

# Strategic Planning Weekend : KZN (Chesterville Branch)

The annual Strategic Planning Weekend took place during the weekend of the 31<sup>st</sup> of March – 1<sup>st</sup> of April 2012, at the Vuyani Nkosi Memorial Youth Centre. Among those who attended, were learner representatives, tutors, IY staff from both branches, as well as the Director (Joy Olivier) and the National Coordinator (Zamo Shongwe). This two-day event was attended by representatives from both the Umlazi and Chesterville branches.

## Day 1 :

Thobile welcomes everyone and introduces Joy and Zamo to the group. All participants in the group introduce themselves.

The following ground rules for the weekend were laid down :

1. ENGLISH to be the medium of communication
  2. Cellphones on silent
  3. Listen to other people's opinions
  4. PUNCTUALITY
  5. Share the joke, no laughing alone. We all want to laugh with you
  6. Participation is vital
  7. Raise your hand if you want to say something
  8. RESPECT each other as people
  9. SHARE
  10. SPEAK UP!!
  11. Correct each other
  12. SUPPORT one another
  13. Be polite
  14. PAY ATTENTION !!
  15. Have a respective MANNER OF APPROACH
  16. Stick to the point
  17. No laughing at each other, laugh with each other
  18. Take ACCOUNTABILITY in all you do and say
- And most importantly HAVE FUN!!!!

## Expectations

After such a hefty list of rules, we were all ready for the day to begin. Participants were invited to write down expectations on post-its which would be read out and discussed. This was a way

of ensuring full participation from all members, as those who may have been too shy to speak up at this early stage would also be able to have their say.

The following expectations were noted:

- The purpose of IY
- Learning more about Chesterville branch and the upcoming Umlazi branch
- Learning
- Expectations of tutors from both IY and learners
- Expectations of learners
- Election of an effective Branch Comm for both branches
- Finding ways to learn from 2011
- Suggestions on improving the tutoring systems
- Planning for the year ahead

The following questions were posed, which were answered by IY staff members :

- What is the purpose of IkamvaYouth?

IkamvaYouth is a for-youth-by-youth non-profit organization aimed at bridging the gap between learners from previously advantaged and disadvantaged schools by offering an academic support program based in various townships across South Africa.

- Besides tutoring, what other programs are offered by IkamvaYouth

We have various programs. Namely, Tutoring, Mentoring and Career Guidance, Operation Fikelela (e-Literacy), HIV/Aids Programme, Media, Image and Expression

- The history of IkamvaYouth KZN: ( see [http://ikamvayouth.org/sites/default/files/spw\\_kzn.pdf\\_0.pdf](http://ikamvayouth.org/sites/default/files/spw_kzn.pdf_0.pdf) )

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
- 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
- IkamvaYouth move their offices to Bat Center on the 15th of August
- Thobile becomes a full time employee as a Branch Coordinator while Khona is on maternity leave.
- Matric Success programme begins in KZN for the first time
- IkamvaYouth expands into 2 branches as Thobile moves to Chesterville at the VuyaniNkosi Memorial Center while Blstk remains at Bat Center and both branches continue with Matric Success Program.

- NoluthandoGcwabaza is hired as a Branch Assistant for the Chesterville Branch as Blstk begins his Branch Coordinator training in preparation for a new branch in Umlazi
- Thobile and Blstk go to Cape Town for NSPW in November and through the assistance of IY, go to LUCCA Leadership course in December.

2012:

- Matric results are released, IYKZN has a 81.8% pass rate with 9 distinctions.
- IYKZN has a 96% post school placement rate with 72.2% being at tertiary institutions.
- Zamo and Thobile go live on air at iGagagasi fm
- IYKZN holds their Open Day at the Chesterville Branch with a great attendance from learners in the Chesterville community
- IYKZN receives over 200 applications for 2012.
- Saturday school commences once again at DUT
- IYKZN begins homework sessions 3 times a week at the Chesterville Branch
- After Noluthando's poor performance during her probation, Cheryl is hired as the new Branch Assistant and also undergoes probation.
- Thabisile Seme is hired as the District Coordinator as Khona steps down from the position.
- Blstk secures AA Library as the venue /office of IY's Umlazi branch.
- IYKZN's second SPW is held at Chesterville branch combining tutors from both Chesterville and Umlazi

### **Budget**

All participants had a chance to look at our 2012 budget and ask questions based on any issues they feel should be addressed regarding it. The following questions were posed:

- What is ' Volunteer Appreciation ' ?

An amount dedicated to our tutors as a form of incentive as each tutor willingly gives up their time whether it be for homework sessions or Saturday school and assist in tutoring our learners. Spending of the money is approved by the Branch Comm and can go towards things such as lunch, movies or activities with all tutors at any time during the year.

- What is SWAG?

These are costs that can go towards things such as T-shirts, posters, keyrings, banners and sign in preparation for an event such as SPW or The Basic Education Conference ( or any other of such caliber ) which shall be attended by Zamo and Joy in Durban at the ICC ( 2<sup>nd</sup> – 4<sup>th</sup> April ).

