



FOREWORD BY THE CHAIRPERSON OF THE ORGANISING COMMITTEE

My purpose in presenting this Foreword, on behalf of the Organising Committee, is to contextualise the seminar within the Union's priorities for 2024, namely,

- Addressing the current unfavourable learner-teacher ratios by, inter alia, putting pressure of the employer to employ more teachers so as to conform to the agreed Post Provisioning Norms (PPN).
- Working to improve the unique baseline conditions of both employment and service of Grade R teachers who currently face many injustices and other employment challenges.
- Working to normalise the funding framework of Grade R learners across all the PEDs.
- Fighting against the exclusion of undocumented learners from the funding models of some PEDs – considering that most undocumented learners are, in fact, South African citizens.
- Working to improve school infrastructure – such as adequate chairs and desks, classroom and laboratory spaces, libraries, learning and teaching support materials (LTSM) and other resources, ablution facilities, sanitary towel support, and many other conditions which currently limit teaching and learning.
- Addressing the challenges faced by learners with different types of learning barriers and disabilities limiting their access to educational services.
- Finding solutions to the perennial challenge of safety and security in schools.
- Working to curb corrupt practices with respect to filling of promotional posts.
- Addressing the unjustified reduction of promotional posts/opportunities due to the so-called 'austerity measures.'

It is evident from the above priorities that addressing them stands at the centre of good school leadership, in terms of governance and administration. Thus, the overall guiding principle behind this seminar is to promote the core purpose of principalship in South Africa. As on previous occasions, this year's seminar will take the format of both plenary presentations and breakaway group discussion sessions which will explore answers to the specific issues highlighted under the identified sub-themes. The plenary presentations will be delivered by carefully identified experts, while the breakaway group discussions will provide participants with exceptional opportunities to engage in insightful discussions, share knowledge and experiences, and foster meaningful connections meant to achieve the main object of the seminar, namely, to arrive at well-articulated analyses of the sub-themes of the Seminar, accompanied by clear and actionable proposals.

As already highlighted, the theme for this year's Principals' Seminar is: "Enhancing Quality Education through Strategic Resourcing that Prioritises Adequate Staffing, School Safety and Effective School Management." We believe that prioritising adequate staffing, school safety, and effective school leadership and management can lead to significant improvements in educational outcomes. Thus, by focusing on these areas, South Africa can enhance the quality of her education, leading to better learning outcomes and a more equitable educational system.

The organising committee wishes you fruitful and insightful deliberations over the two days of this seminar.

Mr. G.M. Mabuza

Deputy President & Chairperson of Organising Committee