



The Lesege Legendary Leadership Convention Report 2019

3/15/2019

Rogill Educational Consultancy

Compiled by Rod Clarke



CONTENTS

CONTENTS	PAGE NUMBER
1. Introduction.	3
2. The Convention 2019: 2.1. Vision and Goals 2.2. The Process undertaken 2.3. Programme Summary 2.4. The Functionality Competency Tool for Schools.	3
3. Convention Attendance: 3.1. Attendance as per Registered Participants. 3.2. Attendance per Training Room. 3.3. Participants not Attending.	9
4. Post-Convention Evaluation.	13
5. Training Report Summary.	15
6. Product Distribution.	18
7. Certificate Ceremony and Distribution.	19
8. The Venue.	20
9. The Advantages of the Convention.	23
10. Recommendations	24
11. Conclusion	24
12. Addendum A: The Product Distribution Lists	26

1. Introduction

This report is compiled by Rogill Educational Consultancy for Lesego Platinum for the purpose of reporting on the Lesego Legendary Leadership Convention 2019.

The information provided serves to provide a general overview of the Convention for 2019.

As such the report will attempt to match the actual activities to the Programme deliverables for 2019 in accordance with the detailed “Project Plan”.

The report will cover the following:

- The Convention – General Information
- The Actual Activities undertaken for the Convention 2019
- Convention Attendance (Planned versus Actual)
- Post Convention Evaluation (Participants)
- The Training Reports (Facilitators)
- The Product Distribution List
- Certificate Ceremony
- The Venue
- Advantages of the Convention
- Recommendations
- Conclusion

2. The Convention 2019:

2.1. Vision and Goals



VISION

To ensure that through the running of the Lesego Legendary Leadership Convention there is an overall improvement in the competency (i.e. the skills and knowledge) of the participating School Management Team members in general School Management practice, in sound Teaching and Classroom practice and in understanding how learners can efficiently and effectively develop “Study Skills” to improve performance.

GOALS (OUTCOMES)

- ▶ To build the capacity and competency of the participating School Management Team members in “General School Management Practice”.
- ▶ To build the capacity and competence of the participating School Management Team members in sound “Teaching and Classroom Practice”.
- ▶ To develop a clear understanding of how learners can effectively and efficiently develop “Study Skills” to enhance progress and performance.
- ▶ To ensure that the participating School Management Team Members understand the importance of capturing and analysing accurate, reliable, valid and current Data in order to make decisions and find solutions for ongoing school improvement as well as learner improvement and progress.
- ▶ To establish and underpin the importance and value of “Professional Learning Groups.
- ▶ To develop the ITC skills of all participants.
- ▶ To assist and support Lesego Platinum in attaining the goals of positively impacting both school improvement in particular and the communities surrounding the participating schools in general.

2.2. The Process undertaken:

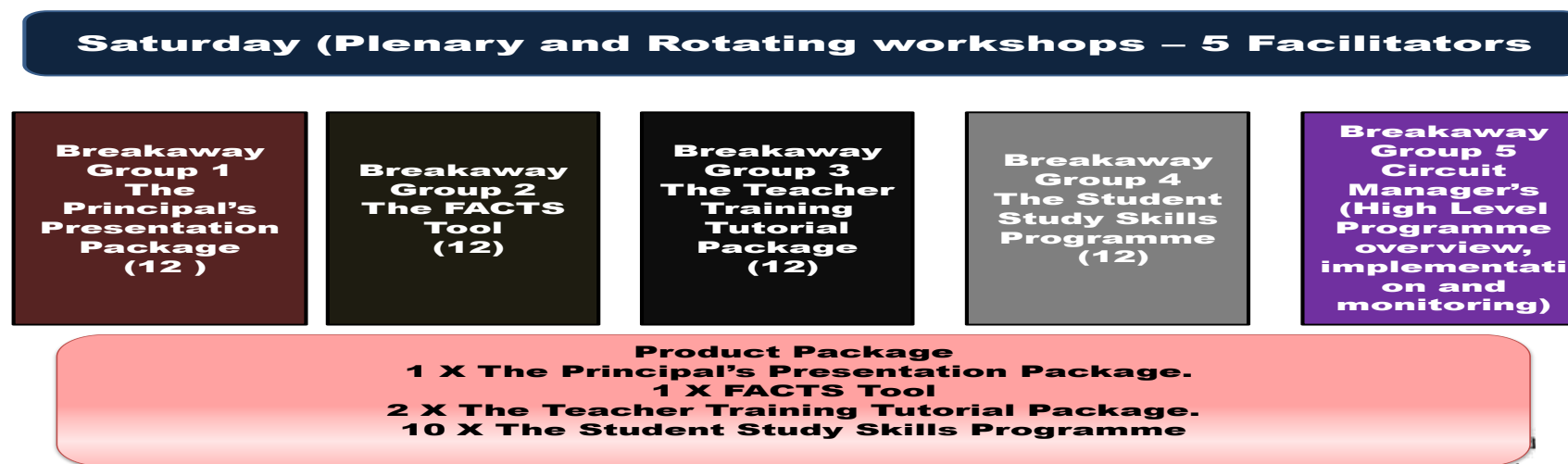
The Lesego Legendary Leadership Convention (08 – 10 February 2019) took the form of a “Professional Development Weekend” including 26 Schools from the Mphahlele Circuit (3 SMT members per school) and 25 Schools from the Seotlong Circuit (2 SMT members per school). All in

all total of 124 participants indicated that they would be attending the Convention as per information received from the Circuit Managers (Mr. L. Motau and Mr. P. Seroka).

