



SAPA

South African Principals' Association

Affirming School Leaders

ALL ABOUT SAPA

ATION

South African Principals Association (SAPA) is a organisation group for:

- Principals and Deputy Principals from mainly Public Primary and High Schools but open to Private Schools and Independent schools
- SAPA is active in all nine provinces of our country
- Each province has its own provincial structure which manages the programmes of the province and reports to the national body on quarterly basis.



SAPA

SAPA is

- Not a UNION

- A section 21 non-profit organisation

- Independent

- Non-discriminatory

- A Non-aligned professional organisation

VISION

SAPA affirms excellent educational leadership and management, enhances professional development and promotes meaningful interaction



Mission Statement

ON

We, as members of SAPA, recognise and acknowledge our role as educational managers and leaders, and through our collective and professional conduct at local, provincial and national levels, strive to excel in our tasks through self-development and interaction as an independent, non-discriminatory and non-aligned Association.



OBJECTIVES

- **Provides opportunities for the professional development of members and participate in policy formulation at department level by securing positions on relevant committees and task groups.**
- **Participates in curriculum development and educational restructuring.**
- **Recognises and promotes the role of our members in their schools and communities.**
- **Facilitates communication and mentorship among educational leaders.**
- **Undertakes educational research, publish journals and our newsletter and disseminates professional literature.**
- **Establishes links with international associations of principals.**
- **Promotes liaison with teacher formations.**
- **Promote the interests of members**
- **Represents the professional interests of all members.**

Our Values



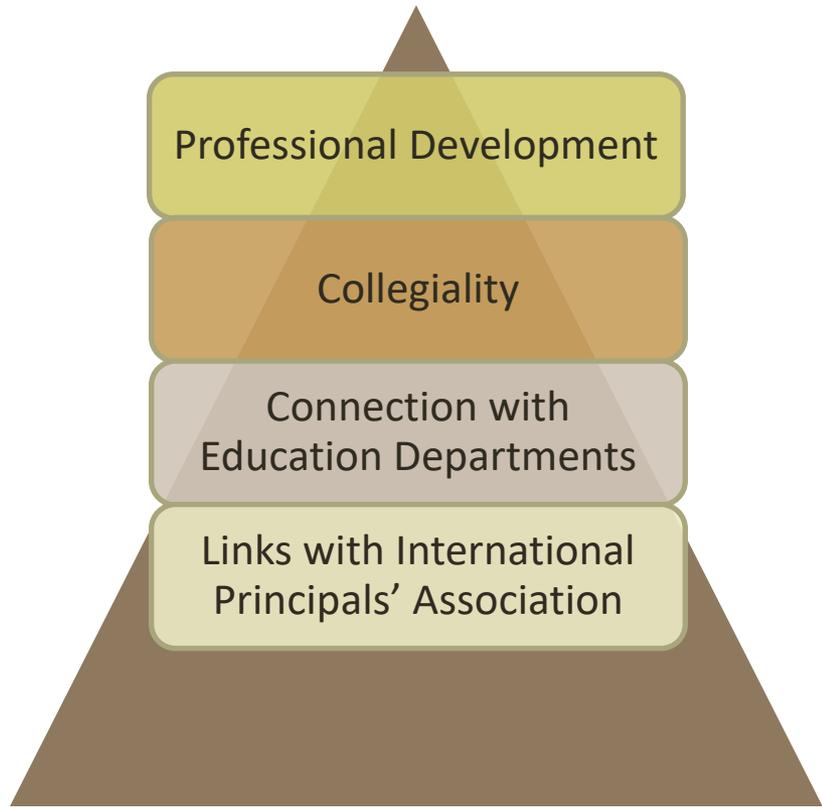
Code of Ethics

We adhere to the Code of Ethics as outlined in the SACE Code of Professional ethics.

