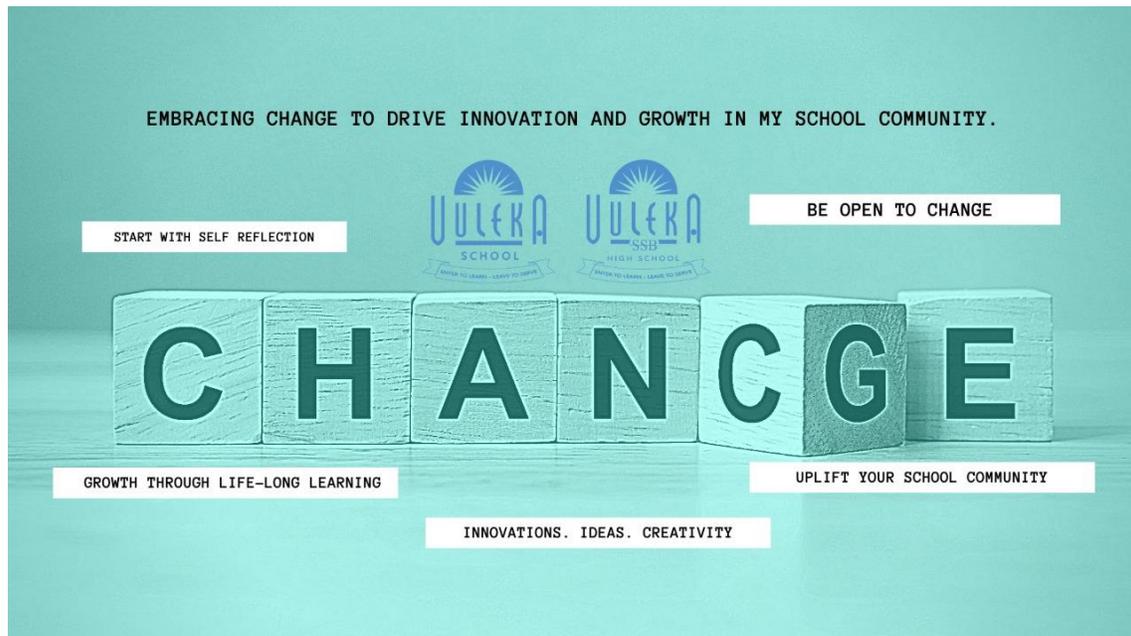




'Embracing Change to Drive Innovation and Growth in my School Community'

**From the desk of the Executive Head – Term 1 2021**



As a school, we came up with a new theme for year 2021. We invited staff to make submissions (suggested themes) at the end of last year. We had three submissions and staff had to vote for the best theme. The new theme for 2021 is, '**Embracing Change to Drive Innovation and Growth in my School Community**'.

What are we hoping to achieve through the theme?

1. Be Open to Change
2. Able to be a School that Reflects
3. Be Creative – New Ideas and Innovations
4. Uplift Our School Community
5. Be Life-Long Learners Who Are Prepared to Serve.

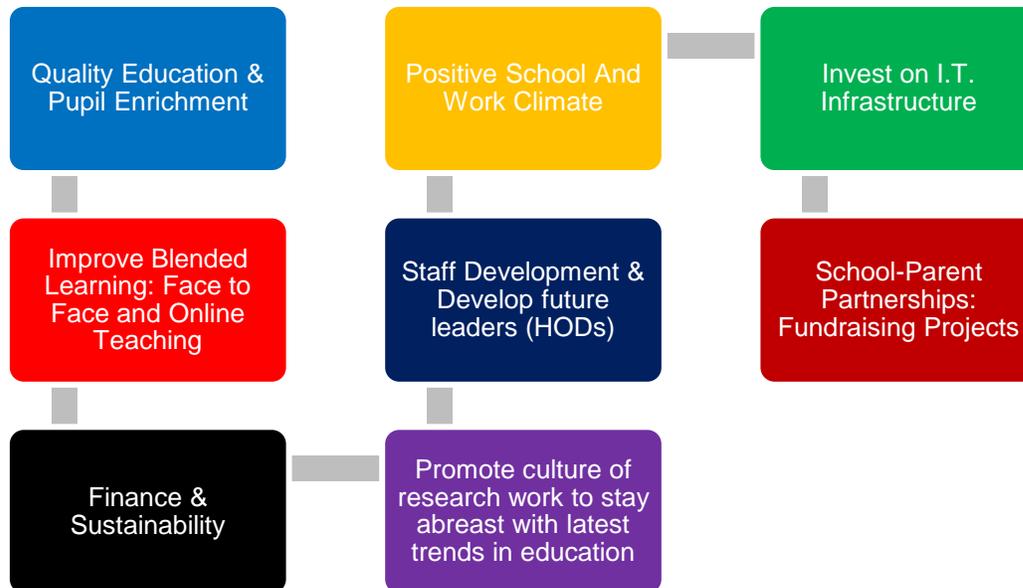
The 2021 Theme will be used as a vehicle to address challenges posed by COVID-19 and enable us to be creative, innovative, adapt to changes and and provide solutions.

