

Annual Report on Connected Schools Tshwane West December 2017



The year invited lots of introspection between all of Telkom's strategic partners, namely Extramarks and Protec, in the connected schools project. Each of the partners was asked to consolidate our various efforts. Schoolnet was requested to firm up the strategy for assessment and for identifying and providing recognition for teachers' progress in mastery of their ICT competencies over the life of the project.

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Summary of Programmes and Attendance

Change Leadership for Technology Integration

All seven modules have been completed with an additional catch-up day that was required after module 5. The coursework covered during this programme included:

Module 1: Why are we doing this?

Module 2 – Understanding the change process

Module 3 – Capacity building

Module 4 – Facing challenges

Module 5 – Let's communicate for a Change

Module 6 – A culture of workplace learning

Module 7 – A culture of evaluation



Attendance: Change Leadership for Technology Integration							
	MH Baloyi	Ruabohlale	Seageng	Winterveldt	NM Tsuene	Total attendance	Status
Module 1	11	8	11	6	6	42	complete
Module 2	11	8	11	6	5	41	complete
Module 3	10	8	11	6	5	40	complete
Module 4	10	8	11	8	5	42	complete
Module 5	9	8	8	6	6	37	complete
Module 6	8	6	8	9	5	36	complete
Additional support	8	5	8	7	6	34	complete
Module 7	2	1	5	2	4	14	Complete
Total attendance	59	46	60	41	32	286	
Average attendance	8.6	6.5	9.1	6.3	5.3	35.8	

Summary of Change Leadership for technology Integration attendance

Each school was asked to select five senior management team (SMT) at the school to attend the Change Leadership for Technology integration course. A maximum of 25 SMTs were expected and the attendance showed an average of 35.8 SMT attended the programme and is equivalent to **143%** attendance of the programme.

ICT Skills for Teachers & ICT Integration

The ICT Skills for Teachers course was completed over 5 days. Three initial days in the April 2017 holidays and the remaining days completed at individual schools. The course content included use of ICT for basic administration tasks such as using a word processor for typing assessments and using spreadsheets for tracking and calculating learners mark schedules.

ICT Integration was a bit more difficult to organise in that teachers were only willing for after school workshops which did not allow for sufficient time to complete the required notional hours. We have completed 4 days; and although we only need to complete one more day, we

have opted for at least two more days to cover more aspects of using *Tablets in the Classroom* and designing lesson plans using Multimedia.

For the **ICT Skills courses**, an average of 62 teachers were in attendance, which shows an average of **103%** attending the course. **ICT Integration**, which is a higher order skills programme, showed an average of 40 out of 60 teachers attending which equated to an average of **66%** who attended. A further two days of ICT integration is planned for early 2018 and will surely improve on the average attendance.

Attendance: Intel Getting Started /Microsoft ICT skills for teachers/ Intel Tablets in the Classroom							
Max 10 days	MH Baloyi	Ruabohlale	Seageng	Winterveldt	NM Tsuene	Total att.	Status
Workshop 1 (3 days- GS)	26	24	11	13	5	79	Complete
Workshop 2 (1 days- Skills)	10	12	11	13	5	51	Complete
Workshop 3- 1 day skills	7	18	12	12	7	56	Complete
Integration 1 (1 day)	3	5	4	5	6	23	Complete
Integration 2 (Bootcamp- 3 days)	16	9	11	13	7	56	Complete
Integration/advanced(Tablets in classroom -2 days)							Scheduled February 2018
Total	62	68	49	56	30	265	
Average	12	14	10	11	6	53	

Summary of ICT Skills and ICT Integration attendance

Peer coaching for ICT Champions

This programme comprised of 4 face to face workshops and four online workshops. We have completed three face to face sessions and two online sessions. The remaining online sessions will be completed in 2018 using video conferencing tools.