- Winter School – Excursions

An example was made using 2011's Winter School where the learner got a chance to go on excursions such as Pottery classes at Bat Center as well as a visit at KwaMuhle Museum. These are funds allocated to any excursions that may take place during Winter School.

- Salaries

Salaries of National Coordinator, District Coordinator as well as Director are not included in the budget – These are not branch specific costs and have their own separate budget.

Joy facilitated a discussion around tutor expectations. The following was discussed:

- Subject knowledge
- Commitment
- Preparation in advance – familiarity with material
- **Tutoring** vs Teaching
  - Support
  - Close gap
  - 1:5 ratio = increased participation
  - Creative – relevant examples
  - Responsible for learners – understanding the pace of each learner
  - Professional
  - Learners to be at ease

### **Branch Comm**

The election of a Branch Comm formed part of the agenda for the SPW. Prior to inviting individuals to nominate themselves for positions within the Branch Comm, the different portfolios were discussed, in order to ensure everyone understands what the duties entailed.

Tutoring

Career Guidance and Mentoring

Operation Fikelela

Media, Image and Expression

HIV/Aids

Holiday Programmes

The voting process was also discussed and all those interested in nominating themselves were asked to prepare a short motivation to present the following morning.

### **Closure**

Thank you's, meditation and goodbyes 😊

### **Day 2 :**

With expectations of Day 1 laid down the day before, we were all looking forward the nomination and voting process of the Branch Comm which is what SPW is centered around.

Another expectation was the year plan for the various portfolios set by all those present. This would be based on the success of the portfolios last year.

### **Presentations by Groups**

Participants were separated into groups and the agenda on which the discussion points were set around were :

- Rectifying last years "mistakes"
- What need to be improved
- Main things to be improved
- Expectations and improvements to be presented on chartboard by each group

## Group 1

Giving solutions/ to the problem of computer classes, money and resources provided.

- Learners want more computers to be provided but the problem seems to be the shortages of resources and facilities, the lab can only facilitate 20 computers and each grade has more than 20 learners per grade with the exception of grade 9.
- Find sponsors at IT companies
- Expand agreement with other faculties at Dut so to use their other labs during Saturday school.
- Transport money for kids? Should IY continue transporting kids or not : in cases were learners are in dire need of transport money, parents should write out letters and state that they can't afford to transport their kids but this should not be done at all times.
- Resources – learners are given out textbooks/ answer series after first kick out,
- Communication between tutors and learners : how to overcome the problem?
- Social networking is crippling the youth.
- IY to provide food for learners? Disagree totally, because this creates dependency rather than independency amongst the learners. Learners come in to gain knowledge and not to be fed at all times.
- Learners should be motivated to come and learn and not because of the food provided.

## Group 2

Presentation based around how tutors can assist in improving the program.

- More career guidance at grade 9
- IY to provide past papers for every subject and possibly every grade for common papers.
- Implement more tutoring than teaching.
- To help learners on that specific problem rather than drifting away and tutoring the hole module/section.
- Matrics need more classes during Saturday school from beginning of year rather than towards end of year.
- To work towards an improved pass rate
- Extending hours for the matrics might mean that tutors should put in more hours as well.
- Grade 11 learners should also have extended hours during Saturday school.
- If a learner only attends Saturday school, they must have a very good explanation as to why (possibly geographic reasons at most)

- Saturday school learners should have an attendance of 100%

### Group 3

Presentation based around parents, learners and tutors and their involvements

- Tutors should assess learners continuously to check if there are any improvements after tutoring the learners on any specific subject/topic.
- Students should freely state anything that they may dislike about IY (If any)
- Learners should also keep books in a neat state to prevent books from getting damaged( wearing and tearing of books)
- Laminate the textbooks, it may come at a cost but it is an investment in the long run.
- Tutors should really just assist in what the learner has specifically asked, to avoid drifting away from the what the learner has asked.
- Saturday school tutoring should be improved by the fact that tutors need to tutor one specific topic to a lot of kids at once so other kids don't feel left out as such.
- Parents should also involve themselves in the learners education, motivate them to work harder and to help them improve the marks of their kids.
- Parents meeting should be held annually or every six months, to communicate clearly to parents about IY and the values and missions held.

### Group 4

Presentations based on career guidance and tertiary entry requirements

- Career guidance should be implemented in grade 9 when kids are choosing their subjects for grade 10.
- Before learners are asked to choose subjects for grade 10, learners should be assessed, so, too choose appropriately what qualities they display, as it becomes easier to fit in what subjects fit that specific learner according to their qualities assessed.
- Assist matriculants with CAO forms and other tertiary application forms.
- Career day- have different professionals come in and give learners a talk on the different professions.
- Get a hold of the career and personality assessments at UKZN for IY learners.
- Follow up on learners on after matric.

## Group 5

Presentation based around commitment.

- Must IY extend the Saturday school hours?
- Have sessions with tutors to discuss how and what will be done in class beforehand [preparation]
- Make Saturday school and homework sessions run smoothly.
- More tutors means more time for each learner,so therefore learners and tutors should both be committed.

To conclude, the SPW ws a great learning and sharing experience for staff, tutors and learners present. It was a great opportunity to look back as well as plan ahead as a team.

We look forward to accomplishing all the goals we set before ourselves.

IKYZN