School Motto: **Enter to Learn Leave to Serve**. We must promote our school motto, unpack it, and focus on two words, Learn and Serve.

School Values: **Respect, Honesty, Integrity, Responsibility and Compassion**

'**True change requires a focus on creating school culture that supports academic, social, emotional, and character development of children**'. – Maurice Elias

## 2021 Focus Areas



## **2021 START**

We had a challenging start to the new year due to COVID-19 and being on nationwide level 3 lockdown. Independent schools were meant to open on 13 January, but the date was moved to 18 January. Unfortunately, we were instructed by the state to delay re-opening of school by two weeks. We then opened school on 01 February 2021. We had to prepare teaching packs and sent them to parents and pupils when we could not open school.

**Microsoft Teams:** We had to create new accounts for all children to be able to connect with teachers online. A big thank you to staff and parents for supporting children during this difficult period.

We also ran a refresher course for all staff to equip them to utilise Microsoft Teams better and effectively.

**Blended Learning:** All the latest research projects are showing that blended learning is here to stay in education.

What is blended learning? A style of education in which pupils learn via online facility as well as traditional face to face teaching.

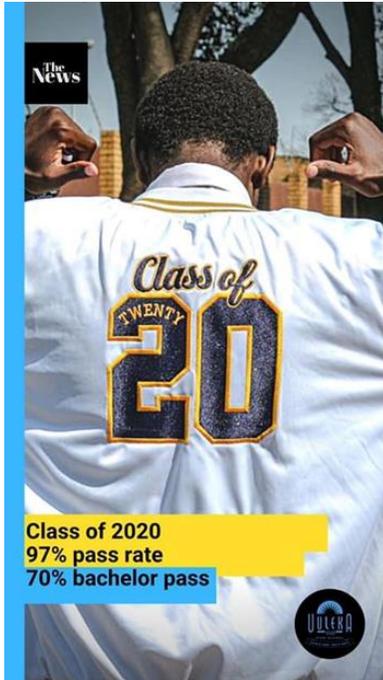
As a school, we are busy working on the following:

- **Phase 1:** Connectivity: All our schools have connectivity; everyone can connect to the internet.
- **Phase 2:** I.T. equipment: We are busy installing projectors in all our classrooms. However, this is not an easy project as we have limited resources. **I appeal to parents who might want to assist us to send their names to their respective Heads of School.**
- **Phase 3:** Online Teaching and Learning Material

**'Technology will not replace great teachers but technology in the hands of great teachers can be transformational'. – George Couros**

## Pupil Enrichment

**2020 Matric Class: 97% Pass Rate; 70% Bachelor Pass**



### **2020 Matric Results - 2019 Matric Results**

97% Pass Rate	94 Pass Rate
70% Bachelor Pass	65% Bachelor Pass
58 Distinctions	49 Distinctions

Attained 100% pass on these subjects:

- Economics
- Life Orientation
- IsiZulu
- Geography
- Mathematical Literacy
- Business Studies
- English
- Afrikaans
- History

A big congratulations to our 2020 Matric Class for attaining good results and a special thank you to VSSB staff and parents for assisting matric students and all other stakeholders who supported the school last year.

**2021 Current Pupil Enrolments: 1051**

## **Children's Rights and Responsibilities**



A few weeks ago, we realised the need to do more on the issue of Children's Rights as we deal with children daily. Because we are in the education sector, it is important for all of us to understand critical issues such as, Rights and Responsibilities of Children, Bill of Rights and the South African Constitution, particularly Section 28.

We had a presentation and discussion on the above issues at the Heads meeting then Heads took the same presentation and discussions to their staff for further engagements.

## United Nations Preamble

- ▶ The United Nations Convention on the Rights of the Child is an important agreement by countries who have promised to protect children's rights.
- ▶ The Convention explains who children are, all their rights, and the responsibilities of governments. All the rights are connected, they are all equally important and they cannot be taken away from children.

### 1. Best interests of the child

When adults make decisions, they should think about how their decisions will affect children. All adults should do what is best for children. Governments should make sure children are protected and looked after by their parents, or by other people when this is needed. Governments should make sure that people and places responsible for looking after children are doing a good job.

### 2. Aims of Education.

Children's education should help them fully develop their personalities, talents, and abilities. It should teach them to understand their own rights, and to respect other people's rights, cultures, and differences. It should help them live peacefully and protect the environment.