Five participants from each school was expected, with a maximum of 25 ICT champions. Sadly the average attendance was just under **60%** of what we expected with an average of 14 ICT champions attending the course. Ruabohlale and Winterveldt High Schools showed the lowest attendance thus far. We look forward to improved attendance of the remaining modules in 2018.

Attendance: Peer Coaching for ICT Champions							
	MH Baloyi	Ruabohlale	Seageng	Winterveldt	NM Tsuene	Total att.	Status
Session 1 Face to face	5	3	5	3	4	20	Completed
Session 1 online	3	2	3	2	4	14	completed
Session 2 Face to face	3	3	5	3	4	18	Completed
Session 2 online	3	2	3	2	4	14	Completed
Session 3 Face to face	3	0	0	1	2	6	Completed
Session 3 online							TBA Jan 2018
Session 4 face to face							TBA Feb 2018
Session 4 online & showcase)							TBA Mar 2018
Total	17	10	16	11	18	72	
Average	3.4	2.0	3.2	2.2	3.6	14.4	

Summary of Peer Coaching attendance

School Visits and In-classroom support

Two schools visits and two classroom visits were completed over the year. These visits were hampered in the second half of the year due to the municipal strike action, and then examinations. The remaining school visits will be completed in early 2018.

Individual School performance and attendance

MH Baloyi Technical School

Name	Surname	ICT Skills	ICT Integration	Change Leadership	Peer Coaching	Tutor	TOTAL ATTENDANCE
Catherine Thandi	Mahlaba	5	4	0	0		9
James Tsheko	Dibe	4	3	6	0		13
Dineo Flora	Dibakwane	4	0	0	0		4
Sphiwe	Madumo	0	3	0	0		3
Majubere Idah	Kekana	3	3	0	0		6
Lizzie	Mareme	4	3	7	6		20
Kimother Moemise	Mokobane	5	4	0	0		9
Anna Mosadi	Ntuane	4	3	0	3		10
Onnica Motsei	Mfumadi	5	1	0	0	1	6
Jeanette Moeti	Mokhondo	4	3	0	0		7
Vera Motsei	Ngoatje	4	3	0	2	1	9
Violet Malekgowa	Ngwenya	0	3	7	6		16
Irene	Sebate	3	3	7	6		19
Motshidisi Eva	Madumo	3	0	0	0		3
Patrick	Peteke	0	0	8	7	1	15
Winnie	Hlangwane	4	0	0	0		4
Lydia	Sefolo	0	3	0	0		3
Moche	Marumo	0	3	0	0	1	3
Koketso	Semano (Intern)	0	3	7	7		17
Stephine (Principal)	Mashilo	0	3	5	5		13
Sbongiseni	Skhosana	0	3	3	3		9
Ben	Matlala	0	0	1	0		1
Irene P.	Kekana	0	0	4	3		7
Zacharia	Matlala	0	0	7	6	1	13

Total	24	52	51	62	54	5	218
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*** Teachers in grey cells are the initial 12 teachers (focus group) selected to participate in the programme**

Attendance

Twelve focus group teachers were required to attend the training provided in year 1. An additional twelve teachers attended programmes which indicated 200% of teacher involvement.

For *ICT skills*, only 10 of the twelve focus teachers attended basic literacy courses which depicted 83% attendance. An additional 3 teachers attended basic skills courses, and this added an extra 25% attendance.

For *ICT Integration*, 11 of the twelve teachers attended the advanced ICT integration course (92%), with a further participation by 6 teachers (50%).

Change Leadership- a total of 10 senior leaders from MH Baloyi attended the workshop, with 2 from the focus group of 12 teachers (17%), with an additional 8 senior leaders who were not in the focus group (67%) of SMT.

Ten *ICT Champions* or peer coaches are at MH Baloyi, with four (33%) ICT Champions from the focus group and remaining 6 (50%) from additional teachers.

Two of the focus teachers, are tutors with two additional tutors from teachers not in the focus group of teachers.

