



OFFICE OF THE SUPERINTENDENT GENERAL

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STRATEGIC RETREAT MANAGEMENT ACTION PLAN

TO : ALL DDG'S
ALL SMS MEMBERS
ALL EMPLOYEES OF THE DEPARTMENT
ORGANISED LABOUR
ASSOCIATION OF SGB'S

FROM : THE HEAD OF DEPARTMENT

DATE : 29 JUNE 2021

SUBJECT : ECDōE STRATEGIC RETREAT - 100 DAYS MANAGEMENT ACTION PLAN

1. PURPOSE

The Purpose of the Strategic Retreat was to:

- Position the Eastern Cape Basic Education for greater efficiency and effectiveness in the delivery of quality basic education delivery towards the achievement of improved learning outcomes.
- To reflect on progress on key policy priorities of the Department and explore measures to enhance and accelerate service delivery in relation to the Province's Basic Education Sector.
- Ensure all stakeholders are actively involved in the development of a Management Plan in enhancing and fast-tracking delivery on all the Departments' Plans.

2. BACKGROUND

The Department of Education held a Strategic Retreat on the 23 to 25 June 2021 under the theme "**Bambelela Siyajika**". The Department deeply reflected on its current operating environment and collectively with all members of the broader EC Basic Education family explored ways to improve learner outcomes and enhance operations across the delivery value chain of Head Office, Districts, Schools and communities at large.

MANAGEMENT ACTION PLAN-STRATEGIC RETREAT – 23-25 JUNE 2021



Education is in every sense one of the fundamental factors of human development. Education raises peoples productivity and creativity and promotes entrepreneurship and technological advances.

The NDP's vision for 2030 is that South Africans should have access to training and education of the highest quality, characterised by significantly improved learning outcomes. Education then becomes an important instrument in equalising individuals' life chances, ensuring economic mobility and success and advancing our key goals of economic growth, employment creation, poverty eradication and the reduction of inequality.

3. DISCUSSION

Following the appointment of the new Superintendent General of the Eastern Cape Department of Education, a Strategic Retreat was planned to identify concrete solutions to address the short and long-term challenges confronting the education sector in the Eastern Cape and to dissipate the vision and values of the Department to develop accelerated action plans to further advance the efforts of the work streams in the Eastern Cape Department of Education.

The discussions for the period were centered around the theme "**Bambelela Siyajika**" with a focus to develop workable accelerated strategies to implement specifically focused around the following areas:

- Early Childhood Development (ECD)
- Data Management Functionality
- Provincial Curriculum Plan
- Institutional Management of Schools
- Corporate Governance – ESTP
- Corporate Governance – Corporate Services
- Corporate Governance – Operation Clean Audit
- Financial Management
- Transformation Agenda: Anti-Racism, Anti-Bullying, LIEPU, SAFE
- Operationalization of The Organogram
- Hostel Management Plan
- Operationalization of The Office of the MEC

The following key Action Items were identified:

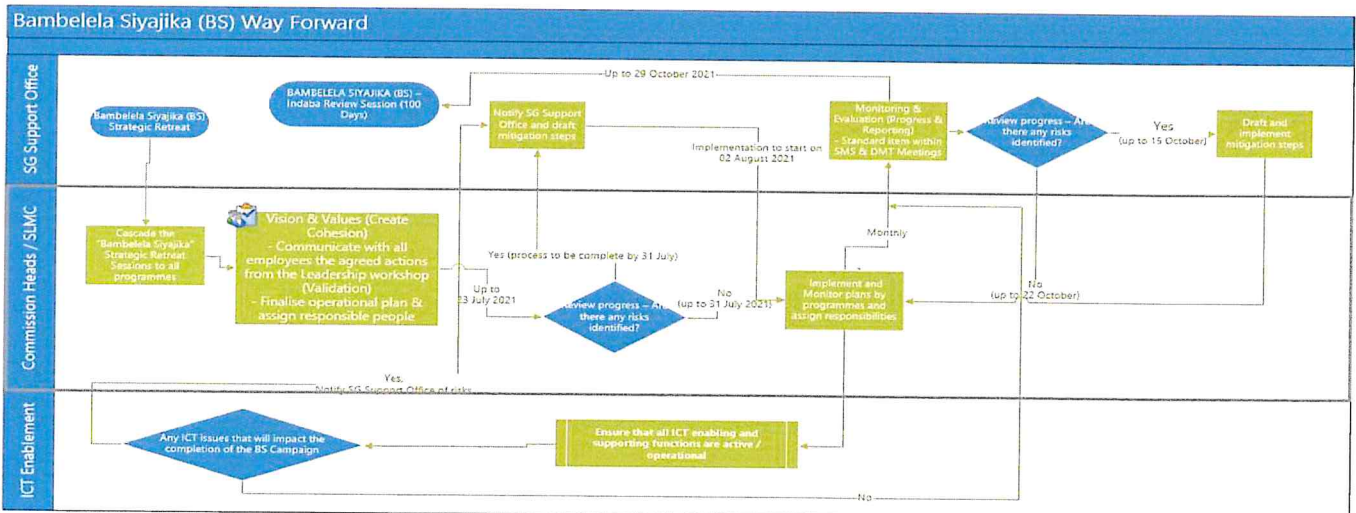
#	Key Actions	Responsible	By When?
1.	<p>Cascade the "Bambelela Siyajika" Strategic Retreat Sessions to all programmes with special focus on the:</p> <p>- Vision & Values (Create Cohesion)</p>	Deputy Director Generals	31 st July 2021

