

Feedback for Afternoon Brain-Storming Session – 17 March 2012

Volunteers from both the Ebony Park and the Ivory Park Branches met for a Strategic Planning Afternoon which started out with a get together over pizza's and soft drinks then the Strategic Planning Afternoon began. Below are points on the issues that were discussed and the resolutions taken. You can read more about the event on the [IkamvaYouth blog](#).

Please read the action items carefully and note that the onus is now you, the volunteers, to run with the ideas and projects that specifically interest you.

Please note that for new ideas/projects you are expected to submit a proposal to the branch committee and can send these proposals to nyasha@ikamvayouth.org for Ebony Park and mo@ikamvayouth.org for Ivory Park.

All proposals MUST be submitted at least one week prior to the next branch committee meeting.

Question 1: What can we do to make the tutoring experience better for both the learner and the tutor?

Responses:

- **Seating Arrangement Adjustments**

This is an immediate initiative that can be implemented for the sessions, where the learners sit according to their grade and this can be done as a section-division of the hall. This will assist the tutors when approaching groups as they will have specific grade and subject to tutor in mind. Within the grade separation, the learners should be divided according to the different subjects and something on the table to show which subject the group is tackling at that particular time should be displayed. The tutors have the responsibility to enforce such rules. The preparations for this have to be done early, before the arrival of the learners in the hall. The groups are also encouraged to not sit on a 'friends-only' basis as this has been identified as a disruptor of learning. This will ensure that the learners get to know each other and interact with other students from neighbouring schools. The suggestion is a valid one and will be an idea that we can implement as an on-going target because it will be difficult to orchestrate at first, and will require some innovative ways to separate the learners.

- **Action Item: To be done from next Saturday Tutoring Session (24th of March 2012)**

- **Consistency**

The compulsory English session needs to be done and prepared every week as these have been identified as a mechanism which identifies the underlying issues affecting learning such as terminology understanding, reading, answering techniques and comprehensions. The tutoring Co-ordination head will be responsible for this.

- Action Item: To be done from next Saturday Tutoring Session (24th of March 2012)

- **Resources Availability**

These have been identified as a need since they enhance the efficiency at which tutoring is done and facilitates learning. These include: blank A4, A3 charts, dictionaries, study guides (for tutors and learners) and the emphasis is also on the learners to bring their textbooks, calculators, writing equipment etc. when coming for the session. The idea of providing moveable boards for the learners to use was also suggested.

- Action Item: To be done by the Branch Coordinators (24th of March 2012)

- **Respect , Time and zero tolerance on disruption**

This is an important one as without it, there will be a compromise and an essential Ikamva value will be violated. This goes both ways (tutor and learner) and if someone is identified to violate this value, an immediate action must be taken by those in charge. A disciplinary committee suggestion was given for the Branch Committee to elect. This point also emphasizes on the time value as well. Learners need to be on-time and the transport picking up tutors needs to be on-time when it collects tutors at 12 as it is when collecting them in the morning. No one should also be allowed to disrupt tutoring in any form or way, an immediate dismissal call will be awarded.

- Action Item: Branch Committee to discuss the creation of a disciplinary committee and Tutors with the Branch Coordinators will enforce zero tolerance immediately

- **Environment**

The learners need to be reminded to leave the hall area neatly packed when they leave and general environment of the yard, tidy. Tutors have the go-ahead to instruct such requests. The learner representatives are responsible for this as well.

- Action Item: Learner Reps to enforce from next Saturday Session (24th of March 2012)

- **Proposed tutor: learner ratio**

One tutor for every 4 students is the proposed ratio suggested or alternatively, 2 tutors per table. This will improve tutoring as it will increase the individual attention given to the learners.

- Action Item: Branch Committee discussion

- **Mid-week sessions need tutors**

This is a growing need and the branch committee will have to decide on the way-forward.

- Action Item: Branch Committee Discussion

- **Experienced tutors to always mentor new tutors**

This is a special request which will help in regards to the orientation of new tutors to IkamvaYouth and, the more of the experienced tutors who part-take in this, the better. This initiative is already being practised though more of these should be done regularly. This 'informal' mentorship will assist

newly graduated Ikamvanites to transition into the new tutoring environment and will build good relationships in the process.

- Action Item: Tutors will implement from the next Saturday Tutoring Session (24th of March 2012)
- **Propose learners to structure their work and learning through using an Ikamva Exercise book**

This can be done on an immediate basis but the emphasis will be on encouraging them to be able to orderly organize their work. The tutors can regularly check this in their groups.

- Action Item: Tutors and Branch Coordinators to implement and check regularly

Question 2: What ideas do we have for the Matrics given that they cannot come regularly on Saturdays?

- Action Item: Nyasha to organise
- Have meetings with Matriculants and their parents at the Ebony Park Branch
- Meet with school principals to discuss allowing the learners to come for IkamvaYouth if the lessons are clashing with IkamvaYouth tutoring times
- Assign mentors to each and every one of the 30 Matric students
- Offer Matriculants past term papers and revision exercises
- Encourage the learner's responsibility towards improving their own marks

Question 3: In what ways can we show some tutor appreciation?

- Action Item: Branch Committees are open to proposals from volunteers
- Team Building
- Tutors ball at the end of the year
- Breakfast for tutors
- Shopping Vouchers
- Free Tutor lunch
- Fundraising for tutors through a fun run
- Give get well cards to sick tutors
- Award soccer tickets
- Get tutors R30 airtime every month
- Create an IkamvaYouth tutor facebook page
- Celebrate Volunteers birthdays
- Go out for Camps, Game lodges, movies, for bonding sessions

Question 4: How do we improve the career guidance programme?

○ Action Item: To be organised by Volunteers in Charge of Career Guidance and Mentoring with Support from the Branch Coordinator

- Have Open Days at the different Universities
- Get power talks from current university students
- Motivational speeches from people in different careers
- Job shadowing- Get into contact with companies
- Get character assessments done
- Find out the learners strengths
- Hand out pamphlets to Matrics to keep them informed
- Help complete application forms for universities and bursaries
- Get psychometric tests done
- Group the students according to the professions of their choice, choose appropriate tutors and group mentors

Question 5: Do you have any ideas for side-projects (either: tutor or learner-driven)?

○ Action Item: Interested tutors to submit proposal to Branch Committee at least one week in advance of next meeting

- Start a Legal Club (Know your rights- Tutor guided)
- Start a Reading Club
- Start a Music Club (Taught during the week, or after homework sessions- Tutor Guided)
- Start a Computer club (Saturdays after tutoring- Tutor guided)
- Start a Gardening Project
- Start a Sporting Club (Can be done after the Saturday Tutoring Session)
- Start Student Development (Create Support structures for Students to discuss issues that they might not be able to discuss with their parents or teachers)
- Start an awareness project (It may include community development)
- Start an Entrepreneurship club (winter school)
- Start a tuck shop (Proceeds will go to IkamvaYouth)
- Start a yearbook or magazine (students will get involved in reading)
- Start Drama sessions