Competence and Performance

Even though attendance of the Change Leadership for Technology Integration course was good, unfortunately MH Baloyi has not submitted any of the badges required for the course. There are 7 activities that are due.

The following teachers have completed the ICT skills for Teachers course and have met the requirements for SACE endorsement.

Vera Motsei	Ngoatje
Winnie	Hlangwane
Onnica Motsei	Mfumadi
Kimother Moemise	Mokobane
Jeanette Moeti	Mokhondo
Dineo Flora	Dibakwane
Catherine Thandi	Mahlaba

Winterveldt High School

Name	Surname	ICT Skills	ICT Integration	Change Leadership	Peer Coaching	Tutor	Total Attendance
Amos	Ngobeni	3	3	8	0		17
Matshidiso Mathilda	Serepa	4	4	0	0		11
Lepono Seth	Moloisane	4	4	0	0	1	12
Anna Mokgobo	Mokonoto	3	3	8	0		17
Dibethe John	Motlhatlhego	4	4	7	0		18
Patrick Stevens	Sanyane	3	3	7	0	1	17
Dikeledi Virginia	Sibanyoni	4	4	7	0		18
Ramolekwane T	Morulane	3	3	0	0		9
Benjamin	Phatshwane	4	1	0	0		5
Barbara Pauline	Mollik	3	0	0	5		8
Mmakgabo Isabela	Kgope	3	0	7	0		10
Margaret R	Legodi	3	3	1	0		10
Mapfumo	Mashau	3	3	3	3		15
Jacob (Principal)	Motshabi	0	0	2	0		2
David	Morake	0	3	0	0	1	7
Braim	Maphanga	0	3	0	0	1	7
Wesley	Lekobane	0	0	0	4		4
Total	17	44	41	50	12	4	187

Attendance

100% of focus group teachers attended the programme provided in year 1.

For *ICT skills*, 100% of the focus group (12) teachers attended training. In addition, the ICT intern also attended the ICT skills courses. No further teachers outside of the focus group attended ICT skills workshops.

For *ICT Integration*, 10 out of 12 (83%) focus group teachers attended the advanced ICT integration courses. An additional 3 teachers (attended the advanced training. Unfortunately the Principal did not attend the basic ICT skills nor the advanced ICT Integration workshops.

Change Leadership- 7 of the 12 (58%) focus group teachers were SMT who attended the course. The principal attended two sessions and the intern attended 3 sessions.

ICT Champions or peer coaches- only Barbara Mollik, from the group of focus teachers has attended Peer coaching as well as Wesley from the list of additional teachers.

Four teachers from Winterveldt, are Protec Tutors.

Competence and Performance

No badges have been received from Winterveldt for Change Leadership. This coupled with the poor attendance from the Principal indicates that perhaps conditions are not optimum for change at the school. Ms Mokgonoto, is taking the reins however she seems to be in need for additional support from other SMT members which does not seem evident.

The following teachers have completed the ICT skills for Teachers course and have met the requirements for SACE endorsement.

Dibethe John (HOD)	Motlhatlhego
Dikeledi Virginia	Sibanyoni
Lepono Seth	Moloisane