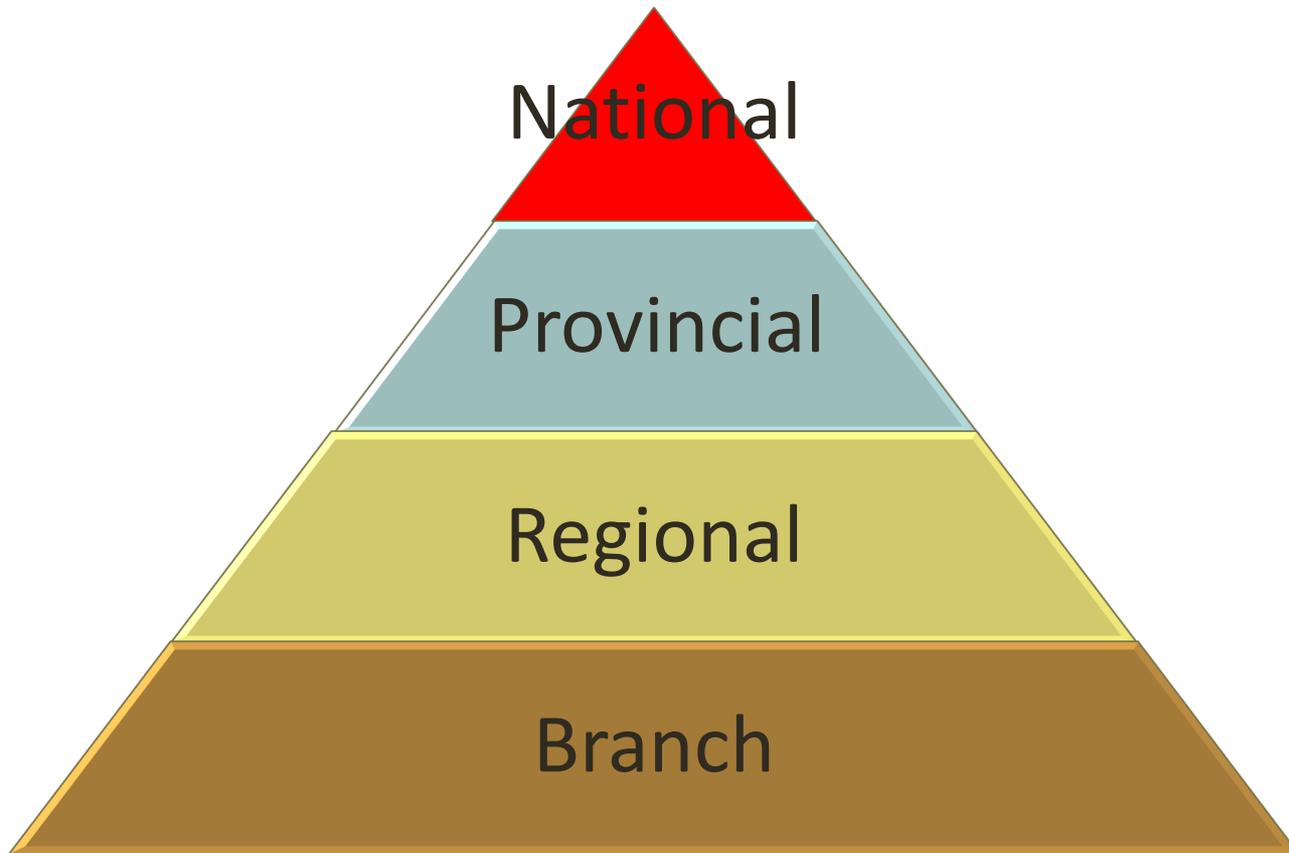
As SAPA we expect our members to:

- Conduct themselves with professionalism inside and outside their schools
- Inculcate and promote the culture of excellence
- Display integrity, honesty and trustworthiness in their work and decisions.
- Have fairness evident in all their actions at all times
- Treat everyone with respect and dignity and promote team work
- Demonstrate support for our mission as principals, namely the creation of South African schools that provide safe and nurturing environments in which quality teaching and learning can take place.
- Support each other in every way possible. To share information, expertise and resources as and when needed.

