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- ▶ **Welcome Back!**
- ▶ **Tips for Beginner Teachers**
- ▶ **Release of the 2025 NSC Matric Results**
- 9 **Circulars**
- 3 **Assessment Instructions**
- ▶ **Support for Coding and Robotics**
- 9 **Webinars: Training – Courtesy of SAOU**
- ▶ **Annual Teaching Plans (ATPs) & CAPS**
- ▶ **ATKV-skoolprojekte**
- ▶ **Links to Important Online Resources**
- 106 **Managing the Unmanageable:
A Teacher's Guide to Classroom Success**
- 6 **Vacant Posts**
- 23 **CVs**
- 89 **Online CVs of Prospective Teachers**
- ▶ **Thought for the Week**

WELCOME BACK!

A New Academic Year Begins



Dear Colleagues,

As we open our doors to a new school year, we enter a space filled with fresh opportunities and renewed hope. Your ongoing commitment to guiding and developing young minds remains truly inspiring. Together, we look forward to a year of growth, learning and shared success. The road ahead will present both challenges and achievements, and it is through our collective belief in the power of education that we continue to shape the future of South Africa. Your enthusiasm, adaptability and creativity form the foundation of our progress. May the months ahead be characterised by curiosity, collaboration and meaningful achievements for both you and your learners. We sincerely thank you for your continued dedication to the teaching profession.

For many learners, the school holidays were a time of happiness and special memories; for others, returning to school brings a sense of comfort, as school is a place of safety, care and belonging. Rather than focusing on holiday gifts or activities, take time to let your learners know how much they were missed and how pleased you are to welcome them back. Creating a warm and inclusive atmosphere from the very beginning sets the tone for a positive and productive year.

Below is a section specifically aimed at teachers who are new to the profession. You are welcome to share it directly with beginner teachers or include it as part of your induction programme to support them as they begin their teaching journey.

Warm regards

Drik Greeff

TIPS FOR BEGINNER TEACHERS



TIPS FOR BEGINNER TEACHERS – Drik Greeff

(Klik hier vir die Afrikaanse weergawe: <https://tinyurl.com/beginneronnies>)

1. CONGRATULATIONS

Congratulations! Your big dream of becoming a teacher has come true. Your dream is now your reality. A school is a melting pot of activities, and it is crucial to start off on the right path from the beginning. This will ensure that you experience job satisfaction and happiness.

Here are a few tips that experienced teachers would like to share with you:

2. ON PERSONAL LEVEL

Why did you become a teacher? This is an important question because you need to constantly remind yourself of this dream, this goal, and inspiration. It's the fire within you that you must keep burning brightly for the next 40 years to make your life's task, our wonderful teaching profession, a success.

Make a difference: You now have the opportunity and responsibility to positively change children's lives. As Malcolm Forbes rightly said, "... to replace those empty minds with open minds." Many successful people's future dreams will start in your classroom. So, seize the opportunity and make a difference in their young lives. It's undoubtedly the highlight of any teacher's career: to see how successful learners are as adults.

Children don't need a perfect teacher; just a [happy teacher](#). Happiness is not a fleeting emotion; it's a choice we make every day. By consciously focusing on our own well-being, building positive relationships and enjoying and creating the joy of teaching, we can create classrooms that are not just places of instruction, but safe havens for growth and shared happiness. Positivity is

Hoor hier-nuusbrief | newsletter: <https://www.eccurriculum.co.za/hoorhier.htm>

contagious and in this way we instill a positive outlook in learners and make them happy. In short, the heart of education is the education of the heart.

3. THE PRINCIPAL

Always respect your school principal: School principals hold an important leadership position due to their competence and leadership skills. They have years of experience managing the complexities of school administration, curriculum development, and learner and teacher well-being. Their insights and guidance are invaluable.

Good communication: Keep the principal informed about your successes, challenges, and any student issues. Regular communication builds trust and fosters a collaborative environment.

Actively participate in school initiatives: Demonstrate your willingness to contribute to the school community by getting involved in activities, committees, or professional development opportunities.

Feedback and guidance: Don't hesitate to ask the principal for feedback on your teaching and suggestions for improvement. Be open to constructive criticism and guidance from the principal. Their insights can help you grow professionally.

Avoid unnecessary conflicts: If you have concerns, discuss them with the principal respectfully and professionally. Seek solutions through open communication and compromises.

Remember, the school principal is there to provide leadership and support. If you face challenges, reach out for assistance.

4. COLLEAGUES

Be a friendly colleague and good friend: You are now part of a team, and your positive contribution is crucial for the effectiveness and productivity of the team. Build positive relationships, as it is an essential element for a healthy team spirit and collaboration. Loyalty and respect are very important.

Identify a mentor/role model for yourself: Seek experienced educators whom you can approach for guidance and support. Their insights into the culture of the school, curriculum requirements, and classroom management can be invaluable.

Collaboration: Share lesson plans, teaching tips, and resources with colleagues. Collaborative planning can enrich your own teaching and benefit all learners.

Respect diversity of opinions: Public schools encompass a wide variety of teaching styles and philosophies. Listen with an open mind to your colleagues' advice and learn from their perspectives.

Volunteer and show that you are willing to learn and assist with school activities. Your colleagues will appreciate your help and be willing to return the favour when you need assistance.

Be friendly with administrative staff, the caretaker, and the cleaners: Treat them with respect, as they can either make your life much easier or more difficult.

Avoid gossipers, moaners, cliques, and negativity.

Staff room: Politely inquire where you can sit in the staff room. Staff members have their favorite spots where they relax during breaks. Connect with friendly and positive individuals.

Parking: Find out where you can park your car before accidentally occupying someone else's parking space, or worse, the principal's parking spot.

5. THE LEARNERS

Treat the learners as you would treat your own children because, for at least 200 days a year, you are, by law, *in loco parentis*, in other words, the surrogate parent while they are at school. So, love them, especially those children who deserve it the least.

Get to know them individually: Learning their names is a priority. Also, learn more about their interests, background, strengths, challenges, and learning styles.

