

STRATEGIC PLANNING WEEKEND: KZN 2011 REPORT

DAY 1:

Khona welcomes everyone. All participants in the meeting introduce themselves.

Expectations for the meeting are laid down:

- Understanding of IY
- Tutoring
- Learning
- Timetables
- Year plans
- New branch comm.
- Disciplinary actions
- Expansion of IYKZN
- Have fun and share ideas

Rules for the S.P.W were set by each individual as to the conduct during the meeting.

Day one plan:

- Go through the understanding of IY and its values ; how IY works
- Discuss the different branch comm. portfolios

Day two plan:

- Expression of interest
- Votes for new branch comm.
- Looking back at 2010 ups and downs
- How to improve IY in this year going forward
- Jot down action plans and deadline dates for actions

Understanding of IkamvaYouth:

Questions asked:

- Why IY
- Why we are needed
- What are we trying to achieve

Why IY?

- By youth for youth
- Try to address the inequalities between former model c schools and disadvantaged schools
- Academic support program

Why we are needed?

- Supplement the learners in the learning process
- Provide tutoring
- Improving knowledge and pass rate

What are we trying to achieve?

- To encourage good work ethic amongst the youth
- Reducing uneducated youth due to lack of resources
- Achieve above the average with less resources
- Motivating learners to achieving their goals to optimum
- To create a learned South Africa

History of IkamvaYouth KZN:

2007:

- IYKZN was formed by Julia (formerly the Maths support programme)
- It was based in Mayville
- IYKZN hosts its first summer school
- Ikamvanites from the Western cape also participate in the summer school

2008:

- 1st Matric year for IYKZN
- 1st winter school
- We won first prize in Jet community awards programme

2009:

- Khona joins IYKZN as branch director
- Introduction of other schools in the programme other than Mayville
- Moved from UKZN to DUT

- We book matric learners from Tholulwazi for winter school as well as grade 10 & 11 from Mayville

2010:

- We lost all the Mayville secondary school learners
- We started working with Chesterville and Bonela secondary school learners
- Tholulwazi learners became Ikamvanites
- During the Teachers strike in September we went to Tholulwazi every weekday to offer extra classes
- Mail and Guardian drivers of change awards , IkamvaYouth wins the award

2011:

- SPW held in KZN for the first time
- IkamvaYouth is to move their offices to Chesterville youth center on the 1st of April
- Interest in Ikamva amongst learners exceeds the organization`s capacity, as such learners had to be turned away for the first time
- Blstk becomes full time employee
- First time full application process
- Started working with grade 9`s

Values of IkamvaYouth:

- Youth for youth
- Equality
- Integrity
- Truthfulness
- Openness
- Diversity
- Commitment
- Collaboration
- Pro-activity
- Paying it forward
- The future is in our hands

Suggested values to be added:

- Respect*
- Be the change you want to see

- Expectations
 - Knowledge is empowerment
 - Selflessness*
 - Ambitious*
 - Creativity*
 - Passion*
 - Success of the nation is through education
 - Lift as you rise**
 - Better thyself
 - Discipline
- ❖ Voted values (*)
 - ❖ Voted tag line (**)- Lift as you rise

DIFFERENT PORTFOLIOS IN THE BRANCH COMM

- Tutor co-ordination
- Career guidance
- Mentoring
- Computer literacy
- Media , image and expression
- HIV / AIDS
- Holiday programs

People`s suggestions in terms of how they feel, and what they want to be covered

- Most people seemed to have learnt a lot and they now understand what Ikamva is all about
- Ikamva to grow beyond our expectations
- Hope to have the best ever year in Ikamva youth KZN
- Setting direction is the best thing for any organization to succeed
- Small steps will make a big difference

End of day one

Day 2.

Expectations.

- Talk about taking learners to a production excursion.
- No. of tutors and subjects.
- Branch Comm.
- Clarity
- Learners wish to know more on tutoring as well.
- Knowing how much people are willing to give to Ikamva.
- Structure to be formulated by tutors.

Branch Comm. Nominations.

- Nominations for different portfolios.
- Tutoring: Thabile and Bandile.
- Career Guidance and Mentoring: Thobile, Rae and Zinhle.
- Operation Fikelela: Bandile, Okuhle, Rae and Andile.
- Media, Image and Expression: Su, Okuhle and Bandile.
- HIV/AIDS counseling and testing (health): Thobile, Nqobile and Mle.
- Holiday Programmes: Blstk, Thobile and Thabile.

Branch Committee.

- Tutoring: Thobile.
- Career Guidance: Rae and Zinhle.
- Operation Fikelela: Okuhle
- MIE: Bandile.
- Health: Thabile.
- Holiday Programmes: Blstk.

Supplementary Tutoring.

- What is the difference between teaching and tutoring?
- What's not working/working less effectively and how can we fix/improve it?
- How can we ensure we have enough tutors for all subjects?
- How should scheduling during the week and on Saturdays work?
- How do we recruit and retain tutors?
- How can we get tutors to arrive on time or let us know if they can't come?

