

GREAT NORTH BUSINESS INCUBATOR



**PROFESSIONAL EDUCATOR
DEVELOPMENT PROGRAM**
PED IN PARTNERSHIP WITH **SACE**

REGISTER NOW TO UNPACK THE SECRETS!

Reg No: NG000000766

SACE: 15 points



Learn new skills, specialise & advance your career with our **GNBI-SACE** programmes. When self-training is not enough.



A LETTER TO EDUCATORS, ADMINISTRATORS AND SCHOOL LEADERS

It is hard to imagine a time when the opportunity and need to transform South African education has been greater. To be college and career ready today, student learning must go beyond mastery of core subjects and include 21st century knowledge and skills like critical thinking, communication, collaboration, and technology literacy.

The South African Council of Educators (SACE) and the Great North Business Incubator (GNBI) believe new teacher candidates must be equipped with 21st century knowledge and skills and learn how to integrate them into their classroom practice for our nation to realize its goal of successfully meeting the challenges of this century. This is not a matter of teaching either academic or 21st century knowledge and skills. It's about fusing the two, so that our children meet the demands of a global economy, as well as engage in good citizenship and participate fully in a vibrant and civil society.

"To keep South Africa competitive, and to make the South African dream of equal educational opportunity a reality, we need to recruit, reward, train, learn from, and honor a new generation of talented teachers. But the bar must be raised for successful teacher preparation programs because we ask much more of teachers today than even a decade ago. Today teachers are asked to achieve significant academic growth for all students while they instruct students with ever-more diverse needs. Teaching has never been more difficult, it has never been more important, and the desperate need for more student success has never been so urgent. Are we adequately preparing future teachers to win this critical battle?"

This is an exciting and challenging time for teacher educators. The nature of teaching is changing. To transform themselves into exemplary educator preparation institutions, many programs are becoming more entrepreneurial, recognizing new opportunities and making changes required to respond to the needs of 21st century learners.

Today as never before, meeting our society's challenges demands educational excellence. Reinvigorating the economy, achieving energy independence with alternative technologies and green jobs, and strengthening our health care system require a skilled populace that is ready for the critical challenges we face. There is widespread consensus, however, that our education systems are failing to adequately prepare all students with the essential 21st century knowledge and skills necessary to succeed in life, career and citizenship.

We are hopeful that our programs will stimulate conversation and ideas that can enrich your transformative efforts. Against the backdrop of a severe downturn in our economy, changing state, COVID19 pandemic and national policies, and rising accountability and expectations, the challenges of embedding 21st century knowledge and skills are great. Great challenges require bold leadership. We hope you will join us in advancing educator preparation so that every child will thrive in their personal life, their community and the workplace.

Have a look at our programs and decide to transform today and enroll for the 21st century educator preparedness professional development training.

Yours Sincerely

Mr Joseph Makwaza



About us

Great North Business Incubator (GNBI) is one of the most sophisticated not- for -profit professional teacher development provider or organization in South Africa. We are inspired by the mission to support education stakeholders , Department or Ministry of Education, schools, teachers and education communities in the transformation of the education process for the 21st Century digitalized societies.

We do this by identifying & testing promising innovative practices, sharing evidence about their impact , supporting the mainstreaming of innovative teaching & learning practices aligned to the 21st century standards of inclusive education.

GNBI has partnered with the South Africa Council of Educators(SACE) to embark on an exciting journey to help schools become effective in the pedagogical use of technology, equipping both teachers & school heads with skills to achieve digital societies. We have evolved to become a key player in the African & South African education system transforming the teaching & learning processes at schools as well as the use of ICT as a force for improvement.

Our activities encompass three stages

- Providing concrete evidence & data in the education to influence policy.
- Supporting schools & teachers in their teaching practices.
- Developing & sustaining a network of schools engaged in innovative teaching and learning approaches.