Create a safe and inclusive classroom: Ensure that each learner feels respected and valued, regardless of their background or abilities. Promote open communication and address any [bullying](#) or discrimination promptly.

Set clear expectations and provide regular feedback: Communicate learning objectives, assessment criteria, and [class rules](#) clearly. Provide regular constructive feedback to help learners improve.

Be firm, fair, consistent, and show respect. Avoid favouritism, as it can harm your classroom morale and trust relationship with learners.

Be a bit strict with learners at the beginning of your career. It's almost impossible to tighten discipline later on.

Avoid biases regarding learners' abilities or personalities. Each learner has unique potential and challenges. Avoid stereotyping. Believe in second chances. Learners are still in the process of development and may make mistakes as their sense of consequences is not fully developed yet.

Believe in the power of "yet". There is a big difference between "I don't know the work." and "I don't know the work yet." The pace of learning varies from child to child. Don't write off a slow learner; it might just take them a bit longer to grasp the material. Every learner needs your support and guidance. Offer extra help to those who need it the most. A child who has to work hard to succeed will likely develop perseverance, which may help them make their career a success one day.

Be friendly but not friends. Greet all learners warmly but never become too familiar or establish personal relationships with them.

Never lose your temper, as you'll lose control of the situation. Avoid getting involved in public arguments with learners. Sometimes they can be challenging and try to provoke the teacher in front of classmates. In such cases, don't give them the opportunity or platform. One wrong word can ruin your career. If there is a disagreement, discuss it privately with the learner.

Praise someone publicly but reprimand them in private. This aligns with the above and is an important management principle, as well as for good interpersonal relationships.

Don't shout at children constantly. Raise your voice only when praising, not because you're angry.

Teach the children - not just the curriculum. Education is not only about subject knowledge, sports, and cultural achievements. It's about much more: the upbringing of a child into a balanced, happy adult. Much of the subject knowledge you teach them, they may forget. But they will never forget how you made them feel and the values you taught them.

Children love classroom routines. Be organized, plan ahead, and monitor the execution of assignments and celebrate highlights, successes, and good work. Be a true leader with class activities because it's your privilege and responsibility. Avoid impulsive actions, surprises, chaos, and mood swings. Even surprises should be creatively planned.

6. THE CURRICULUM

Start with a solid foundation: Be an expert in your field. Dig deeper than the textbook. Engage with different perspectives, real-world applications, and recent developments in your field. Your passion and knowledge will inspire learners. Be honest as well: If you don't know something, encourage learners to help you search for the answer.

Know all relevant departmental curriculum and assessment policy documents so that you precisely understand what is expected of you departmentally. Consult regularly with your subject head and attend all departmental information sessions. Aligning your teaching with these departmental objectives requires focus and efficiency.

Develop an overview and sequence for the entire academic year. This involves planning which topics to cover and when to do so.

Divide the curriculum into manageable units or modules. This approach makes it easier to organize your teaching and makes the content more understandable for learners.

Prioritize learning objectives for each unit. Focus on the most important concepts and skills crucial for learners' understanding and future learning.

Link your subject matter to reality. This will make learners realize the value of the subject, stimulate their interest, and motivate them. This leads to a better understanding of the content.

Use different teaching strategies and methods. Make your teaching interesting and engaging. Variety is key: don't stick to one teaching method! Consider discussions, group activities, projects, simulations, games, storytelling, technology integration, and practical experiences. Also, accommodate different learning styles of children.

Exploit the four prominent learning styles: Four prominent methods tend to resonate most with learners: visual, auditory, kinesthetic, and reading/writing styles. **Visual learners** thrive on images, diagrams, and colors, absorbing information best by seeing. **Auditory learners** prefer explanations and discussions, effectively remembering spoken information. **Kinesthetic learners** learn best by doing, involving their body and movement in the learning process. Lastly, **reading/writing learners** perform with written text, understanding concepts through structured notes and explanations. Educators should therefore adapt their methods to help unlock the learning potential of all learners.

Prepare your lessons thoroughly and present them interestingly and enthusiastically. Thorough preparation and enthusiastic lesson presentation are crucial for an effective teaching and learning experience. This process ensures not only that the teacher has a solid understanding of the curriculum but also that the material is conveyed in an engaging and accessible manner. Maintaining an enthusiastic approach can capture the attention of learners, motivate them, and foster a positive atmosphere in the classroom, ultimately enhancing the learning process. So, show your passion and enthusiasm for your subject.

Class time is sacred: Never leave your class for trivial matters. You are legally obligated to supervise the learners and teach them. Breaks and free periods are there for meetings, calls, or appointments. Politely excuse yourself if anyone wants to encroach on your teaching time.

Get to know your learners: Understanding their prior knowledge, learning styles, and individual needs helps you adapt your approach and address any learning challenges.

Motivate and inspire the learners: Set goals and encourage them to achieve the goals. Celebrate their successes: Congratulate them on good work and display it, for example, in the classroom.

Marking of books: Stay up to date. The departmental assessment program is mandatory. Depending on the grade of the learners, it may not be necessary to mark all homework personally,

but leave a footprint in all learners' workbooks and ensure their homework is done.

Reflection: Continuously reflect and ensure that your own, as well as learner objectives, are achieved. Examine the [standard](#) and [effectiveness](#) of your teaching and [assessment](#). If things are good, pat yourself and the learners on the back; if not, adjust your plans and try again.

Seek support and collaboration: Don't be afraid to ask for help from experienced colleagues, mentors, or educational resources. Collaboration can provide valuable feedback and new ideas.

End each lesson/day on a positive note. And a preview of the interesting work to be done next – almost like a teaser for a TV series.

Lifelong learning: Be patient and allow yourself to learn and grow as a teacher. Subject matter, technology, teaching, and learning methods are constantly changing, and as educators, we must not only stay informed but also stand at the forefront of development and implementation.