### Section 28 of South African Constitution:

**A child's best interests are of paramount importance in every matter concerning the child.**

### More Academic Matters

All Vuleka schools have completed end of term assessments (class tests) and will send out Term 1 school reports at the beginning of Term 2.

**Benchmark Assessments:** All Vuleka primary school Heads have agreed to get our primary school pupils back on Conquesta after 1 year break due to COVID-19.

### Reading:

Our primary schools have decided to focus on reading, re-energize reading and sort out libraries in some of our schools. Mrs. Lizette Baker is co-ordinating that project assisted by other Heads.

### Extra Murals

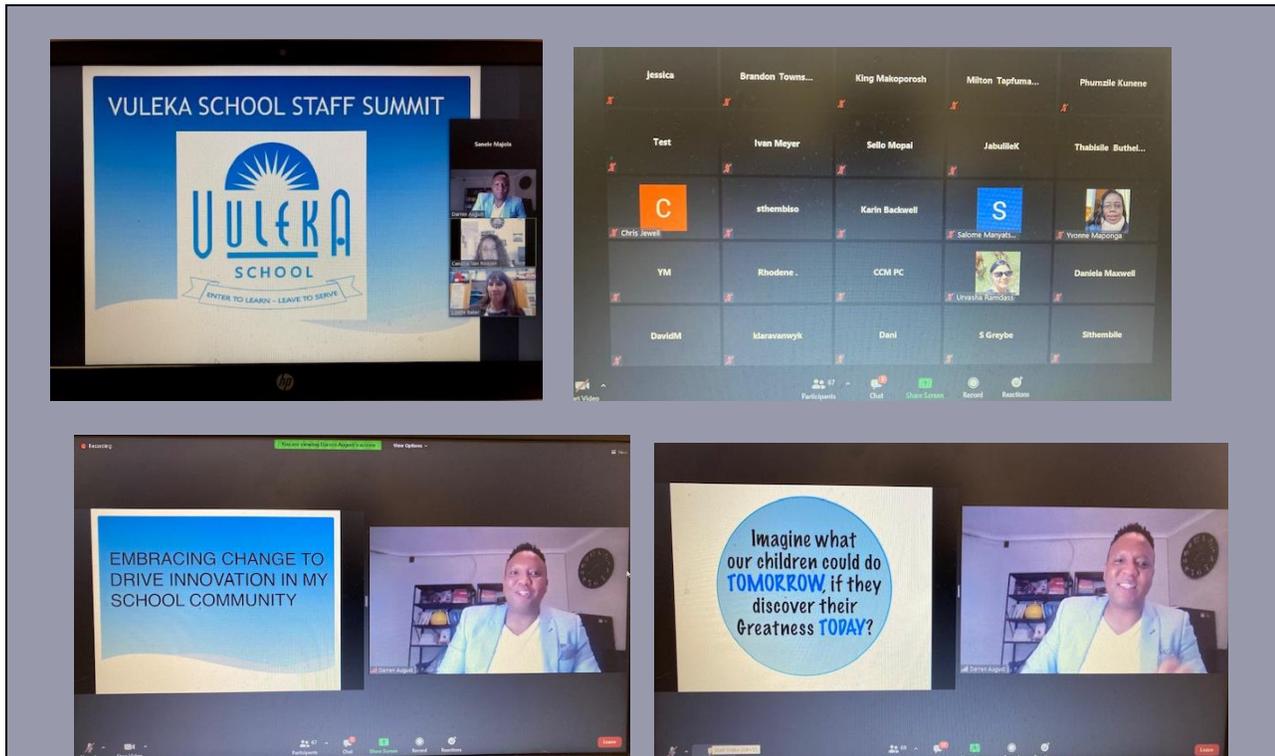


Most of our primary schools had swimming this term but some couldn't do it due to challenges faced by their swimming schools. However, those schools made provisions for children and came up with plans to do swimming in Term 2. We did offer cultural activities such as dance, music, marimbas and many more.

## Empowered Staff

### 2021 Online Staff Summit

On 26 February, we held our annual Staff Summit, which was online via Zoom. We had Darren August as keynote speaker. What a great afternoon of inspiration and reflection. A big thank you to Candice van Rooyen for organising the Summit.



### Staff Development

- **ISASA -Wits Business School Leadership Development Program:** A big congratulations to Mrs. Karien van der Merwe and Mrs. Lizette Baker for being selected to attend 2021 LDP course for two weeks. Good luck!
- **ISASA ECD Report Discussion Workshop:** On 24 February, Mrs. Angie Khupe and ECD teachers attended ECD Report Discussion meeting. They found the workshop helpful and relevant.
- **ISASA Foundation Phase Report Discussion Workshop on 10 March.**
- **Inhouse Staff Workshop:** Classroom Management and Time Management.
- **Customer Care Workshop:** On the 17<sup>th</sup> of March, Lizette Baker and Angelina Khupe facilitated the workshop to Central Office staff and school Secretaries.

