



**QUICK  
LINKS**

[Curriculum Website](#) | [Exams Website](#) | [Circulars](#) | [Question Papers](#) | [Vacant Posts \(Dept\)](#)  
[Subscribe to Hoor hier](#) | [Manage the Unmanageable](#) | [Submit CV](#) | [Available Teachers](#)

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# Helping Learners and Parents Navigate Grade Repetition



As educators, one of the most challenging situations we face is informing a learner that they must repeat a grade due to not meeting the progression and promotion requirements. It is an emotional moment for both the learner and their family. Learners often feel disappointed, frustrated, or even embarrassed, while parents may experience disbelief, anger, or resistance to the decision. However, it's crucial to handle this delicate situation with care, empathy, and clarity. The way we communicate this message can help learners and parents see the potential for growth and improvement, rather than viewing the repetition as a failure.

## What to Say to the Learner

When speaking to a learner who has not met the requirements to progress, it's

important to approach the conversation with kindness and understanding. Acknowledge their feelings first before explaining the situation.

Here are some things to say to a learner:

### **1. Acknowledge their feelings**

*"I can see that you're upset, and I understand that this is not what you wanted. It's okay to feel disappointed. Everyone faces challenges in life, and this is a difficult moment, but it's also a chance for you to grow and improve."*

### **2. Encourage a growth mindset**

*"Repeating the grade is not a sign of failure, but an opportunity to get stronger in the areas you struggled with. Think of it as a fresh start. It's like taking the time to build a solid foundation so that you can succeed in the future."*

### **3. Focus on their potential**

*"You've got what it takes to do better next year. You'll have more time to understand things and really master the content. I believe in you, and we'll work together to make sure you feel more confident in your work moving forward."*

### **4. Explain the benefits of repetition**

*"By repeating the grade, you'll have the chance to fully grasp the skills you need for the next level. We'll work together to ensure that this year is a stepping stone toward greater success in your future studies."*

### **5. Be supportive**

*"I know this isn't easy, but you're not alone. I'm here to support you, and we will focus on your progress every step of the way. This is just one part of your journey, and I'm confident that you will come out stronger."*

## **What to Say to the Parents**

For parents, learning that their child must repeat a grade can be a shock, and their initial reaction may be one of disbelief or frustration. It is important to approach this conversation with empathy and to provide a clear explanation of the decision.

Here are some things to say to the parents:

### **1. Be transparent and factual**

*"I know this news is difficult, but the decision is based on the learner's overall performance this year. They have not met the necessary academic and assessment requirements to progress. This decision is not made lightly, and it's in the best interest of their long-term success."*

### **2. Explain the purpose of repetition**

*"Repeating a grade offers the learner an opportunity to revisit and strengthen*

areas where they may have struggled. This will ensure they are better prepared for the challenges of the next grade and are set up for success in the future.”

### **3. Emphasise the benefits of mastering foundational skills**

*“By repeating the grade, the learner will have more time to consolidate their understanding of key concepts. This will help them build a stronger foundation that is crucial for their success in later years of school.”*

### **4. Provide reassurance**

*“It’s natural to feel disappointed, but I want to reassure you that this is not a reflection of your child’s abilities or potential. Many successful people have had to take extra time to master something. This is a part of the learning process, and it’s an opportunity for growth.”*

### **5. Offer support and collaboration**

*“We are here to support both you and your child during this process. We will work closely together to identify areas of difficulty and create a plan for improvement. Let’s look at this as a team effort to ensure your child has the tools they need for success.”*

### **6. Encourage involvement and open communication**

*“Your involvement in your child’s progress will be key. Let’s keep the lines of communication open throughout the year so that we can monitor progress and make adjustments as needed. We’ll be in this together.”*

## **Managing the Emotional Impact of Repeating a Grade**

It’s important to understand that for both learners and parents, repeating a grade is not just an academic decision - it’s an emotional one. Feelings of failure, guilt, or disappointment are common. It’s essential to be patient and compassionate as both learners and parents process the news.

## **Final Thoughts**

Repeating a grade should be viewed not as a setback, but as an opportunity for improvement. As educators, we have a responsibility to not only support the academic growth of our learners but to also nurture their emotional well-being. By communicating with care and empathy, and by focusing on the positive aspects of this decision, we can help learners and parents see that repetition is a stepping stone to greater success, rather than a roadblock.

As American educator, *H. Jackson Brown Jr.*, said: *“Don’t ever confuse the two, your life and your work. The second is only part of the first.”* Repeating a grade is part of the journey, but it doesn’t define the learner’s entire life or potential. With the right support, they will emerge stronger and more prepared for the next step.

\*\*\*\*\*



**NB! ATPs 2025 (Updated & Corrected) NB!**



## ANNUAL TEACHING PLANS ATPs 2025

[www.eccurriculum.co.za/ATPs.htm](http://www.eccurriculum.co.za/ATPs.htm)

**NB! CIRCULARS NB!**



## CIRCULARS

[www.eccurriculum.co.za/Circulars.htm](http://www.eccurriculum.co.za/Circulars.htm)

Available at <https://www.eccurriculum.co.za/Circulars.htm>:

- Amended Employee Bursary Advert 2025 (Teachers and Office-based staff)
- Circular 7 of 2024: Circular on Communications and Event Management Protocols

# NB! ASSESSMENT INSTRUCTIONS NB!



Available at [https://www.ecexams.co.za/2024\\_Assessment\\_Instructions.htm](https://www.ecexams.co.za/2024_Assessment_Instructions.htm):

● 54/2024: 2024 Promotion and Progression Requirements: Grades 10 - 12

## The Ultimate Online Resource Hub for Teachers

### ● Exams

[www.ecexams.co.za](http://www.ecexams.co.za)

### ● Teaching & Learning

[www.eccurriculum.co.za](http://www.eccurriculum.co.za)

### ● Classroom Management

[www.ecexams.co.za/CM.htm](http://www.ecexams.co.za/CM.htm)

### ● Eastern Cape Educational Newsletter

[www.eccurriculum.co.za/hoorhier.htm](http://www.eccurriculum.co.za/hoorhier.htm)





# GOVERNING BODY FOUNDATION: LSEN DESK

November 2024



**EXCITING NEWS  
FOR  
LSEN SCHOOLS!**

The GBF has established an LSEN Desk to assist SGBs with matters that relate specifically to LSEN schools. Two experienced retired principals of LSEN schools will be there to support you.