Enjoy the journey: [If you are not having fun, you're doing something wrong](#). With dedication and continuous improvement, you can create a positive and engaging learning experience for your learners.

7. PARENTS

Be positive towards parents and treat them with respect: Respect all parents, regardless of their financial or occupational status. Emphasize learners' strengths and progress, but even when discussing concerns, do so with respect and emphasize the collaboration between teachers and parents.

Educational partners: Consider parents as partners in the education process and [make them a part of it](#). Invite them to attend school activities and be involved.

Communication: Be willing to share information about classroom activities, progress, and any other important aspects of their children's school careers. Parent evenings are ideal opportunities to meet parents and discuss their children.

Accessibility: Be accessible to parents, whether through personal conversations, email, or other communication methods. Ensure they know that you are willing to address their questions and concerns.

Listen to concerns: Actively listen to parents' concerns and questions without interrupting them. Show empathy and demonstrate that you appreciate their input. Try to jointly find solutions to potential problems.

Positive feedback: Provide positive feedback on the progress and achievements of their children. This recognition builds a positive relationship between parents, the learner, and you as the teacher.

Resources: Inform parents about any additional resources or support materials available to enhance their children's learning. This may include extracurricular activities, additional reading material, or online resources.

Professionalism: Handle parents professionally and with respect.

Positive news and challenges: Don't only share positive news with parents, but also be honest about challenges or areas where the learner may need additional support. This helps promote cooperation between the school and the home.

Set goals and expectations: Establish clear goals and expectations for the class and share them with parents. They should have a clear picture of what to expect from you as a teacher and the classroom.

Respect diversity: Acknowledge and respect the diversity of families and parental expectations.

Be sensitive to cultural, economic, and social differences.

Involvement in school activities: Encourage parents to get involved in school activities and projects. This involvement creates a sense of community within the school environment.

Celebrate learners' achievements: Celebrate the achievements of learners together with parents, whether they are academic, artistic, or sports achievements. This positive approach strengthens the learners' self-esteem and motivation.

8. SPORT AND CULTURAL ACTIVITIES

The Importance of Extracurricular Activities: Extracurricular activities are of crucial importance in a child's education. They not only promote physical health through sports but also enhance social skills, character development, and creative expression through cultural activities. These experiences contribute to a holistic and comprehensive education and the shaping of the child's character.

Benefits of Involvement in Extracurricular Activities:

- **Building relationships:** Coaching a sports team or leading a club allows you to engage with learners outside the classroom. This promotes relationships and mutual understanding.
- **Discovering learners' strengths:** You can see learners in different environments, discover talents and interests that you might not see in the classroom.
- **Professional development:** Being involved in activities can expose you to new skills, leadership opportunities, and collaboration possibilities.
- **School community involvement:** Being part of extracurricular activities demonstrates your commitment to the school and its holistic development.

Considerations for your Involvement:

- **Knowledge, skills, and interests:** The allocation of extracurricular activities is usually done by the principal and the management team. Be honest from the beginning about the activities you are interested in and can contribute to, because it will make your involvement more satisfying and sustainable – for you and the learners.
- **School needs:** Study the school's existing programs and identify areas where you would like to be involved. Discuss it as soon as possible with the principal.
- **Start as a beginner:** Consider assisting established coaches before taking on a leadership role. This eases your transition and provides valuable learning opportunities.
- **Be a volunteer:** Offer your assistance in activities that interest you.
- **Teamwork:** It's not only the learners who play as teams; teachers also work together as a team. Plan together and seek advice from your colleagues regarding coaching and administrative issues.

9. YOUR CLASSROOM

The upgrade of your classroom from a sterile and uninteresting space to a vibrant and [stimulating learning environment](#) is key to promoting engagement and motivation among your learners. An engaging classroom creates a positive teaching and learning atmosphere that encourages creativity and provides visual support for subject matter.

Here are some tips on how and what to consider:

Clean and tidy: Before children leave the classroom during breaks or change classes, ensure that the furniture is neatly arranged, and there are no papers lying around. Also, make sure your classroom is cleaned at least daily. No one can feel at home in a dirty room among other people's

mess. Pictures on bulletin boards should be securely fastened with enough drawing pins.

Choose a theme: Select an appropriate theme that aligns with the subject matter. Decorate the class with students' creations, photos, posters, maps, objects, etc.

Let the walls speak: Place motivational quotes, class rules, challenging spelling words, mathematical statements, and examples of students' work on bulletin boards. Even a large mural by artistic students or a map can be very fitting.

Furniture and classroom design: If possible, use different types of furniture and design the classroom to accommodate different types of activities, such as carpet work, a reading corner with cushions, group work, bookshelves, crates to store supplies safely and neatly, etc.

Utilize technology: Integrate technology into your presentations and also refer your learners to useful websites, mobile applications, and educational games that enhance teaching.

The decoration of your classroom is an ongoing process that should be adjusted regularly as the year progresses and learning content changes. However, it is worth the effort because it creates an interesting environment that motivates learners and stimulates the learning process.

10. DRESS CODE

Different schools have different dress codes for teachers. New teachers must therefore familiarize themselves with the rules as soon as possible and stick to them. This will probably support the professional image of the teaching profession, but will also be appropriate with regard to the academic and extracurricular activities that are offered. Professional dress enhances an educator's credibility and commands respect, but sloppy and provocative clothing does great damage to respect for teachers, discipline of the school and good staff/learner relations.

An easy guideline is the following: "When you sit or bend and there is something to see, go home and dress appropriately."

11. CODE OF CONDUCT

Work ethics is a set of personal standards that reflect a teacher's attitude toward their work. Teachers with a strong work ethic are highly motivated and consistently deliver work of high quality. They are always willing to go the extra mile to ensure that work is completed on time and successfully. (A school's code of conduct sets the minimum standards for all staff members to ensure professionalism and quality teaching among all teachers.)

Work ethic includes, among other things, the following ethical standards:

Integrity: Maintain honesty and fidelity in all professional interactions.

Respect: Treat learners, colleagues, and parents with dignity and fairness, recognizing diversity and individual differences.