Mission

We pride ourselves in offering a wide range of courses. Our courses are geared toward innovation, well being & the arts, improved school environment, with a constant focus on the 21st century skills. We aware that today's educators are facing unprecedented challenges as well as incredible opportunities . Our courses help them keep updated, adaptable & motivated. GNBI has a wide network of partner universities & is constantly involved in international projects with the goal of developing and sharing innovative teaching methods & techniques.

Our main Objectives are :

- Support collaboration & Cooperation among schools in South Africa & Africa.
- Support professional development of teachers & school heads.
- Disseminate good practice and investigate new models for schooling & learning.
- Contribute to the development of technology enhanced learning in schools.
- Promote inclusive, innovative and transformative system education.
- Developing & sustaining a network of schools engaged in innovative teaching and learning approaches.

Why work with us?

Are you looking for professional development opportunities? Why not in one of South Africa's most sophisticated institution. Look nowhere else other than GNBI. Explore our holistic approach to get you inspired & tap into your full creative potential as an educator of the 21st century.

GNBI offers a unique opportunity for teachers in South Africa to exchange best practices, grow their professional skills set & discover innovative teaching & learning strategies for greater student achievement and well-being.

Our highly qualified , experienced subject matter experts, dynamic & personal facilitators have all grown up in Africa and find great fulfilment in working with people from diverse groups in South Africa & beyond. Our quality innovative courses foster professional connections among educators of diverse experiences & backgrounds, encouraging meaningful collaboration & fruitful exchanges.

"Through our activities, we support teachers & school heads in their transformation process. Technology alone doesn't transform teaching practices. Transformation should be spearheaded by the heads of schools alongside the teaching community as driving force for change"



what do teachers expect?



Teachers want a voice & a choice in the PD offered. They want PD that is going to make them better teachers.



Teachers want PD that is conducted by professionals with classroom experience



Teachers want PD that is relevant for their students. One they can use right away.



Teachers want PD that is innovative & creative, practical & theoretical.



Teachers want PD that allows them to collaborate, speak freely & honestly, one that will be relevant for a long time.

**Our school
based
program
approach**

All the school based training workshops are designed to meet the congested teacher classroom demands, especially after the COVID19 school disruptions. Just invite GNBI to your school and gain 25% discount for group bookings minimum (10- 15). Then sit back & enjoy the professional learning opportunity with our expert facilitators.



Our school based program approach

What we require from host school

- As partners in education all we need from the school is a well ventilated training room, classroom or boardroom.
- Minimum number of participants (10- 15) maximum 30
- Complete the school contact details form, select the school favourable workshops for professional development & earn your SACE points

Confirm the total number of participants

- All school based trainings are 4hour planned sessions to take place at 1 Pm – 16.00 pm (of course we took cognizance of the educator's interests of professional growth than leisure)
- 3 Day program (4hrs per day from 1pm to 4.00pm)
- 15 points per completion of training & expertise in your area
- Enjoy 25% discount per person per course. Pay only R 2600 per person, instead of R 3500 per person for the full course duration. Why not Save (R900.00)



5 day external workshop



Our external/conference based workshops and trainings are platforms for multi-dimensional and multi-cultural learning approach, that culminates in the formation of Professional Learning Network in specific subject areas. Group members often form friendships and strong professional bonds with one another. These connections not only afford them personal fulfilment, but also motivate, inform, and enhance future professional development, business, entrepreneurs, academic, or community school based projects. Likewise, the substantial cross-cultural connections made between different district participants and other provinces often lead to new approaches and attitudes towards work, teaching and learning innovation.

Our conference based workshops are five days aimed at cross cultural learning and sharing. This approach is complementary to our school-based approach and is not a substitute. These trainings are relaxed – funny learning approaches of the educators outside their normal environment. The pleasure of collectivism is experienced by



It will cost a teacher 6500 ZAR full board 5 day training

- Join a professional Network group
- Combines training with teambuilding excursions.
- Leads to exchange visits and building of Alumni group of experts
- Select your workshop and be part of the expert educators learning forum.