Seageng High School

Name	Surname	ICT Skills	ICT Integration	Change Leadership	Peer Coaching	Tutor	Total Attendance
Nothando	Nkosi	3	3	0	0	1	10
Kedibone Maria	Ratlabyana	1	1	0	0		2
Simphiwe	Mhlongo	0	0	1	0		1
Siphiwe P	Mahlangu	3	3	7	0		16
Thabiso Shaun	Malele	3	3	4	2		15
Christine M	Maloka	4	4	0	0	1	12
Jeanette Dipuo	Modisane	1	4	0	0		8
Veronica Ntsona	Letsoalo	0	3	0	4		10
Johannah T	Makinita	3	0	4	0		7
Margaret Siyaphi	Monyai	3	3	7	4	1	21
George Koketso	Molale	3	3	0	0		9
Thabo	Mhlongo	3	0	0	2	1	6
Winnie Maria	Shabangu	0	0	0	0		0
Hellen Mmamocha	Moloi	1	1	0	0		2
Matome Melford	Tloubatla	3	3	0	0		9
Isaac Samuel	Modise	3	0	0	0		3
Paulina	Thobane	3	0	7	4		14
William (Principal)	Thage	0	0	7	0		7
Nompumelelo	Mabaso	0	0	8	0		8
Samuel	Morake	0	0	8	0		8
Segobaetso	Motloba	0	0	8	0		8
Magdaline	Mareme	0	0	7	0		7
Motlalepule	Makhetha	0	3	4	0	1	7
Daphne	Thema	0	0	1	0		1
Total	25	37	34	73	16	5	195

Attendance

16 focus group teachers attended training provided in year 1. This was already 133% ie 4 ore teachers than was expected.

For *ICT skills*, 13 teachers (108%) attended basic literacy training; with the addition of the intern. The principal did not attend workshops. Winnie Shabangu did not attend any workshops.

For *ICT Integration*, 11 teachers from the focus group of teachers attended the advanced courses. Five teachers from the focus group of teachers attended the Change leadership course, with eight additional SMT from outside the focus group. The principal led the group here by attending all workshops. This means that 13 SMTs attended the workshops for effecting change.

Four ICT Champions or peer coaches attended Peer Coaching with one additional Champion viz the Intern Ms Paulina Thobane.

There are five Protec Tutors from Seageng.

Competence and Performance

Badges for Module 1 and Module in the Change Leadership course has been received. We still look forward to seeing the remaining 5 module activities.

9 teachers have successfully completed the ICT skills for Teachers course and have met the requirements for SACE endorsement.

George Koketso	Molale
Matome Melford	Tloubatla
Christine Mmakgwadi	Maloka
Nothando	Nkosi
Isaac Samuel	Modise
Hellen Mmamocha	Moloi
Kedibone Maria	Ratlabyana
Jeanette Dipuo	Modisane
Simphiwe	Mhlongo

NM Tsuene High School

Name	Surname	ICT Skills	ICT Integration	Change Leadership	Peer Coaching	Tutor	Total Attendance	
Elsie Keitumetse	Radebe	3	3	6	4	1	20	
Slindile Gcinile	Mthethwa	1	4	4	4		16	
Herminah Matlhodi	Phago	3	3	0	4		13	
Molefi Joseph	Sefolo	3	0	2	0		5	
Nditsheni Simeos	Singo	1	1	0	0		2	
Modutu	Tutu	0	0	0	0		0	
Refilwe Glenrose	Baloyi	0	0	1	0		1	
Ansu John	Chacko	0	0	0	0		0	
Annah N	Nkabinde	0	0	0	0		0	
Jeanette M	Malebye	0	0	0	0		0	
Amokelo Given	Maweya	3	0	7	0		10	
Yvonne	Mashile	0	0	5	0		5	
Nico (Principal)	Matshela	0	0	6	0		6	
Brenda (Intern)	Mohale	0	0	2	4		6	
Rose	Mamashela	1	4	0	0		8	
Sithabile	Ncayiyana	1	4	0	0		8	
Tiisetso	Rabolao	1	4	0	0	1	9	
Rakgadi	Kgoadigoadi	3	0	3	0		6	
Monica	Mofokeng	0	3	0	0		6	
Irene	Sibiya	1	1	0	0		2	
Kayla	Khosa	0	0	1	0		1	
Hendrick	Lebeloane	0	0	2	0		2	
Martin	Morgan	0	0	2	0		2	
Mamohlala J	Matshego	0	0	1	0		1	
Total		24	21	27	42	16	2	129



Attendance

Twenty teachers from NM Tsuene participated in the Telkom sponsored programme.