Each school received a Package of Material to be utilised in the training workshops to be run over the 2 day period. The package received consisted of:

- ▶ The Principals Presentation Package (X 1)
- ▶ The Teacher Training Tutorial Package (X 2)
- ▶ The Functionality Assessment Competency Tool for Schools (X 1)
- ▶ The Student Study Skills Programme (X10).
- ▶ 1 Lesego Platinum branded Speaker.

Each participant attended 4 workshops over the 2 day period; each workshop covered the content and practical application and implementation of each of the above mentioned Products (Materials) as follows:



2.3. Programme Summary

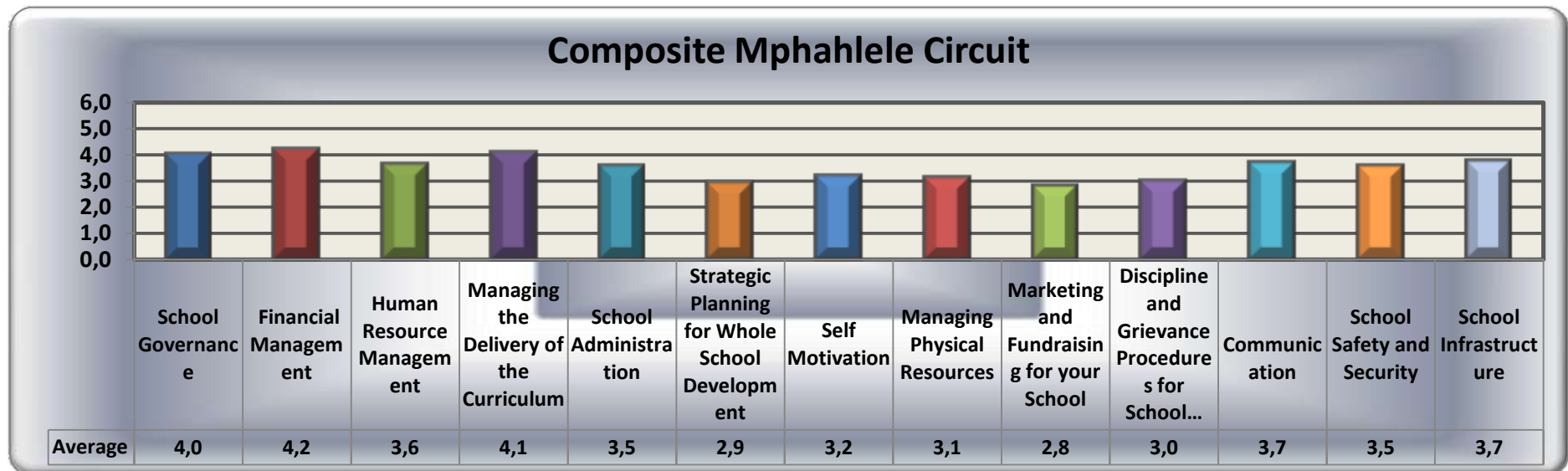
<p>Friday 08 February 2019: Friday: 15h00 – 17h00</p> <ul style="list-style-type: none"> ➤ Check-in ➤ Welcome ➤ Lesego Platinum Address. ➤ Programme Overview and implementation. ➤ Motivational talk ➤ Disperse to training rooms for Session 1 	<p>Saturday 09 February 2019: 06h30 – 16h00</p> <ul style="list-style-type: none"> ➤ Early morning Plenary ➤ Rotating Workshops (4 Facilitators X 3 Workshops). ➤ Circuit Managers (High level Programme overview and implementation). ➤ Circuit Managers – Circuit Meetings. 	<p>Sunday 10 February 2019: 06h30 – 14h30</p> <ul style="list-style-type: none"> ➤ Rotating Workshops (4 Facilitators X 1 Workshop). ➤ Circuit Managers (High level Programme overview and implementation). ➤ Closing ceremony (Motivational talk, certificate ceremony, post-convention Programme implementation, monitoring and impact). ➤ Certificate Ceremony (2018/2019). ➤ Vote of thanks and Departure.
---	--	--