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**Jacques Hugo** – Eastern Cape, Free State, KwaZulu-Natal and Northern Cape  
Phone: 083 650 9363  
jacques.hugo75@gmail.com

**Tinus du Preez:** Gauteng, Limpopo, Mpumalanga, North West and Western Cape  
Phone: 082 411 4843  
tinusdup@telkomsa.net

*The thought leader in cooperative school governance.*

# GOVERNING BODY FOUNDATION: CEO POST

November 2024



**EXPRESSION OF  
INTEREST**

**CHIEF EXECUTIVE OFFICER  
(January 2026)**

Are you passionate about quality public education?

Do you have:

- A vision for well-functioning SGBs and excellent school governance?
- Knowledge of education law and policy?
- Experience of school day-to-day operations?
- Excellent leadership, communication and organisation skills?

We invite interested persons to submit an expression of interest in the position to [ceo@gbf.org.za](mailto:ceo@gbf.org.za) by 24 February 2025 using the form on the GBF website, [www.gbf.org.za](http://www.gbf.org.za) (Vacancies/GBF positions) or using this QR code.



[WWW.GBF.ORG.ZA](http://WWW.GBF.ORG.ZA)

*The thought leader in cooperative school governance.*



Province of the  
**EASTERN CAPE**  
EDUCATION

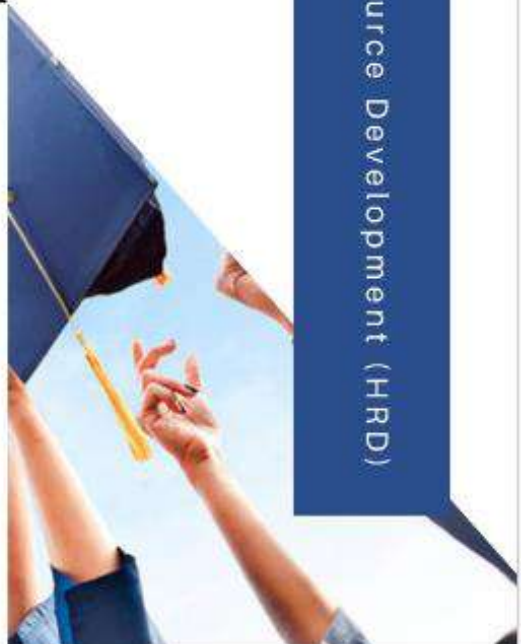
# 2025 EMPLOYEE BURSARY

**ADVERT**



Steve Vukile Tshwete Complex  
Zone 6 Zwelitsha, 5608  
Private Bag X0032  
Bhisho 5608

Human Resource Development (HRD)



<https://bit.ly/ECDOEbursaries2025>

Hoor hier-nuusbrief | newsletter: <http://bit.ly/hoorhier>



# LINKS TO IMPORTANT ONLINE RESOURCES



## Teachers

- [Bulletins \(Vacancy Lists\)](#)
- [Circulars](#)
- [Submit online CV](#)
- [Hoor Hier newsletter](#)
- [Subscribe to newsletter](#)
- [List of prospective teachers](#)
- [PAM](#) (Personnel Administrative Measures – Conditions of Service)
- [Managing the Unmanageable – A Teacher's Guide to Classroom Success](#)

## Exams

- [www.ecexams.co.za](http://www.ecexams.co.za)
- [Question Papers](#)
- [Assessment Instructions](#)
- [Study Guides](#)
- [Examination Guidelines](#)
- [Policy Documents](#)

## Curriculum

- [www.eccurriculum.co.za](http://www.eccurriculum.co.za)
- [ATPs 2023 - 2024](#)
- [CAPS](#)
- [Curriculum Instructions](#)
- [FET Phase](#)
- [Senior Phase](#)
- [Intermediate Phase](#)
- [Foundation Phase](#)
- [Grade R](#)
- [ECD: 0 - 5 years](#)
- Digital Textbooks:
  - [Business Studies](#)
  - [Technical Mathematics and Science Textbooks](#)
- [Foundation Phase eLibrary](#)

# VACANT POSTS



## LAERSKOOL ALIWAL-NOORD

### 2 X VAKANTE BEHEERLIGGAAMPOSTE GRONDSLAGFASE 2025

ONDERRIGTAAL: Afrikaans & Engels  
GRONDSLAGFASE: Alle vakke

#### VEREISTES:

1. Dekbrief: Motiveer u belangstelling
2. CV
3. Toepaslike onderwyskwalifikasie
4. SACE registrasie
5. Polisie klaringssertifikaat
6. Dokumentasie moet gesertifiseer wees (nie ouer as 3 maande)
7. Meld alle buitemuurse betrokkenheid.

- Sluitingsdatum: 6 Desember 2024 om 12H00
- Aanvangsdatum: 1 Januarie 2025
- Slegs aansoekers wat na onderhoude genooi word, sal gekontak word.

- Beheerliggaam behou die reg om nie die poste te vul nie.
- Aansoek kan per e-pos gestuur word na:  
lsan@wam.co.za OF admin@lsan.co.za







# **ALIWAL NORTH PRIMARY SCHOOL**

## **2 X VACANT SGB POSTS**

### **FOUNDATION PHASE 2025**

LOLT: English & Afrikaans

FOUNDATION PHASE: All subjects

#### **REQUIREMENTS:**

1. Cover letter: Motivate your interest in specific phase.
2. CV
3. Appropriate Teaching Qualification
4. SACE registration
5. Police Clearance Certificate
6. Documents must be certified copies (not older than 3 months)
7. State all extra-murals

- Closing date for application: 6 December 2024 at 12H00
- Appointment date: 1 January 2025
- Only candidates who are invited for interviews, will be contacted.
- SGB retains the right not to fill the posts.

