

Rector's Newsletter

St Stithians College

Dear Saints family

Founders' Day – 7 June 2014

After a few days of very cold weather, the sun came out and the physical warmth we experienced was matched by the emotional warmth of this gathering of the St Stithians community. My first experience of this moving event, with around 3 500 people in attendance, found me reflecting with gratitude on the privilege we all have to dwell in this place and to make our contributions here. This message of belonging and citizenship was, in essence, the main theme of my address. We gave thanks to God and to our founders of the First Foundation and the Second Foundation. 'In happy fulfilment' is the phrase on our Foundation Stones that inspires and challenges us. I appreciated the many guests who accepted our invitation to attend, a sign of the stature of St Stithians.

We were entertained by a 400-strong combined choir and orchestra, and by the joyful song of the Junior Prep choir. We received the gift of Nelson Mandela's portrait, donated by artist Paul Blomkamp who spent a decade creating the strikingly beautiful stained glass windows in our Chapel.

Our guest speaker, Professor Adam Habib, Vice-Chancellor and Principal of the University of the Witwatersrand, delivered a powerful address which challenged us as South Africans to be both locally relevant and globally competitive, both contextual and cosmopolitan. He stressed how South Africans can and do advance the cause of excellence in our land and beyond it, as both local and global citizens.

As is custom, we celebrated 'openings' of new facilities prior to the Founders' Day ceremony. The new basketball courts were due to be opened by Kgosi Leruo Molotlegi, King of the Bafokeng: he was called away at the last minute to attend a high-level meeting seeking to resolve the protracted platinum miners' strike. The new indigenous garden, and 'mother bed' of plants to be propagated elsewhere on the campus, was opened by the St Stithians gardener of three decades, Pauline Dickson.

Two new traditions were introduced: the signing of the Founders' Book at the Outdoor Chapel, and the ringing of the Girls' College bell at the start of the ceremony. Once the formal ceremonies were over, and tasty refreshments served, the Preps held their cross country events, the Colleges contested their inter-house ergo and tug-of-war challenges, and an impressive equestrian tournament was held on the Middle Dam field.

*Dr Tim Nuttall, Professor Adam Habib
and Mr Carel Nolte, Chair of Council
Founders' Day 2014*



News from the Rector's office



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Letter from the Rector (continued)

This is our school

The recent Council meeting began with a selection of students and staff reflecting on this theme; it was a fascinating cameo of insights. How we view St Stithians as students, staff, parents and alumni, and how we are perceived from the 'outside' by prospective parents, our city, our nation, the Methodist Church, and other educational institutions, is a worthy topic of engaged and purposeful conversation.

We are a 'village' or a 'cluster' of five schools on a magnificent campus in the northern suburbs of Johannesburg, together with our Kamoka Bush School at Modimolle, and our Thandulwazi Maths & Science Academy. We have the realised potential and new opportunities as single-sex primary and high schools on one campus to combine in synergy, to be intersecting zones of educational excellence, energy and enterprise that set us apart in the educational landscape. The College Executive has decided formally to replace the term 'co-ordinate model' with 'synergy model' as a core distinguishing descriptor of the St Stithians educational experience.

As we seek to be *A South African School Making A World of Difference* we are asking whether it is time to craft a new Statement of Purpose as we look to the future.

In 2013, St Stithians conducted our institutional evaluation in conjunction with the Independent Quality Assurance Agency (IQAA), our second five-year review. The IQAA tool is titled 'School in a Mirror' – an apt visual image of self-reflection and consideration of who and what we are. Through formal appraisals such as these, through vibrant and continuous relationships of 'parent connect' and 'alumni connect', and through partnerships with other schools, I look forward to us having dynamic and engaged conversations about our educational offering. All views, ranging from endorsement to critique, are encouraged.

Strategic futures

Within Council Committees and the strategy sessions of the senior staff of St Stithians, the *Campus 2053* concept is being advanced. Alongside futures of education and facilities, we have begun addressing the human capital pathways of *People 2053*. We are creating the foundations for our next strategic plan (2015-2025), and fleshing out a Fifteen Year Capex Plan which takes us to our 75th birthday in 2028. At the beginning of next term, I will be interacting with the staff of each of our schools on these themes, and providing forum spaces for parents to engage with the unfolding process.