For *ICT skills*, 6 of 11 (55%) focus group teachers attended the training provided in year 1, with an additional 5 teachers who fell outside the focus group of teachers. The following focus group teachers did not attend any workshops: Modutu Tutu, Jeanette Malebye and Annah Nkabinde.

For *ICT Integration*, only four teachers attended advanced courses on ICT Integration (from the focus group of teachers) and an additional 5 teachers from the additional grade teachers.

Five SMT hailed from the focus group of teachers with an additional 8 SMT who fell outside the grade 8 group of teachers for the attendance of the *Change Leadership* course.

Four *ICT Champions*, including the intern have been attending Peer coaching workshops.

There are two Protec Tutors from Nm Tsuene.

Competence and Performance

NM Tsuene is the only school to have submitted at their Change Leadership badges and activities.

The following teachers have completed the ICT skills for Teachers course and have met the requirements for SACE endorsement.

Rakgadi	Kgoadigoadi
Molefi Joseph (deputy)	Sefolo
Elsie Keitumetse	Radebe
Herminah Matlhodi	Phago
Sthabile N.	Ncayiyana
Nditsheni Simeos	Singo
Slindile Gcinile	Mthethwa
Tiisetso	Rabolao
Kayla	Khosa
Brenda	Mohale

Ruabohlale Secondary School

Name	Surname	ICT Skills	ICT Integration	Change Leadership	Peer Coaching	Tutor	TOTAL ATTENDANCE
Violet R	Shadung	4	4	8	5	1	24
Moses	Chabalala	0	3	0	0		6
Maria	Shikhati	0	0	0	0		0
Tsholofelo K	Zubane	0	0	0	0		0
Patrick	Ageymang-Oti	3	0	0	0		3
Dikeledi S	Matlala	0	0	0	0		0
David S	Mokwena	0	0	0	0		0
Metse P	Sibisi	4	1	0	0	1	5
Jabulani A	Mndebele	4	1	0	0		5
Patricia T	Makaukau	3	0	0	0		3
Mapitso C	Phoshane	3	3	0	0	1	6
Winnie B	Hlangwane	0	3	0	0	1	6
Thandi E	Sekhaolelo	0	0	0	0		0
Louisa M	Thulare	0	0	0	0		0
Nomfundo M	Mvubu	0	0	0	0		0
Paulina M	Mahlangu	4	4	7	4		22
Phillip P	Monageng	0	0	0	0		0
Nokuthula C	Thwala	0	0	0	0		0
Mpho P	Ngobeni	4	4	0	0	1	11
Sphiwe S	Skhosana	3	3	0	0		9
Catherine M	Matsi	3	3	0	0	1	9
Motsiri M	Moila	0	0	5	0	1	5
Elliot	Monaiwa	0	0	5	0		5
Abel K. (Prin)	Sono	0	0	5	0		5
Princess	Makhura	3	0	7	2		15

Ndazi	Lebese	0	0	7	0		7
Tsholofelo Z	Mokgotsi	3	0	0	0		3
Esther	Skosana	0	0	0	0		0
Abram	Thobejane	0	0	0	0		0
Gabriel	Hlophe	0	0	1	0		1
T.M	Tjale	0	0	7	0		7
Total	32	41	29	52	11	7	160

Attendance

Twenty-four teachers were required to attend the training provided in year 1. Fourteen of the required 12 teachers attended training. An additional 6 teachers also attended.

For *ICT skills*, 10 teachers attended basic ICT skills training with an additional two teachers from outside the focus group of teachers.

For *ICT Integration*, 10 teachers attended advanced workshops.

6 focus group teachers (including the Principal and the Intern) and 3 additional SMT attended the *Change Leadership* programme. This is the only programme the principal has attended.

Unfortunately this school only has three *ICT Champions* or peer coaches

There are 7 Protec Tutors in this school.



Competence and Performance

Three of 7 badge activities for Change Leadership has been received. We look forward to receiving the remaining 4 badge activities in the New Year.

