nemfundo ebandakanya bonke abafundi, iNgcaciso yeKharityhulam kaZwelonke, ukusetyenziswa gwenxa kweziyobisi nezidododobalisi-ngqondo (*drug and substance abuse*) nemigaqo-nkqubo yokulingana (kwi-*Division of Revenue Act 2010*, *Grant Framework*)

Igama legranti	IZakhono zoBomi zeHIV/AIDS
Izalathi-ntsebenzo	Inani lootitshala bezifundo zoLwazi ngezoBomi abaqeqeshwe baxhotyiselwa ukufundisa yaye baphumeze imfundo yezakhono zobomi ye-HIV/AIDS eklasini (ithagethi: ngama-80%) nokwenza oku ngempumelelo; I Inani lezikolo (ii-SMT nee-SGB) ezincediswa ekuqulunqeni, ekuphumezeni nasekulawuleni izicwangciso ezifanelekileyo ze-HIV/AIDS njengenxalenye yempendulo kuluntu luphela oluyinxalenye yesikolo kuze oko kuboniswe kwisiCwangciso sokuPhuculwa kweSikolo (100%); Ukuhla ngama-50% kwiqondo lokuxhaphaka kwe-HIV kwabaminyaka ili-15-19 ubudala, okujongwa kuphando olwenziwa ngaphandle noluthi lungqinwe, phakathi kwabanye, liSebe leMpilo kusetyenziswa isaveyi yalo yabakhulelweyo (*ante-natal survey*) neesaveyi zamakhaya ze-HSRC.
Ukuqhubeka	Igranti ezikhutshwa phantsi kwemiqathango zithatha ithuba leminyaka emithathu zixhasa ngemali, ziboniswa kwi-*Division of Revenue Act* yonyaka kodwa ngenxa yokwanda kokubekwa phambili kwihlabathi liphela nakuzwelonke kwe-HIV/AIDS, le program kulindeleke ukuba iqhubeke iminyaka ethile.
Izizathu ezixhasayo	Ubhubhane we-HIV/AIDS sesinye sezona zoyikiso zixhomisa amehlo kuphuhliso lwabasebenzi eMzantsi Afrika. UMzantsi Afrika ngoku uthwele umthwalo ngokwasengqondweni nangokwezentlalo nezoqoqosho owona mthwalo unzima kakhulu we-HIV ehlabathini. ISebe iWCED linyanzelekile ukuba lidlale indima ebalulekileyo ekuthintelweni kokunye ukusasazeka kwe-HIV.

Uphuhliso lwemigaqo-nkqubo

UMzantsi Afrika lelinye lamazwe ali-120 aye asayina kwi-*United Nations General Assembly Special Session (UNGASS) Declaration of Commitment on HIV/AIDS*. Oku kuzibophelela kuboniswa, phakathi kwezinye izinto, kwi*National (and Provincial*) *Strategic Plans on HIV and AIDS, 2007-2011 (NSP)*. Ezona njongo ziphambili zezi zicwangciso kukuba (i) kuncitshiswe ireyithi yosuleleko olutsha yi-HIV nge-50% ngo-2011, kuze (ii) kuncitshiswe iziphumo ze-HIV ne-AIDS kubantu ngabantu, kwiintsapho, kubahlali nakuluntu ngokubanzi ngokuthi kwandiswe ukwazi ukufikelela kunyango ofanelekileyo, kunonotshelo nakwinkxaso yi-80% yabo bonke abantu abane-HIV kunye neentsapho zabo ngo-2011. Eyona nto ejolise kuyo imfundo njengeprayorithi yokuqala ye-NSP, luThintelo.

INjongo yale Program

Injongo yale program kukuthintela okunye ukusasazeka kwe-HIV, ukubonelela ngononotshelo nenkxaso kwabafundi nootitshala abasuleleke nabachatshazelwa yi-HIV/AIDS; ukukhusela umgangatho wemfundo; nokulawula inkqubo yokuphendula lo mngeni kwezemfundo ngokudibeneyo (*integrated educational response*). Ukungaphumeleli ukukhawuleza nempendulo eyomeleleyo kumngeni we-AIDS kuya kuthetha ukuba akukho zithagethi ze-NSP 2011 ze-*Declaration of Commitment* kungekho nazi-*Millenium Development Goals* ziya kuphunyezwa.