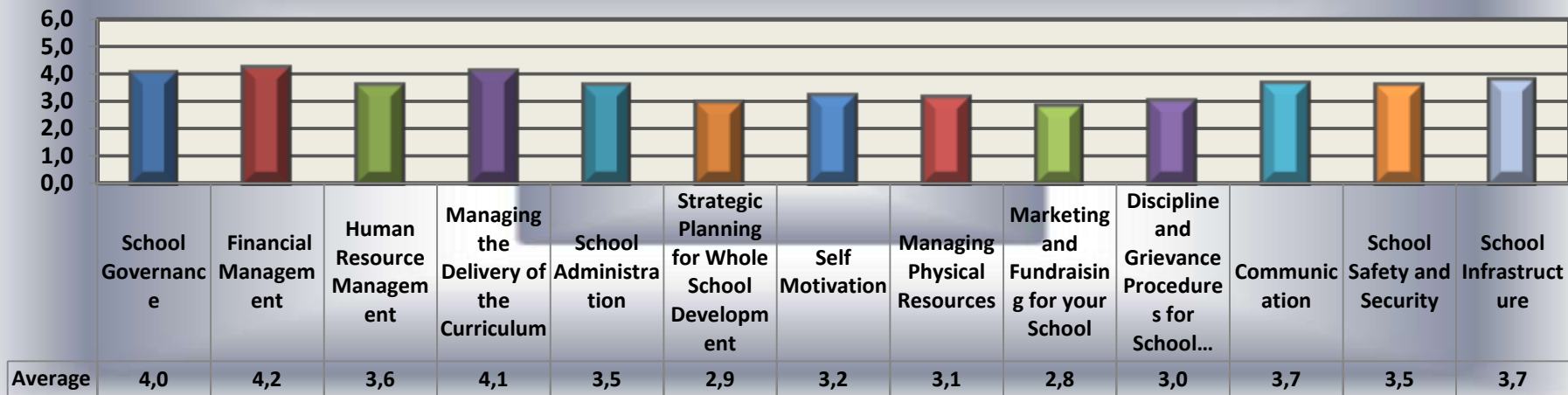
2.4. The Functionality Assessment Competency Tool for Schools (FACTS Tool):

Please note that during the attendance at the FACTS Tool Workshop each participant completed a set of Rating Templates pertaining to the level of “Functionality” in each school with reference to 13 Areas of School Management. The rating templates were completed electronically by those participants with laptops and manually (by hand – using hard copies) by those participants who did not have access to a laptop.

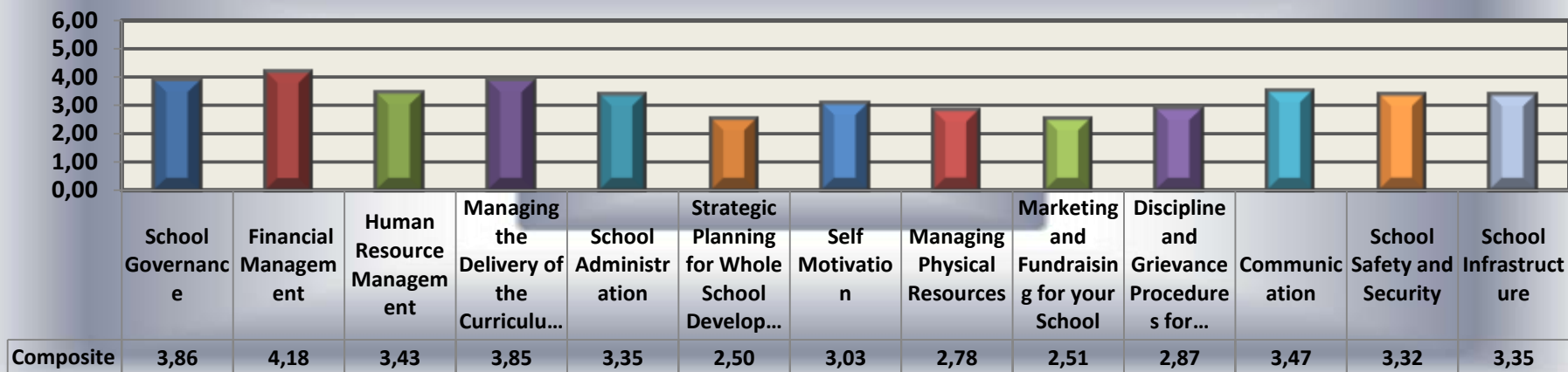
The Composite Analysis looks as follows:



Composite Seotlong Circuit



Composite Mphahlele and Seotlong Circuits Combined



A detailed graphic representation of each of the 13 Systems will be supplied in a PowerPoint Presentation for each Circuit separately as well as combined. The level of functionality of the participating schools can then be discussed with the Circuit Managers and the necessary plans can be formulated to address any areas of concern in the post-convention Coaching and Mentoring Sessions.

