

# Free State Department of Education

*Progress of Provincial Interventions to address school dropout, especially in the midst of the COVID-19 pandemic*



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Department of  
Education  
FREE STATE PROVINCE

[www.fsdoe.fs.gov.za](http://www.fsdoe.fs.gov.za)

**Mission of public schooling:**

***Every child to be provided with a high quality school education – whatever their ability, wherever they live, whatever their background.***

## Models or School Attendance Plan

- The beginning of 2021 as the Free State Department of Education , we adopted what we called the School attendance Plan to mitigate against learner drop out in our schools.
- The plan categorized our schools in two models of school attendance :
  - Learners attending on daily basis
  - Learners rotating on daily basis
  - Schools adopting the hybrid model which means some learners attend on daily basis some grades rotate amongst themselves
- The plan in the next slide clearly explains our school attendance plan to mitigate against learner drop out.





ACTIVITY	School Attendance Plan
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## PRIMARY SCHOOLS CAPACITY

<b>Micro Primary Schools: less than 135 learners</b>	Traditional and Daily Attendance
<b>Small Primary Schools: Enrolment of 135 - 300 learners</b>	Traditional and Daily Attendance
<b>Medium Primary Schools: Enrolment of 311 - 600 learners</b>	Traditional and Daily Attendance
<b>Large Primary Schools: Enrolment of 621 - 1000 learners</b>	Daily Rotation (Alternate)
<b>Mega Primary Schools: In excess of 931 learners</b>	Daily or Weekly Rotation or Hybrid Model depending on the school capacity

## SECONDARY SCHOOLS CAPACITY

<b>Small Secondary Schools: Enrolment of 200 - 400 learners</b>	Traditional and Daily Attendance
<b>Medium Secondary Schools: Enrolment of 401 - 600 learners</b>	Traditional and Daily Attendance
<b>Large Secondary Schools: Enrolment of 601 – 1000 learners</b>	Daily Rotation (Alternate)
<b>Mega Secondary Schools: In excess of 1001 learners</b>	Daily or Weekly Rotation or Hybrid Model depending on the school capacity

## Communication with all role players

- **Communication was issued out to all districts and schools explaining to them expectations on learner attendance.**
- **Expectation : A class teacher must inform the principal if a learner is absent from school without explanation for three consecutive days..**
- **The principal is expected to follow up learner absence if a learner is absent for three consecutive days without an explanation.**



# Stakeholder Intelligence

- **The following stakeholders were engaged in helping to manage learner attendance :**
  - **Parents**
  - **School Governing Body**
  - **School Governing Body Federation/Association**
  - **Principal Council/Association**
  - **Teacher Formations**
- **The FSDoE collaborated with sister departments in dealing with learner drop out:**
  - **Health**
  - **Social Development**
  - **SAPS**



# Stakeholder Intelligence

- **Districts held meetings with stakeholders explaining to them :**
  - Importance of regular school attendance
- **The most important session with SGBs and Principals was on the**
  - **Promotion, recording and monitoring of learner attendance**
    - Learner responsibilities
    - Parent responsibilities
    - SGB responsibilities
    - School Management responsibilities
    - Provincial Education responsibilities
    - Measures to take in case of continuous absence
  - **Involvement of Social Development and Health**
- **The above engagements saw learner attendance increasing tremendously.**



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- Develop **Home Visit** programme : Conduct home –visits by SMT’s and School Governing Body members
  - Monitor study programme
  - Improve home-school relationship.
  - Create an environment of support for helping learners to manage their learning .
  - Regularity and punctuality at school
  - Help with supervision.



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- **SMT** to Identify a staff member or a mentor to provide additional encouragement, support and attention to learners who are under supported or vulnerable .
  - The mentor or staff member is asked to make concerted effort to connect with the learner,
    - discover the learner's concerns and interests
    - establish a positive personal relationship,
    - monitor the learner's well-being and advise the subject teacher regarding the best ways to assist the learner.