INjongo eCwangciswe ngoBuchule

Injongo ecwangcisiweyo yegranti ekhutshwa phantsi kwemiqathango ye-HIV/AIDS neZakhono zoBomi inikwe kulo Mthetho *Division of Revenue Act* njengenkqubo: Yokuqinisekisa ukwazi ukufikelela kwinkqubo yokukhusela esebenza ngempumelelo nedibanisa izinto ngezinto, ukunonotshelwa nokunikwa inkxaso kwabantwana abasulelwe nabachatshazelwe yi-HIV/AIDS. Le program iyaphumelela kuzo zonke izigunyaziso zayo ngokusebenzisa iiprogram ezicwangciswe ngobuchule ezintlanu:

(1) Iiprogram ezisekelwe kwikharityhulam zabafundi;
(2) IiProgram zokuNonotshelwa ngokwaseNgqondweni nangokwezeNtlalo nokuNikwa iNkxaso kwabafundi;
(3) Iiprogram zezoBunkokeli, ezoLawulo nokuPhatha ;
(4) Iiprogram zendawo yomsebenzi zootitshala; kunye
(5) Neeprogram zokuXhobisana ngokuFundisana kooNtanga yabafundi.

Ezi program zicwangciswe ngobuchule zintlanu zimele ingqiqo nokungqinelaniswa kwezinto ezigunyaziswe nguzwelonke. Kwenziwa onke amalinge okudibanisa kwakhona ezi zicwangciso zibe ziinkalo ekugxilwe kuzo ezilithoba zophuhliso lwesikolo siphela kwakunye neziphumo ezicwangciswe ngobuchule ezilishumi ze-*Provincial Government's Education Strategy: 'Creating an Open Opportunity Society for All in the Western Cape: Improving Education 2010-2019'*.

IiNjongo

Ukuqeqesha nokunika inkxaso ngokwaneleyo i-80% yootitshala be-GET ne-80% yootitshala bezifundo zoLwazi ngezoBomi be-FET ukuqinisekisa ukuba bonke abafundi abakumaBakala 1-12 bafumana ubuncinane iiyure eziyi-20 zokufunda ngezesini nemfundo ngeZakhono zoBomi ze-HIV/AIDS zababudala beminyaka efanelekileyo nomxholo ofanelekileyo qho ngonyaka, ngokusebenzisa izifundo zoLwazi ngezoBomi nokudityaniswa kwezakhono zolwazi ngezobomi ze-HIV/AIDS kuzo zonke ezinye izifundo nakwiinkalo zezifundo (funda oku: *National Integrated Plan for Children Infected and Affected by HIV and AIDS, 2001; c.f. WHO indication of a minimum of 40 hrs per annum to bring about behaviour change);*

Ukubonelela ngokuveliswa, ukukhethwa, ukuguqulelwa kwezinye iilwimi, ukuthengwa nokusiwa ezikolweni qho ngonyaka kwezixhobo zokuncedisa ukufunda nokufundisa (*teaching and learning resource materials*) (*TLSM*) ngokukodwa nge-AIDS ezingqinelana nobudala/nebakala nolwimi olufanelekileyo, nezisekelwe kwikharityhulam ukunika inkxaso ngempumelelo izakhono zobomi ze-HIV/AIDS eklasini;

Ukuqeqesha ootitshala nabathathi-nxaxheba abangabahlali abayinxalenye yesikolo ekusekweni kwezicwangciso zokunonotshelwa nokunikwa inkxaso abantwana abasemngciphekweni zicwangciso ezo ekuye kwathetha-thethwana ngazo ngokufanekileyo, ngempumelelo,nabahlali abayinxalenye yesikolo

