



**Successful people do less:**

1. Complaining
2. Blaming
3. Arguing
4. Bragging
5. Resenting
6. Yelling
7. Interrupting
8. Taking
9. Judging
10. Lying

**DIE X FAKTOR IN SKOLE EN WAAROM SOMMIGE SKOLE SOVEEL BETER AS VERGELYKBARE SKOLE PRESTEER**

DONDERDAG 24 AUGUSTUS 2017  
MARÉSA VILJOEN




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**HANDLEIDING VIR SKOOLBESTURE**  
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CHAPTER 4: CURRICULUM

- PHASES, SUBJECTS AND SUBJECT CHOICES (GENERAL)
- FORMAL SCHOOL DAY, INSTRUCTIONAL TIME AND TIME ALLOCATION PER SUBJECT
- PROGRESSION, PROMOTION AND ADMISSION TO POST SCHOOL AND HIGHER EDUCATION
- INCLUSIVE EDUCATION
- CURRICULUM FOR LEARNERS WITH SPECIAL EDUCATIONAL NEEDS (LSEN)
- HOMEWORK
- FREEDOM OF CONSCIENCE AND RELIGION
- SUBJECT POLICY

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CHAPTER 11: PARENTAL MATTERS  
PARENTAL INVOLVEMENT

CHAPTER 12: PERSONNEL MATTERS

1. CODE OF CONDUCT
2. DISCRIMINATION
3. NORMS AND STANDARDS FOR EDUCATORS
4. WORKLOAD OF EDUCATORS
5. ADVERTISING AND FILLING OF EDUCATOR POSTS
6. INDUCTION AND ORIENTATION
7. APPRAISAL AND DEVELOPMENT
8. STUDENT EDUCATORS
9. QUALIFICATIONS FRAMEWORK
10. THE RIGHTS OF EDUCATORS
11. SACE REGISTRATION, MISCONDUCT AND TEACHER DEVELOPMENT

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**TOP SECRET**

## SKOLE SE REALITEIT




1. "Blaming game".
2. Leerders se gebrek aan luistervaardighede en sin vir verantwoordelikheid, aanspreeklikheid en onafhanklikheid. Leerders het gebrekkige emosionele en sosiale vaardighede, gebrek aan respek.
3. Moeë leerders.
4. Gebrek aan kurrikulumdekking, tydsbestuur, infrastruktuur.
5. Onderwysprofessie en professionaliteit van onderwysers word bevaagteken.
6. Gebrek aan kundigheid (beginneronderwysers/mentorskapprogramme).
7. "Spoon feeding" (Afbakening van werk).

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## SKOLE SE REALITEIT



8. Ouers se oorbetrokkenheid/ onbetrokkenheid ("Helicopter parents are raising unemployable children").
9. Onvermoë/onwilligheid om nuwe/ander denkwyses en kulture te akkommodeer/respekteer.
10. Probleem: Kennis van beleide, interpretasies en eenvormige toepassing.
11. ONS onvermoë om te verander, skop teen verandering. Ouers het verander. Leerders het verander. Toenemende aggressie.

Graad R van 2017 is Graad 12 van 2030.

At any given moment, you have the power to say: This is NOT how the story is going to end.

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## SAOU NAVORSING: X-FAKTOR

WAT IS SUKSES? WANNEER 'N SKOOL AS SUKSESVOL GEAG?

WAT IS DIE KRITERIA VIR SUKSES? WANNEER IS LEERDERS SUKSESVOL? IS 'N SKOOL SUKSESVOL WANNEER HULLE AKADEMIESE UITSLAE UITSONDERLIK IS? HUL SPORTSPANNE PRESTEER?



1. Navorsing: Landswyd, 25 skole besoek.
2. Elektroniese vraelyste is uitgestuur en onderhoude is ook gevou met hoofde, adjunk-/departementshoofde, onderwysers, ouers en leerders

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### KOM KYK HOE LYK MY WÊRELD

As jou eie kind voor jou in die klas gesit het... wat sou JY onderrig het? Hoe sou jy onderrig het? Wat sou jy graag wou sien dat JOU kind leer? Wanneer sou JOU kind, na jou mening suksesvol gewees het? Hoe sou jy na JOU kind wou kyk as hy/sy by die skoolhek uitstap aan die einde van Graad 12...?

**Wat IS die belangrikste? DIT bepaal die X-faktor...**

"I want to inspire people. I want someone to look at me and say "because of you, I didn't give up"."

"These schools do nothing out of the ordinary – they simply do ordinary things extraordinary well."

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### 1. EMPATIEKE LEIERSKAP

**BOSS**

- Drives employee
- Depends on authority
- Inspires fear
- Says, "I"
- Places blame for the breakdown
- Knows how it is done
- Uses people
- Take credit
- Commands
- Says, "Go"

DIFFERENCE BETWEEN  
**VS.**

**LEADER**

- Coaches them
- On goodwill
- Generates enthusiasm
- Says, " We "
- Fixes the breakdowns
- Shows how it is done
- Develops people
- Gives credit
- Asks
- Says, " Let's go "

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### 2. BESTUUR EN ONDERSTEUNING

"THE BEST WAY TO FIND OUT IF YOU CAN TRUST SOMEBODY IS TO TRUST THEM"