Email detailed application:

[lsan@wam.co.za](mailto:lsan@wam.co.za) / [admin@lsan.co.za](mailto:admin@lsan.co.za)







# BERLIN HIGH SCHOOL

Carl Pape Street  
Berlin  
5660  
Tel: 043-111 0987  
Fax: 0864115470  
Email: [reception@berlinhs.co.za](mailto:reception@berlinhs.co.za) or  
[principal@berlinhs.co.za](mailto:principal@berlinhs.co.za)

26 November 2024

## RE: SGB MATHEMATICS/ MATHEMATICAL LITERACY POST

**Berlin High School is an English Medium Quintile 4 School.**

The School Governing Body is seeking to appoint a motivated, dedicated and suitably qualified educator from 13 January 2025 in the following learning areas:

- Mathematical Literacy - Grade 10 to 12
- Mathematics – Grade 8 and 9
- Ability to teach Natural Sciences will be an added advantage

**Commencement date: 13 January 2025**

Requirements:

- Suitably qualified with Mathematics or Mathematical Literacy major as part of the Diploma or Degree
- SACE registered
- Certified copies of all relevant tertiary academic qualifications
- Comprehensive CV with three contactable references
- Certified copy of identity document
- Teaching experience of at least one year will be an advantage
- Students in their final year of study will be considered
- Preferably having Mathematics as a subject at matric level
- Willingness to participate in the extra-mural programme

Send applications to: The Principal, Berlin High School, Carl Pape Street

Berlin

5660

Tel: 043-111 0987

Email: [lewishc40@gmail.com](mailto:lewishc40@gmail.com) or [principal@berlinhs.co.za](mailto:principal@berlinhs.co.za)

**Closing date: 06 December 2024**

Please note: Faxed CV's will not be considered.

If applicant has not been notified within 14 days after the closing date, consider your application as being unsuccessful.

**Certified copies of Identity Document and certificates but should not be older than 3 months.**

**THE SGB OF BERLIN HIGH SCHOOL RESERVES  
THE RIGHT NOT TO FILL THE POSITION**



# GONUBIE HIGH SCHOOL

*School Governing Body post*

**Mathematical Literacy (FET)**  
**Mathematics (GET)**

The School Governing Body invites applications from suitably qualified and experienced candidates.

**Commencement date of SGB appointment:** 3 February 2025

**Medium of instruction:** English

**Closing date for applications:** 13 January 2025

**Criteria:**

- Suitable Academic Degree with Mathematical Literacy and Mathematics as subjects.
- A SACE certificate.
- Able to contribute to the co-curricular programme of the school.

**If you meet the criteria, please hand-deliver or submit the following (as a single PDF document) by emailing it to [gonubiehighschool@gmail.com](mailto:gonubiehighschool@gmail.com):**

- Letter of application.
- Comprehensive CV with contactable referees. (State other subjects and extra-murals)
- Certified copies of teaching qualification, any other relevant qualifications and all transcripts, SACE certificate and ID.

*The SGB reserves the right not to fill this post.*

*In compliance with the Protection of Personal Information Act (POPIA), we will make every effort to maintain the confidentiality of all personal data collected. By submitting your application, you acknowledge and accept this disclaimer.*



*Your adventure starts here!*

# LILYFONTEIN SCHOOL

## **INDICATION OF INTEREST**

Lilyfontein School invites educators with at least 5 years teaching experience to submit their Indication of Interest for the following Governing Body Post which will exist for a suitably qualified and experienced candidate in 2025.

**AFRIKAANS FAL Grade 8 – 12**

**or**

**Afrikaans FAL GET Phase (Gr 8 and 9) with additional subjects  
(Please state your additional subjects)**

Must be SACE registered

Please state extra mural offerings

Closing Date : **2 December 2024**

Please email your CV together with the following to qualify for consideration:

**Please state position applying for in the subject line of the email**

Letter of Application

Certified copies of academic qualifications

Three contactable references

Certified copy of Identity document

Certified copy of SACE Certificate

Police Clearance Certificate

The successful applicant must be willing to assist with the extra mural programme

Addressed to: The Principal

[vacancies@lilyfontein.co.za](mailto:vacancies@lilyfontein.co.za)

If applicant has not been notified within 14 days,  
consider the position filled. Only short-listed candidates will be contacted. Thank you  
for your application.

THE GOVERNING BODY RESERVES THE RIGHT

NOT TO FILL THE POSITION.

*In line with POPIA (Protection of Personal Information Act) we will attempt to ensure the confidentiality of  
all data collected. By submitting an application, you accept this disclaimer.*





## PORT ALFRED HIGH SCHOOL

### 2025 VACANCY: 1 x FET EDUCATOR

The SGB of Port Alfred High School invites suitable candidates for an **ENGLISH & HISTORY FET EDUCATOR** to send an application of interest. This is a full-time School Governing Body Post.

#### FET PHASE EDUCATOR

##### The successful candidate must:

- Be proficient in English
- Teach **both** English Home Language and History Grade 10-12
- Coach extra-mural activities
- Be registered with SACE

##### Be available from 01 January 2025

Please email a CV, a copy of your ID, copies of relevant qualification documents, and references, to [hr@pahs.co.za](mailto:hr@pahs.co.za) by **27/11/2024**

*If an applicant is not contacted by 06/12/2024, please assume that your application has not been successful. The SGB of Port Alfred High School reserves the right to not make an appointment. PAHS is an equal opportunity employer.*

*In line with the Protection of Personal Information Act (POPIA), Port Alfred High School is committed to protecting the privacy and confidentiality of all personal information submitted in application documents. By submitting your application, you consent to the processing of your personal information solely for recruitment purposes. Your information will not be shared with any third parties unless required by law or with your explicit permission. All documents provided will be securely stored and used only for the intended purpose of evaluating your application.*







Port Alfred High School invites suitable candidates for an  
**IT ADMINISTRATOR with a passion for growing technology in a school environment**  
 to send an application of interest to [hr@pahs.co.za](mailto:hr@pahs.co.za) by 28/11/2024.

