Newly Appointed Circuit Managers

Their Role is to defy all Odds, says HOD, Sishi

“The HOD: Education in KZN, Nkosinathi SP Sishi congratulated the newly appointed Circuit Managers at a special Two-Day Induction Programme held at the FET College in Durban recently for CESs Circuit Management and Circuit Managers appointed through HRM 1 of 2011.

The opening, welcome and contextualization of the programme was undertaken by Ms NJ Dlamini, Senior General Manager: Branch: Institutional Development and Support.

In his address, the HOD informed the officials that the Department of Education has reviewed its organizational Structures and therefore there was a need for new priorities and expectations.

He eluded that the classroom is the centre piece of what we do, that is where teaching and learning takes place and is our core business. Nkosinathi SP Sishi, [PhD] elaborated on the following 10 pillars:

• Communication
• Planning and Administration
• Teamwork
• Strategic Plan
• Global Awareness
• Self Management
• Contingency Approaches
• Total Quality Management
• Learning Organization- Pete Senge
• Re-engineering

Speaking to the Media, the HOD said that the Circuit Managers are principals of all principals. They have to motivate people for better performance, support the classroom, measure what is done set standards for achievements and respect the different cultures and draw on the best.

He said we cannot expect a new manager to perform without training. His mind set is still Nkosinathi SP Sishi [PhD] HOD: Education after his opening address at the Induction of CESs Managements Members and Circuit Managers responded to Questions from the Media, Ms Gabisile Ngcobo from Witness and Mhlengi Shangase of Isolezwe, Looking on is Mr Sihle Mlotshwa, Deputy Manager: Media and Publications

Ms Nozipho Mkhize is being congratulated by Ms Judy Dlamini SGM IDS: as the Newly Appointed Circuit Manager for Umdlovama Ward

Nkosinathi SP Sishi [PhD] HOD: Education met Mr Reginald Chiliza, Provincial Chairperson of the National Association of School Governing Bodies - KZN attending the Programme...
on the old rank. The HOD said that he is busy negotiation with the Unions for more time.

The 4 x 5 hours put in by the educators during the winter school holiday will benefit the learners. Four hours for five days, teachers are attending booth camps. The Department drew expertise from Universities and former lecturers.

The HOD said that the Circuit Managers must understand the dynamics of the community and be responsible to handle conflict situation and most importantly to Respect the children, teachers, parents and school governing bodies. The Department will appropriately empower the Circuit Managers to benefit all our schools in the Province.

“A participative system indicates a shift in leadership and management. To be successful Circuit Managers must have the support from SGBs. Maximise the expertise gained from the department through the Induction Programme familiarize yourself with the work that is demanded of you.

Media and democracy are working to strengthen the relationship. As a Department our Core business is teaching and learning. We need to manage from all angles for the benefit of the classroom,

He said priority must be given to teaching and learning and it is the duty of Circuit Managers to motivate people for better and higher performance. Your role would be to highlight the inadequacies and weaknesses and be ambassadors of positive attitude and energy.

The teachers need to be held accountable and be made aware they are equal to the task. As a Department we have no objection to teachers and officials being members of different teacher unions, but what is important is when you are in the classroom or in management you are representing the HOD then you must respect the values and ethos of the Office of the Head of Department and the Department of Education,” said the HOD.

“Teachers are in competition with each other and want to gain advantage and they will leverage themselves on you as the manager in order to peep each other. Lead and manage schools in rural communities and turn things around into centres of excellence. Read all the legislation, policies given by the Department. Work closely with teacher unions in bilateral talks and recognise them as the legitimate structures ,” said the Senior General Manager, Ms Judy Dlamini

“The Programme is a wonderful strategy from the HOD and SGM. It is hoped that this Induction Programme will eliminate a lot of challenges and disputes experienced at District Level as a result of incompetent ward/circuit managers. He quoted an example an HOD applied for a Deputy Principalship posts in his school and another school.

He worked at Dlabesuthi High School in Umsinga. He was then promoted to another school and the learners went on strike demanding the return of their HOD to the post of Deputy Principal. This was caused through procedural delays by the Principal and Circuit Managers. The learners telephoned him in the 3rd week of strike.

“I immediately took up the matter at Head Office and the problem was resolved,” said Mr Chiliza.

“It is a very informative session we have had as newly appointed Circuit Managers. We wish the same could be shared with all Managers so that we all have the same and equal vision to implement in our schools”, said Ms Nozipho Mkhize.

Ms Nelly Mhlongo, said, “I feel very pleased and impressed for being a newly appointed Circuit Manager. I am prepared to work for the nation and develop and empower communities. ✽

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