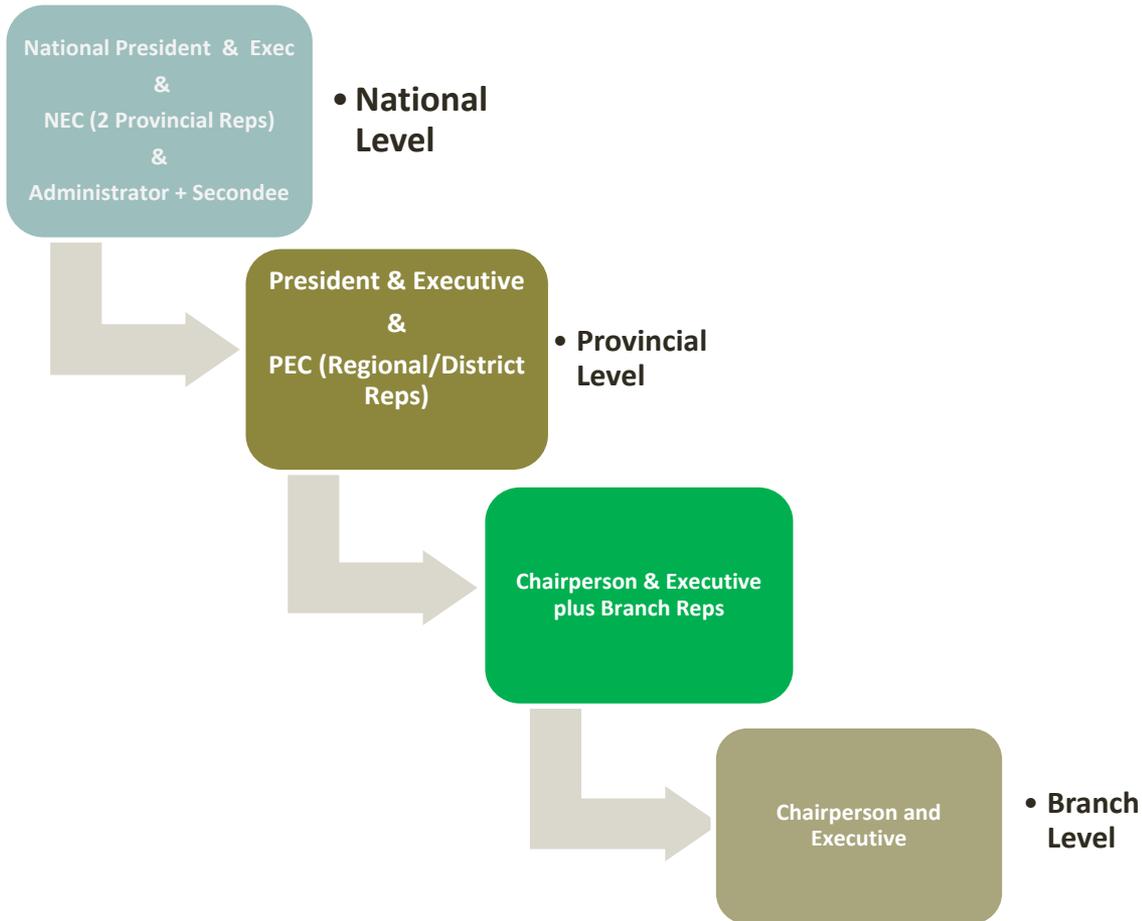
Pillars of the Association



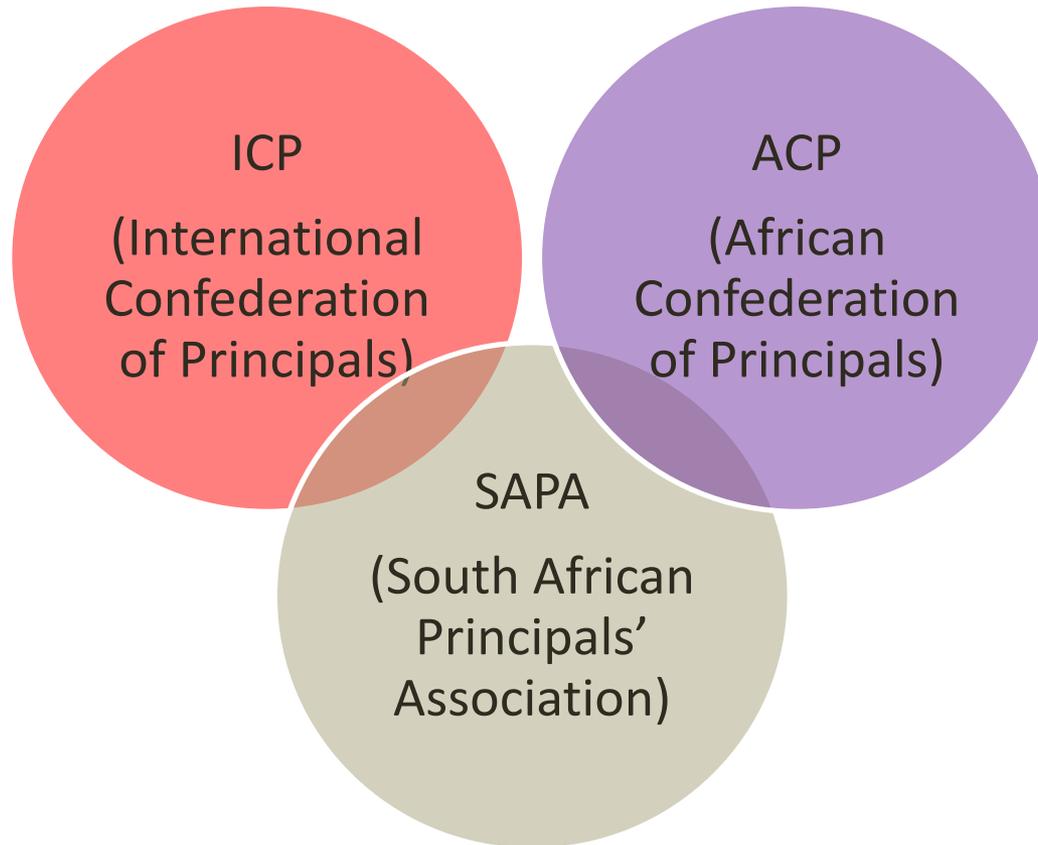
STRUCTURE



ORGANOGRAM



AFFILIATION



PARTNERS

SAPA

Basic Department of Education

Provincial Departments of education

Districts

Umalusi

South African Council of educators (SACE)

Unions

Governing Body Associations

Universities

National Education Collaboration Trust (NECT)

Publishers & Sponsors

Leadership Organisations

Provincial Legislatures



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PROGRAMMES



Historical background

- The South African Principals' Association was launched on the **17th of July 1995** at Somerset West in the Western Cape.
- **The aim** for the establishment of SAPA was to **bring principals from all public schools together in order for them to have one organization which can become their mouth piece** in South Africa. As South Africa was a new democratic state it was necessary to bring principals from different cultural backgrounds and provinces together.
- All nine provinces were represented when it was launched but North West Province was given observer status since they had not yet launched their association.
- Rinah Snesing from Gauteng Province was the initiator for the establishment of the Association. She was elected as first president of SAPA.
- The very same year SAPA was admitted and became a member of the International Confederation of Principals: ICP



Historical background

The first executive was as follows:

- President – Rinah Snesing – Gauteng