**Responsibilities include:**

- Server Maintenance, upkeep & Configuration
- Wireless network upkeep for over 20 Access points throughout the campus. (Forti-AP/Ubiquiti)
- Maintain +- 150 Staff Workstations/Lab Workstations/staff laptops
- Maintain Information backups and network shares
- Maintain licensing for all devices
- User creation and maintenance working with Active directory & Google Suite for Education
- Maintain secure network with business anti-virus and monitoring
- Maintain records of school ICT assets
- Staff and learner training, and assistance to implement curriculum additions such as coding & robotics
- Setting up and troubleshooting email (Microsoft Outlook/Mozilla Thunderbird/Gmail)

**Requirements:**

- *Recommended experience: Minimum A+ & N+ Qualifications*
- Teaching qualification would be advantageous
- Work experience in an educational environment
- Knowledge of Pastel server & workstation deployment
- Active directory (Windows server 2008 - 2019)
- Fortigate firewall monitoring & Forti-AP
- N-Computing knowledge advantageous
- Experience with large format network printers
- Experience with network attached storage & cloud storage advantageous
- Experience with installing of network cables and use of the various tools
- Experience with layer 2 switches & v-lans
- Experience with POE Injectors

*If an applicant is not contacted by 06/12/2024, please assume that your application has not been successful. Port Alfred High School reserves the right to not make an appointment. PAHS is an equal opportunity employer.*

*In line with the Protection of Personal Information Act (POPIA), Port Alfred High School is committed to protecting the privacy and confidentiality of all personal information submitted in application documents. By submitting your application, you consent to the processing of your personal information solely for recruitment purposes. Your information will not be shared with any third parties unless required by law or with your explicit permission. All documents provided will be securely stored and used only for the intended purpose of evaluating your application.*



# HOËRSKOOL NICO MALAN

## HUMANSDORP

### BEHEERLIGGAAMPOS: JANUARIE 2025

### HER-ADVERTERING

#### EKONOMIE (GR 10 – 12)

- Kandidate met toepaslike kwalifikasies en bewese ondervinding in die onderrig van gr 12 Ekonomie word genooi om aansoek te doen.
- Moet ten volle tweetalig wees in Afrikaans en Engels.
- Noem asseblief buitemuurse betrokkenheid.
- Aansoeke sluit om 12:00 op **Maandag 9 Desember 2024**.
- Indien u nie binne twee weke na sluitingsdatum van Nico Malan hoor nie, is u aansoek onsuksesvol.
- Beheerliggaam behou die reg voor om die pos nie te vul nie.

Indien u in die vorige rondte reeds aansoek gedoen het, hoef u nie weer aansoek te doen nie.

STUUR 'N AANSOEKBRIEF, VOLLEDIGE CV MET TEN MINSTE 3 VERWYSINGS EN GEWAARMERKTE AFSKRIFTE VAN KWALIFIKASIES, UITSLAGADVIES EN ID AAN:

DIE SKOOLHOOF, HOËRSKOOL NICO MALAN  
E-pos: [nicomalan@gmail.com](mailto:nicomalan@gmail.com)



# CAMBRIDGE PRIMARY SCHOOL

QUEEN STREET, CAMBRIDGE, EAST LONDON



*We're hiring!*

Applications are invited for the following SCHOOL GOVERNING BODY post:

## **isiXhosa FAL (Intersen Phase)**

Commencement date: 1 January 2025

Applicants are asked to complete the Google Form by clicking on the link provided.

*Please note that ONLY applications submitted via this link will be considered.*

**Closing date for applications: 1 December 2024**

Only short listed candidates will be contacted.

The School reserves the right not to fill this position.



**Requirements:**

- B.Ed, PGCE or the equivalent qualification

- isiXhosa FAL as an area of specialisation

- SACE certificate

- Proficient in English & isiXhosa

- Police clearance

**Recommendations:**

- Technology

- Extra curricular: Netball

## *Cambridge Primary School*

Queen Street, Cambridge, East London

In line with the POPIA (Protection of Personal Information Act), we will attempt to ensure the confidentiality of all applications for this role. All reasonable measures will be in place to protect personal information which will be used in the recruitment, selection and reporting process. By submitting your application for this position, you recognise and accept this disclaimer.

Please click on the link below to complete an application form:

<https://forms.gle/MRhwCet45o4JuuQ59>

Hoor hier-nuusbrief | newsletter: <http://bit.ly/hoorhier>



# TEACHING POST AVAILABLE

**COMMENCEMENT OF DUTY: 13 January 2025**

The Lady Grey Arts Academy awaits applications from suitably qualified educators for the following, full-time governing body post.

## POST 1 POS 1

**SENIOR and FET PHASE  
SENIOR en VOO FASE**

**LIFE SCIENCES  
LEWENSWETENSKAPPE**

**GRADE  
GRAAD  
10–12**

**NATURAL SCIENCES  
NATUURWETENSKAPPE**

**GRADE  
GRAAD  
7–9**

Please indicate the **post** number you are applying for.  
This is post number 1. Hierdie is pos nommer 1.

### Minimum requirements

1. Recognised Teaching Qualification.
2. SACE registration.
3. Ability to teach in a multi-cultural environment.
4. Fluent in **Afrikaans** and **English**.
5. Competence and willingness to be part of an extensive extra-curricular programme.

**CLOSING DATE FOR  
APPLICATIONS  
30 November 2024**

**E-mail your CV to:  
principal@lgaa.co.za**



**LADY GREY  
KUNSTE-AKADEMIE  
ARTS ACADEMY**  
*where learning is an art*

Enquiries: Mrs. H. Prinsloo 073 900 2989 (WhatsApp only)

The Lady Grey Arts Academy is a combined, multi-cultural public school where learners can excel in *Visual and Performing Arts*, using *Afrikaans* and *English* as Language of Learning and Teaching.



**lgaa.co.za**



**Lady Grey Arts Academy**

# ONDERWYSPOS BESKIKBAAR

**AANVANG VAN POS: 13 Januarie 2025**

Die Lady Grey Kunste-Akademie wag op aansoeke van toepaslik gekwalifiseerde opvoeders vir die volgende, voltydse beheerliggaampos.

## POS 2

**AFRIKAANS  
EERSTE ADDISIONELE TAAL  
(GR 10–12)**

Dui asseblief die posnommer aan waarvoor u aansoek doen. Hierdie is pos nommer 2.

### Minimum vereistes

1. Erkende Onderwyskwalifikasie.
2. SACE-registrasie.
3. Vermoë om in 'n multikulturele omgewing onderrig te gee.
4. Vlot in **Afrikaans** en **Engels**.
5. Bevoegdheid en gewilligheid om deel te wees van 'n uitgebreide buitemuurse program.