The following teachers have completed the ICT skills for Teachers course and have met the requirements for SACE endorsement.

Patrick	Ageymang-Oti
Paulina Mmamotswi	Mahlangu
Mpho Petrus	Ngobeni
Jabulani Aaron	Mndebele
Catherine	Matsi
Sphiwe Sarah	Skhosana
Metse Patricia	Sibisi
Violet Ramokoni	Shadung
Nomthandazo	Skhosana

What the teachers' say...

Quotes from Teachers

Dibethe: *"When we first started I did not want to touch these gadgets- now I am so happy I came - I have learnt so much in this short time"*

Anna has reportedly been *supporting teachers in their jump to start using ICTS and in particular use of the smartboard*

Noteworthy story:

One learner did her matric orals for Setswana using the smartboard instead of cue cards. The external examiner noted that "this was the first time ever done and no other student was able to do this."

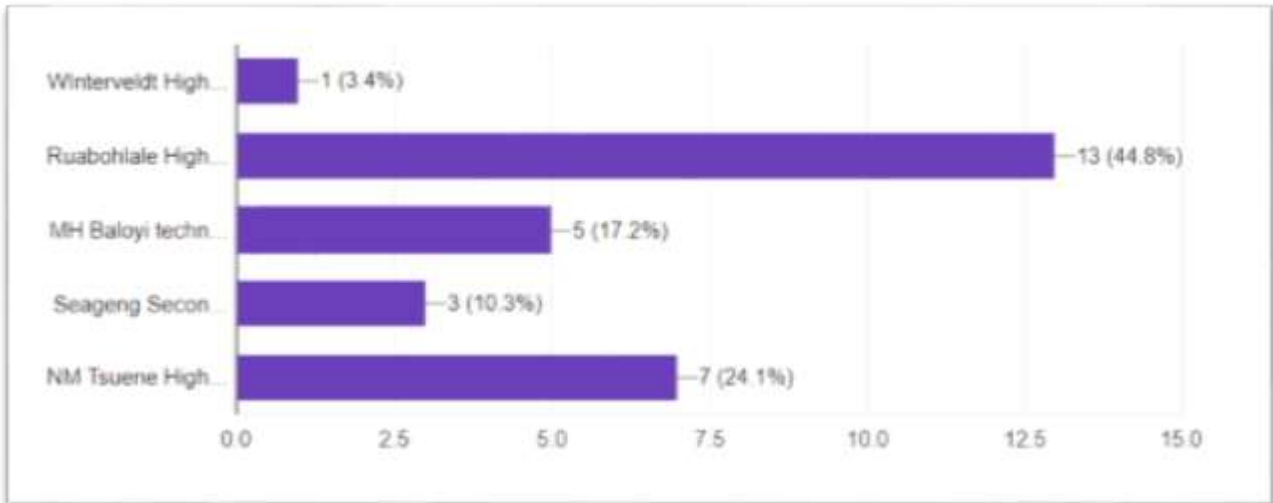
Violet remarked "I teach my grade 8 class and everything is so lovely and prepared... then I go to my Grade 9's and I can't make it to teach without the smart board"



