PPN Commission feedback

Education Labour Relations Council

Education Indaba
29 August 2018

COMMISSION GUIDELINES

FOCUS AREAS

- Essential principles of a PPN model
- Norms and variables of the proposed model

COMMISSION PARTICIPANTS

- HR and PPN policy experts
- PPN software users
- Curriculum specialists

GUIDING QUESTIONS

- Are the 12 essential principles of the PPN model as outlined coherent and comprehensive?
- What areas of the essential PPN principles must be included/omitted, revised and/or reconsidered?
- Do the norms, variables and calculations of the proposed model align with the objectives of a robust PPN model?
- What issues must be considered to reduce the complexity of the interpretation and application of the PPN model?
- Are there any additional identified risks of the norms related to the policy development process?
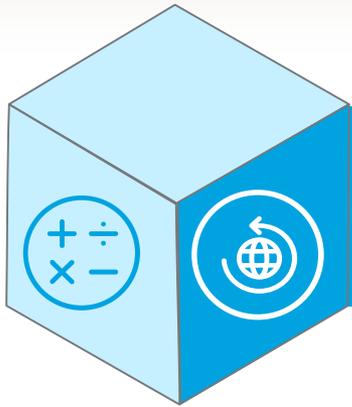
OUTCOMES

- Agreed guiding principles
- Considered additional factors for inclusion (scope of the model)
- Review of risks and mitigation factors

ESSENTIAL PRINCIPLES OF A PPN MODEL

1 Must determine an equitable distribution of posts across a population of schools.

2 Is dependent on data that is easy to compile.

3 Is aligned with curriculum requirements (demand).

4 Takes affordability into account (supply).

5 Must include a Poverty Redress mechanism.

6 Must have the flexibility to respond to changing requirements (policy, curriculum).

7 The parameters used should accommodate diversity (specialist sectors, very small schools, special projects, individual circumstances).

8 Is understood and can be applied at all levels in the sector (school to national).

9 Should award management posts in ADDITION to curriculum requirements.

10 Should be able to demonstrate explicitly the difference between IDEAL and AFFORDABLE.

11 Should allow for an INDIVIDUAL school establishment to be calculated.

12 Any two schools with the same curriculum requirements and conditions should yield comparable establishments, regardless of their location in the country.

Key question addressed:

Do the norms, variables and calculations of the proposed model align with the objectives of a robust PPN model?

Curriculum Complexities

- What are the basket of services, e.g., essential subjects, that must be offered at every school and every phase? – gets more technical in FET;

- Must assist to guide school size and subject offerings

- The current model favours the more expensive subjects; should we caution against this or should we consider what direction we are taking the country (per DGs statement)?

- Must be aligned to curriculum and complexities of teaching certain subjects:

  - What subjects may be more complex to teach, e.g., maths

  - How do other countries allocate time and resources? For example, maths, time of day for teaching? Size of classes?

Policy Alignment

In moving towards the ideal class size and workable model, we need to have synergy of policies. In moving forward, we must identify policies that have implications on PPN.

Critical dependency: **Infrastructure**

- Historically classrooms were designed for traditional teaching

- Consider classroom teaching and subject teaching

- Misalignment between learners and infrastructure will impact the ideal

School Management

- Must review PAM to address requirements

- Radicalise the way that we look at management requirements

  - Should there be consideration to reduce the size of SMTs and appoint more teachers; e.g., subject leaders used in other countries

- GET phase – HODs for FP?

Poverty

- Current learner poverty was derived from to other poverty indices; poverty ranking from schools departed by these indices

- Are quintile/poverty issues actually interpretation issues?

- What are alternatives – other than quintiles – to address poverty ?

Other factors

- We currently determine the number of educators required based on the number of learners. Should we consider other ways of educator provisioning?

- Staffing norms may be too narrow, example: health sector

- Learner must remain basket of analysis within the required of basket of services

Thank You