In terms of the Functionality analysis completed based on the input of 102 participants, the following School Management Systems need to be addressed urgently:

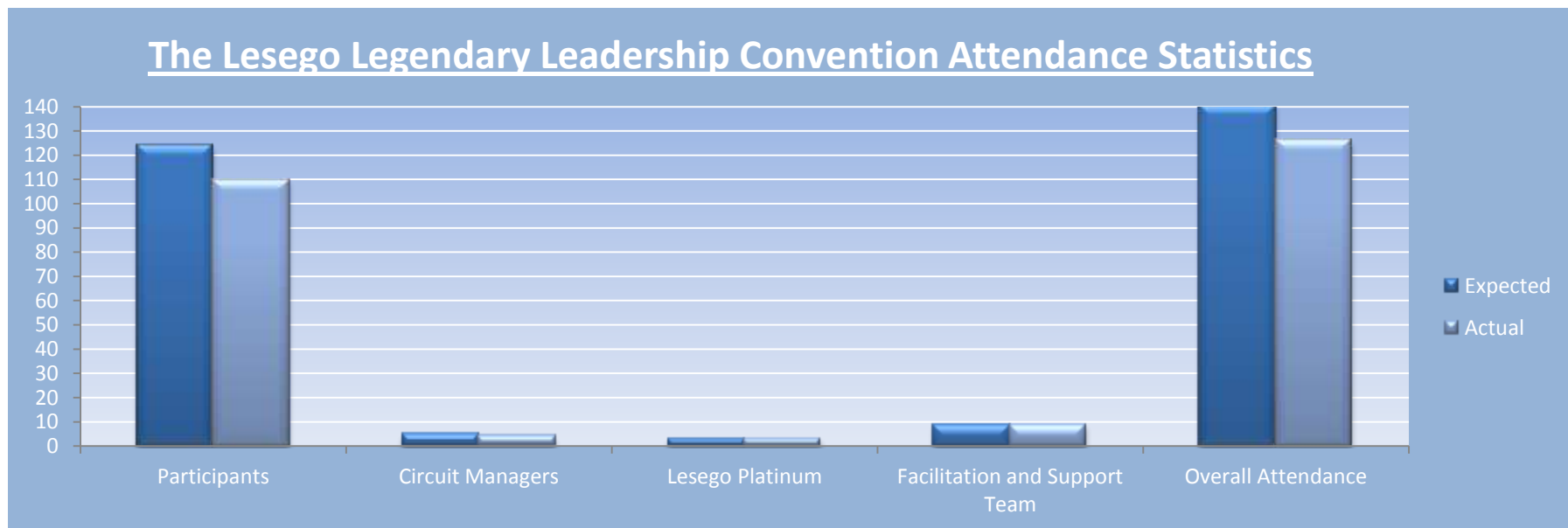
- ▶ Strategic Planning for Whole School Development (2.5).
- ▶ Self Motivation (3.03)
- ▶ Managing Physical Resources (2.78)
- ▶ Marketing and Fund Raising for your School (2.87).

In essence all School management Systems need improvement but in terms of the above mentioned Systems the schools in both circuits are functioning at levels way below what is acceptable for a “Functional School. Strategic Planning would be the starting point as this forms the basis from which any school can begin to plan for the required improvements to evolve.

3. Convention Attendance

3.1. Attendance as per Registered Participants:

	Expected	Actual	Percentage
Participants	124	110	89%
Circuit Managers	5	4	80%
Lesego Platinum	3	3	100%
Facilitation and Support Team	9	9	100%
Overall Attendance	141	126	89%



(All original Registers [Hard copies] as signed by the participants are available in the Convention Administration File)

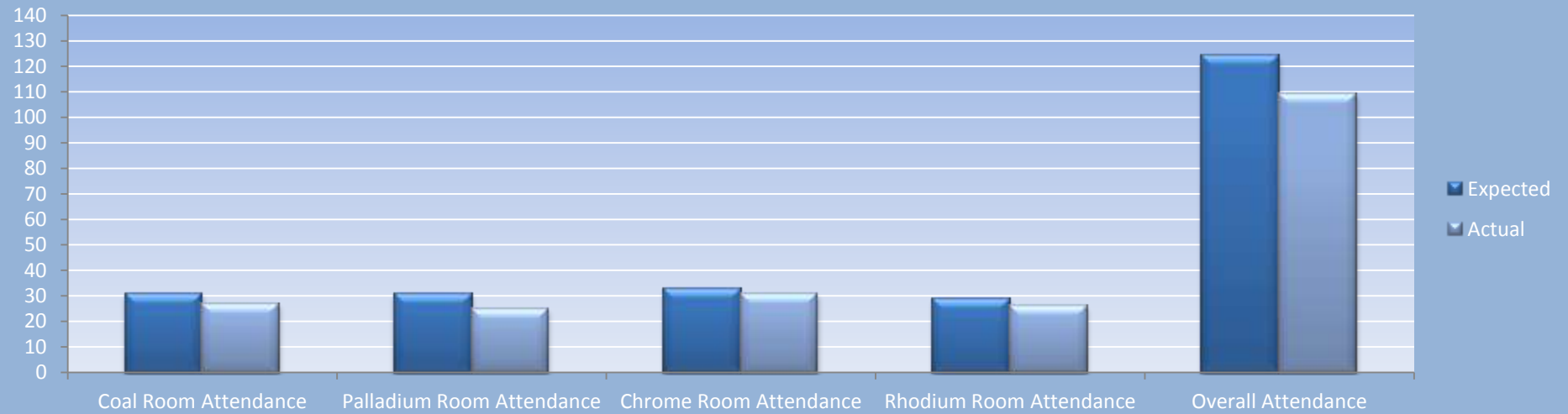
3.2. Attendance per Training Room:

Session 1	Expected	Actual
Coal Room Attendance	31	27
Palladium Room Attendance	31	25
Chrome Room Attendance	33	31
Rhodium Room Attendance	29	26
Overall Attendance	124	109
Session 2	Expected	Actual
Coal Room Attendance	31	27

Palladium Room Attendance	31	25
Chrome Room Attendance	33	31
Rhodium Room Attendance	29	28
Overall Attendance	124	111
<u>Session 3</u>	Expected	Actual
Coal Room Attendance	31	27
Palladium Room Attendance	31	25
Chrome Room Attendance	33	28
Rhodium Room Attendance	29	26
Overall Attendance	124	106
<u>Session 4</u>	Expected	Actual
Coal Room Attendance	31	27
Palladium Room Attendance	31	25
Chrome Room Attendance	33	31
Rhodium Room Attendance	29	26
Overall Attendance	124	109
<u>Session 5</u>	Expected	Actual
Coal Room Attendance	31	27
Palladium Room Attendance	31	25
Chrome Room Attendance	33	31
Rhodium Room Attendance	29	27
Overall Attendance	124	110

(All original Room Registers [Hard copies] of the signed Room Registers are available in the Convention Administration File)

The Lesego Legendary Leadership Convention Attendance Statistics



3.3. Participants not attending:

The following is a list of participants who indicated that they would be attending but who did not come to the Convention:

Participants who did not attend		
Sampse Primary School	T.N. Mphela	
Lesetsi Primary School	R.E. Hlokoa	
Kgoedi Primary	Kupa T.S	
	Nchabeleng M.S	
Kgwaratlou Secondary School	F.B. Montjane	
Mokgorotlwane Secondary School	Ntsoane	
	Mphahlele	
	Mashiane	
Matime Secondary School	L.D. Mashilo	
Modipa Secondary	Mampuru K.M	
Pelangwe Primary	Phaahla M.R.V	
Ramalawane Secondary School	T.E. Mello	
Phutitlou Secondary	Thamaga M.F	
Modimolle Primary	Maoto R.J	Signed for session 4 and 5

4. Post-Convention Evaluation:

4.1. The Post Convention Rating

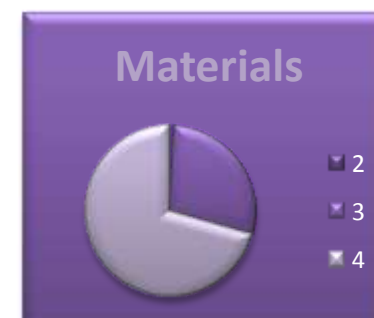
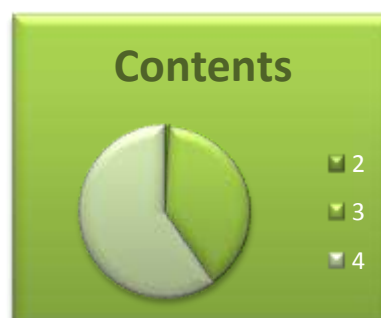
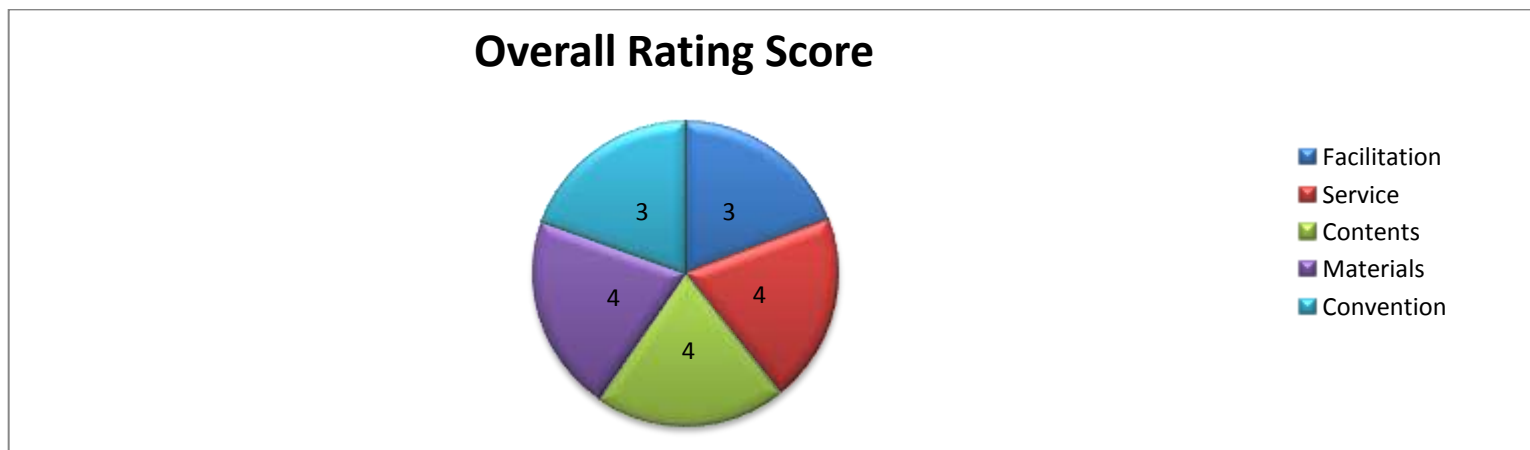
The delegates, who attended the Convention, completed a Post-Convention Evaluation. The Post-Convention Evaluation was based on a 4 point rating scale as follows:

1 – Poor, 2 – Fair, 3 – Good, 4 – Excellent

The areas that were rated were as follows:

- The Facilitation.
- The Service Received.
- The value of the Content presented.
- The Quality of the Materials.
- The Convention as an event.

Each participant completed a Post- Convention Evaluation, below is a graphic representation of the findings:



(All original Post-Convention Evaluation Surveys are available in hard copy format in the Convention Administration File)

5. Training Report Summary

The following information is a summary of the feedback put forward by each of the 4 Facilitators in their Training Reports after the running of the Convention:

- The Participants were enthusiastic and willing to learn, committed to the process.
- The Participants enjoyed the all round experience.
- Attendance was impressive.
- Participants responded exceptionally well – they were thirsty for knowledge.
- Attendance in my rooms was at 100%.
- The Participants were attentive and willing to participate.
- The participants were a little unresponsive in the workshop held after the “Opening Ceremony”.
- The Participants were pleasantly surprised at the quality and comprehensiveness of the supplied materials.
- The Participants are well equipped and able to go back to schools and explain how the FACTS Tool works.
- The workshop outcomes were met as was evident from the demonstrations done by the Participants.
- The Participants are competent in the use of the supplied materials and can use technology to support the use of the “Video Training Clips and PowerPoint Presentations
- The participants openly expressed the view that new knowledge had been gained.
- The opportunities for networking were meaningful.
- Practice will be improved if their participation and commitment in training is anything to go by.
- If implemented on returning to school, improvements will be made.
- The training was successful, however, post-convention application and implementation at school level will be essential in terms of impact.
- The post-convention school implementation process must be supported and monitored by the “Senior Provincial Departmental” officials and Lesego Platinum.
- How can it be established if feedback was given at school level?
- The materials were of a high quality, valuable and useful.
- The Participants were keen on getting guidance as to how to illicit support for the implementation of the programme at school level.
- Weak ITC competence.

- Poorly developed ITC Skills.
- Problems with some of the Lap tops brought by the Participants did interfere with the practical application required.
- Many Participants did not bring laptops – posing a challenge for the achievement of the facilitation outcomes.
- The Opening and Closing Ceremonies need much tighter time management.
- The distribution of certificates should have been done in the Training rooms.
- Lack of knowledge of using electronic gadgets – fear and hesitancy.
- Participants struggle with basic ICT skills.
- The Convention was a great success, logistically and in terms of the educational/professional outcomes – More events of this nature should be on offer.
- A similar event should be run annually.
- Great to have been a part of this process – It has expanded my thinking horizon and understanding of the circumstances of my colleagues.
- It was a privilege to be able to support the participants.
- A very successful convention – an innovative and exciting event well worth repeating.
- Emailing of the FACTS Tool ratings as completed at school level could be problematic as this process was not covered in the training.
- The user friendly material ensures that all of the basic needs of the Participants to apply and implement at school level were met.
- The tight time frames of each workshop did not always allow for the individual attention required by some Participants.
- Room changing (Rotating) for the Facilitators did impact on the workshop time allowed.



6. Product Distribution

A total of 50 sets of products were distributed to the Schools with each school receiving 1 set, 5 sets were distributed to the Circuit Management, 1 set was given to the District Director (Mrs Nkuzana) and 1 set of materials was given to Lesego Platinum (Each set of materials also contained a Lesego Platinum branded speaker).

(Please refer to Addendum A for copies of the signed Product Distribution lists).



7. Certificate Ceremony and Distribution

At the closing ceremony on Sunday 10 February 2019 Certificates were distributed as follows:

- ▶ A set of Certificates (Gold) for the Schools that attended 100% of the Lesego Principal's Programme workshops during 2018 were handed over.
- ▶ A set of Certificates (Silver) for the Schools that attended 75% of the Lesego Principal's Programme workshops during 2018 were handed over.
- ▶ A certificate for each school attending the Convention was handed over.