- Plans for answer series or other learning materials.
- How do we get the learners to drive their own learning process?

Group 1

- Teachers focus on curriculum with a whole class while tutors focus on individual attention.
- Commitment – learners should be committed; they should bring problems to tutors' attention; random check of the register to ensure all learners stick to class times – Tutors to be provided with capabilities and reference letters based on their attendance.
- Have a list of tutors and subjects they can tutor; get learners to tell us the subjects they are struggling with, divide accordingly and recruit more tutors to fill in the gaps.
- Bring a friend; put posters around campuses, have a dedicated person to welcome new tutors and explain to them exactly what Ikamva is about. Issue certificates and reference letters to retain tutors.
- Tutors session before classes start; learners to start working as soon as they arrive. Compilation of a register on an ongoing basis.
- Make notes on problems encountered by learners; compile notes on how to solve those problems. Provide the learners with books they don't have.
- Homework sessions and learners to come up with their own problems.

Group 2

- Teaching is the passing down of knowledge whereas tutoring is more interactive; getting learners to understand.
- Encourage the learners to pass their problems to tutors for help.
- Get tutors that are similar with voluntary vision and shouldn't be made aware of incentives since this will hinder their performance later should we fail to continue to reimburse them. We must keep it a secret and surprise them.
- Timetable.
- Word of Mouth; social sites.
- Punctuality.
- Books.
- Discipline and respect.

Group 3

- Teaching is the formulation of foundation whereas tutors help with the building of such a foundation.
- Lack of commitment and energy; motivation should help. Tutors should lead by example. All in all, they must do things with passion. Learners not responding on questions being asked even though they know the answer to be solved by trying to maintain confidence and self-esteem.
- Formulate a timetable to remind the tutors of what is to be covered.
- Focus and stick to the timetable as well as communication.
- Tutors must communicate.
- Sticking to homework.
- Learners should express their ideas and knowledge.

2011 Plans.

Media, Image and Expression (MIE)

- 09 April 2011: Drama pupils and those interested in taking it as a career will attend a performance for Hooked on Books.
- Drama pupils or any other form of art pupils to attend workshops.
- DUT Drama Directing Projects.
- Awards and Competitions.
- Theme program for Winter School.
- Exhibition for Summer School.
- Poetry Workshops.
- Fundraising.
- Take Learners to Poetry Africa, Museums and organize tickets for learners to attend the time of the writer.

Holiday Programs.

- Check on available resources for the upcoming winter school which includes transports, accommodation and lunch.
- Take learners to science experiments.
- Focus more on career guidance.
- More MIE as well for talent day.
- Less breaks.
- Eligibility for winter school.
- Sports activities.

Life Skills and Health.

- Address life challenges learners may face.
- Building self-esteem, talks on peer pressure and values of life.
- Help improve learners' talents.
- HIV/AIDS awareness programs.
- Charity drives such as giving food, painting of old age homes.

Operation Fikelela.

- Build a team to help in setting up this portfolio
- Come up with basic computer training skills.
- Brief knowledge of hardware and software.
- Career paths around IT and Computing.
- Search engines and its usefulness.
- Come up with the history of computers.
- Find more people to help on computer training courses.

Career Guidance and Mentoring.

- Have a main career guidance day.
- Talks with students.
- Assist matrics with CAO Application.
- Take students to workplaces during Holiday Programs.

Supplementary Tutoring

- Sound database of tutors and learners.
- All learners should have learning materials.
- Recruit more tutors.
- Random testing.
- Upliftment programs for tutors.
- Balance the ratio of tutor and learner.
- Follow up on learners' progress at school.
- Build relationships with teachers.
- Problem solving scenarios.
- Punctual workshops.
- Learner reps to be active.
- Create a provisional timetable which is to be finalized on tutors' session meeting.
- Research on sponsorships and fund activities.

Functioning of the Branch Comm.

- Frequent meetings (i.e. every two weeks)
- Members to join the groups of other Branch Comm. so as to share ideas.

Date of KZN Branch Comm. meeting: 26 March 2011.

End of Day Two.

Take Your Cue: *Ikamva Youth KZN* Action Plans.

<u>Action</u>	<u>Person Responsible</u>	<u>Due Date</u>
Learner expectation from tutors	Learner Reps	19 March
Sign code of conduct	Tutors	11 March
Random check of register	Tutors	
Table their subjects online	Tutors	
Notify Thobz of subjects needed	Learner Reps	
Alert security to open up rooms	Khona	
Organizing of books	Khona/Learner Reps	19 March
Regular or random tests	Tutors	
Using social sites to recruit tutors	Tutors	
Print out the code of conduct	Blstk	12 March
Print tutors' manual	Blstk	
Recruiting tutors for subjects	Thobz	
Communicate to learners: Importance of attendance	Blstk	12 March
Elect the grade reps	Learners	12 March
Organize Shakespeare outing	Khona	

Recruitment of international students Rae/Khona

Fundraising events

Sports day

SPW Report

Science Learners to tour to Unilever.