**SLUITINGSDATUM  
VIR AANSOEKE  
30 November 2024**

**E-pos u CV na:  
principal@lgaa.co.za**



**LADY GREY  
KUNSTE-AKADEMIE  
ARTS ACADEMY**  
*where learning is an art*

Navrae: Mev. H. Prinsloo 073 900 2989 (slegs WhatsApp)

Die Lady Grey Kunste-Akademie is 'n gekombineerde, multikulturele, openbare skool wat *Afrikaans* en *Engels* as onderrigtaal gebruik. Die Akademie bied leerders die geleentheid om in beide *Visuele en Uitvoerende Kunste* te presteer en uit te blink.



**lgaa.co.za**



**Lady Grey Kunste-Akademie**

Hoor hier-nuusbrief | newsletter: <http://bit.ly/hoorhier>

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# Hoërskool Framesby

(Afrikaansmedium)

## **LEWENSORIËNTERING**

### **GR. 8 - 12**

### **NETBALAFRIGTING 'N STERK AANBEVELING**

#### Onderwyspos (Beheerliggaam)

- Meld bykomende vakke.
- Diensaanvaardig: 1 Januarie 2025
- Sluitingsdatum vir aansoeke: 4 Desember 2024
- Slegs persone wat vir onderhoude genooi word, sal gekontak word.
- Beheerliggaam hou hom die reg toe om nie die pos te vul nie.
- Vergoeding in lyn met departementele skale.
- Epos volledige aansoek en CV aan:  
**skoolhoof@framesby.co.za**

Tel: 041 360 1257 | Faks: 041 360 7787





# COLLEGIATE GIRLS' HIGH SCHOOL

leading school in Gqeberha



## MATHEMATICS AND MATHEMATICAL LITERACY GRADES 8 – 12

(SGB position / possible Department of Education position)  
effective **APRIL 2025**

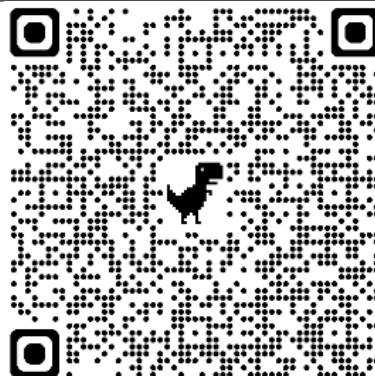
Applicants must have at least  
**three years' experience teaching Grade 12 Mathematics**

Applications should include:

a full CV; other subjects offered; extra-murals offered; certified copies of qualifications;  
academic transcripts; SACE registration certificate; police clearance certificate and  
names of two contactable referees.

Submit online: [https://www.collegiatehigh.co.za/about/staff\\_vacancies](https://www.collegiatehigh.co.za/about/staff_vacancies)

**Closing date: 2 December 2024**





## King William's Town Primary School TEACHING VACANCY

**The SGB has decided to extend the closing date of applications for the vacancy**

### Governing Body Post

#### REQUIREMENTS:

- A recognised teaching qualification with a minimum of 3 years' experience with Foundation phase learners (We regret no ABET and ECD qualifications)
- SACE certificate (or proof of application)
- Fluency in English
- Police Clearance (not an application for Police Clearance)
- Previous teaching experience with learners with special needs will be to your advantage

#### MUST HAVE THE FOLLOWING SKILLS, ATTRIBUTES AND ABILITIES:

- Patience and a love for learners who have barriers and are facing challenges
- The ability to work with small groups of individual learners in a one-on-one environment
- Ability to work with an adjusted curriculum and adapt lessons to suit the needs of each specific learner
- Strong work ethic
- Good interpersonal skills
- Good classroom management
- Well organised, punctual and have the ability to motivate, mentor and encourage learners
- Adaptable and creative team player who is willing to work in collaboration with class teachers
- Computer literate
- Remedial, Counselling and Occupational Therapy experience will be to your advantage, as well as Intervention, sport and cultural interests.

Assumption of Duties: 2025

Suitably qualified candidates may complete the Google Form before uploading your CV's with covering letter and necessary attachments.

Closing date of applications: **Friday, 29 November 2024**

**The SGB reserves the right to not fill this position.**

Form: <https://forms.gle/PQ4G8epDkyJaz2ra6>





# King William's Town

## Primary School

### AFTERCARE SUPERVISOR

Monday to Friday – 12:30 to 17:30

Governing Body Post



#### REQUIREMENTS:

- Previous experience working with children and assisting with homework (minimum one year experience with Foundation Phase learners)
- Police Clearance (not only application for Clearance)
- First Aider or willing to attend First Aid training.

#### MUST HAVE THE FOLLOWING SKILLS, ATTRIBUTES AND ABILITIES:

- Ability to assist learners with homework (in groups or individually)
- Supervise and monitor learners during homework and playtime
- Reliable and responsible
- Good communication skills with parents, learners and staff
- Strong work ethic
- Good interpersonal skills
- Good management skills
- Well organized and punctual
- Adaptable, creative and a team player
- Ability to create an afternoon timetable to keep learners motivated and active during the afternoons

**Assumption of Duties: January 2025**

Suitably qualified candidates may complete the Google Form **before** uploading your CV's with covering letter and necessary attachments.

Closing date of applications:

**Friday, 29 November 2024**

**The SGB reserves the right to not fill this post.**

Form: <https://forms.gle/GtpQ5mYR64JBpiS8>





## **AFRIKAANS HUISTAAL GRAAD 8 – 11**

### **TYDELIKE BEHEERRAADPOS**

Aanvangsdatum: 14 JANUARIE 2025

Sluitingsdatum vir aansoeke: 12:00, 29 DESEMBER 2024

Aansoekers moet:

- 'n talent en passie hê om hoërskoolleerders te onderrig
- 'n toepaslike akademiese- en onderwyskwalifikasie hê
- 'n SARO-registrasie hê

**Stuur aansoek en volledige CV na:**

Die Skoolhoof  
Hoërskool Despatch  
Posbus 8  
DESPATCH  
6220

Tel: 041 – 9335104

Faks: 041 – 9332890

E-pos: [kosiesmit@hsdespatch.co.za](mailto:kosiesmit@hsdespatch.co.za)

Let wel: Indien daar geen onderhoudsuitnodiging binne 10 dae na sluiting van pos ontvang is nie, beteken dit dat u aansoek onsuksesvol was.



