

Suggestions to work on the topic after care (after school teaching)

By Irene Glück, March 20th 2013

To achieve sustainability in quality I recommend not changing the structure before you have defined the goals properly. Therefore I suggest continuing the process, the trust manager has already started. In my opinion there is no need for an overhasty decision. I think, it would be good to involve staff members as much as possible. I suggest working step by step:

1. Define goals and indicators of the after care:
 - What are the main goals? The children are successful in school?
 - How will you measure that?
 - They do not have to repeat a class?
 - They have good marks? What are good marks?
 - Homework has been done 99%?
 - ??
2. Define tasks of the persons who work in the aftercare : What are they supposed to do?
 - Should they above all make sure homework has been done?
 - Should they train the kids using the same methods schoolteachers might use?
 - Should they use modern methods of teaching, should they train not only the alphabet but concentration and motivation?
 - Should they keep close contact to schools? Will the schoolteachers be at all interested in that?
3. Write a Competency Profile for the aftercare: Which competences are needed to achieve the goals ("Competencies" are the knowledge, skills and attributes expressed as observable behaviours that are necessary to perform successfully in a particular business role.)
 - o Educational Competencies
 - o Personal and Interpersonal Competencies
 - o General Functional Competencies (e.g. assessment and planning)
4. Discuss and decide if you can go on with present structure and staff or if you have to change
5. If you plan to set up a new structure, discuss advantages and disadvantages carefully, before making a decision.
 - Look for good practice examples
 - Consider getting students from educational departments in Stellenbosch before getting more people from overseas
 - Consider recruiting tutors from high schools in Stellenbosch, ideally some who live in Kayamandi
 - If you think of getting more volunteers from abroad consider taking experienced people like educational students or teachers or make sure young volunteers have a person who supports and guides them.
 - To ensure stability you should have at least some permanent staff members working in the aftercare.