

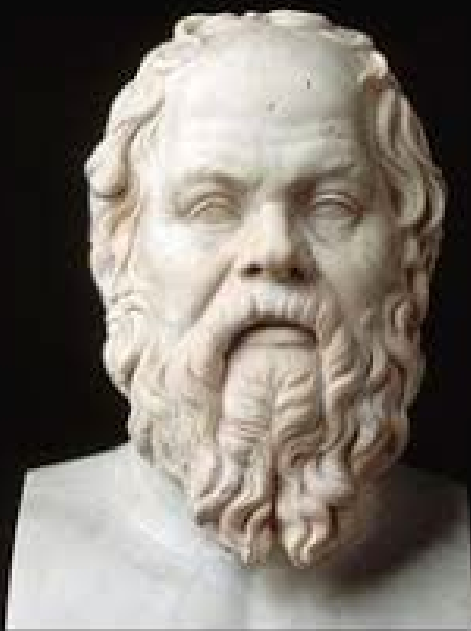
# Empowerment of staff towards personal and career development.

**PRESENTED BY: Dr Louis Dey**  
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**SAOU**

DIE VERANDERING IN ONDERWYS  
THE CHANGE IN EDUCATION



As for me, all I know is I know  
nothing.

~ Socrates

**“Experienced staff, including the principal, must not assume we know everything they know...”**

Lourens de Jager

**SAOU**

Importance of empowering teaching staff towards personal and career development through mentoring and improving qualifications and skills.

Teachers play a critical role in shaping the future of our society. They are responsible for imparting knowledge, skills, and values to the next generation of leaders, thinkers, and responsible citizens.