Performance Management

Our staff are the most valuable asset of St Stithians, and worth every effort to enhance capacity, skill, insight and accountability as we push the frontiers of educational excellence. The past five weeks have seen an exciting series of workshops involving our middle and senior managers engaging with, and taking ownership of, a dynamic and purposeful performance management approach. We have embraced the twin ideas of recognition and appraisal, developed a language of review which engages with the triple imperatives of work performance, personal growth and the living out of Saints values. We are growing our institutional capacity to have meaningful and focused 'recognition and appraisal' conversations, not just annually but on a more continuous basis. We are introducing a Distinguished Performer Reward, in the form of a bonus, for those who truly 'sparkle'; and material disincentives for those who do not live up to expected standards. It has been a privilege to provide leadership in these initiatives, alongside our HR Director, Kim Urquhart, and consultant Gail Forsman, and to sense our staff members' commitment to advancing St Stithians as a professional learning organisation.



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Letter from the Rector (continued)

Promotion appointments

More so than any school in South Africa, St Stithians has provided a fertile ground for teachers to move to promotion posts as Deputy Heads and Heads of School. At our last count, 50 St Stithians teachers have been appointed as Heads at other schools. We are an academy of school leadership. This is a further dimension of our role in the nation as a *South African School Making a World of Difference*.

I am pleased to report briefly on the three latest appointments as school leaders: Gayl Kennedy, Deputy Head in our Junior Prep, as Head of the Primary School at the Maragon Private School in Ruimsig; Mike McConnachie, a Deputy Head in the Boys' College, as the Rector and College Headmaster of St Dunstan's College in Benoni; and Kate Doyle, Director of Kamoka Bush School, as Deputy Principal (Pastoral Care and Administration) at Waterford Kamhlaba United World College in Swaziland.



Gayl Kennedy



Michael McConnachie



Kate Doyle

Transformation, belonging and personal stories

The St Stithians Transformation Committee, chaired by Gary Morolo, brings together parent, staff, student and alumni representatives, as well as the Rector and the Heads of School. At our most recent meeting, facilitated by Tania Fredericks and Leanne Horwitz – teachers in the Junior Prep and the Girls' College respectively – the Committee members undertook to tell a biographical story relating to identity and transformation experiences. We listened to a fascinating array of narratives which crossed frontiers of race, religion, class, language, place and personality. There was such a richness of human experience expressed, and through telling stories we came to understand ourselves better and the diverse tributaries which flow into the river of our College, and out into our suburbs and city.

Global Connections Seminar – Macedonia, Greece and Cyprus

I was fortunate during the month of June to join 35 school leaders from 18 countries in the 16th Global Connections Seminar. We gathered for a 10-day journey traversing these countries, interacting with schools, politicians and NGOs. These countries and their societies are the product of millennia of social change, aspiration and division; and certainly a major historical melting pot. As a South African, I was fascinated by contrasting identities embedded in the conflicted pasts of the three countries, and by the attempts we encountered to build new social relations and perhaps different futures. Aside from extending my network of personal contacts, I learnt a great deal from the delegates as we shared our experiences of educational leadership in contexts ranging across countries as diverse as Colombia, Ukraine, Thailand, Canada, Botswana, Hungary, Jordan, and Singapore.



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Letter from the Rector (continued)

2014 Major building projects

These projects are outlined and illustrated in the Operations Director's report below. The Junior Prep Hall is part of a wider initiative to create a new quadrangle and a new entrance, ultimately, into the Junior Prep, with access from the car park next to the Astro. The Art Classrooms at the Girls' College have drawn on design concepts for our reinvented teaching and learning spaces of the future. We are taking the first steps towards a reconceptualised campus aesthetic. The amphitheatre in the Girls' College will provide a much needed whole-school gathering space.

Skyline @ Saints – 24 September

The Rector and the Fundraising and Events Committee, chaired by Karen Hawinkels, have launched a new whole-school event, to be held on Heritage Day. Located on the Wayne Joubert field and at the One and All, the band Watershed will entertain us, together with school musicians. We look forward to a festive social gathering of the St Stithians community in celebration of our exciting heritage. Please book the date in your diaries.