**APPLICATIONS ARE OPEN FOR: PART-TIME  
NETBALL & HOCKEY COACHING  
POSITIONS FOR 2025  
AT  
VICTORIA GIRLS' HIGH SCHOOL**

- Positions will be offered on the basis of a one-year contract.
- Applicants must be available for practices, matches, umpiring, and going on courses if necessary.
- Applications must include a covering letter and Curriculum Vitae.
- Please email applications to: [kmccrindle@vghs.co.za](mailto:kmccrindle@vghs.co.za).  
(Attention Ms K. McCrindle)
- We reserve the right not to fill the post from applicants responding to this advert.

**Closing date: Friday 29 November 2024**



**Passion~Integrity~Excellence**

# Hope Schools



## Hope Schools Vacancy 2025

Hope Schools is an independent Christian school situated in Dawn, East London.

**Applicants are invited for the following posts effective January 2025:**

- 1. Foundation Phase Learnership**
- 2. Intermediate Phase Learnership**

**Requitements:**

- Candidate must be studying towards their Educational degree.
- Provide proof or registration with academic institute.
- Preference will be given to those in their 2<sup>nd</sup>, 3<sup>rd</sup> or 4<sup>th</sup> year of studies.
- A Christian, who is committed to growing in their walk with Christ.
- A heart to serve.
- Must be able to teach in English.

Applicants must submit their **letter of application** accompanied by Curriculum Vitae, transcript and 2 testimonials. These must be submitted to [hopeschoolsvacancies@gmail.com](mailto:hopeschoolsvacancies@gmail.com) for the attention of Mr. N. Raw by Friday 29 November 2024.

Please note that only short-listed applicants will be contacted. If you have not heard from the school by the 6 December 2024, please assume that your application was unsuccessful. Hope Schools reserves the right not to proceed in filling this post should such a position arise.

*Hope Schools in line with POPIA (Protection of Personal Information Act) will attempt to ensure the confidentiality of all applicants for this role. All reasonable measures will be in place to protect personal information but will be used in the recruitment, selection, and reporting process. By submitting your application for this position, you are recognising and accepting this disclaimer.*





# St Christopher's Private School

1 Byrnes Road  
King William's Town, 5600

Tel: 043 6433261  
[www.stchris.co.za](http://www.stchris.co.za)

## EDUCATORS REQUIRED

### King William's Town Campus

1. Mathematics : Grades 9 - 12
2. Physical Science : Grades 10 - 12

**CLOSING DATE:** 30 November 2024

**STARTING DATE:** 11 January 2025

*Email a recent CV, copy of qualifications, SACE, and ID, with names and contact details of two referees to [principal@stchris.co.za](mailto:principal@stchris.co.za).*



# URBAN ACADEMY PRIVATE SCHOOL

## VACANCIES FOR 2025 DESPATCH CAMPUS

**START DATE: 13 JANUARY 2025**

We invite suitable, qualified and experienced educators to apply for:

- 1. Mathematical Literacy (Grade 10 - 12)**
- 2. Life Sciences (Grade 11 - 12)**
- 3. Computer Application Technology (Grade 10 - 12)**

## MINIMUM REQUIREMENTS

- Relevant teaching qualification
- Teaching experience in relevant grade and subjects
- SACE Registered
- Police Clearance
- Contactable references
- State other subjects (able and willing to teach)
- Participate in school extra-curricular activities
- Team Player

## APPLICATIONS

[chris@urbanacademy.co.za](mailto:chris@urbanacademy.co.za)

**Closing Date: 30 November 2024**



# Hoërskool Burgersdorp

## VAKANTE DEPARTEMENTELE POS WISKUNDE/ FISIESE WETENSKAPPE

Hoërskool Burgersdorp, 'n dubbelmedium plattelandse skool, bied 'n geleentheid vir 'n dinamiese, energieke en passievolle persoon om deel te raak van die Blikkie-familie in Burgersdorp(Oos-Kaap).



### MINIMUM VEREISTES:

- Professionele Onderwyskwalifikasie (VOO/NGOS)
- Geldige SACE-registrasie
- Meld buitemuurse aktiwiteite
- Moet Afrikaans en Engels magtig wees



Onderhoud en aanstelling berus by die  
Departement van Onderwys

Dien aansoek per e-pos in by  
[bhs@burgersdorp.co.za](mailto:bhs@burgersdorp.co.za)

Sluitingsdatum: 30 November 2024

Aanvangsdatum: 1 Februarie 2025



051 653 1715



[bhs@burgersdorp.co.za](mailto:bhs@burgersdorp.co.za)



Aliwal weg(R58)  
Burgersdorp 9744



# Hoërskool Burgersdorp

## VACANT DOE POST MATHS/ PHYSICAL SCIENCES

Burgersdorp High School (Eastern Cape) is seeking a dynamic, value driven and passionate individual to join their Blikkie-family.



### MINIMUM REQUIREMENTS:

- Relevant Teacher Qualification (FET/PGCE)
- Valid SACE-registration
- State extra-curricular activities
- Fluent in both English and Afrikaans



The interview and appointment rest with the Department of Education.

Submit applications via email:  
[bhs@burgersdorp.co.za](mailto:bhs@burgersdorp.co.za)

Closing date: 30 November 2024  
Commencement date: 1 February 2025



051 653 1715

@ [bhs@burgersdorp.co.za](mailto:bhs@burgersdorp.co.za)

Aliwal weg(R58)  
Burgersdorp 9744



# VACANCIES



## BERGVIEW COLLEGE

A leading independent school in Matatiele, founded in 1999, with some 750 learners, is seeking to appoint a:

### QUALIFIED TEACHER:

. CAT Teacher

Applications are invited from suitably qualified and experienced individuals who believe they have the required skills and competencies to take on this position.