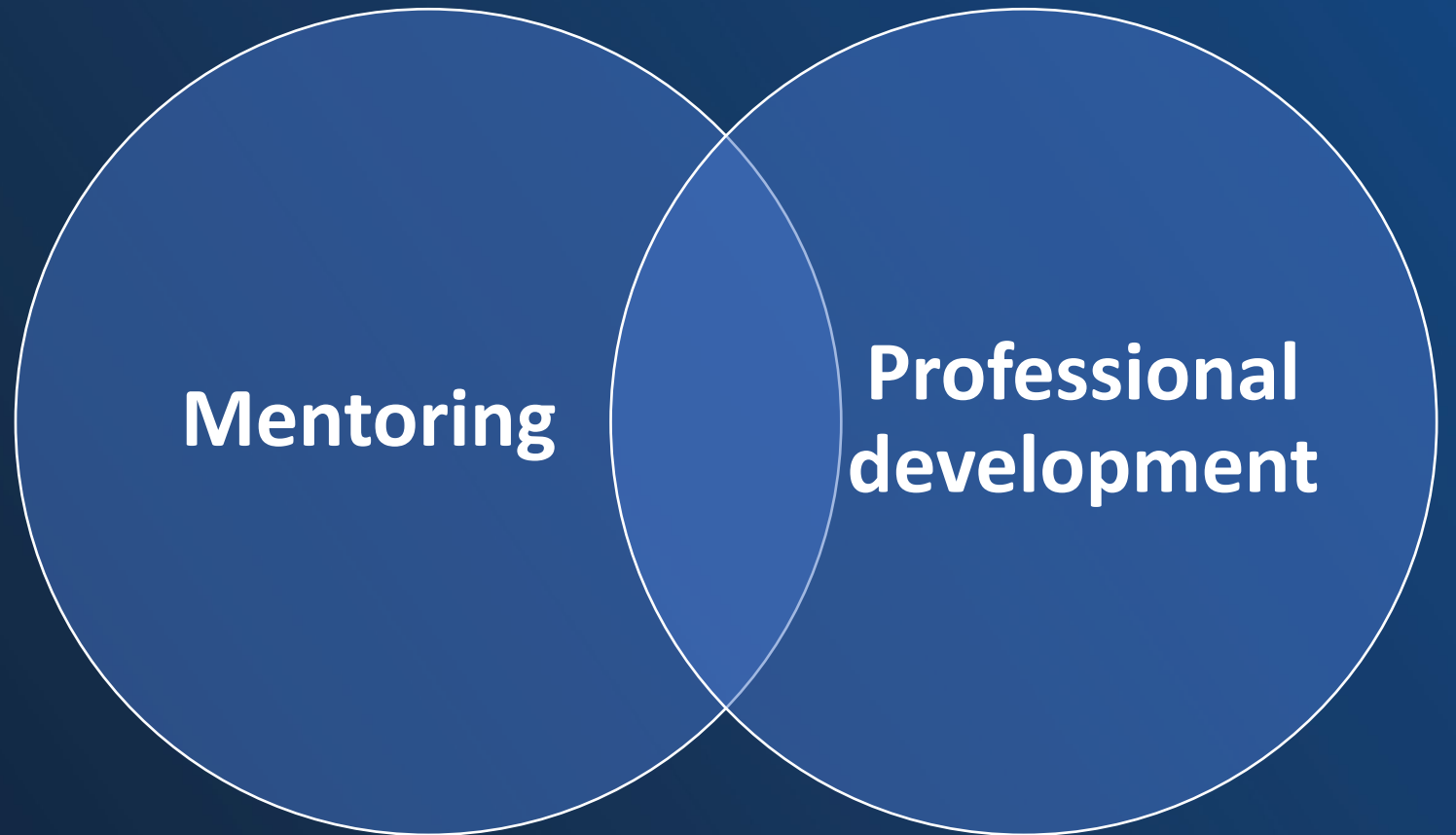


Teaching is an extremely demanding profession, requiring teachers to work long hours, often with limited resources and support. Especially in South Africa teachers must constantly adapt to changes in curriculum, technology, and student needs according to the teaching environment. Therefore, it is essential that we invest in our teachers' personal and career development to support and equip them in this demanding job.

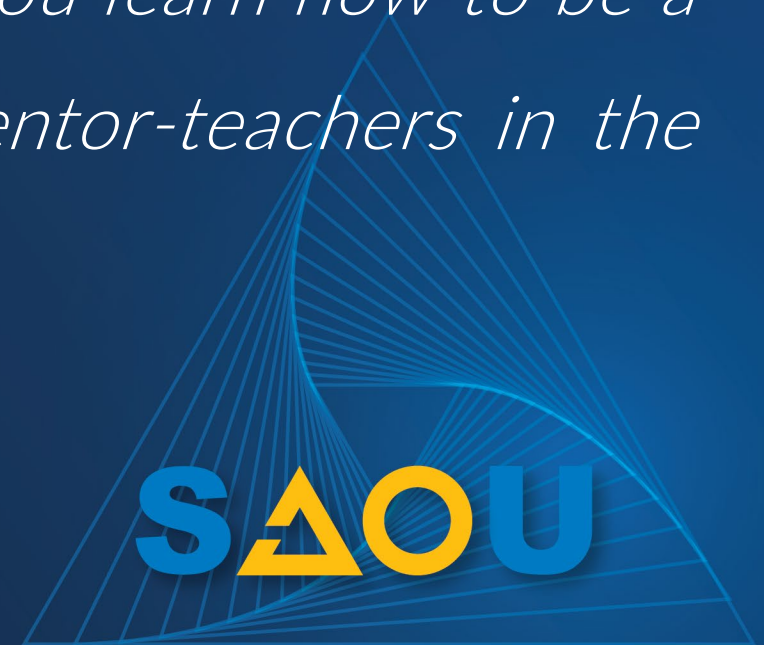




Two avenues to be explored:



*“... for me, it’s the same as learning to drive a car. You start by learning to drive with a person, who can drive, next to you. But you only really master the ability to drive when you have your license. So, I feel it’s the same with teaching. You go through everything at university and then you are expected to implement it. That’s where you learn how to be a teacher. And that’s why it takes the help of mentor-teachers in the school.”*



*M.Ed dissertation – H. Nell (Peterson 2017:4)*



# Mentoring

Mentoring involves pairing experienced teachers with newer staff members to provide guidance, feedback, and support. Mentors can help newer teachers navigate the challenges of teaching, such as classroom management, lesson planning, grading and delivering high quality added value in extra mural activities. Mentoring can also help teachers on a personal level by developing leadership and coaching skills that they can use to support their colleagues.

The logo for SAOU is located in the bottom right corner. It features the letters 'S', 'A', 'O', and 'U' in a bold, sans-serif font. The 'S' and 'O' are blue, while the 'A' and 'U' are yellow. The logo is set against a background of several overlapping, thin blue lines that form a triangular shape, pointing upwards.

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# Fundamentals to ensure successful mentoring:

- Clarify expectations - set proper boundaries.
- Willingness to engage in open and frank discussions.
- Commit to make a decisive impact –challenge mentee.
- Balance confrontation with compassion.
- Diarise scheduled meetings in order to review and evaluate.



# Professional development

Professional development is a critical component of empowering teaching staff towards personal and career development. Professional development opportunities such as workshops, courses, conferences, and further studying can help teachers to improve their qualifications and skills, and keep up-to-date with the latest trends in education. Encouraging teachers to participate in such programs can demonstrate the value we place on their continued growth and development.

# Guidelines to enable professional development:

- Create a conducive culture to encourage development.
- Establish policy regarding improvement of qualifications.
- Ensure a wide range of opportunities to explore.
- Involve staff in ensuring relevant content.
- Exposure should encompass personal growth and well being, academic fortitude and areas which add value to the teachers' educational profile.





# **Incentivising personal and career development**

Recognition and rewards can play a significant role in empowering teaching staff towards personal and career development. Recognizing and rewarding teachers who engage in professional development and mentoring activities can demonstrate the value we place on their efforts. Providing incentives such as bonuses, financial support, extra vacation days, or promotions can encourage teachers to strive for excellence in their work.

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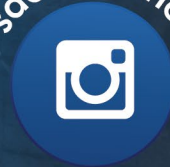
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