Ukuqinisekisa ukuba amalungu e-SMT namalungu aziintloko zabazali e-SGB (nabathathi-nxaxheba abachongiweyo (*co-opted*) basekuhlaleni) bafumana uqeqeshwa nokuxhaswa kuphuhliso nasekulondolozweni kwemigaqo-nkqubo ye-AIDS nakwiziCwangciso zoLawulo ze-HIV/AIDS ezinemixholo efanelekileyo – kwimeko yeenkalo ezilithoba ekugxilwe kuzo zoVavanyo lweSikolo Siphela (*Whole School Evaluation*) nokuphuculwa kweziCwangciso zokuPhuculwa kweZikolo (*School Improvement Plans*);

Ukunika inkxaso ekuvelisweni nasekuphunyezweni kweeprogram zokufundisana koontanga (*peer education*) ngempumelelo, ngokomgangatho oqinisekisiweyo wokuthintela i-HIV kwizikolo eziziiprayimari nakwiisekondari neekholeji ze-FET.

Ukunika ngamandla inkxaso, ukwabelana ngengcaciso nezicwangciso ezikhuthaza ukuthatha inxaxheba ngamandla kuphuhliso lweeprogram zaloo ndawo namathuba okunika inkxaso ngamandla (*advocacy opportunities*) nasekuqhubeleni phambili 'kwemeko ekhuthazayo' yamacandelo ngamacandelo yokuthintelwa ngokubanzi nangempumelelo yokuthintelwa kwe-HIV, unonotshelo nokunikwa inkxaso;

Ukuveliswa kwesistim yolawulo lwe-HIV/AIDS ecwangciselwe wonke umntu ngaphakathi kwisebe naphakathi kwamanye amasebe malunga ne-HIV/AIDS eyimpumelelo, neyenziwa ngokudibeneyo yeSebe iWCED.

Izizathu

- I-AIDS izisa uloyiko kuphuhliso loLuntu lwaMathuba aVulelekileyo (*Open Opportunity Society*), uphuhliso lwezentlalo, abasebenzi nezoqoqosho.
- Li-16 lezigidi zabemi baseMzantsi Afrika abangaphantsi kweminyaka eli-15 ubudala. Ukuba akukho thintelo lululo, i-50% ingafumana ukusuleleka yi-HIV ebudeni bobomi balo.
- Ukupasa kwabafundi kungehla njengoko abantwana abaninzi befumana ukusuleleka, besiba ziinkedama okanye besindwa bubunzima bomthwalo oza ne-AIDS. *(Nangona kusandiswa utyalo-mali kwezemfundo, amanqanaba olwazi lokufunda nokubhala nolwazi lokubala neereyithi zokupasa zeBakala 12 ziya kuchatshazelwa kakubi yi-HIV/AIDS ngaphandle kokuba iyaguqulwa imeko kabhubhane ngokuncitshiswa.)*
- Ngokufanayo, ubhubhane i-HIV uya kunciphisa imfuno yemfundo njengoko abantwana beyekiswa ezikolweni ngenxa yokwanda kweendleko zasekhaya, nokunonotshelwa kwamalungu osapho asulelekileyo.
- Iingxaki ezinxulumene ne-HIV/AIDS (ezinjengokusetyenziswa kweziyobisi, ngakumbi 'itikhi' eNtshona Koloni) nengxaki yezifo (ezinjenge-TB nesifo sokuzalwa kosana lunzanzathekile butywala (*foetal alcohol syndrome*) esele zikho kuninzi lwezikolo zethu. Ukungaqapheleki kakuhle kwayo akuniki siqinisekiso sokuba i-HIV ayinwenwi.
- Ukuthintela ingxaki kubiza ixabiso elincinane kunokunyanga, ukunonophela nokunika inkxaso. Liyanda inani labantwana abaziinkedama yiAIDS. Imfuneko eyandileyo yee-ARV neegranti zentlalo-ntle ngenxa yokunganeli kokufundiswa ngeendlela zokuzikhusela kwandise umthwalo kwibhajethi kazwelonke.