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■ **SMT and SBST monitors :**

- the academic progress and
- emotional well-being of the learner and attempts to help the learner find solutions to any problems they may be experiencing.
- Identify and approach volunteering adults or parents or SGB members of a school to take a personal interest in a learner who is at risk or under supported academically.
- learner attendance school and school based camp.
- Proper management of their time



# Psycho-social Services

## ACTIVITY

Establish School Based Support Teams that are effective and functional

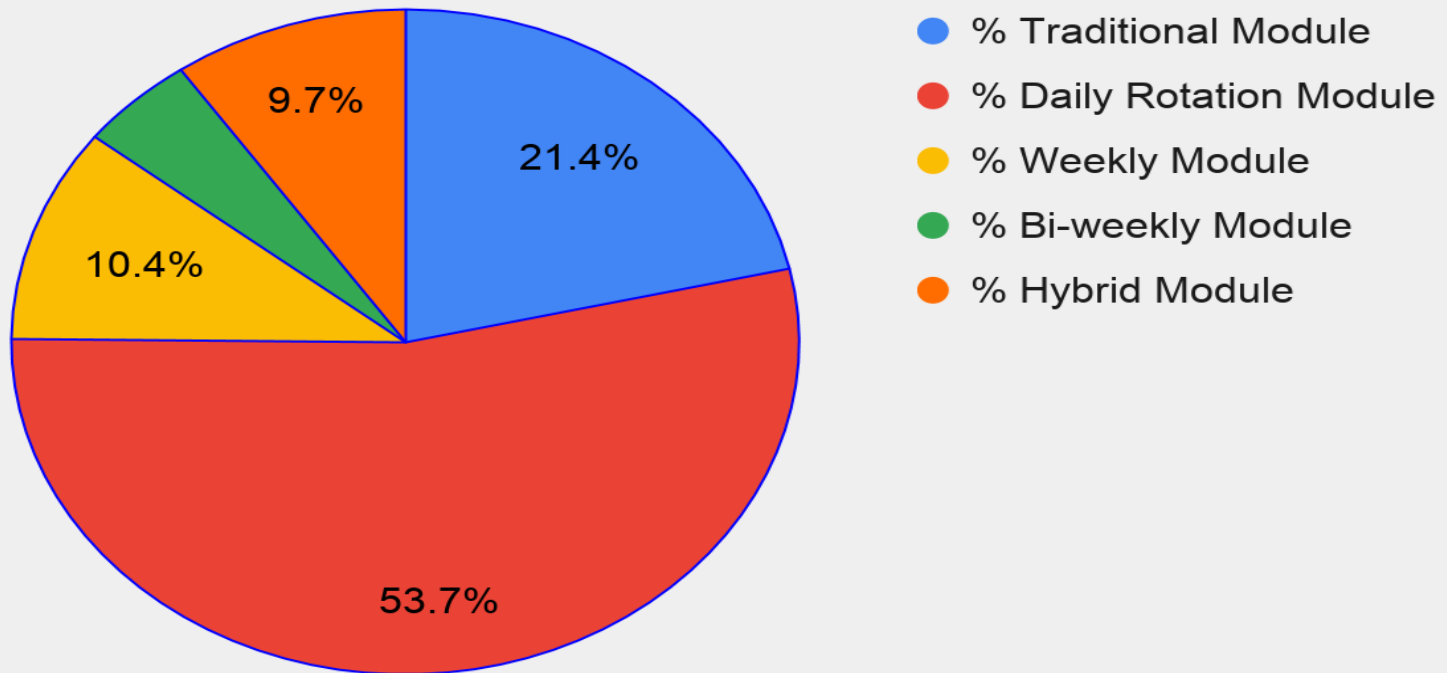
Schools have a Plan in place for the utilization of school / circuit / district psychologist or social workers

Schools have a Referral System in place for teachers and learners to access psychosocial services

Strengthen the collaboration between the three departments

# SURVEY RESULTS: AVAILABILITY OF STAFF

Learner attendance module used by schools



**Based on the above learner attendance  
has improved in the Province**

Leadership matters a lot in the tone and harmony of any workplace. Supervisors and managers influence people's motivation to work, their relationship with their colleagues, and their overall sense of well-being. So, a bad boss can grind productivity to a halt.



**Thanks Very Much**