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SAOU

Nuusbrief / Newsletter

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NUUSBRIEF 56 NEWSLETTER **24/11/2015**

JNA

MEDIASIE LOOP UIT OP DOOIE PUNT

Soos lede bewus is was die SAOU en die ander vier onderwysvakbonde sedert 2 November 2015 gewikkel in 'n mediasieproses met die DBO om 'n bevredigende skikking ten opsigte van die afneem van die 2015 JNAs te bereik.

Die partye tot die mediasieproses het op Donderdag 19 November 2015 wel 'n skikking bereik en sou op Vrydag 20 November 2015 die ooreenkoms formeel onderteken. Die konsepooreenkoms is beskikbaar vir insae (kliek hier). Ongelukkig is die vergadering van 20 November vroeg dieselfde oggend deur die DBO afgestel. Onraad is onmiddellik vermoed aangesien die DBO nie op telefoonoproepe wou reageer nie. Die SAOU se vermoedens is bevestig met die ontvangs van 'n skrywe van die DBO (kliek hier) op Maandag 23 November 2015 wat via die mediator ontvang is en wat aandui dat die mediasie op 'n dooie punt uitgeloop het en dat die DBO en die 9 provinsiale onderwysdepartemente hulle werkgewers-prerogatief tov die afneem van die JNAs sal uitoefen.

Dit is egter belangrik om twee aspekte uit te lig met betrekking tot die inhoud van die konsepooreenkoms:

1. Algemene JNA:
    a. Die konsepooreenkoms het bepaal dat die JNA vir grade 1 tot 9 op vrywillige basis gedurende die eerste skoolkwartaal van 2016 by elke skool afgelê sou word op 'n wyse soos die skool goed ag. Die skool sou die toetse merk op 'n geskikte tyd en op 'n wyse soos die skool besluit. Die uitslae van die toetse sou gebruik word vir die skool se eie interne diagnostiese doeleindes.
    b. Kommentaar:
        i. Daar is intussen verneem dat die DBO en die 9 provinsiale departemente van onderwys omsendskrywes na skole stuur wat aandui dat die JNA geskryf word vanaf 26 November tot 4 Desember 2015 op 'n datum en tyd soos dit die skool pas.
        ii. Daar word ook aangedui dat die merk van die toetse moet plaasvind voor die einde van die eerste kwartaal van 2016 en dat

ANA

MEDIATION RESULTS IN DEADLOCK

As members are aware the SAOU and the other four teacher unions have been involved in a mediation process since 2 November 2015 with the aim to reach an amicable settlement with regard to the writing of the 2015 ANAs.

On Thursday, 19 November 2015, the parties reached a settlement and would have signed the agreement on Friday 20 November 2015. The draft settlement agreement is available (click here). Unfortunately the meeting of 20 November was cancelled by the DBE early during the same morning. A negative development was suspected as the DBE did not want to respond to any telephonic discussions. The SAOU's suspicions were confirmed with the receipt of a letter from the DBE (click here) via the mediator late on Monday 23 November 2015 that indicated that the mediation resulted in a dead lock, and furthermore that the DBE and the 9 provincial departments of education will hence forth exercise their employer prerogative with regard to the writing of the ANAs.

However, it is important to draw the attention of members to the following regarding the draft agreement:

1. General ANA:
    a. The draft agreement determined that the ANA for grades 1 to 9 be administered and managed by each school voluntarily at a time convenient and in a manner appropriate to the school. The school marks the test at a time convenient and in a manner appropriate to the school during the first term of 2016. The results of the tests will be for the school's own internal diagnostic purposes.
    b. Comment:
        i. In the interim it has come to our attention that the DBE and the 9 provincial departments of education are sending circulars to schools to indicate that the ANA should be conducted during the period of 26 November to 4 December 2015 on a date and a time that suits the school.

die skole die uitslae moet gebruik om probleemareas te diagnoseer en toepaslike intervensies te ontwikkel.

iii. Voortspruitend uit 'n vroeëre skrywe van die DBO, geld die JNA nie vir leerders met matig-intellektuele gestremdhede nie.