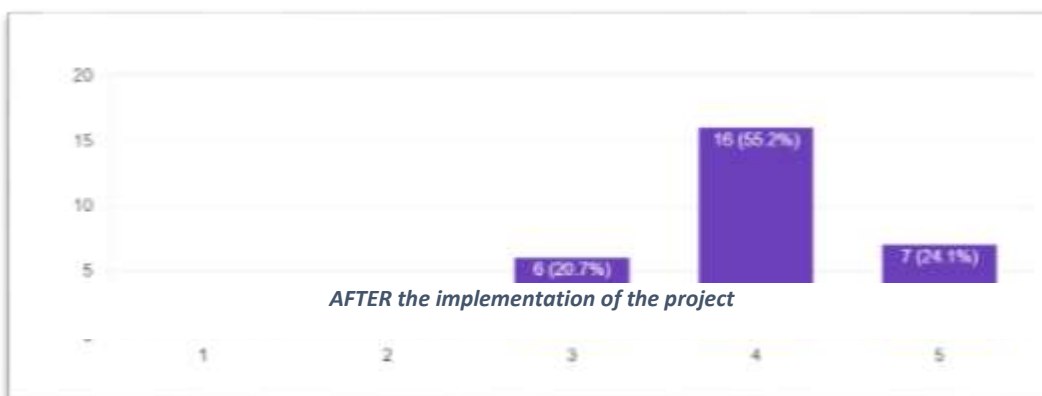
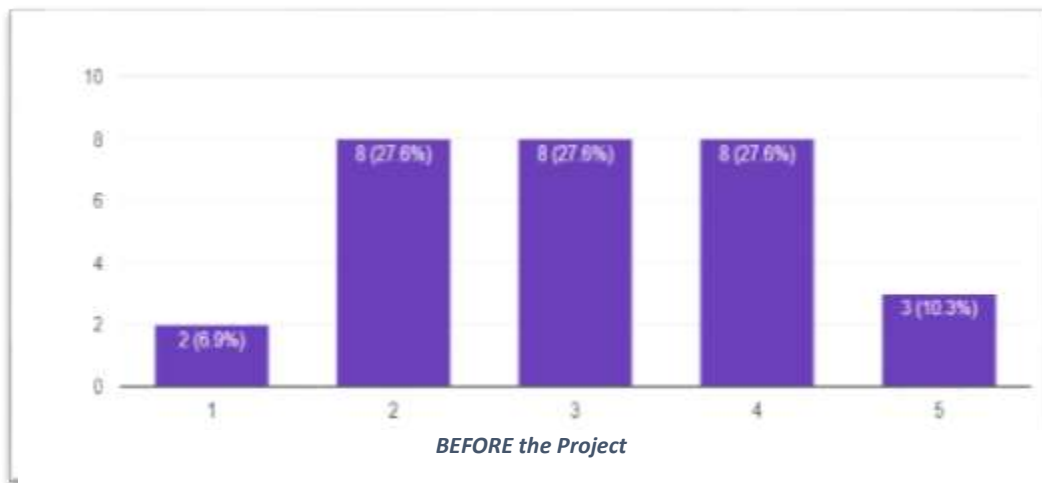
Principals from Seageng and MH Baloyi collaborating on SA-SAMS

Mid-line Survey Analysis

Unfortunately, only 29 responses were received from the mid-line survey. Below is the distribution of responses from each of the five schools.

