



## **SUPPLEMENTARY INFORMATION: SCHOOLS EVALUATION AUTHORITY (SEA)**

**Inclusive of *Purpose of the Western Cape Schools Evaluation Authority; Role profile and Person Specifications*, as indicated in the published advertisements.**

### **PURPOSE OF THE WESTERN CAPE SCHOOLS EVALUATION AUTHORITY**

1. The primary purpose of SEA is to drive school improvement in the Western Cape.
2. SEA aligns operationally with the quality assurance system guided by the national education department in South Africa.
3. SEA has a sharpened focus on identifying those factors that impact on performance in the areas that matter most for quality education delivery at the school level - particularly teaching, school management, leadership and governance of the school.
4. SEA is not a fully separate legal entity. The independence of SEA is statutorily prescribed to ensure credibility with measuring the impact that school policies and practices have on learning outcomes and to ensure no conflict of interest with evaluating accountability within the broad school environment (school leadership, governors, parents and community)
5. In support of strengthening accountability and promoting functional schools, the SEA will provide an authoritative, analytical and accurate account on the state of schooling and individual schools and make recommendations for improvement that the Western Cape Education Department would need to consider to improve same.
6. SEA will independently appoint appropriately qualified persons with relevant skills in key areas such as assessing teaching, school leadership and governance.

### **ROLE PROFILE OF CHIEF EVALUATOR**

The Chief Evaluator is responsible for the leadership and management of the School Evaluation Authority. The role of Chief Evaluator also includes:

- Providing outstanding leadership to the School Evaluation Authority as an evaluation and development institution that is independent of that part of the civil service responsible for the administration of schools in the Western Cape.
- Building and maintaining a high-performing evaluation authority.
- Leading and inspiring lead evaluators and evaluators across the province so that the SEA builds and maintains a committed and high-performing contingent of evaluators who have credibility with the sectors that they evaluate

- Ensuring that the SEA continues to drive improvement and raise standards in the school system, making fair and rounded judgements of school performance to promote quality education.
- Ensuring that the SEA is able to respond to challenges in an appropriate and proportionate way – including, for example, dealing with issues around violence in schools, safety of teachers and learners, diversity management and improving the levels of functionality in schools.
- Ensuring that the SEA is able to respond pro-actively to the direction of the national and provincial education departments' policies and strategies.
- Ensuring that the SEA continues to meaningfully engage parents, carers, learners, professionals, and public stakeholders, and safeguards the SEA's reputation.
- Representing the SEA to the public and working in a highly effective way with key contacts, including school management teams, school governing bodies, parents and other public stakeholders who draw on SEA reports.
- Leading public conversation in relation to the implementation of educational standards in schools and the extent to which education at the school level meets the diverse needs of learners.

### **PERSON SPECIFICATION**

Applicants must be able to evidence the following skills and experience:

- Strong personal commitment to the highest standards in education delivery.
- Possess appropriate knowledge of or experience in education and school management.
- Experienced at senior management level in education, including substantial organisational leadership skills and proven experience in leading and managing change in a complex environment.
- Strong communication skills, excellent judgement under pressure and a high degree of personal integrity.
- Understanding of, and ability to utilize, the SEA's role in using school evaluation to raise the quality of education provided at schools and to improve the opportunities for all children across the province.
- Understanding of the current direction of education policy and strategies in the Western Cape and in South Africa.
- Sound financial judgement and relevant budget management experience.