### ***The requirements for these positions are;***

A suitable professional qualification and appropriate educational experience - A degree in the appropriate subject area is a prerequisite - A passion for the subject - Good organisational and administrative skills - Previous experience in an independent school would be an advantage - The ability to create and sustain relationships with students and colleagues in our College environment - An unequivocal commitment to team teaching in a busy school - Willingness to embrace rapid changes in education, and an interest and ability to integrate ICT and technology into teaching and learning - Flexibility to adapt to the changing needs of the College - A commitment to on-going personal and professional development - A willingness to work within the values, Christian ethos and mission of the College as well as to participate in the broader life of the school, including extra mural activities - English must be applicants home language (except for Afrikaans FAL where the home language must be Afrikaans)- Proof of registration with SACE - Any staff member working within a school is required to have a sexual offender's clearance certificate and a SAPS clearance.

*Applications, accompanied by a CV naming at least three referees, must be submitted by e-mail before 02 December 2024 to: **[vakature10@gmail.com](mailto:vakature10@gmail.com)***

### **THE BERGVIEW COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER**

The successful candidate  
must be available to begin  
January 2025

The School reserves the right not to make an appointment and an application will not in itself entitle the applicant to an interview or appointment, and failure to meet the minimum requirements of the advertised post will result in applicants automatically disqualifying themselves from consideration. Only short-listed candidates will be contacted."

# TARKASTAD HOER SKOOL

**SBL POS**  
**Beskikbaar**

**VOO FASE**  
**Graad 10 - 12**

**AFRIKAANS HT / EAT**

Relevante VOO onderwys ondervinding  
SACE registrasie  
Tersiêre Akademiese kwalifikasies  
Deelname aan buitemuurse aktiwiteite



Sluitingsdatum: 9 Desember 2024  
epos cv en relevante gesertifiseerde  
dokumente aan  
[admin@tarkahigh.co.za](mailto:admin@tarkahigh.co.za)



# Tarka High School

## SGB Post Available

Gr 10

Afrikaans EAT

Gr 9

Social Science / Sosiale Wetenskap

Gr 10-12

History / Geskiedenis

**Closing date  
9 December 2024**

- ***Relevant teaching experience***
- ***SACE registered***
- ***Tertiary Academic qualifications***
- ***Participation in extra mural activities***

**email CV and relevant documents to  
[admin@tarkahigh.co.za](mailto:admin@tarkahigh.co.za)**



# VACANCIES



## BERGVIEW COLLEGE

A leading independent school in Matatiele, founded in 1999, with some 750 learners, is seeking to appoint a:

### QUALIFIED TEACHERS:

- English HL Intermediate Phase
- Foundation Phase
- Senior Phase

Applications are invited from suitably qualified and experienced individuals who believe they have the required skills and competencies to take on this position.

### ***The requirements for these positions are;***

A suitable professional qualification and appropriate educational experience - A degree in the appropriate subject area is a prerequisite - A passion for the subject - Good organisational and administrative skills - Previous experience in an independent school would be an advantage - The ability to create and sustain relationships with students and colleagues in our College environment - An unequivocal commitment to team teaching in a busy school - Willingness to embrace rapid changes in education, and an interest and ability to integrate ICT and technology into teaching and learning - Flexibility to adapt to the changing needs of the College - A commitment to on-going personal and professional development - A willingness to work within the values, Christian ethos and mission of the College as well as to participate in the broader life of the school, including extra mural activities - English must be applicants home language (except for Afrikaans FAL where the home language must be Afrikaans)- Proof of registration with SACE - Any staff member working within a school is required to have a sexual offender's clearance certificate and a SAPS clearance.

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# HOËR LANDBOUSKOOLO MARLOW

## VAKANTE BEHEERLIGGAAMPOS - KOSHUISMATRONE



DIE HOËR LANDBOUSKOOLO MARLOW  
IS OP SOEK NA DIE GESKIKTE KANDIDAAT OM BY ONS  
AAN TE SLUIT AS KOSHUISMATRONE.

### ALGEMENE VEREISTES

- VORIGE BESTUURSERVARING (VERKIESLIK IN DIE GASVRYHEIDSBEDRYF)
- GOEIE MENSEVERHOUDINGE
- BEREIDWILLIGHEID OM NAWEKE TE WERK
- BEREIDWILLIGHEID OM SKOFTE TE WERK
- LIEFDE VIR KINDERS
- BEREID OM SELF TE KOOK
- UIT DIE BOKS DINK
- BETROUBAARHEID
- MOET ONDER DRUK KAN FUNKSIONEER
- EFFEKTIEWE TYDBESTUUR
- BESTUURSLISENSIE EN PDP

### PLIGTE SLUIT IN

- KOSVOORBEREIDING
- VOORRAADBEHEER
- PERSONEELBESTUUR

INDIEN U AAN DIE BOGENOEMDE KRITERIA VOLDOEN  
SAL ONS GRAAG VAN U WIL HOOR.

**RIG U AANSOEK AAN DIE SKOOLHOOF  
HOOF@MARLOWLANDBOU.CO.ZA**

AANVANGSDATUM: 1 JANUARIE 2025

SLUITINGSDATUM VIR AANSOEKE: 11 DESEMBER 2024

SLEGS KORTLYKS KANDIDATE SAL GEKONTAK WORD

DIE BEHEERLIGGAAM HOU DIE REG VOOR OM NIE DIE POS TE VUL NIE





NAME	SURNAME	QUALIFICATIONS	PHASE	SUBJECTS	AREA
Lupho	Kokwe	Bachelor of Science, Post Graduate Certificate in Education	Foundation / Grondslag, Intermediate / Intermediêr, Senior, FET / VOO, School Admin Post / Administratiewe pos	Life Sciences Agricultural Sciences Natural Sciences Life Orientation	Anywhere in the Eastern Cape
Tamlin	Jafta	B Ed Foundation Phase	Foundation / Grondslag	All subjects required for Foundation Phase.	Anywhere in the Eastern Cape
Tashlyn	Jansen	BEd Intermediate Phase	Intermediate / Intermediêr	Afrikaans English Mathematics History Geography Life Skills EMS Creative arts Natural sciences	Port Elizabeth
Carla	Greeff	Bed(foundation phase)	Foundation / Grondslag, Intermediate / Intermediêr	All	OOS KAAP
Kate-Lynn	Jacobs	B.Ed (Cum Laude)	Intermediate / Intermediêr	Afrikaans Huistaal/Eerste Addisionele Taal English FAL Mathematics Social Sciences Natural Sciences and Technology Life Skills	Anywhere in the Eastern Cape