- Vice President – Nat Bongo – Western Cape
- Secretary – Melvyn Caroline – Western Cape
- Treasurer – Aboah Moshe – Gauteng Province
- Editor – Daphne Folliatt – Eastern Cape
- Each province was allocated two representatives to serve in the National Executive committee

Historical background

In 1997 the Annual conference was held at Pietersburg (Polokwane) and the executive became as follows:

- President – Roy Gordon – Free State
- Vice President – BJ Hlengane – Limpopo
- Secretary – Mervin Caroline – Western Cape
- Treasurer – Wiston Dlodla – KZN
- Editor –Daphney Folliot – Eastern Cape

Historical background

In 2001 the Annual conference was held in the Western Cape at the University of Western Cape. Dr R.W Chabalala was elected as president, being the first black president of SAPA and executive stood as follows:

- President – Dr R.W Chabalala – Limpopo
- Vice - Mr Roy Gordon – Free State
- Secretary - Allan Clarke – Western Cape
- Treasurer – Blackie Swart – Free State
- Editor – Daphne Folliatt – Eastern Cape
- Public Relation Officer – Anthea Cereseto – Gauteng



Historical background

At the beginning of 2002, the NEC discussed the idea of approaching the National Department of Education. NEC further agreed that common National issues should be discussed with the National Department.

Numerous requests were made to meet with Director General of the Department. It took time for SAPA to be acknowledged but NEC kept on knocking at the door for such a meeting to take place. Finally their request was acceded to in July 2002.