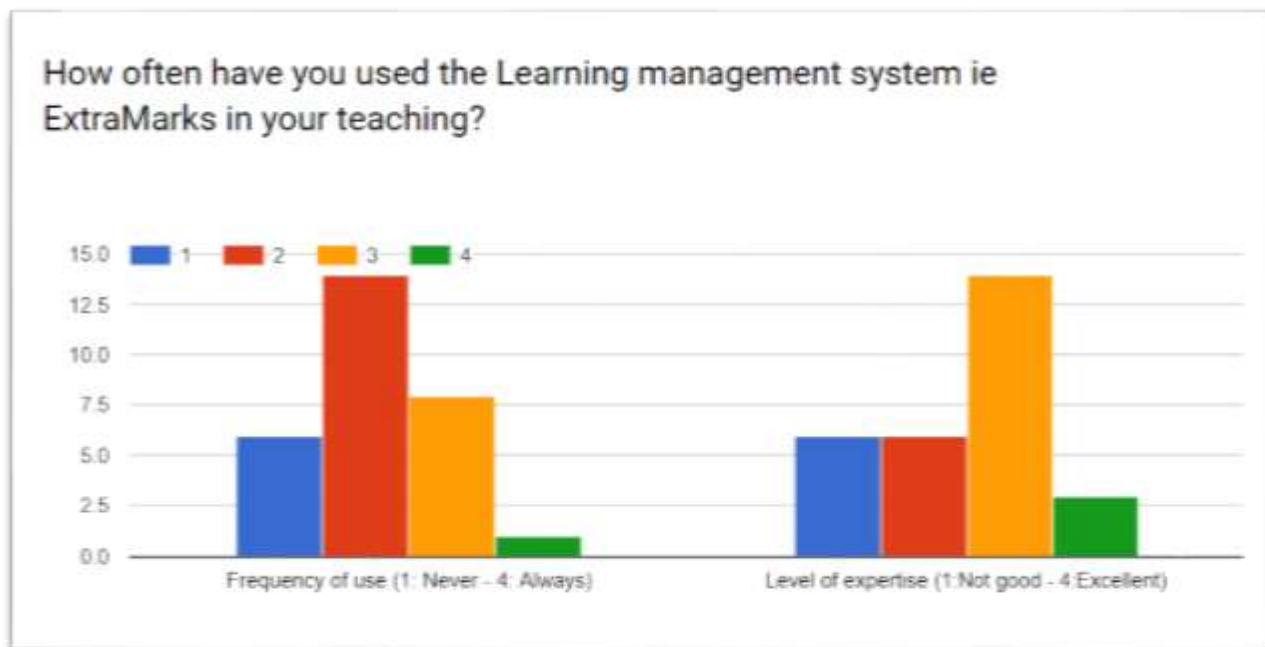


When asked about the level of ICT skills, the teachers who responded showcased the following BEFORE and AFTER scenario:



Although the responses was just below 50% of all focus teachers, the statistics show good progress of more than 40% of teachers who moved from Level 1 and 2 basic skills to Level 3, 4, & 5.

Despite some hiccups with the use of the Extramarks content, teachers are showing an increase in skills and frequency of their use of Extramarks content as indicated below:



Teachers say the following when asked about their challenges:

Technology does not appear in Extramark (2)

Internet access and the availability of resources (2)

Tablet

Internet connection slow or overloaded. Learners don't have basic IC skills.

Feed back to parents daily

No challenge

The issue of network and that sometimes can waste the learners' time

Using videos when teaching.

Google forms tests

Connectivity

Internet

Learners' tablets are not working. Internet access is poor.

I only have a GDE smartboard in my class and that is a challenge on its own- I can't use extra marks

Exam and class work

Didn't use the interactive board effectively. Haven't found the method to present language (Setswana) using interactive board.

Connectivity(internet)

Connectivity
Smart board freeze and only on one page
Office 365& Google docs.Extra
Not having enough or any gadget to practice my skills
Technical errors, learners without computer basic skills.
Not knowing how to use other apps
Some of the subjects are not part of the program, like social sciences, so there's no content for the subject on extramarks
Subject area was not included in the program.
????
My challenge was that it was for the first time I'm using this.
Lack of certain ICT skills

The link to the survey responses can be [accessed here](#).

Learnings from the project

- ICT Skills needs to be facilitated on a weekend or over the holidays. This will maximise the time on task and allow teachers to gain skills without disruption and ensure that the basic skills are in place for success in implementation
- More ICT Integration tasks on setting up lesson plans for use in the classroom will need to be the focus for 2018. Further tasks on Educational Apps and assessing apps for effective subject teaching will also be implemented.
- Schools are more successful when the SMT are fully visible and are model change with ICT. For example, principals Mr Thage, and Ms S Mashilo now only present their staff meetings using devices. The remaining schools need to be encouraged to do the same.
- The ExtraMarks servers are not always reliable and this has caused a number of issues in terms of teachers being able to use the content.
- The connectivity will need to be much more stable in 2018 and 2019 in order for learners ICT activity to be more focussed.
- Year 2 will need to encourage teachers to be creating lessons that require learners to contribute to lessons using the Telkom sponsored equipment.

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