1. **Suksesiebeplanning en Mentorskapprogramme – lys van vaardighede benodig oor 5 jaar**
2. **Aanstellingskriteria van kundige personeel en behoud van dié personeel**
3. **Personeelontwikkeling en belegging**
4. **Effektiewe ondersteuning, monitering, formatiewe assessering**
5. **Regverdigheid: All animals are equal but some are more equal than others**
6. **Futiele werk en terugvoer**
7. **Gebeurlikheidsplan**
8. **Agente van verandering**





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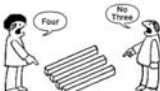

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### 3. KOMMUNIKASIE


1. Gesindheid wat jy uitstraal bepaal hoe jy ervaar en hanteer word – **LUISTER** en **KYK** jy as iemand met jou praat
2. **Kollegiale bande** – skeduleer tyd, deel van beste praktyke – gesamentlike beplanning, **team teaching**, trajek van leer, oorgang tussen fases
3. Suksesvolle kommunikasie is gebou op deursigtigheid
4. Woordeskat help skooletos bepaal: respek

Most people do not listen with the intent to understand, they listen with the intent to reply.

Stephen R. Covey

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### 4. PROFESSIONALITEIT

1. **Ingesteldheid:** “can do - attitude”
2. **Werksetiek:** betroubaarheid, toewyding, produktiwiteit, samewerking, self-dissipline, eerlikheid, respek, verantwoordelikheid en nederigheid
3. Intrinsic motivering: **WIL jy hier werk of MOET jy hier werk?**
4. **Kundigheid** – vakspecialis
5. **Middelmatigheid** het die norm geword – wat doen julle daaraan?
6. **Professionele optrede, kleredrag**
7. **Sosiale media, jou woorde weerspieël jou karakter**

**Rian Malan** wonder: Waarom is die buitelandse eienaars van spazzawinkels soveel suksesvoller as Suid-Afrikaners?

I'm going to stand outside. So if anyone asks, I'm outstanding.

Die waarheid is dat die sakegeheime van buitelanders dinge is wat ons nie wil hoor nie: werksetiek en deursettingsvermoë.

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### 5. KLASKAMERBESTUUR EN KURRIKULUM

1. Klaskamerbestuur – “setting the tone”
2. Kwaliteit van voorskoolse blootstelling
3. Vakspecialisasie en kundigheid
4. Verskillende onderrigstrategieë
5. Formatiewe assessering
6. Kurrikulumdekking en kurrikulum oorlading
7. Beskerming van akademiese tyd
8. Gefokusde kurrikulum en samewerking met ander hoërskole
9. Leermateriaal, hulpmiddels, skryfaktiwiteite
10. “Looping”

“THE DIFFERENCE BETWEEN ORDINARY AND EXTRAORDINARY IS THAT LITTLE EXTRA.”

Jimmy Johnson




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### 6. LEERERS EN KOLLEGAS

**KOLLEGAS: MILLENNIALS**

1. "Tough to manage, self interested, self focused, know-it-all attitude"
2. Their authority lies within the one who can do the job
3. They do not fear anything, especially authority and they do not fear making mistakes.
4. Their values are based on circumstances and what works for them
5. They have a completely new value system and ethics

**LEERERS: GENERASIE Z**

1. Word gemotiveer deur verandering
2. Challenge traditional believes
3. Not afraid to unfollow
4. They expect shareability – they want to share everything
5. Flipping education – they get their info outside the classroom
6. Visual information overload – 8 second filter
7. Emosionele intelligensie – gebrek aan sagte vaardighede, luistervaardighede
8. Gebrek aan roetine en dissipline tuis




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### 7. OUIERS

1. Successful schools build on the efforts of successful families
2. Planne om ouerbetrokkenheid aan te moedig
3. Verhouding tussen personeel en ouers, beheerliggaam
4. Ouers se verwagting: Skole is plekke van veiligheid en koestering



A lack of boundaries invites a lack of respect.

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### 10 THINGS MONEY CANNOT BUY

**ONDERWYSERS**

1. Attitude en commitment
2. Werksetiek: Betroubaarheid, vertroue, eerlikheid, verantwoordelikheid
3. Respek, waardes, empatie
4. Rolmodelle – elke kind het 'n hero nodig
5. "We don't like from people we don't like"
6. Vermoë om te kommunikeer
7. Positieweit, geduld
8. "Common sense"
9. "Let us stop changing things and start changing people"
10. Leierskap is 'n keuse, nie 'n rang nie





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1. "Harde" vaardighede
2. "Sagte" vaardighede (Empatie, emosionele intelligensie)
3. Leerders wat hulself sal kan handhaaf
4. Tydsbestuur en die vermoë om onder druk te kan werk
5. Aanpasbare denke, lewenslange leerders – evalueer inligting
6. Persoonlike organisasie, self-dissipline, deursettingsvermoë, self-motivering, besluitneming
7. Vaardigheid om te bevraagteken, kritiese denke - regte antwoorde teenoor regte paaie
8. Tegnologiese vaardighede
9. Kommunikasievaardighede
10. Spanwerk en samewerking, leierskapvaardighede en -styl
11. Tolleransie vir vreemde idees en ander kulture



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**YOU WERE BORN TO MAKE A DIFFERENCE**

**SUCCESS**  
ISN'T JUST WHAT YOU  
**ACCOMPLISH**  
IN YOUR LIFE  
IT'S ABOUT WHAT YOU  
**INSPIRE**  
OTHERS TO DO.

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