8. The Venue

The Park hotel in Mokopane was the ideal venue for the running of an event of this nature. The venue was able to cater for and support all of the required activities as well as the Participants. The service was excellent in terms of willingness of the staff to:

- ▶ Assist and help the Convention support team as well as the participants.
- ▶ To ensure the effective management and organisation of the distribution of food and refreshments' throughout the 2 day period.
- ▶ Provide a high quality and variety of food.
- ▶ Ensure that all of the required equipment in the utilised rooms was in place and functional.

A suggestion for the management of the Park Hotel would be to increase the supply of water to delegates.

With regards to the provision of rooms for the running of the convention it can be said that the venue has the capacity to meet the requirements of rooms:

- ▶ 1 Plenary room able to cater for the 140 odd attendees.
- ▶ 4 Rooms for the running of the training workshops.
- ▶ 1 room utilised for the running of workshops and planning with the Circuit Managers (Small Board Room).
- ▶ 1 Room utilised for the management of the administration and operations required for the Convention.
- ▶ 1 Exhibition room.
- ▶ Sufficient ablution facilities.

Lastly it can be said that the rooms utilised for the accommodation of attendees were neat, clean, comfortable and spacious enough to ensure a good stay was experienced by all.





9. Advantages of the Convention

- ▶ Improved attendance (Taking into consideration the attendance of the SMT members per school as well as the attendance of the Circuit Management team the attendance was at 88,3% (i.e.).
- ▶ Professional Development Weekend for 124 SMT members.
- ▶ Revision and deepening of Skills and Knowledge for those participants who attended the Lesego Principal's Programme during 2018.
- ▶ Top professional Facilitators.
- ▶ Skills and Knowledge Transfer (School Management, Classroom Practice, Student Study skills, School Functionality Rating, ITC Skills).
- ▶ Professional Learning Groups.
- ▶ Communities of Practice.
- ▶ Team work and Cohesion.
- ▶ 14, 5 Hours of Professional Development.
- ▶ Lesego Platinum Branding and Marketing
- ▶ Mitigation of "Threats" as a reason for the attendance at workshops during 2018 being at 62%.
- ▶ Utilising of "Opportunities" to enhance Programme Implementation and impact.

10. Recommendations

- ▶ An event of this nature should be carried out annually in order to follow up on impact and to provide ongoing Professional development opportunities for the participating Principals and School Management Team members.
- ▶ The ITC competence of the participants needs to be addressed urgently.
- ▶ Post- Convention follow-up and monitoring of implementation and application should be encouraged and maintained by both the Departmental Circuit officials as well as Lesego Platinum.
- ▶ The coaching/mentoring programme as budgeted and planned for should be carried out in regular intervals throughout the 2019 academic year in conjunction with the departmental Circuit officials.
- ▶ The results of the Functionality Assessment Competency Tool for Schools should be presented to the Circuit Managers and School Managers so that a purposefully planned “School Improvement” process can be developed and implemented based on the analysis outcomes for each circuit.
- ▶ In light of the results of the FACTS Tool analysis it is recommended the a new strategy be planned to ensure an effective and efficient Post Convention “Coaching and Mentoring Programme” is implemented.

11. Conclusion

To conclude, it can be confidently said that the Lesego Legendary Leadership Convention was a resounding success. The goals as set for the Convention were met and the attending School Management Team members experienced top class Professional Development with a group of highly competent Facilitators, supported with a unique set of appropriate, relevant and innovative material.

Post Convention follow-up and monitoring will need to be undertaken and impact measured in terms of school improvement.

We look forward to planning for a similar event in 2020.



ADDENDUM A: PRODUCT DISTRIBUTION LISTS



Lesego

Lesego Legendary Leadership Convention Product Distribution Record

NO.	School and Circuit	Principal	Product Package Received (Including Speaker)	Date received	Signature
1	Panga P.S	SEBALAPALA P.P	Mogwe	08/02/2019	[Signature]
2	Makhebe P.S	Mphahlele P.P	"	08/02/19	[Signature]
3	Matsotane P.S	Molekwa M.M	"	08-02-19	[Signature]
4	Kgagano P.S	MATSAUNG M.V	"	08-02-19	[Signature]
5	Sampse P.S.	MPHAPHELE M.H	"	08-02-19	M.H. Mphahlele
6	Letlatsi P.S.	Moscar R.R	"	08/02/19	[Signature]
7	Maitse P.S.	Radebe P.S.	"	08-02-19	[Signature]
8	Kgarete P.S.				
9	Mophole P.S	MAISELA L.I	"	08-02-19	MAISELA L.I
10	Nkotsane P.S.	Sebatlana M.S	"	08/02/19	[Signature]
11	Moloha P.S.	RAPHIE K.P	"	08/02/2019	[Signature]
12	Strydom P.S.	NETABONG T.V	"	08/02/2019	[Signature]
13	Moanyane P.S	MASHA P.E	"	08/02/2019	[Signature]