Historical background

- Dr L.M Ramokgopa and Mr M.E Mabetlela from Lipompo together with Mrs Alison Kitto and Anthea Cereseto from Gauteng attended the first SAPA-National department meeting.
- It was a very tough first meeting wherein they were told that was the first and last meeting with the National Department. They were referred to go and meet with provincial Departments of Education.
- **This was SAPA's response to the department : 'if this is our Department we shall come and if not we shall no longer come.'**
- The Department had to apologize and promised to meet with **SAPA in the future.**



Historical background

- The NEC wrote another discussion document requesting for a second meeting in October of the same year. The Department responded in writing avoiding meeting with them. NEC wrote back insisting that those were issues which needed a round the table discussion.
- The meeting was held and the Department introduced Mr Martin Prew as the liaison between SAPA-Department and Dr Zama was to chair the meetings.
- An agreement to have quarterly meetings with the Department was reached in that meeting.
- SAPA continued to have sound and cordial relationship with the then Minister Kader Asmal and his successor Minister Naledi Pandor. Ministers would come and officially open SAPA National conferences
- In 2005 SAPA co-hosted the **International Confederation of Principals' convention** in Cape Town being the first organization to use the International Convention Centre in Cape Town.
- The **Department sponsored delegates from all provinces and principals** were selected to attend the convention.



Historical background

Dr R.W Chabalala served two terms as president.

- In 2007 he lead the delegation to meet with teacher formations.
- Together with Thembi Ndlovu (Current President) and Ntimane visited Head quarters of SAOU, NAPTOSA and SADTU.
- At these meetings SAPA could explain its vision and mission and that it was not in competition with teacher formations but had a special interest in the professional development of principals.
- All teacher formations accepted the role of SAPA.
- The SAPA delegation met with the General Secretary Nxesi

Historical background

- Mrs Alison Kitto negotiated with the University of Pretoria for an office for SAPA which is still being used to date.
- From 2007 SAPA started negotiations with the National Department for SAPA to have a representative at the Department
- Minister Angie Motshekga also welcomed SAPA and the quarterly meetings between SAPA and Department continued.
- In 2015 DBE approved to have the SAPA President seconded for a period of 2 years, however the NEC took a decision to have local president (Gauteng) to be the one to be deployed to the Department.
- January 2016 SAPA deployed Dr Daya Chetty to the EMG Directorate.



Leadership

- **1995-1997:** Rinah Snesing – Gauteng
- **1997-2000:** Roy Gordon – Free State
- **2001-2007:** Dr R.W Chabalala – Limpopo
- **2008-2009:** Edie Jacobs- KwaZulu Natal
- **2010-2013:** Alta Van Heerden- Western Cape
- **2014-2015:** Marius Ehrenreich- Western Cape
- **2016-2018:** Thembi Ndlovu- KwaZulu Natal
- **2019 – current:** Dave De Korte – Western Cape

Activities

- **Provincial, National and International Conferences.**
- **Professional development for members/ schools at local and regional level through workshops, presentations, breakfasts, luncheons, etc.**
- **Offer mentorship**
- **Partner or create networking possibilities for principals**
- **Liaise with organisations with the same mission e.g. Bridge, Edu-week, etc.**



Activities

- Produce organisation newsletter twice a year
- Meet with DBE 3x in the year to discuss aspirations and leadership challenges encountered by principals.
- Attend, participate and make contributions on leadership to organisation /structures such as **NECT**, **SACE**, **NTA**, **HEDCOM** subcommittee, **Provincial Legislatures**, **Edu-week**
- **SAPA**, **SACE**, **NTT** and DBE in the **Task Team** developed the **Advance Diploma for Principals**.

Achievements

- **Acknowledgment by DBE (CEM & HEDCOM) to the extent of having a SAPA member deployed for 2 years**
- **Positive relationship with PED, SGB associations and labour**
- **Recognised as a stakeholder that continues to contribute positively to the academic performance of our learners in the NSC.**
- **Playing a positive role in the capacity building of SMT's at local, regional, provincial and national level**



Achievements

- **Hosting two International Confederation of Principals' conventions (2005, 2017)**
- **Hosting a successful African Confederation of Principals Conference (2016)**
- **Successful hosting of national and provincial conferences**
- **Having SAPA members hold positions on the ACP and ICP executives**
- **Having SAPA members reaching finals and or winning National Teachers Awards**
- **Continuously invited to make input or comments on school leadership and management by various structures: political, civic, business, etc.**



Thank You



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