10 Reasons why teachers need Professional Learning Network

- Find great professional resources and conferences
- Shared learning opportunities and resources
- Follow amazing and exceptional educators blogs
- Get support in difficult learning situations
- Make international connections
- Collaborate nationally, provincially, district and globally
- Find round the clock inspiration, motivation and positive energy
- Never run out of ideas for new things to try with your students
- Learn the latest trends in education
- Flatten your classroom walls



The role of new technologies & social media in the education sector has taken Centre stage & is transforming the learning delivery & teacher to learner relationship, notwithstanding the changes in society at large. New technology Apps such as web platforms, mobile apps & social networks have added value into the learning delivery possibilities/tools. However, this technology revolution, if not attended to can be challenging . This is so because of little knowledge of the new technologies among teachers, this can be a difficult terrain for both educators & education staff. Thus, the need for proper training & guidance is important.

By attending course, participants will gain the knowledge, skills, techniques & best practices in the uses of social media technologies, web solutions & interactive apps to transform, motivate & improve the learning delivery in the classroom. This course will empower you with relevant skills to take learning in the education system into the 4th industrial revolution.



ICT & SOCIAL MEDIA IN LEARNING DELIVERY

This **SACE** Accredited & structured course equips participants with most relevant ICT social media skills to take learning into the 4th Industrial revolution **4IR**



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After taking this course , participants will

- Get an overview of the most important new technologies & of the growing trend of integrating ICT into education; Get acquainted with the most relevant social networks (Facebook, Twitter, Pinterest, Instagram, YouTube .) & unpack how they can be integrated into education & learning;
- Learn how to create & use images/videos in the classroom; Learn how to easily design a website or a blog; Learn the basic concepts of creating an e-learning platform;
- As well as unpack the best apps & web solutions to make education more engaging, motivating and innovative;



Bullying behaviours, whether virtual or face-to-face, have negative impacts not only on victims & survivors, but on bullies too. They leave scars that may never properly heal & will shape their life to come.

This structured course aims to create awareness about the phenomenon of bullying, acquiring methods to build a positive school & classroom environment. Plan long-term strategies & policies to prevent, reduce & stop bullying & cyber bullying in schools. The general goal of the course is to foster excellence in the education system by equipping teachers & school managers with the needed knowledge & competencies to effectively prevent all forms of bullying in education & schooling settings.



ANTI- BULLYING IN SCHOOLS

This **SACE** Accredited & structured course will help participants in planning long-term strategies and policies to prevent, reduce & stop all forms of bullying in schools.



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After taking this course , participants will

- Acquire deeper knowledge & understanding of the various forms of bullying. Unpack the impacts, risk factors and long-term effects on victims & bullies;
- Get to know how to build a positive environment & develop social- emotional learning;
- Learn how to develop & encourage a school policy plan on preventing & stopping bullying at school;
- Explore & discuss the line between legal & illegal behaviour as well as how to identify bullying conducts;



Distress is a prevalent & costly problem in today's workplace. Approximately one-third of workers report high levels of stress. Excessive work-related stress can have serious consequences both behavioural, physical & psychological. Parents' behaviour, undisciplined students, workplace convicts & deadlines are all potential causes for distress that teachers shall learn how to manage. For teachers & education staff stress management is a crucial skill to master. Participants will learn how to identify the sources of stress, how to say no assertively, how to prevent & cope with stressful experiences moreover how to support students to deal with stress. Through a practical approach participants will acquire concrete methods & practices to better manage stress at school as well as in their personal lives.



STRESS & CONFLICT MANAGEMENT

This **SACE** Accredited & structured course equips participants with skills and strategies on how to prevent and cope with stressful experiences , moreover , how to support students dealing with conflict and stress



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After taking this course , participants will

- Learn about the dynamics & characteristics of stress, its causes & its effects; get an insight into their individual patterns of stress response;
- Practice & acquire concrete stress management techniques & tools; apply these tools to education situations (i.e. parent- teacher relationship, bullying, .);
- Learn how to lead simple relaxation & visualization activities to ease students' anxiety;
- Exchange good practices & discuss challenges with fellow colleagues.