As we are going through a difficult period of COVID-19, some of our staff are also going through changes in their family structure. I am sad to inform you that the following staff members will be leaving us due to family issues and dynamics:

- Nicolett van Wyk: St Martin's – She had to leave with immediate effect (in January) and will remain in Free State.
- Yugeshini Moonsamy: VSSB – relocating to KwaZulu Natal but serving notice till 23 April 2021.
- Martli de Jager: VSSB – She is planning to stay home and raise her baby, but she is serving notice till end of April 2021.
- Zabeth Marais: VSSB – She is leaving end of March.

On behalf of Vuleka Schools, I want to thank the above staff members and wishing them all the best of luck in their future endeavours.

## New Staff

A warm welcome to the following staff members:

1. Mlungisi Valisi – St Mark's Mathematics teacher.
2. Ms. Bonita Nieman – St Martin's Grade 3 teacher.
3. Ms. Binita Snyman – Jellicoe Afrikaans teacher.

## Parents

Vuleka is a big organisation and therefore, we need to make sure that lines of communication between school and parents are clear. We have created Vuleka School-Parent Communication Channels document to give more clarity on how the school and parents should communicate. We sent a copy to all parents and staff.

### Communication Channels:

**Level 1:** Contact the class teacher or teacher/staff concerned first. It is important for both parties to find a solution. As a school, we always encourage staff to be proactive with information. (contact parents first)

NB: If there's no solution then escalate the matter to Level 2.

**Level 2:** Contact school Deputy Head/Head of Department or Head of school to raise the matter from the level above (Level 1). However, matters of a higher level of operations can be addressed with the Head directly.

NB: If there's no solution or consensus reached then the matter can be referred to the Executive Head of School. (Level 3)

**Level 3:** The matter is now being referred to the Executive Head of School. We encourage parents to use the above levels (Levels 1 & 2) unless it's a serious matter that needs the attention of the Executive Head.

**Vuleka Parent Profile Study:** One of the most critical strategies for any business or school to grow, is to understand your customer and the market you are in. Mr Sanele Majola conducted a study on Vuleka parent profile, looking at how parent body has evolved, analyse latest trends to see how we can address their needs. We also collected statistics on parent occupations, looking at kind of skills and expertise that are sitting in the parent body.

Mr Sanele Majola shared the study with Heads of school and Central Office staff. Heads of school took the same presentation (study) to their staff for discussion.

**Objective:** To give staff insight on the kind of parents we have and how we can utilise parent skills and expertise to grow and sustain the school.

Vuleka School held our online Annual General Meeting on the 13<sup>th</sup> of March via Microsoft Teams and was attended by over 200 parents, staff and church representatives.

### **Finance and Sustainability**

- **GDE Subsidy:** We submitted the 2021 GDE subsidy application for Vuleka SSB, including Audited Financial Statements however, we could not submit for Vuleka primary schools due to the requirements the GDE want us to meet, and that is to decentralize our current system which is a very expensive exercise which will take much longer.
- **Fundraising:** All Vuleka schools have been working hard in raising funds to sustain the organisation. Thank you!
- **Raffle Sheet:** I am happy to announce that we raised **R75 000,00** from the raffle this year. A big thank you to pupils, parents and staff who supported the fundraiser and a special congratulations to Ms. Jabulile Khumalo (Vuleka Fundraiser) for managing such a massive project efficiently.
- **'St Mark's to St Joseph's School Bus' - Project:** We have realised there's big demand for St Mark's but unfortunately, the school is full, and therefore, we have given new parents or potential parents St Joseph's school as an option. We have organised the school bus to take children from St Mark's to St Joseph's daily. We decided to go with St Joseph's to grow numbers in that school.



Thank you for showing interest in Vuleka St Mark's, unfortunately we have no space available, but if you would like to be part of the Vuleka Group we do have transport from Vuleka St Mark's to Vuleka St Joseph's Sophiatown

Pick Up: 6:45am (St Mark's parking lot)  
Drop off: 14:30pm (St Mark's parking lot)

Cost: Enquire at Vuleka Central Office

For more information please contact  
Vuleka Central Office: 011 477 6917



**'The ultimate goal of any movement is to create a better future. It starts with good values. Good values create growth. Growth creates transformation. Transformation creates movement. Movement creates change. And change helps us to cross over into a better future. Each of these stages, together, forms a bridge from here to there. Crossing that bridge and taking that journey from here to there becomes a great story, one worth telling. '**

– John Maxwell, from his latest book, Change Your World.

Mr Sanele Majola

Executive Head of Vuleka Schools: [smajola@vulekaschool.co.za](mailto:smajola@vulekaschool.co.za)