Lesego

Lesego Legendary Leadership Convention Product Distribution Record

NO.	School and Circuit	Principal	Product Package Received (Including Speaker)	Date received	Signature
1	SEOTLONG	MOHLALA T.M	✓	08/02/2019	[Signature]
2	MPHOLA & MARUMO MOPHAPHELE RAMPHOLE MATHE IL	RAMPHOLE R.R.	✓	08/02/2019	[Signature]
3	MADITHAME	MAREDI K.H	✓	08/02/2019	[Signature]
4	MOROKALEBE (SEOTLONG)	MALEDIMO L.J	✓	08/02/2019	[Signature]
5	DINDISO MALWA SO (Circuit)	MALWA M.K	✓	08/02/2019	[Signature]
6	Sechithale (Mphahlele Circuit)	MAZWI M.R	✓	08/02/2019	[Signature]
7	Kgagano - Kgagano Mphahlele Mphahlele Circuit	Makwa A	✓	08/02/2019	[Signature]
8	MODIPA (SEOTLONG)	CHIKO T	✓	08/02/2019	[Signature]
9	Kgwatsho (Seotlong)	Mphahlele B.D	✓	08/02/2019	[Signature]
10	Makhebe 1 (Seotlong)	MASHA T.J	✓	08/02/19	[Signature]
11	MgwanaMala Seotlong	MASHA L.B	✓	08/02/19	[Signature]
12	FRANK MASHALE	SHAKU M.D	✓	08/02/19	[Signature]
13					

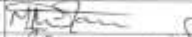

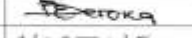

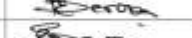

Lesego Legendary Leadership Convention Product Distribution Record

NO.	School and Circuit	Principal	Product Package Received (Including Speaker)	Date received	Signature
1	MAFETE PRIMARY / Seetlong	Maselis, R.R	✓	08/02/2019	Maselis, R.R
2	PRESENS JA TITO / Mphahlele	Rangata M.J	✓	08/02/2019	[Signature]
3	MPHAMANE PR / SEETLONG	HLAKUDI M.A.	✓	08-02-2019	HLAKUDI
4	PELAHOLE PR / SEETLONG	SHAKU M.O	✓	08-02-2019	SHAKU M.O
5	INDLE / SEETLONG	MAGOLANE M.B	✓	08-02-2019	[Signature]
6	BOLEPA P. School / MPHAPHELE	MAKOSWI M.S	✓	08-02-2019	[Signature]
7	NIKWANA PRIM / SEETLONG	NONGI, T.W.	✓	08/02/2019	[Signature]
8	MODIMOLLE 2 PRIM / SEETLONG	PETJE R.G	✓	08/02/2019	[Signature]
9	MAJANE PS / MPHAPHELE	THORJANE R.M	✓	08/02/2019	[Signature]
10	SEFALADOP / MPHAPHELE	MASHABELA H.P	✓	08/02/2019	[Signature]
11	SEWARA-SWARA / MPHAPHELE	MPHAPHELE R.P	✓	08/02/2019	[Signature]
12	MASHATE / MPHAPHELE	KUBANI M.G.	✓	08/02/2019	[Signature]
13	MUTLE / MPHAPHELE	MPHAPHELE T.S	✓	08/02/2019	[Signature]

Lesego Legendary Leadership Convention Product Distribution Record

NO.	School and Circuit	Principal	Product Package Received (Including Speaker)	Date received	Signature
1	Sentabang: Mphahlele	Mogale L.H		2019.02.08	[Signature]
2	ICLOANE	Mantseka D.H		2019.02.08	[Signature]
3	Chabu R.P				
4	Sejapole sec (Mphahlele)	Chidi M.T		08.02.2019	[Signature]
5	YUWANA MATHISO	SELENG M.S		08-02-2019	[Signature]
6	TALPENT: MPHAPHELE	MPHAPHELE M.T	✓	08/02/2019	[Signature]
7	FLAKALO SEETLONG	MARODI S.J		08/02/2019	Marodi S.J
8	JANE MATHISO	Melang T.E		08/02/2019	[Signature]
9	MATHISO	MATHISO P.E		08/02/2019	[Signature]
10	SELEDALO	MATHISO M.M		08/02/2019	[Signature]
11	PHUTUW	SEPERA M.I		08/02/2019	[Signature]
12	MOHLATHWANE	MATHISO T.A		08/02/2019	[Signature]
13					

Lesego Legendary Leadership Convention Product Distribution Record

NO.	School and Circuit	Principal Circuit Personnel	Product Package Received	Date received	Signature
1	MPHAHLELE CIRCUIT	MOTAU NL	Presentation Pack	09/02/2019	
2	MPHAHLELE CIRCUIT	LEHADIMA MR	"	"	
3	SEOTLONG CIRCUIT	SEROKA PE	Presentation package	09/02/2019	
4	MARADI MAHAIHELE	MAREDI LS	Presentation package	09/02/2019	MAREDI LS
5	CAPIKODI SOKA	NEUZANA TS	"	09/02/2019	
6	Kagedi	Seroka PE	Full Package	09/02/2019	
7	SEKHUKHUNE EAST	Seroka PE	Presentation Pack	09/02/2019	
8					
9					
10					
11					
12					