Inclusive education is a dynamic process based on inclusive values. As communities, cultures, interests, needs & abilities of children & educators are constantly evolving; It is therefore important for educators to become reflective practitioners who are able to analyse the learning & teaching situation, moreover make adjustments where needed. Child-centred education involves adopting changes & modifications in content, approaches, structures & strategies, with a common vision that covers all. The child-centred pedagogy enables teachers to respond to the learning needs of all children, this includes providing meaningful learning opportunities, taking multiple pathways of learning into account, establishing cooperative learning, creating attractive learning settings & using continuous assessment procedures.



CHILD CENTRED TEACHING IN INCLUSIVE EDUCATION

Inclusive education is a dynamic process that involves changes & modifications in content approaches , structures & strategies , with a common vision to address the learning modalities of all children.



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After taking this course , participants will

- Get to know the key principles, benefits & values of inclusive education;
- Get acquainted with tools & platforms that support & ease the learning process of students.
- Get to know & discuss teaching strategies, practical activities as well as methods to help foster student participation
- Discover the power of peer-involvement and peer-education;

Entrepreneurship is a dynamic process of vision, change & creation of new ideas & solutions to societal needs. South Africa has low entrepreneurial spirit & it is crucial for teachers as custodians of children & learners to support the learners to develop an entrepreneurial mindset as well as leadership skills. The education system can & should play a major role in this space. This speaks volume for the growing trend & demand of teaching entrepreneurship in schools, creative thinking & leadership in schools. It is known the legacy of Bantustan education system has produced teachers who do not have skills in inspiring an entrepreneurial mindset in themselves & to their learners. By taking part in this training participants will be equipped with the key elements & principles related to entrepreneurship & leadership in the education system. Furthermore, the participants will master concrete working methods, learning activities and didactic games that will be integrated in their classroom teaching set up.



TEACHING ENTREPRENEURSHIP & LEADERSHIP

This **SACE** Accredited & structured course equips participants with key elements and principles that will empower them with the skills designed to help develop learner's entrepreneurial skills, mindset & leadership qualities .



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After taking this course , participants will

- Get acquainted with the key elements & growing trends related to teaching entrepreneurship & leadership;
- learn how to use concrete learning activities & didactic games to support students to develop entrepreneurial mindsets and assertive attitudes; learn how to engage students, motivate them & develop their entrepreneurship skills, problem solving skills as well as self-esteem;
- Learn how to lead & deliver experiential workshops, simulation activities & interactive projects to foster students entrepreneurial mindsets & leadership characters;



Using innovative methods of teaching is a crucial skill for teachers & education staff. Scientific research has shown that innovative teaching methods and approaches can significantly enhance that students' learning process. Innovating our teaching strategies is no easy task. It can be scary because, just like our students, it places us out of our comfort zone. The need to experiment on new methods & strategies can improve student engagement, motivation & goal attainment & create a win-win situation between students & teachers. This course allows & equips the participants with most relevant innovative ways to deliver a learning process that use project-based learning, non-formal education, outdoor education, new technologies; in a safe environment, discussing & sharing best practices & experiences with fellow participants.



INNOVATIVE TEACHING METHODS

Using innovative methods of teaching are crucial skills for educators. Research has shown that innovative teaching methods & approaches can significantly enhance the students' learning process



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After taking this course , participants will

- Get an understanding of the trending innovative teaching methods & their benefits for the student learning process & attitude;
- Get acquainted with the key principles & components of Project-Based Learning;
- Learn how to design, prepare and deliver interactive Non-Formal Education learning activities; how to use outdoor education for personal, social and relational development;
- Get acquainted with the key principle of Contextual Learning; practice the most relevant new teaching methods & strategies in an inspiring environment with the support of the course trainers;

The management of physical assets is critical to the economy of South Africa. How we manage assets determines the efficiency of institutions & how competitive we are in the world market. Much money is spent annually on maintaining & developing the asset base & providing services to improve Asset Management has in itself become a major competitive market internationally. Asset Management has been increasingly recognized as the key to improved investment decision making across all sectors, from NGOs, Government, Education, Oil & Gas, Defence, Aerospace, Manufacturing, Public Transport & Electricity & Water Production & Distribution. Regulators are required to develop & present strategic Asset Management Plans aligned with the corporate strategy. The implementation of 'Good Asset Management Practice' will contribute in realizing the school corporate strategy.



