



**Provincial Winner**

## **Excellence in Special Needs Leadership**

**Name:** Alsje Schoeman  
**School:** Oudtshoorn School of Skills, Oudtshoorn  
**District:** Eden & Central Karoo

**Being nominated as the provincial winner for the category Excellence in Special Needs Leadership, reflects Ms Alsje Schoeman's remarkable ability to influence, inspire, and build a thriving educational community rooted in compassion and opportunity.**

Her leadership transcends traditional boundaries—pairing mentoring teachers with novice ones to foster growth and championing the creation of subject-specific books tailored for a School of Skills. Through these initiatives, she has empowered teachers to rise as confident facilitators of diverse learner needs, while ensuring no child is left behind in the pursuit of knowledge and personal achievement.

Ms Alsje Schoeman is currently the acting principal of the Oudtshoorn School of Skills in the Eden & Central Karoo District.

With an analytical and strategic approach to leadership, Ms Schoeman has implemented a spectrum of monitoring systems designed to track progress, identify areas of support, and optimise learning experiences for all learners. These systems are not static—they evolve in response to real-time insights, making the school agile and responsive. At the heart of her success is an unwavering commitment to harness the strengths of the staff, recognising each team member's unique talents and aligning them with roles that drive impactful change. Her dedication has built a workforce that is both empowered and united in purpose.

Most inspiring of all is the way she celebrates diversity—in her daily practice by fostering a school environment that honours individual stories, languages, abilities, and perspectives. She has cultivated a culture of acceptance, pride, and possibility. This award is more than

recognition, it is a tribute to a leader whose legacy is etched in every smile, every milestone, and every dream made real through inclusive, visionary leadership.

At the heart of her leadership lies an investment in learners who seemingly do not have a chance, especially those often overlooked or underestimated. Through innovative programming, a deeply empathetic approach, and relentless advocacy, this acting principal has turned barriers into steppingstones, creating a school culture where every learner is seen, heard, and supported to thrive. Her belief in potential over limitation has shifted perceptions across the wider community.

One of Ms Schoeman's most transformative contributions has been the introduction of restorative disciplinary practices, which replace punitive measures with constructive conversations, healing, and accountability. By encouraging mutual learning among staff and learners, she has nurtured an environment built on respect, emotional safety, and shared growth. As an active and insightful member of the School-Based Support Team, she collaborates across disciplines to ensure learners' academic and psycho-social needs are addressed holistically and consistently.

Beyond the school walls, Ms Schoeman's leadership continues to ripple outward. With humility and wisdom, she trained other principals from Schools of Skills, sharing effective strategies rooted in experience, reflection, and evidence. Her mentorship is practical, inspiring, and deeply rooted in South Africa's educational realities.

This recognition not only celebrates her accomplishments, but it also honours her devotion to equity, excellence, and the unshakable belief that every learner deserves a future of dignity and possibility.

**Provincial National Teaching Awards (NTA) 2025**



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