Professional competence: Strive for continuous professional development to maintain and enhance teaching skills.

Confidentiality: Protect confidential information about students and colleagues.

Fair assessment: Conduct fair and impartial assessment, providing constructive feedback to the support learners' development.

Equality and justice: Promote equality by addressing the diverse needs of all learners, regardless of background or ability. Treat no one preferentially or unfairly.

Childcare: Prioritize the safety and well-being of learners and report any concerns immediately.

Be aware of the content of the Children's Act.

Professional boundaries: Maintain appropriate professional boundaries with learners and avoid any behavior that may be deemed inappropriate.

Compliance with policy: Follow school policies and guidelines, apply them consistently, and ensure compliance with ethical and legal standards.

Positive role model: Act according to ethical and moral values and serve as a positive role model for learners.

Transparency: Communicate openly and honestly with learners, parents, and colleagues about educational practices and expectations.

Collaboration: Work collaboratively with colleagues as a team for the benefit of learners' learning experiences.

Respect for time: Be punctual at all times and respect deadlines.

Good interpersonal relationships and manners: Teachers, the educational leaders in our country, should be exemplary in excellent interpersonal relationships as it is part of the educational process.

Private life: Teachers are public figures, and how they behave in their private capacity, as well as the content they post on social media, must pass the test of appropriateness and not damage their professional image.

The Code of Professional Ethics: This is the mandatory set of Ethical Standards imposed on all teachers in South Africa by the South African Council for Educators (SACE). Please familiarize yourself thoroughly with it. It is available at <https://www.sace.org.za/pages/the-code-of-professional-ethics>.

12. PERSONAL FINANCES

It's so satisfying to earn your own salary, but a beginner teacher faces financial challenges. You're no longer a student, and suddenly, you must take full financial responsibility for your life. It's a delicate balancing act of potential student debt, basic expenses like accommodation, and life necessities on one side, and a beginner's salary on the other. The skilful management of your personal finances is, therefore, crucial. Here are some tips:

Departmental appointment: Most teachers start as governing body appointments, but it's crucial to do everything in your power to be appointed departmentally. The salary is often better, as well as the significant benefits like a pension fund, medical aid subsidy, and a housing subsidy.

Budgeting: Create a personal budget each month for incomes and expenses. Identify fixed and variable expenses to better manage your financial situation. Ensure your budget balances, and stick to it.

Live within your means: Adjust your lifestyle to your income. Cut your coat according to your cloth, in other words, don't live beyond your means. A beginner starts low and not where your parents were at the end of their careers. Don't try to keep up with the Joneses. Don't compete with friends or try to keep up with cars, furniture, and houses. Live and dwell as cheaply as possible and save as much as you can at the beginning of your career, especially before you get married and start a family.

Avoid debt: Never finance your lifestyle by borrowing money. Rather save before making a purchase, as it is much cheaper than debt.

If you must take on debt, limit it to the minimum. Pay your credit card and other debt on time to avoid high interest rates and a bad credit record.

Real estate: This is the only "good" debt one should have, as it is a long-term investment whose value increases over time. However, try to pay it off as quickly as possible, as the savings are significant.

For example, if you plan to pay off your home loan of R1 million over 20 years, you'll pay almost R1.5 million in interest at the current interest rate of $\pm 11\%$. If you pay an extra R1,000 per month, you save almost R470,000, and you pay off the house in 15 years.

Make sure your house is paid off by the time you are around 50 years old, as this is usually when your children go to university and get married.

Retirement planning: Retirement planning doesn't begin five years before you retire. No, that is hopelessly late. Retirement planning should begin on the very first working day of your life. Start early, even as a governing body teacher, because even a small contribution can grow significantly over a long period. Rather too much too soon, than too little too late, as you get the benefit of compound interest. A reliable, registered financial advisor should be able to provide you with good advice.

Government Employees Pension Fund (GEPPF) is an excellent pension fund, but one must keep in mind that the size of your pension depends on factors like:

- Length of uninterrupted pensionable service. Therefore, get a departmental position as soon as possible and hold a departmental position for as long as possible.
- The average salary of the last 24 months of service. People in promotion posts should have a larger pension than post level 1 teachers if they have the same number of years of service. Plan your career, make sure you improve your qualifications, and apply for suitable promotion posts.

Pay yourself first: Decide on an amount you want to invest monthly as a long-term nest egg, for example, 5% of your income. Start investing in a diversified portfolio. Consult a financial advisor to discuss the best plan for your situation and arrange with the bank for it to happen automatically.

Create an emergency fund: It can be about 1-3 months' salary. It can serve as a financial safety net and prevent you from going into debt during emergencies. Unexpected expenses are like a car breaking down, tires needing replacement, a washing machine, or a fridge breaking.

Essential expenses first: Prioritize essential expenses such as food, accommodation, and medical costs before making non-essential purchases.

Tax-free investments: Currently, you can invest R36,000 per year tax-free up to a maximum of R500,000. This excellent benefit is mainly for long-term investments.

Continued education: Improve your qualifications and attend professional development opportunities. It can not only broaden your knowledge but also enhance your career prospects and financial position ultimately.

Insurance: Research and obtain selective insurance, such as a Medical Aid.

Be cautious of money-making schemes: Extraordinarily high returns are not possible. Do your own research on investments and don't risk your hard-earned money on dubious schemes. Invest only with approved financial institutions. And avoid gambling.

Financial literacy: Improve your financial literacy. Read books, take courses, and stay informed about financial news and trends.

People and their circumstances are unique. Therefore, adapt these tips according to your personal needs to enjoy financial security.

13. GENERAL TIPS

Support System: Beyond the school environment, your family and friends are your most important support system. Cherish those connections.

Professional Support System: Join an Education Union for professional support. The South African Teachers' Union ([SAOU](#)) is a union that provides excellent support services, as well as professional development services.

Also consider joining subject groups on social media, but never forget to consult your colleagues first when you need help.