- Imfundo yona ubuqu inika umlinganiselo othile wokukhuseleka kwi-HIV/AIDS. Ngokunika ingcaciso nezakhono, imfundo inganciphisa ingozi nomngcipheko, yandise ukunxibelelana kwabantu abatsha nokukhuseleka, ibonelele ngendlela yokufikelela kubantu abadala abathembakeleyo, yandise ulwazi lokufunda nokubhala, ikhuthaze umbono womfundi ngamnye, ukumilisela ingqondo kwikamva nokuzixabisa komfundi yena buqu.
- Akukho sisombululo sethutyana elifutshane sikhoyo sokunciphisa iziphumo ze-HIV/AIDS kwimfundo. Kufuneka inyathelo elihlanganisa nekungenelela kulo wonke umntu kwiinkalo ngeenkalo.

INkcazo eYandlalelayo neNtsebenzo yeXesha eliDlulileyo:

Ezinye zeZalathi-ntsebenzo eziPhambili	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09
Ulwabiwo lwebhajethi	10,003	9,821	11,198	11,870	13,011	13,847
Inkcitho	10,723	9,814	11,205	11,870	13,001	13,727
Inkcitho engaphantsi/engaphezulu	0,721	0,007	-0,007	0	0,010	0,120
Ootitshala abathagethiweyo	12 000	14 000	16 000	18 000	20 000	22 000
Inani ngqo labaqeqeshwe kwi-HIV/AIDS	12 500	15 910	17 124	20 500	22 099	24 133
I-No. SNOC / STP-27 yeejambori	-	-	1	5	17	31
Oontanga abafundisanayo bezikolo 'abanxiba iibheji'	-	2 000	5 216	5 300	6 639	7526
Inani lezikolo eziphakamileyo ezinoontanga abafundisanayo	60	93	93	120	143	154
Inani leekholeji ze-FET ezinoontanga abafundisanayo	-	-	3	3	12	12
Inani leeklabhu zezikolo eziziiprayimari ze*Soul Buddyz*	-	50	120	200	420	580
Inani lezikolo ezibekwe esweni zikwanikwa inkxaso	-	421	613	820	1 036	1 041
Abafundi abaxilongelwa i-HIV ezikolweni (VCT)	-	-	-	350	2 500	16 000
Amanqanaba okuxhaphaka kwe-HIV kubantu abatsha kwiphondo	8,7%	8,1%	7,2%	5,6%	4,3%	N/A

Uqhagamshelwano

- Ukufundiswa eklasini nge-HIV/AIDS, ngezakhono zobomi (*life skills*) nemfundo ngezesini (*sexuality education*) kufakwe kwizifundo zoLwazi ngezoBomi kumaBakala 1 ukuya kutsho kwele-12 (ngokunjalo nakwezinye izifundo/iinkalo zezifundo), kwaye kugunyaziswe kwiNgcaciso yeKharityhulam kaZwelonke (*National Curriculum Statement*) (*NCS*).
- Ukubonelelwa ngeendlela zokunonotshelwa nokunikwa inkxaso abafundi abasemngciphekweni kufakwe, phakathi kwezinye izinto, kumgaqo-sikhokelo 'wemfundo ebandakanya bonke abafundi', ogunyaziswe kuMthetho woMgaqo-nkqubo weMfundo kaZwelonke: *National Education Policy Act: Whole School Evaluation*): *Education White Paper 6 (EWP6).*
- Ukulawulwa ngokupheleleyo kwe-HIV/AIDS, ukuqulunqwa kwemigaqo-nkqubo yesikolo nezicwangciso zolawulo lwe-HIV/AIDS (njengoko kuboniswe kwiziCwangciso zokuPhuculwa kweZikolo) kugunyaziswe kuMthetho woMgaqo-nkqubo weMfundo kaZwelonke: INkqubo yokuVavanywa kweSikolo Siphela (*National Education Policy Act: Whole School Evaluation*).
- Ukusingatha 'ngoko nangoko nangokuzinikela' imiba ye-HIV/AIDS ngokufundiswa ukwaboniswe, phakathi kwezinye, kwi-*HIV and AIDS and STI Strategic Plan for South Africa*, 2007-2011 (NSP), *the National Education Policy Act:* I*National HIV/AIDS Policy for Learners and Educators (1996),* ne-*provincial HIV/AIDS Strategic Plan 2007 to 2011 (PSP)*. Iithagethi zephondo zeMfundo zibandakanya: (i) ukuncipha nge-50% kwamanani okuxhaphaka kwe-HIV kulutsha oluneminyaka eli-15 ukuya kwengama-24 eminyaka yobudala ngo-2011; (ii) ukukhuthaza, kunye - ngeSebe iDoH, ukubonelela ingcebiso nokuxilongwa ngokuzithandela