Farren	Daniels	Advanced Diploma in TVET	Intermediate / Intermediêr, Senior, FET / VOO	COMPUTER APPLICATION TECHNOLOGY SOCIAL SCIENCE NATURAL SCIENCE AND TECHNOLOGY LIFE ORIENTATION	Anywhere in the Eastern Cape
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## AVAILABLE TEACHERS: ONLINE CVs



**177 online CVs received the past 6 months are available at <https://bit.ly/CVdata>**

## RE-APPOINTMENT OF PREVIOUSLY RESIGNED EDUCATORS

Kindly take note of HRM Circular 4 of 2023: Re-appointment of previously resigned educators and those who had retired prematurely. It is available at <https://www.eccurriculum.co.za/Circulars.htm>

## Managing the Unmanageable - A Teacher's Guide to Classroom Success -



Read all these articles at <https://www.ecexams.co.za/CM.htm>

The following broad **categories and topics** are covered:

### ● Personal but professional

- ✚ How to get appointed in a new teaching job
- ✚ Do's & Don'ts for Newly Appointed Teachers: Navigating Colleagues, Learners & Principal
- ✚ Guiding the Novice: Nurturing Newly Appointed Teachers
- ✚ How to prepare for the new academic year
- ✚ How to be a respected colleague and a good friend
- ✚ How to plan and prepare for retirement
- ✚ The Two-Pot Retirement System

### ● Emotional Intelligence (EQ)

- ✚ Work smarter; not harder: Beating the burden
- ✚ Anger Management Tips for Teachers
- ✚ How to Overcome Teacher Burnout
- ✚ Learners don't need a perfect teacher; they need a happy teacher
- ✚ How to stay motivated as a teacher

✚ Nurturing Emotional Safety for Teachers: Surviving and Thriving in the Classroom

## ● **Proactive Classroom Control**

- ✚ The Secret Teaching Power: Professional Development
- ✚ Embarking on a New School Year: A Teacher's Guide to the First Week
- ✚ How teachers can be effective classroom leaders
- ✚ Maintaining a positive classroom culture
- ✚ Establishing classroom rules and expectations
- ✚ Creating a Vibrant Learning Haven: Classroom Decoration and Design

## ● **Managing Learners: Engage, Empower, Excel**

- ✚ Helping Learners and Parents Navigate Grade Repetition
- ✚ From Classroom to Boardroom
- ✚ The Power of Yet!
- ✚ Mathematics or Mathematical Literacy?
- ✚ Purpose Powers Progress!
- ✚ From Pages to Possibilities: Why Reading Matters
- ✚ Combating Racism in Multi-Racial Schools
- ✚ Crisis in Classrooms: Learner Violence against Teachers
- ✚ Taming the Class Clown
- ✚ Managing Expectations: Inspirational Teacher and Successful Coach
- ✚ Autism: Strategies for teaching mildly Autistic Learners in my class
- ✚ Quality Education in Poor Communities: Empowering Minds in Adversity
- ✚ Building positive relationships with learners
- ✚ How to motivate and inspire learners
- ✚ Handling bullying and harassment
- ✚ Dealing with disruptive behaviour
- ✚ Navigating Subject Choices in Grade 10: Guidelines for learners
- ✚ What to say to learners at an Awards Ceremony

## ● **Cool Teaching Tactics**

- ✚ Top teaching tips the last month before exams
- ✚ Boost Learners' Problem-Solving Skills!
- ✚ Explain and Experience: The Dynamic Duo of Teaching and Learning
- ✚ From Awkward to Awesome: PowerPoint Presentations
- ✚ From Good to Great
- ✚ ADHD: Strategies for Teaching ADHD Learners
- ✚ Autism: Strategies for teaching mildly Autistic Learners in my class
- ✚ Mathematics Myth: Turning the Tables on Perceived Difficulty
- ✚ Making your Subject Irresistible to Learners
- ✚ If you are not having fun, you are doing something wrong!
- ✚ Encouraging critical thinking skills
- ✚ Incorporating the four predominant learning styles in teaching
- ✚ Teaching learners different learning and studying methods
- ✚ Using technology effectively in the classroom
- ✚ How do I determine the standard of my teaching
- ✚ How do I determine the effectiveness of my teaching

## ● **Tips for Acing Exams**

- ✚ Make your Ticks bigger than your Crosses: Exam Marking Tips for Teachers
- ✚ Tips for Learners to Ace Exams
- ✚ How do I determine the standard of my assessment



- ✚ How to prepare learners for successful exam writing
- ✚ How to give feedback after an exam
- ✚ Encouraging Resilience and Growth: Supporting Learners after Exam Results

### 🟢 Navigating the Principal's Office

- ✚ How to approach the principal with a new innovative, revolutionary idea for the school
- ✚ How to approach the principal with a grievance: Navigating rudeness and unfair treatment

### 🟢 Parental Bridge Building

- ✚ Managing Helicopter Parents with Grace
- ✚ Granny or Nanny?
- ✚ Tears & Tantrums: Please help; my child does not want to go to school!
- ✚ What can teachers do to improve parental involvement in their school going children's education
- ✚ Dear Parents... (Open letter to parents)

### 🟢 Vacation Vibes

- ✚ What teachers could do during the winter holidays
- ✚ Sun, Sand, and Self-Care: Summer Adventures for Teachers

### 🟢 Miscellaneous

- ✚ Teacher Choice and Voice
- ✚ Effective School Budgeting: Key Steps and Tips
- ✚ Charity with Dignity
- ✚ New Principal? Turning Challenges into Charisma

## DEADLINE FOR SUBMISSIONS

This weekly newsletter is a **free** service to schools. Please distribute it electronically to all your colleagues.

Schools are invited to advertise their **vacancies** here. Teachers looking for posts are welcome to submit their **resumes** online at <https://bit.ly/CVinfo>.

The deadline for next week's contributions: **Thursday at 13:00**.

**AS YOU START TO  
WALK ON THE WAY,  
THE WAY APPEARS**

RUMI

- This is a private newsletter and it does not reflect the official views of the Department of Education.
- Drik Greeff assumes no liability for direct and/or indirect damages arising from requests from individuals or institutions to distribute information on their behalf.
- **Contact details:** [drik.greeff@gmail.com](mailto:drik.greeff@gmail.com)