Essential Documents: It is crucial to have a thorough understanding of all national and provincial education legislation and policy documents, as well as the school's own policy documents and rules.

The most important documents to study immediately include:

- The [Curriculum and Assessment Policy Statements \(CAPS\)](#)
- The [Personnel Administrative Measures](#) (PAM) containing all service conditions.
- The [Annual Teaching Plans \(ATPs\)](#) released annually.

Use a diary: Keep track of important dates and deadlines.

Healthy Lifestyle: Maintain a healthy lifestyle because a healthy body houses a healthy mind. If you are fit, you will have enough energy to successfully tackle the daily challenges in the classroom and elsewhere.

If it is to be, it is up to me: These ten 2-letter words are the key to the success of your teaching career: Everything is 100% in your own hands. You are already trained, and now with the necessary motivation, dedication, and positive attitude, you are fully equipped to make your career a huge success.

We wish you all the best and a successful career.

Hoor Hier Education Services: Your consulting education partner offers the following free services:

- The weekly Hoor Hier educational newsletter: <https://bit.ly/hoorhier>
- The Examinations Website: www.ecexams.co.za
- The curriculum website: www.eccurriculum.co.za
- Manage the Unmanageable: A Teacher's Guide to Classroom Success: www.ecexams.co.za/CM.htm

2025 NSC EXAMINATION RESULTS



Matrics may go to this website to find out how to register to receive their results via mobile phone:

https://www.ecexams.co.za/Exam_Results.htm

www.eccurriculum.co.za

Circulars

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

- DBE Report: Funda Uphumelele National Survey (Home Language Reading Benchmarking): Policy Summary
- DBE Report: Funda Uphumelele National Survey (Home Language Reading Benchmarking): Technical Report
- DBE Report: Funda Uphumelele National Survey (Home Language Reading Benchmarking): Summary Report
- DBE Report: Teaching and Learning International Survey (TALIS) 2024 Country Report
- DBE Report: The Impact of Government-led Education Research on Policy and Practice
- DBE Report: General Household Survey 2023: The Impact of Basic Education in South Africa
- DBE Report: Correcting the erroneous statistic that 600 000 children with disabilities are out of school
- DBE Report: Review of progress in the basic education sector to 2024
- DBE Report: Specialisation-specific teacher supply and employment in the 2029 to 2022 period

The above-mentioned reports contain important and interesting information, e.g. the one on Home Language Reading Benchmarking stated the following:

“In Grade 1, only 31% of learners achieved the Home Language Reading Benchmark, defined as 40 correct letter sounds per minute across all languages. In Grades 2 and 3, just over 30% of learners met their respective Home Language Reading

Benchmarks, which vary by language group and are based on oral reading fluency measured in words correct per minute.

By the end of grade 3, there are still 15% of learners who cannot read a single word.”

Assessment Instructions

www.ecexams.co.za

Available at [https://www.ecexams.co.za/2025 Assessment Instructions.htm](https://www.ecexams.co.za/2025%20Assessment%20Instructions.htm):

- 60/2025: National Senior Certificate: Change of a subject
- 59/2025: Additional subject or subjects for the National Senior Certificate

Available at [https://www.ecexams.co.za/2026 Assessment Instructions.htm](https://www.ecexams.co.za/2026%20Assessment%20Instructions.htm):

- 1/2026: Procedural Administration of Assessment Instructions



Register here: <https://www.saou.co.za/webinarsf7453f46> or scan the QR code above.

22 January 2026

Foundation Phase 2026 Motivational Talk

You might know the fuel price, but not the cost of a pen. Curious—join us and find out more.

Presenter: Lindie Strydom

Focus: All Foundation Phase educators

27 January 2026

AI as your teaching assistant: 25% time saved and 100% impact!

Teachers are overloaded, deadlines are tight and administrative tasks steal valuable teaching time. This practical session shows you how AI can become

your reliable teaching assistant—helping you work smarter, faster and with greater confidence.

Presenters: Prof. Ignatius Gous, Hermias Niewoudt

Focus: All interested parties

● 29 January 2026

- **Sensory strategies**

How can I apply sensory strategies in the class?

Presenter: Mariaan Prins

Focus: Foundation Phase educators

● 3 February 2026

- **Visionary leadership in South African schools**

How to create and align vision and mission with school goals.

Focus: SMTs

● 4 February 2026

- **Wellness Symposium: Emotional regulation during a busy school day**

Discover practical strategies to reduce stress, improve focus and create a positive learning environment for yourself and your students.

Presenter: Hettie Smith

Focus: All interested parties

- **Wellness Symposium: Recharge your mind, body and heart**

Take a moment to recharge your mind, refresh your body and revive your heart.

Presenter: Marijke Coetser

Focus: All interested parties

● 5 February 2026

- **Management of parents**

How to handle parents?

Presenter: Dr. Louisa Stoker

Focus: Foundation Phase educators

● 10 February 2026

- **Leading with integrity and ethical decision-making**

Building trust and ethical cultures in school environments.

Focus: SMTs

● 11 February 2026

- **Practical classroom strategies for multilevel learners in one class**

Discover how to teach effectively, engage every student and create an inclusive learning environment. Join us to gain actionable tips you can use in your classroom immediately.

Focus: All interested parties

SUPPORT FOR CODING AND ROBOTICS



Support for Coding and Robotics

Tangible provides various tools to support and empower South African teachers regarding the Coding and Robotics curricula. Our emphasis is on no budget - low budget interactive activities that do not need computer labs, electricity nor the internet.

This includes free CAPS aligned lessons from Grade R to 7. For more information and to register for a Zoom information session, go to <https://is.gd/ZUIScp>

Big news! 🦋

Tangible has just been accepted into the Learning Cabinet (<https://www.learningcabinet.org/>) - a globally curated platform that recognizes EdTech solutions with proven potential to improve learning worldwide.

We're honoured to join a community of innovators evaluated through the EdTech for Good Framework (<https://is.gd/GlaL45>), developed by UNICEF, Ministry for Foreign Affairs of Finland, Arm, and the Asian Development Bank (ADB), with support from global partners.