(*voluntary counseling and testing*) (*VCT*) kwabo bangaphezu kweminyaka eli-15 ubudala nethagethi yabafundi abayi-50 000 ngo-2009/10 (ngabafundi abayi-16 000 abaxilongwe ngo-2008/09); kuze (iii) kwandiswe ukuthathwa kweekhondom ngokukwenza kube lula ukufikeleleka (kwizikolo eziziisekondari, ngothetha-thethwano nee-SGB).

lZinto eziPhambili emazenziwe ngo-2010 – 2014

KPA	Isalathi-ntsebenzo	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Ezekhari-tyhulam	Inani lootitshala abaqeqe-shel-we ukufundisa imfundo yezakhono zobomi kwi-HIV/ AIDS eklasini (Ithagethi: yi-80%)	24 133	1 000	1 000 (25 000)	1 000 (26 000)	1 000 (27 000)	1 000 (28 000)	1 000 (29 000)
Ii-LTSM	Inani lezikolo ezifumana i-LTSM ye-HIV/AIDS zamaBakala R -.12 ngolwimi (ngee) lwimi lo(zo) kuzikhethela		1 459	1 459	1 459	1 459	1 459	1 459
Unono-tshelo nenkxaso	Inani lezikolo apho ootitshala aba-3 - -5 nama-lungu e-SGB ama-2--5 bafumene uqeqesho kwiindlela zoku-Nonotshelwa nokuNikwa iNkxaso kwabafundi abasemngciphekweni	-	-	200	420 (620)	420 (1 040)	420 (1 460)	15 (1 475)
Ezolawulo nokuphatha	Inani lezikolo apho abe-SMT aba-3 - 5 namalungu e-SGB ama-2 - 5 afumene uqeqesho kwiindlela zobunkokeli zoku-lawula nokuphatha kwi-HIV/AIDS	-	-	200	420 (620)	420 (1 040)	419 (1 459)	umjikelo omtsha
Ukufundisa-na koontanga	Inani lezikolo eziphakamileyo ezinoontanga abafundisanayo	7 526	7 500	10 000	14 000	16 000	18 000	20 000
Ukubeka esweni nokunika inkxaso	Inani lezikolo elatyelelwayo ukunika inkxaso	1 041	-	1 200	1 300	1 459	1 459	1 459

Imiba ethathela ingqalelo izibonelelo

Iimpawu ezibonisa inkcitho:

Le program ixhaswa ngokupheleleyo ngemali evela kwigranti ekhutshwa phantsi kwemiqathango. Ibhajethi ayinyukanga yangaphezulu kweqondo lamandla emali kwiminyaka emihlanu edlulileyo. Isabelo silingana ne-R14/umntwana ngamnye ngonyaka okanye i-R168/umntwana ngamnye oneminyaka engaphezulu kwe-12 (*i-R100 kungafakwanga ziprogram zemivuzo*).

Iimpawu kumanani abasebenzi abaziintloko: Abasebenzi abakhoyo ngabasebenzi abaqeshwe ngemvumelwano okanye abasekondiweyo. IsiCwangciso saBasebenzi seSebe iWCED sibonelela ngezikhundla ezi-2 kwi-ofisi yesithili semfundo nganye. Iikomiti zeesekethe ezijongene nemiba ngemiba ziya kucwangcisa iprogram yeHIV/AIDS kwiminyaka emihlanu ezayo eya kunatyiselwa kwizikolo zonke.

