

Realema

teacher intern programme



The Realema Teacher Development Model

- ❖ Partnership founded in 2013 between Masibambane/St John's
- ❖ Aimed at creating a pipeline of qualified, competent, well-trained and compassionate Primary School teachers able to return to their communities as teachers and leaders.
- ❖ Offers support to students starting at high school and throughout their UNISA studies and teaching internships
- ❖ The Realema program offers full-time internships at St. John's College, Masibambane College, Kingsmead, St. Mary's, The Ridge and Roedean.
- ❖ Currently 12 Interns on the program

What are the key objectives of the Realema programme?

- ❖ Develop professional and passionate teachers to address South Africa's education crisis and meet country-wide teaching requirements.
- ❖ Provide academic and life skill support to matric students (and at times lower grades) from Masibambane College so that they can perform to the best of their ability.
- ❖ Offer holistic financial, academic and life skill support via full bursaries to selected candidates from Masibambane to study for a teacher's degree at UNISA, while gathering work experience via internships at well-resourced independent schools in Johannesburg.
- ❖ Support underprivileged students from an economically marginalized community (Orange Farm) to become self-reliant and sustainable.
- ❖ Develop leaders to contribute to their own communities.

What are the stages Realema Interns go through?

Stage 1: (Pre-Tertiary)

- ❖ In February, Matriculants who are keen to pursue teaching as a potential career opportunity are invited to apply by writing a letter of motivation
- ❖ Selection Criteria include sincerity, English skills, Grade 11 academic record (at least 50% in all subjects)
- ❖ Selected group of 15 receives mentorship support throughout their matric year
- ❖ Personal values, goal setting, study skills, speed reading, personal effectiveness, stress management, sexual information, etc.

Stage 1: (Pre-Tertiary)

- ❖ Saturday School— extra tuition at Masibambane College in Mathematics, English, Life Science, as well as pastoral care throughout the year.
- ❖ Winter School— A week at St. John's Preparatory School to shadow teachers in classrooms and on the sports field.
- ❖ By end of the year between 2 – 4 students are offered internships (depending on availability at partner schools)
- ❖ Selection criteria include attitude and participation shown throughout matric year in various support programs, grit, hard work, good academic performance

Stage 2: (Post-Matric - Four year's internship and university study)

- ❖ Realema interns spend five days per week in classrooms, working with lead teachers.
- ❖ Expectation of at least three hours of study per day after school hours
- ❖ Classroom Responsibilities:
 - In the second half of their first year interns begin lesson-planning and giving supervised lessons.
 - Interns also help lead teachers with planning, setting and marking papers
- ❖ Additional Responsibilities include significant extramural responsibilities on the sports fields or in clubs until 3-4 p.m. each day and boarding duties after hours.

How does the Realema programme work in practice?

1. Mentorship/Support:

- ❖ Realema interns are given a work-place mentor, an academic mentor (these two roles are usually fulfilled by the same individual) and a goodwill mentor. The goodwill mentor is typically a parent from the local community who commits to offering interns emotional-social support.
- ❖ The goodwill mentor signs a formal commitment to be there for interns in times of need.
- ❖ All mentors meet with interns at least once per month to offer feedback and support.

2. Professional Development

- ❖ Realema interns access full-staff professional development, but also benefit from workplace readiness workshops (focused on professionalism, handling conflict, workplace etiquette, etc.), financial management (personal budgeting and treating their finances responsibly), first aid training, etc.
- ❖ All interns meet the Internship Coordinator (retired principal) once per month as part of a group to chat about their work, share challenges and eat pizzas; St. Johns facilitates these meetings to build a 'campus feel' amongst interns.
- ❖ Additional support in English, if needed.

3. Bursaries/Stipends:

- *Bursaries*—Realema interns receive study fees for B. Ed at UNISA, study materials, and a laptop to enable distance study
- *Stipends*—Realema interns receive a salary of R3000 per month

4. Boarding:

- Realema interns receive accommodation at St. John's, The Ridge School, St Mary's Girls, Kingsmead Girls College and Roedean Girls College.
- Realema interns placed at Masibambane receive an extra R1000 towards living expenses because there is not boarding available

Lessons learnt

- Mentorship critical to help young adults stay grounded and focused
- Ongoing support necessary to help interns navigate their way around normal pitfalls and steer them towards success
- Knowing students' families helps
- Collaboration with well-resourced schools expose interns to best practice
- Not all partner schools offer Interns same opportunities to teach in classrooms

Lessons learnt (continue)

- Interns often find it challenging to settle down into their new work and living environments, as well as commence long-distance studies during the first term of school.
- Considering delaying studies of all future interns by six months to allow them to adapt to their new environments and manage stress.
- Interns require ongoing support and check-ins re their study assignments
- Screen candidates to make sure they really want to become teachers
- IT IS NOT ABOUT THE PROGRAM/PARTNER SCHOOLS – IT IS ALL ABOUT YOUNG ASPIRING HUMAN BEINGS WHO WANT TO FULFILL THEIR DREAMS AND MAKE A MEANINGFUL CONTRIBUTION TO OUR COUNTRY

Sifiso and Faith... in their own words



“My name is Sifiso Adams, I hail from a small section from Orange Farm called Extension 2. I like to describe myself as a quietly confident person who is self-driven, ambitious and hardworking. I joined this programme because the country is facing a crisis in education and I see myself as part of the solution. The Realema program helped me put my plan into action by giving me an experience of a lifetime which will help me become a good teacher in the near future.

I have enjoyed my first year of teaching internship. *It seemed like a daunting task at first but as time went by I got the hang of it and it was amazing. I enjoyed coaching as well; you get to see a different side of a child on the sports field. Meeting new people from all walks of life was exciting, I got exposed to a lot of things that I knew nothing about* before coming to St John’s and some of these things have helped me to become a better person.

In the future I see myself coming up with projects to give back to the community and the school that helped me to be where I am today”.

“I am Faith Ralane. I come from Orange Farm. I believe that teaching is the most important career to choose because you teach young children who in turn will make a difference in our country in the future. This year has been great for me because I got a chance to be hands-on with teaching. Not many first year students get to experience that and I think this is one of the advantages of being in this internship. The other great thing about this year is that you get to meet a lot of people, not only from St John’s, but from other schools and other places, during galas, singing festivals, camps, sports competitions and the Rugby Festival.

Studying and teaching was a bit of a challenge at first but I got used to it and I was able to manage. On the first days I found it so difficult to stand in the classroom and talk to the learners, I was so nervous, but as time went by I got used to it and got more relaxed when talking to the learners. To the future interns I would say: When you enter this internship, go with an open mind. Use every opportunity that comes your way and ask where you don’t know what to do. Be willing to do what you are being asked to do, so that you can learn”.

THANK YOU

QUESTIONS?