#LearningCabinet #EdTechForGood

Ondersteuning vir Kodering en Robotika

Tangible bied verskeie gereedskap om Suid-Afrikaanse onderwysers te ondersteun en te bemagtig rakende die Kodering- en Robotika-kurrikulums. Ons klem val op geen begroting - lae begroting interaktiewe aktiwiteite wat nie rekenaarlaboratoriums, elektrisiteit of die internet benodig nie.

Dit sluit gratis kurrikulumbelynde lesse van Graad R tot 7 in. Vir meer inligting en om te registreer vir 'n Zoom-inligtingsessie, gaan na <https://is.gd/ZUIScp>

Groot nuus! 🦋

Tangible is pas aanvaar in die Learning Cabinet (<https://www.learningcabinet.org/>) - 'n wêreldwye saamgestelde platform wat EdTech-oplossings erken met bewese potensiaal om leer wêreldwyd te verbeter. Ons is trots om by 'n gemeenskap van innoveerders aan te sluit wat geëvalueer is deur die EdTech for Good Framework (<https://is.gd/GlaL45>), ontwikkel deur UNICEF, die Ministerie van Buitelandse Sake van Finland, Arm, en die Asiatiese Ontwikkelingsbank (ADB), met ondersteuning van globale vennote.

#Leerkabinet #EdTechForGood

ANNUAL TEACHING PLANS & CAPS 2026

So far changes for CAPS: CAT and IT have been received,
The rest therefore remains unchanged until further notice.

See DBE Circulars [S9 of 2025](#), [S15 of 2024](#) and [S33 of 2022](#).

ATP Documents

[Foundation Phase](#)

[Intermediate Phase](#)

[Senior Phase](#)

[FET Phase](#)

More information and updates available at <https://tinyurl.com/DBE-ATPs>

CAPS Documents

[Foundation Phase.](#)

[Intermediate Phase.](#)

[Senior Phase.](#)

[FET Phase.](#)

More information and updates available at <https://tinyurl.com/DBE-CAPS>

ATKV-SKOOLOPROJEKTE

<https://atkv.org.za/neem-deel/>

Kultuurprojekte

APPLOUS
DEBAT
KLETSKRING
JEUGLEIERSIMPOSIUM
REDENAARS
TIENERTONEEL
TJOKKERTONEEL
SÉR

DigiProjekte

DIGIKUNS
DIGIPRAAT
DIGISKRYF
DIGISPANPRAAT
DIGISPEL
DIGITONEEL



Taalprojekte

AFRIKAANS VIR ALMAL
SKRYFSKOOLO
VRIENDE VAN AFRIKAANS
AFRIKAANSE OLIMPIADE
BETER AFRIKAANS
FILMVERSE

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
- [Question Papers](#)
- [Assessment Instructions](#)
- [Study Guides](#)
- [Examination Guidelines](#)
- [Policy Documents](#)

Curriculum

- www.eccurriculum.co.za
- [ATPs](#)
- [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](#)

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**

- ✦ Things Truly Great Teachers ALWAYS Say or Do; Things Truly Great Teachers NEVER Say or Do
- ✦ Stronger Together: Why Every Teacher Needs a Union
- ✦ What I was never taught at university
- ✦ 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)**

- ✦ The Hour of Power: The One-Hour Rule for Teachers
- ✦ The 7 Habits of Highly Effective Teachers
- ✦ Victory Belongs To The Most Tenacious
- ✦ Let Them
- ✦ From Reluctance to Resilience: Reigniting the Passion for Teaching
- ✦ 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**

- ✦ Safety and Security Issues in South African Schools: A Teacher's Perspective
- ✦ Overcrowded, Overworked, but Not Overcome
- ✦ 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**

- ✦ Supporting a Bereaved Learner: Practical Strategies for Teachers
- ✦ The One Minute Teacher
- ✦ Not Just Academics: How Cultural Activities Shape Young Minds
- ✦ Game On! How School Sport shapes Learners for Life
- ✦ 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
- ✦ Breaking the Silence: A Teacher's Duty in Addressing Child Abuse
- ✦ When Home Hurts - Child Abuse in South Africa and Its Impact on Learning
- ✦ Crisis in Classrooms: Learner Violence against Teachers
- ✦ Navigating the Trap: When Disrespectful Learners Try to Get Teachers "In Trouble"
- ✦ 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**

- ✚ Curiosity skills the cat - and the learners too!
- ✚ From Chalkboard to Chatbot: Discover AI, your new PA
- ✚ Second Language, First Priority: Teaching with Passion and Purpose
- ✚ Once Upon a Lesson: The Magic of Storytelling in Teaching
- ✚ Good morning class. Take out your Cellphones!
- ✚ 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**

- ✚ Assessment of Learning vs Assessment for Learning: Understanding the difference that makes a difference
- ✚ How to Answer Question Papers Like a Pro
- ✚ 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**

- ✚ From Home to Hostel: A Guide for Parents and Schools
- ✚ From Conflict to Cooperation: Handling Confrontational Parents Wisely
- ✚ Single Parents, Strong Partnerships
- ✚ 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**

- ✚ Practical Lessons from Financial Mismanagement – The Principal's Responsibility
- ✚ What Teachers Can Learn from Our Protea Women
- ✚ Diverse People Unite: Celebrating Heritage in Schools
- ✚ From Braais to Books: Dads Who Show Up
- ✚ Old School, Still Cool: Honouring Our Education Legends
- ✚ Young Teachers: The Underrated Assets in Our Schools
- ✚ School's Name and Reputation: Creating a School of Choice
- ✚ Teachers Stay Where They Are Valued: A Guide for School Principals
- ✚ Teacher Choice and Voice
- ✚ Effective School Budgeting: Key Steps and Tips
- ✚ Charity with Dignity
- ✚ New Principal? Turning Challenges into Charisma

VACANT POSTS



SYDENHAM PRIMARY SCHOOL

(Loch Street, Sydenham, Port Elizabeth)

The School Governing Body has the following SGB teaching post available starting **2 February 2026**.

