



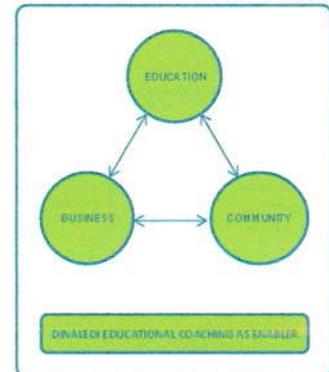
## ENABLING LEADERS - EMPOWERING YOUTH

### WHY FOCUS ON EDUCATION FOR COMMUNITY UPLIFTMENT?

Education for at-risk youth can either negatively reinforce the norms and standards of depressed communities in which they live, or it can positively empower youth with the freedom to choose and live towards a brighter future. Success for at-risk youth is dependent upon enabling them to imagine a different future and raise their intellectual horizons.

### WHAT IS DINALEDI EDUCATIONAL COACHING?

Dinaledi Educational Coaching (DEC) is a registered and fully compliant Non Profit Company. DEC consists of committed and qualified coaches who run leadership capacity-building programmes for community leaders, teams of educators and selected learners who demonstrate leadership potential in the most challenged schools within economically depressed communities.



### WHAT DOES DINALEDI EDUCATIONAL COACHING DO?

DEC engages with Educational District Officials, school leadership teams, community leadership and at-risk youth in schools within disadvantaged communities through the modalities of one-on-one and team coaching, inspiring positive action in the classroom and community.

The process is run hand-in-hand with local business leaders who provide financial support, community leaders who align with the vision and mission of the school and Educational District Officials who jointly monitor the progress. Beneficiary schools' leadership teams, the school community and emerging talented youth are given the experience of an in-depth and sustained multi-year transformational process.

The ultimate goal is that talented youth with potential but trapped in risky environments in dysfunctional homes and schools will receive a quality educational experience in a transformed school, and will emerge ready to work, study and be a net contributor to society.

It works! The process is continually evaluated rigorously and scientifically to ensure optimal impact and transformation.

Typical results observed, noted by external and independent evaluations and which can be verified by Directors and Circuit Managers directly responsible for the schools, include:

- A positive increase in matric results
- A significant drop in absenteeism amongst learners
- A significant drop in teacher absenteeism
- A School Management Team that makes decisions collaboratively, proactively and in line with the vision and mission of the school
- A happier, more peaceful, safer learning environment for learners and teachers alike
- External systemic tests that assess and diagnose schools show that at all levels, sustained positive change can occur

### WHO IS DINALEDI EDUCATIONAL COACHING?

Founded in 2007 by a Cape Town-based group of concerned educationists and engineers, DEC comprises a broad base of skills represented in the following team:

Founding members: Geoff Jacobs, former high school principal and retired HR Director of Maersk; Jeremy Clampett, former high school teacher, ex National Director of Scripture Union and currently Life and Business Coach; Dave Ramsay, engineer, former Executive Director in the City of Cape Town and currently Life and Business Coach; Lydia Herman, Board member, fundraising expert and community leader; Kevin Mathew, engineer, former Director in the City of Cape Town, and Life and Business Coach; Tlale Mpshe, senior educator and community leader, Gauteng, and Dumisani Mdlalose, Mathematics expert and Community worker, Durban. Tlale and Dumisani have left DEC as they found it difficult to sustain their effort remotely, and we are looking at replacing them on the Board.

Coaching team: Busisiwe Mgbemena, Monita (Gutuza) O’Ryan, Pam O’Brien, Richard Forbes, Thulani Ndlovu, Theo Jansen, Elona Hlatshwayo and William Swartbooi.

**The DEC Team**



Dave Ramsay



Jeremy Clampett



Theo Jansen



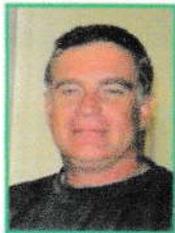
Thulani Ndlovu



Monita Gutuza



Elona Hlatshwayo



Kevin Mathew



Richard Forbes



Geoff Jacobs



Pam O'Brien



William Swartbooi

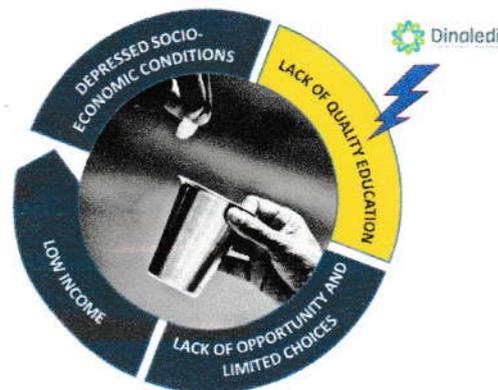


Busi Mgbemena

DEC’s coaches are qualified and committed to the modality of coaching and have a desire to work at reduced rates in difficult contexts to put something back and improve the quality of education in South Africa.

