

BRIDGE Western Cape leadership Focus Group

Meeting Report

16th October 2014

Venue: LEAP 1, Boardroom

14:00

Details and Topic Area

- This was the second meeting for the School Leadership Focus Group. Four organisations working in the sector were represented by seven attendees to continue the collaboration discussions initiated at the previous meeting.
- We revisited the minutes from the last meeting and introduced ourselves and organisations as some attendees had not been part of the first conversation
- We learnt a little more about EduNova and their current programmes; in particular how they are working to develop ICT Leadership in schools, their subject-focused Communities of Practice for educators (with a current focus on English and Maths), their IT Entrepreneur Programme which provides support to young adults working in schools and their support of the WCED EduCollaborate Database
- We discussed the EduCollaborate Database and Bridge's role in ensuring the information is kept current and useful.
- Benji confirmed that the information will be publicly available.
- Benji also took the group through the registration process and asked that we all complete registration in advance of the upcoming database launch. He asked that should we uncover any bugs in the system we should log these directly with him.
- We discussed the WCED's Year Beyond Programme (<http://www.westerncape.gov.za/yearbeyond>), sharing what each of us understands of the programme offering.
- We discussed how this programme is an encouraging example of WCED/NPO partnerships. The department has engaged Action Volunteers Africa as the key implementation partner and they, in turn, have engaged Shine, Ikamva Youth and others to provide support across the varied programme outputs.
- We then each shared how our organisations are looking to collaborate currently to establish what possible partnerships may exist already in the group. Each organisation highlighted areas where they can offer support and those for which they are seeking assistance. See Collaboration opportunities below.
- We shared a collated list of schools within the Western Cape where focus group members are currently working in an effort to identify potential cross-overs.
- We set the next meeting date for the 13th November, 14h00 at the LEAP campus.

Key Learnings

NPOs are increasingly learning how to be coherent as a network and thus how to collaborate better. You hear more introductions that begin "here is my partner".

When faced with programme planning, we should be asking ourselves, "Who can make this easier for us" or "Who is best placed already to open this door with us"?

The group spoke about the notion of "Walking Partners". LEAP highlighted their productive experience with Old Mutual and EduNova in Limpopo where Old Mutual, as a programme funder, was well-placed to facilitate connections with government departments. This example also highlighted the potential for collaborators to provide credibility to their partner organisations in different contexts.

Collaborative work requires robust and thorough preparation. When differing ideas or opinions arise down the line, it can be more challenging to address them than it may have been dealt with upfront. Potential partners should spend time sharing their values and plans in detail to avoid confusion or misrepresentation and thought should be given to how partners can link slightly differing frameworks together when they have the same goals in mind.

The group also discussed the caution required when presenting incentives and managing expectations. We highlighted how critical it is to ensure all collaborators are on the same page to avoid over-promising/under-delivering and possibly damaging the integrity of a partner or the joint project.

Everyone is very excited about the increased impact possible through true collaboration. The "wicked problems" faced by the sector require packaged solutions that can address a number of issues systematically and simultaneously.

Suggested Future topics and Speakers

The Niall Mellon Trust is moving beyond building programmes and is hoping to provide mentor teachers and leaders to Orangekloof school in Imizamo Yethu, Hout Bay, Cape Town. This mentor team will then be shadowed by the existing school staff. We discussed the value in contacting the programme coordinator from the Mellon Trust to see if they would be interested in the Bridge network and to find out more about the programme.

The group agreed to keep the focus of these meetings rather organic at this stage, working to "uncover" discussion topics and learnings.

Collaboration Opportunities

The Principals Academy Trust (PAT):

PAT highlighted that their work with principals has been very powerful and that they are now eager to venture deeper into subject-level interventions. As such, they are looking to partner with other

programmes currently working in this space.

There may be an opportunity for the LEAP tutor group to get involved here and the team suggested that Sammy and Nigel continue this discussion with Bruce from PAT. It may make sense to identify two lead presenters to assist with training additional resources.

There may also be an opportunity to partner with EduNova's CoP programme (currently focused on Maths and English). Benji will provide Bruce with more information on this programme to see if there is any alignment/potential. The two organisations are already working in one school together (Siyazakha Primary, Metro South).

PAT is also moving into the student leadership space and highlighted a possible link to LEAP's Future Leaders Programme. The next step is for Nigel and Bruce to chat further and possibly have Bruce attend the next camp for the FLP to meet some of the young leaders.

Benji also highlighted that there may be an opportunity for PAT to engage with EduNova's ICT Leadership development. Perhaps this could be included as a module for the PAT cohorts possibly as a replicated EduNova Bootcamp designed just for PAT Principals.

LEAP's Future Leaders Programme (FLP):

There seems to be natural fit between the FLP and EduNova's IT Entrepreneur programme (ITE). Nigel highlighted the similarities between the programmes' values and structures and a number of possible partnership structures for these two programmes were flagged.

A vulnerability for ITE is the exit pathway for the participants and FLP could provide a solution. Alternatively, a year on the FLP programme could be a "module" within the ITE programme. The group discussed the possibility of a package for a school combining teacher mentorship through PSP, FLP interns and ITE training.

Nigel and Benji are to discuss this further.

EduNova may be able to replicate the ITE programme in new areas, but would have to assess their human resource capacity for each case. They are very willing to share their methodology and resources should partners wish to implement this themselves.