Intersen Phase Educator – Grade 4 – 7

Medium of instruction – English

Subjects: Mathematics

Life Skills

iSiXhosa

Please submit you **CV** and **CERTIFIED COPIES** of the following documents:

Identity Document

Matric Certificate

Academic Qualifications

Statement of Results

SACE Certificate

Hand deliver to Sydenham Primary School from **12th of January – 16 January 2026 (Closing Date)**.

Only hand deliveries accepted. No e-mails will be considered.

Sydenham Primary has the right not to fill this post.

LAERSKOOL INNES PRIMARY



**VACANT POST: SGB POSITION
FOUNDATION PHASE**

GRADE R-3

AFRIKAANS/ENGLISH MEDIUM

Assumption of Duty: 14 January 2026

Closing date: 12 January 2026

**Please submit full CV with all relevant
documentation to the school office at:
Magennis Street, Kariega
(No emails)**

Requirements:

- **A recognized and relevant Foundation Phase degree.**
- **Home Languages: Afrikaans / English**
- **Experience / Knowledge in the effective implementation and delivery of the CAPS curriculum.**
- **Ability to plan, manage, record and report on assessment.**
- **SACE registered or currently in process of registration.**

LAERSKOOL HANDHAAF



Vakatures **Mans Onderwysstudent (Internskap)**

Onderrigmedium: Afrikaans Huistaal
Studieveld in onderwys: Intermediêre fase
Sportafrigting (Rugby, atletiek, krieket)

Sluitingsdatum

12 Januarie 2026

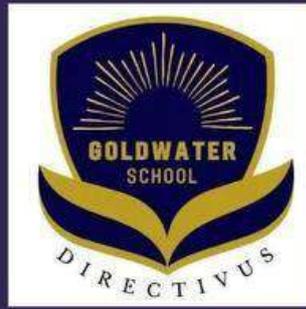
Dui asseblief in u aansoek aan wat u gekose fase is.

Aanvangsdatum

14 Januarie 2026

Stuur volledige aansoek en CV aan
mrloock@gmail.com

Ons behou die reg voor om nie die pos te vul nie of dit te heradvertbeer.



GOLDWATER HIGH SCHOOL

WE ARE HIRING

**WE ARE SEEKING A PASSIONATE AND DEDICATED EDUCATOR WHO RESIDES
LOCALLY TO JOIN OUR TEAM.**

STARTING DATE: 25 FEBRUARY 2026 - 23 SEPTEMBER 2026
SUBJECTS: GR.10 MATHS CORE & GR. 7 AND 8 MATHS

REQUIREMENTS

- B.ED (INTERMEDIATE/SENIOR) OR RELEVANT QUALIFICATION, SACE REGISTRATION
- STRONG COMMAND OF SPOKEN AND WRITTEN ENGLISH
- TECH-SAVVY AND ENTHUSIASTIC ABOUT MODERN TEACHING METHODS
- COMMITTED TO A CHRISTIAN ETHOS

REQUIRED CLEARANCES

- POLICE CLEARANCE OR PROOF OF APPLICATION.
- SEXUAL OFFENDER CLEARANCE CERTIFICATE OR PROOF OF APPLICATION.

SELECTION PROCESS

- SUCCESSFUL CANDIDATES WILL UNDERGO A FORMAL INTERVIEW AND TEACHING DEMONSTRATION.

APPLY NOW

- COMPLETE THE APPLICATION FORM AND ATTACH ALL NECESSARY DOCUMENTATION
(INCLUDING TWO REFERENCES)

Closing date: 18 January 2026

Goldwater School reserves the right not to proceed with the filling of the post. An application in itself does not entitle the applicant to an interview.



AFRIKAANS EERSTE ADDISIONELE TAAL/ HUISTAAL EN LEWENSVAARDIGHEDI

Graad 8 - 10

Somerset-Oos
Oos-Kaap

VEREISTES

BHL vakante pos
2026

- SACE Geregistreerd.
- Moet in **Afrikaans en Engels** kan kommunikeer.
- Ekstra kurrikulêre aktiwiteite verpligtend.
- Dinamies en goeie spanwerkvermoë.
- Gevorderde rekenaarvaardighede.

Stuur asseblief n volledige CV aan: principal@gillcollege.co.za
Aanvangsdatum: Januarie 2026

Vir meer inligting, kontak asseblief ons Skoolhoof:
082 939 8071 (kantoor ure).

CURRO

Curro Holdings is a JSE-listed independent schooling provider that offers quality education from the early childhood development phase to Grade 12. Curro prides itself on providing an ethical, values-based environment and offers learner-centric, balanced, innovative and relevant curricula across schools.

Curro Holdings seeks to appoint isiXhosa FAL Teacher (Grades 4 to 7) (part-time) at St Georges Preparatory School in Gqeberha to commence duties in January 2026

Vacancy Reference: 27086

Curro Holdings is seeking to appoint a primary school intermediate phase teacher at St Georges Preparatory School in Gqeberha. The role involves teaching and coordinating a range of subjects as per the Curro curriculum for the intermediate phase. The teacher is responsible for the active teaching, knowledge transfer, skills development and growth of positive attitudes among learners through integrated and focused teaching approaches.

Curro is an equal-opportunity employer, therefore preference will be given to EE candidates.

Key performance areas

- Perform teaching duties, including planning lessons using modern-day tools and processes, setting up workbooks and measuring academic improvement and achievement
- Review, implement, monitor and adjust the term plan as necessary, including creating customised plans to support the class pace and available lessons
- Manage the classroom, including classroom design and set-up for optimal performance, disciplinary rules and communication with learners and parents
- Set up and manage assessments (formal and continuous), including the assessment roster, revision packs and moderation
- Plan and manage homework per subject, including revisions and managing peer marking
- Plan and manage extramural activities and outings

Qualifications, experience and skills

- BEd and/or PGCE in intermediate phase teaching
- Minimum 2 years' experience as an intermediate phase teacher
- Knowledge of the CAPS curriculum
- Proven facilitation, problem-solving and report-writing skills
- Excellent communication, organisational and planning skills
- Willing and able to work extended hours
- Proficient in Microsoft Office
- SACE-registered
- Clear criminal record

Closing date: 20 January 2026.