Ulawulo lwezinto eziyingxaki

- Ukungangqinelani phakathi kwebhajethi yeprogram nobungakanani boxanduva
- Uqeqesho lootitshala lwenziwa ngokuzithandela, ngaloo ndlela abo balungenelayo abalonani likhulu
- Kufuneka ulawulo olubandakanya onke amacandelo (*transversal*) (*matrix*) ukuzuza impumelelo
- Imiba yezentlalo noqoqosho, enjenge-HIV/AIDS, ayibonwa 'njengomsebenzi obalulekileyo' ize ngaloo ndlela ingafumani nkxaso.

20. Ubambiswano phakathi kukarhulumente namashishini abucala (*public-private partnerships*): Alukho

21. Iglosari

A(B)ET:	Adult (Basic) Education and Training
ACE:	Advanced Certificate in Education
BMS:	Business Management System
CA:	Curriculum Advisor
CCAC:	Creative and Constructive Approaches to Conflict Management
CEM:	Council of Education Ministers
CEMIS:	Central Education Management Information System
CLC:	Community Learning Centre
CIP:	Circuit Improvement Plans
CTLI:	Cape Teaching and Learning Institute
DHET:	Department of Higher Education
DIP:	District Improvement Plans
DOCS :	Department of Community Safety
DoBE:	Department of Basic Education
DMS:	Document Management System
DMIS :	District Management Information System
DTC:	Departmental Training Committee
ECD:	Early Childhood Development
ECM :	Enterprise Content Management
EE:	Employment Equity
EMIS:	Education Management Information System
EPP:	Education Provisioning Plan
EIP:	Education Information Policy
EPWP:	Expanded Public Works Programme
ETDP:	Education, Training and Development Practices
EWP:	Employee Wellness Programme
FET:	Further Education and Training
FETMIS:	Further Education and Training Management Information System
GET:	General Education and Training
HEDCOM:	Heads of Education Departments' Committee
HEI:	Higher Education Institution
ICT:	Information and Communication Technology
IMG:	Institutional Management and Governance
I-SAMS:	Integrated School Administration and Management System
IQMS:	Integrated Quality Management System
KM:	Knowledge Management
LMS:	Learning Management System
LSEN:	Learners with Special Education Needs
LTSM:	Learning and Teaching Support Materials
MST:	Mathematics, Science and Technology
MTEF:	Medium-Term Expenditure Framework
NCS:	National Curriculum Statement
NC(V):	National Curriculum (Vocational)
NPDE :	National Professional Diploma in Education
NEEDU:	National Education Evaluation Development Unit
NEPA:	National Education Policy Act
NGO:	Non-Governmental Organisation
NQF:	National Qualifications Framework
NSC:	National Senior Certificate
NSNP:	National School Nutrition Programme
NSSF:	Norms and Standards for School Funding
OHSA:	Occupational Health and Safety Act
OPMIS :	Operational Performance Management Information Systems
PED:	Provincial Department of Education
PFMA:	Public Finance Management Act
PILIR:	Policy For Incapacity Leave and Ill-Health Retirement
PPP:	Public-Private Partnership
PPMs:	Programme Performance Measures
QIDS-UP:	Quality Improvement, Development, Support and Upliftment Programme
RCL:	Representative Council of Learners
SACE:	South African Council for Educators
SAQA:	South African Qualifications Authority
SASA:	South African Schools' Act
SASAMS:	School Administration and Management System
SAPS:	South African Police Services
SCP:	Senior Curriculum Planner
SETA:	Sector Education and Training Authority
SGB:	School Governing Body
SIP:	School Improvement Plan
SITA:	State Information Technology Agency
SMT:	School Management Team
SPMDS:	Staff Performance Management and Development System
STEM :	Science Technology, Engineering and Mathematics:
WSE:	Whole School Evaluation
WSP:	Workplace Skills Plan