**WHAT IS DEC’s CORE BUSINESS?**

BREAKING THE CYCLE OF MEOCRITY



With over ten years of working in under-resourced schools, DEC is intimately familiar with the context which still haunts South Africa today: an ever-widening cycle of mediocrity in many if not most of our schools, caused by depressed socio-economic conditions. This lack of quality education consigns cohort after cohort of learners to a life of limited opportunities, with resultant unemployability and low income. These cycles are self-sustaining, and one needs a disruptive force to break the cycle. In a nutshell, then, DEC's mission is simply to break the cycle of mediocrity in our educational system.

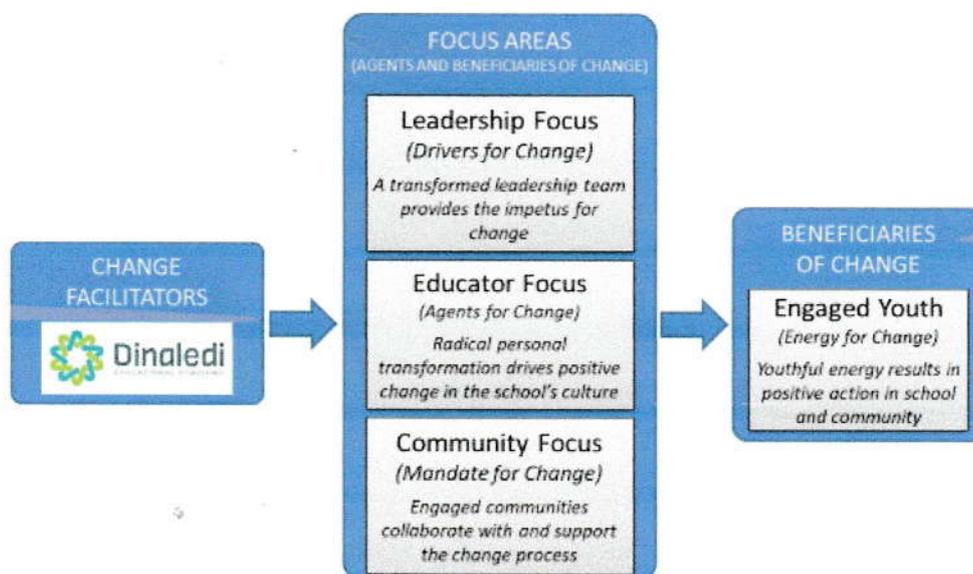
### DEC's High-Level Approach

As Change Facilitators, DEC has three focus areas:

- **Leadership Focus:** magic happens when the school's leadership team (SMT) learns to function as a cohesive and high performing unit. We work with this team, challenging their leadership assumptions and practices. A transformed SMT provides the impetus to drive the change.
- **Educator Focus:** when educators are given the opportunity to reflect on their life and educational practice, radical transformation often happens. These key agents for change experience individual and team coaching workshops to enable them to raise their awareness of the dynamics in the school. A positive culture enhances the realization of the school's vision.
- **Community Focus:** schools that enjoy the collaborative support of the surrounding community thrive and enjoy success, and this is achieved through plenary experiential workshops that are fun, participatory and that serve to draw in the parent body in support of the vision and mission of the school.

When these three focus areas are functional and effective, the learners are the ultimate beneficiaries. As our model has evolved, we've come to see the potential of the enormous energy which engaged learners unleash in their school, hence this becoming a far more important focus for us than before.

### Educational Coaching as Core Modality (High Level DEC Approach)



## **DEC VALUES**

DINALEDI EDUCATIONAL COACHING aims to live out these values:

- Honesty and integrity in all our dealings
- Excellence as the basis of our service delivery
- An ethos of compassion & kindness in our engagement in the Community
- Respect for staff, clients, partners and stakeholders
- Growth and development of our people
- Cost-effectiveness, sustainability and return on investment for our funders
- The importance of quality education to prepare young people for the future
- A belief in the potential of young people to become SA's future stars

## **DEC PRINCIPLES**

The core principles which guide our coaching and change engagements are the following:

- The quality of our thinking is directly proportional to the quality of the other person's listening (Kline)
- Empathy creates a trust environment in which we can be honest and teamwork can flourish
- We act today in accordance with our image of the future (Cooperrider)
- People support that which they create and reject that from which they are excluded (Wheatley)
- People and organizations grow in the direction of the questions they consistently ask (Cooperrider)
- Teamwork (based on trust) is the ultimate competitive advantage (Lencioni)
- Healthy interpersonal relationships build trust which leads to healthy sharing of information which leads to a raised awareness, making wise decision-making possible (Mintzberg)

## **COST GUIDELINES:**

- All donations are tax deductible and a Section 18A certificate will be issued for every donation received.
- Any amounts are welcome, but to give an idea of the needs, it costs approx R240,000 to run a sustained, 15-month intervention in one school. This includes individual and team coaching, coaching for the Circuit Manager and related Educational District officials, supervision & training of coaches and related admin costs.
- DEC has more requests for leadership coaching programmes in Districts and Schools than funding. More funding would release more activity.

## **CONTACT US**

For more information on Dinaledi Educational Coaching, feel free to contact us:

Geoff Jacobs - [geoffjacobs@caerus.za.bz](mailto:geoffjacobs@caerus.za.bz); 083 798 1093; Jeremy Clampett – [jeremy@clampett.net](mailto:jeremy@clampett.net); 083 280 0228