Please note that you will need to submit a comprehensive CV and copies of your qualifications and SACE registration (if applicable) as part of your online application.



P.S Please view your profile for progress on your application.

If you have not had any feedback from the school within two weeks of the closing date of this advert, accept that you were not successful for this position.

But don't be dismayed, next time it might be you.

Due to the high volume of applications, only shortlisted candidates will be communicated with.

Curro reserves the right not to make an appointment.

Hoor hier-nuusbrief | newsletter: <https://www.eccurriculum.co.za/hoorhier.htm>

Available Teachers: Online CVs received the past week



CVs: <https://tinyurl.com/educationCVs>

(CVs received since the previous edition. See the list below. Text is unedited as received.)

NAME	SURNAM	QUALIFICATIO	PHASE	SUBJECTS	AREA
Kgomotso Lina	Diphoko	Bachelor of Education senior phase and FET with	Senior, FET / VOO	English and Life-orientation	Anywhere
SIYA	WAPI	BEd Senior Phase and FET	Intermediate / Intermediêr, Senior, FET / VOO, School Admin Post / Administratie we pos	Physical Education, LO, Business Studies, EMS, Mathematical Literacy	ANYWHERE IN THE EASTERN CAPE
Kgomotso Rakodi	Rakodi	Diploma in Public Relations & Post Graduate Certificate in Education	Senior, FET / VOO	English HL/FAL ,Business Studies and Technology	Anywhere in the Eastern Cape
Cornelia Fredrika	Janse van Vuuren	B. Ed Intermediate fase	Intermediate / Intermediêr	Afrikaans, wiskunde, Natuurlike wetenskap en Tegnologie, sosiale studies, lewensvaardigheid	Port Elizabeth
Sinovuyo	Benzana	Degree in education of humanities	FET / VOO	English and Geography	Anywhere in the Eastern Cape
Amnele Jessica	Nogwaza	Bachelors degree of education	Intermediate / Intermediêr, Senior	EMS and Social science and Sizulu	Anywhere in Eastern Cape
Buyiswa	Nota	Bachelor of education	Intermediate / Intermediêr	Isixhosa, English, natural science, life skills	Anywhere in Eastern Cape

Londiwe Brilliant	Gwala	Diploma in educare Diploma in grade R Currently studying foundation phase degree	Foundation / Grondslag	English home language, isizulu first additional language, maths, life skills	Anywhere in the eastern cape
Gugu	Ngcobo	Bachelor of education in intermediate phase	Intermediate / Intermediêr	Social sciences and natural sciences	Queens town
Iteboheng	Mohoto	Bachelor of Education	Intermediate / Intermediêr	English home language, Social sciences, Natural Sciences and Technology	Anywhere in the Eastern Cape
Nokuthula Prencess	Cele	Batchelor of Education in Intermediate Phase	Intermediate / Intermediêr	Social Sciences, Life Skills, IsiZulu HL, English FAL	Anywhere in the Eastern Cape
Ayanda	Molokomme	Bachelor of Education	Foundation / Grondslag, Intermediate / Intermediêr, Senior, FET / VOO, School Admin Post / Administratiewe pos	Business Studies, EMS, Technology and Life Orientation	Chintsa Gqeberha East London Port Alfred Nxuba Mthatha Maletswai
Rebecca	Marumo	BED	Intermediate / Intermediêr, Senior	MATH, EMS, ENG, LIFE SKILL,	Anywhere
Emmanuel Malusi	Nkuna	Bachelor of education Accounting, Ems and mathematics	FET / VOO	Accounting, EMS, Mathematics	Anywhere in the eastern cape
Sethu	Nontombana	BEd in Foundation Phase	Foundation / Grondslag	English, Mathematics, isixhosa, Afrikans, life skills	Anywhere around Eastern Cape
Liberty	Nkambule	Bachelor of education sp and fet	Intermediate / Intermediêr, Senior, FET / VOO	Accounting, economics and EMS	Anywhere in the eastern cape
Sisanda	Mzotsho	Bachelor of Education in foundation phase	Foundation / Grondslag	Mathematics, English, life skills, isiXhosa FAL, IsiZulu FAL	Anywhere in the Eastern Cape
Nelisiwe	Mofokeng	Bachelors of Education	Senior, FET / VOO	English, Sesotho and History	Anywhere
Thumeka	Joseph	B.Ed (FET) Phase	Senior, FET / VOO	English FAL IsiXhosa Life Orientation	Anywhere in the Eastern Cape
Amy	Gallant	BA (Humanities), PGCE	Intermediate / Intermediêr, Senior, FET / VOO	English, History, Life Orientation	Anywhere in the Eastern Cape
Vernashron	Kettledas	Bachelor of education Intermediate phase	Intermediate / Intermediêr	All subjects	Utenhage; Port Elizabeth; Humansdorp

Bathandwa	Bongweni	Higher Certificate in Event Management, BA Psychology and Communication Science and PGCE Life Orientation	Senior, FET / VOO	Life Orientation	Port Elizabeth, East London, Port Alfred, Grahamstown, Queenstown, Cradock, Whittlesea, Graaff-Reinet, Jefferys Bay
Siboniso	Hlophe	BSc in Consumer Science Education	Foundation / Grondslag, Intermediate / Intermediêr	Consumer Studies, Mathematics,	Anywhere in the Eastern Cape

AVAILABLE TEACHERS: ONLINE CVs



89 online CVs are available at <https://tinyurl.com/educationCVs>

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>

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 and teachers looking for posts are welcome to submit their **resumes** online. (See the link at the top of the page.)
The deadline for contributions: **Thursdays at 13:00.**



- 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