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	<ul style="list-style-type: none"> - Communicate with all employees the agreed actions from the Leadership workshop (Validation) - Finalise operational plan & assign responsible people. 	Chief Directors (Dates to be submitted close of business 29 June 2021)	
2.	Implementation and Monitoring of plans by all Commission Champions aligned to Programmes and Branches	Chief Directors (Updated reports to be submitted 30 June 2021)	31 st September 2021
3.	Monitoring & Evaluation (Progress & Reporting) - Standard item within SMS & DMT Meetings	CSM and EMIS SG's Office	Monthly
4.	BAMBELELA SIYAJIKA (BS) – Indaba Review Session (100 Days)	SG's Office	31 st October 2021

Bambelela Siyajika work-flow diagram:





4. FINANCIAL IMPLICATIONS

The programme managers have budgeted for these programmes in line with Vote 6 allocation 2021/22 Annual Performance Plan and approved operational plans. All Programmes to reprioritize funding to ensure the successful cascading of the Strategic Retreat Outcomes and MECs and SG's Directives across all staff in all line functions.

5. HUMAN RESOURCES

There are no additional human resource implications. All line functions and Commission Heads are to submit monthly reports to the Office of the Head of Department and the Office of Corporate Strategy Management.

6. POLITICAL IMPLICATIONS

The implementation of this intervention is to support the policy imperatives and accelerate service delivery in relation to the Province's Basic Education Sector and government at large.

7. COMMUNICATIONS IMPLICATIONS

The communications unit within the Department has developed a communication strategy that supports the implementation of the programme.

8. IMPACT

Education is a societal matter. Education must become relevant to the people of the Eastern Cape so that they are not only literate and numerate but that they are skilled people who are employable within the economy, who are productive within society; who are entrepreneurial, who are self-employable and who are committed to lifelong learning. The Bamblela Siyajika Programme is premised on transforming ECDoE to ensure attainment of all basic education policy imperatives outlined in the NDP, P-MTSF, Programme of Action, ESTP, Strategic Plan, SONA, SOPA, Policy Speech, Annual Performance Plan, Annual Operational Plans, District Improvement Plans and School Improvement Plans.

9. CONSULTATION

There has been continuous consultation and collaboration with other government departments to strengthen the delivery of education as the apex of government priority. This programme supports the following strategic priorities of government, applicable to the Department of Education:

- Equity in educational achievements for all learners.
- Improved quality of teaching and learning at all levels throughout the Province.
- Departmental Priorities of the improvement of learner outcomes.
- Action Plan to 2021 towards the realization of "Schooling 2030" enroute to vision 2030 as encapsulated in the National Development Plan.

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10. RECOMMENDATIONS

It is recommended the Head of Department support and endorse the *Bambelela Siyajika* Management Action Plan to accelerate service delivery and transform Eastern Cape Basic Education.

DR. N. MBUDE
HEAD OF DEPARTMENT: ECDoE

DATE: 30/06/2021