FUNDAMENTALS OF ASSET MANAGEMENT

Assets are critical resources of the school institution. There has been an increase in misuse of school assets. This **SACE** accredited course will equip participants with the skills to develop assets management policies & management strategies



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After taking this course , participants will

- The basic principles of Asset Management fully aligned with the IAM Qualifications
- ISO 55000, The International Standard on Asset Management
- The implementation of 'Good Asset Management Practice'
- How to realize higher performance at lower cost within compliance
- Assessing the current state of your Asset Management process & determine the gaps



In successful classroom management, students needs are at the centre of the teaching process. Effective classroom management strategies & skills are essential even for the most talented teacher: learning cannot occur alongside misbehaviour & chaos. Instruction flows on leading a classroom environment that promote a collaborative community, encouraging active student voice, creativity, leadership, critical thinking & effective teamwork. By being a participant in this short course on effective classroom management, you will learn how to include reflective moments & peer-education in the teaching practice in order to monitor & improve motivation & classroom behaviour.



EFFECTIVE CLASSROOM MANAGEMENT

This **SACE** Accredited and structured course equips participants with pro - active , reflective . As well as innovative classroom skills & strategies.



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After taking this course , participants will

- Will be able to implement modern pro-active practices including the Flipped Classroom approach & set up a classroom structure based on a positive, accepting, inclusive, motivated, engaging & safe learning environment.
- Learn reflective tools for establishing common rules, develop conflict management & resolution skills;
- Develop working methods & approaches for building positive environment; Analyse & improve current practices to develop a student centred teaching; Experiment practical activities,
- Unpack trending innovative teaching methods their benefits for the student learning process & attitude.



12 CPTD FACTS YOU MIGHT NOT KNOW AS AN EDUCATOR

CPTD is managed & implemented by SACE (South African Council of Educators); Moreover all Courses & workshops need to be SACE- approved.

- SACE endorses relevant programmes/workshops; PD points are only allocated by SACE.
- An educator's CPTD record is credited via the SACE website.
- Educators identify their own PD needs. The IQMS system can help with this.
- Develop your own PDP (Professional Development Programme) by choosing activities from SACE-approved providers' databases.
- Educators who have a degree/diploma can earn points before even attending workshops.
- CPTD is not the same as IQMS. The Integrated Quality Management System measures educators and schools' performance levels.
- There are 3 types of CPTD: formal (Provided by educational institutions); non-formal (learning within planned activities) & informal (life-long process of acquiring knowledge and skills).
- The SACE website offers a self-service portal on their website [www.sace.org.za] and a 24-hr helpline: 086 100 7223

Various companies such as GNBI offer support as well as SACE- accredited workshops and courses at varying prices.

PD Point within 3-year Cycle :

- 150 points : Certificate of Achievement (Bronze)
- 151-300 points : Certificate of Achievement (Silver)
- 300 plus points : Certificate of Achievement

It is mandatory & compulsory for a teacher to earn a minimum of 150 points per 3-year cycle as per the SACE Code of Professional Ethics for Educators. Section 7 of SACE Code says that all educators must " keep abreast of educational trends and developments" & promote the on-going development of teachers as a profession." Since all teachers commit themselves to uphold the code , professional development is not an option but an obligation for all teachers. All state- employed teachers & many privately employed teachers are required to undertake professional development as part of their conditions of services.

Principals, Deputy Principals & Heads of Departments are required , as part of their duties & responsibilities to help teachers develop professionally. Principals, Deputy Principals and Heads of Department are also required to develop themselves professionally. So, the professional development is an all teacher and all school affair.

Reg No:





Professional Educator Development Program

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