2. Verifiërings JNA

a. Hierdie gedeelte van die JNA word jaarliks afgeneem deur 2100 skole (25 leerders van 125 skole per provinsie) wat op willekeurige basis geïdentifiseer word, en word as die sistemiese evaluering geag ten einde die kwaliteit van die stelsel te bepaal. Omdat grade 7 en 8 nog nie voorheen aan die JNA deelgeneem het nie sal 'n addisionele 50 skole per provinsie per graad geïdentifiseer word.

b. Die administrasie en afneem van die verifiërings JNA word gedoen deur 'n onafhanklike agent wat deur die DBO aangestel is.

c. Skole wat aan die verifiërings JNA deelneem sal 'n week voor die afneem daarvan in kennis gestel word ten einde oormatige voorbereiding te verhoed.

d. Volgens die konsepooreenkoms sou die afneem hiervan aan die diskresie van die DBO en die 9 provinsiale onderwysdepartemente oorgelaat word. Die bedoeling was ook dat dit vroeg gedurende die eerste kwartaal van 2016 sou plaasvind. Soos hierbo gestel, heers daar onsekerheid nou oor die tydsraamwerk.

Advies aan lede/skole:

Die volgende advies mbt die afneem van die JNA word aan skole voorsien, nl

1. Die SAOU is steeds oortuig dat die aard en omvang van die JNA hoegenaamd nie aan die beginsels van sistemiese evaluering voldoen nie. Dit was nooit die bedoeling dat elke leerder in elke graad die toets moet aflê nie. Daarom is ons oortuig dat die JNA liefs nie moet plaasvind nie.
2. Die uitdruklike mandaat van die SAOU is gebaseer op die beginsel van vryheid van keuse, dws dat skole self 'n besluit moet neem insake die aflê van die JNA toetse. Hierdie mandaat staan steeds en dit staan skole dus vry om volgens eie oordeel 'n besluit te neem.
3. Neem kennis: Ten minste 2 onderwysvakbonde het uitdruklike mandate dat hulle lede hoegenaamd nie aan die JNAs moet deelneem nie. Dit kan tot wrywing op grondvlak lei.

Algemene pad vorentoe:

Soos in 'n vorige nuusbrief gestel, het die 5 onderwysvakbonde solidariteit aan mekaar verklaar en is die beplanning om binne die volgende dae 'n formele koukusvergadering te hou ten einde die benadering van die georganiseerde onderwysprofessie te bepaal na aanleiding van die DBO se onttrekking uit die mediasieproses.

ii. In terms of the circulars the marking of the tests will be done by the teachers and be completed by the end of the first term of 2016. The results must be used to diagnose teaching and learning problems and develop appropriate interventions.

iii. Emanating from earlier correspondence from the DBE learners with moderate intellectual disabilities are not obliged to write the ANA.

2. Verification ANA

a. This part of the ANA is written annually by approximately 2100 schools (25 learners of 125 schools per province) that are identified randomly. The verification ANA is regarded as the systemic evaluation to determine the quality of the system. Because grades 7 and 8 did not previously participate in the ANA, an additional 50 schools per province per grade will be identified.

b. The administration and management will be conducted by an independent agent appointed by the DBE.

c. Schools that will participate in the verification ANA will be informed a week prior thereto to prevent prepping.

d. In terms of the draft agreement the administration and management would have been conducted in terms of the discretion of the DBE and the 9 provincial departments of education. The intention was that it would have been written early during the first term of 2016. As stated here above, there is now uncertainty with regard to the time frame.

Advice to schools/members:

The following advice is given with regard to the conducting of ANA, i.e.

1. The SAOU remains convinced that the nature and extent of the ANA does not comply with the principles of a systemic model. It was never the intention that all learners should be subjected to the tests. Therefore we are convinced that the ANA does not make educational sense.
2. The express mandate of the SAOU is based on the principle of freedom of choice, which implies that schools are entitled to make their own choice with regard to the ANA tests. This mandate still applies and therefore schools are entitled to make their own decisions in this regard.
3. Note: At least 2 teacher unions have mandates not to participate in the ANAs. This could lead to friction at school level.

General way forward:

As stated in an earlier newsletter, the 5 teacher unions declared solidarity with each other and therefore a caucus meeting as soon as possible is planned to determine the way forward as a result of the DBE's withdrawal from the mediation process.

Die SAOU is uiteraard besonder teleurgesteld in die optrede van die DBO aangesien die partye werklik naby aan skikking was wat tot voordeel van alle partye en die onderwys in die breë sou wees. Lede sal op hoogte gehou word van die ontvouende verwikkelinge en verdere besluite van die SAOU se Dagbestuur in hierdie verband.	As can be deduced, the SAOU is extremely disappointed with the withdrawal of the DBE because the parties were close to concluding an amicable settlement that would have been in the interest of all parties, but especially for education. Members will be kept abreast of unfolding developments and further decisions in this regard by the Standing Committee of the SAOU.