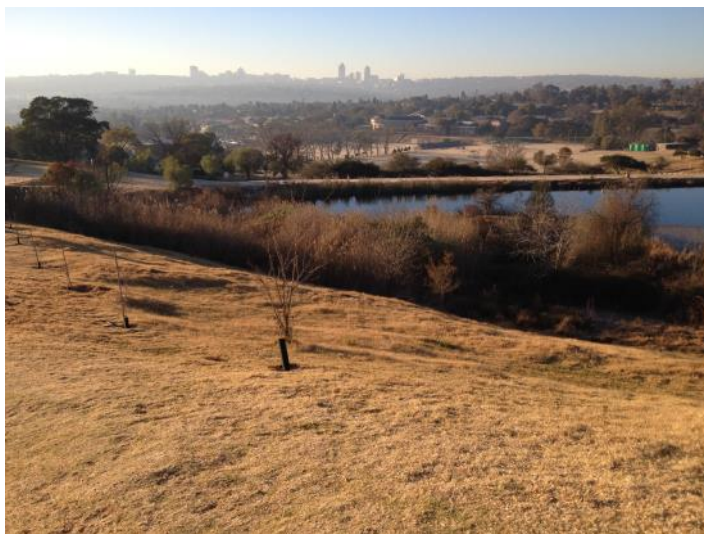
End of term

We come to the end of an active, productive and fulfilling term. We give thanks for the many opportunities we have for growth and belonging in our St Stithians schools and synergy spaces. There have been many outstanding achievements across academics, culture, sport and community engagement. There have been huge contributions made by teachers, parents, students, governors, alumni – both seen and unseen – to our collective experiences as a school community in this profound place.

Good wishes

Tim Nuttall

Dr T A Nuttall
Rector



Winter morning, St Stithians - July 2014



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Thandulwazi

Bev Johnson—Foundation Director

The power of the synergy model was reflected mid-July, when the Grade 12 Maths Top Set at the Thandulwazi Saturday School (often referred to as the 7th Saints School) was invited to attend a Maths Camp at Kamoka (the sixth Saints School). Accompanied by the Saturday School Director, Mr Mahlathi Khoza (also a Maths teacher at the Boys' College); Mr Paul Statham, a senior Maths teacher at the Girls' College, and Mr Bongani Dube (a Thandulwazi volunteer and parent at the Junior Prep), 11 students enjoyed a three-day Maths Camp at Kamoka from Friday 11 to Sunday 13 July 2014. To foster and grow educational partnerships, Mr Maurice Madiba, the HoD of Maths at Reitumetse Secondary School in Soshanguve (a Dinaledi School) was also invited to participate in the Maths Camp and took away a number of new ideas for use in his own school.

The programme included a focus on past exam papers; a hotly contested Maths Quiz in the evenings; and an outdoor programme facilitated by Mrs Kate Doyle and the Kamoka staff. The Thandulwazi students worked very hard, participated well and with enthusiasm; and they really took ownership for their own learning. The students were commended by both the Thandulwazi Saturday School staff and by the Kamoka Bush School staff for their outstanding behaviour, and willingness to assist the Kamoka staff with some of the chores such as washing the dishes.

The students thoroughly enjoyed the experience of learning Maths in the bush; and many did not want to leave on the 13th. The Top Set is already badgering the Saturday School Director to organise a second and longer Maths Camp in September!

Sincere thanks to the Barrow Family who sponsored the accommodation and catering costs of this camp; to Mrs Kelly Brimacombe who rallied support from the Grade 9 parents at the Boys' College, a number of whom contributed funding towards the transport costs of this outing; and to Kate Doyle and the Kamoka staff for being such supportive and gracious hosts.



Mrs Kate Doyle interacting with the Thandulwazi Maths students at Kamoka, July 2014



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Kamoka

Kate Doyle—Director of Kamoka

Kamoka Bush School welcomed the first Grade 9 group from Boys' College on Thursday 17 July 2014. The boys started off their Bush School experience with an Urban Immersion, where they visited the Marie Day Care Centre, Phagameng High School and a township house. During this time the boys were tasked with identifying a social problem and then coming up with a unique and creative way to helping solve that social problem. This is known as their SSE (Social, Sustainable Entrepreneurship) task and the boys did really well.

During their time in Phagameng, the boys also did their 67 minutes of good for Mandela Day and helped to pick up lots of litter from the area.

Well done boys - we are proud of you and your willingness to help!



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Campus Staff—67 Minutes of Service

Julia Phipps - Alumni database administrator, Rector's Office

Mission House (a Methodist school in Ivory Park supported by the Saints Boys Prep) had requested a vegetable garden to be planted at their school. One had been planted in the past but it was facing some challenges, so the Saints campus staff decided to see if they could assist as part of their 67 minutes of service.

On 18 July at 9am, 10 Campus staff, assisted by 10 Servest staff, gathered in the Girls Prep parking lot. Pauline Dickson had arranged large truck tyres, compost and seeds to be sent ahead to the school. Once at Mission House we were met by Arthur Mnisi, the Mission House manager.

We placed the 10 tyres into rows and the compost was transferred into the tyres and then packed carefully to ensure that all spaces were filled. We then planted spinach, tomatoes, beetroot and peppers in circular arrangements. All spaces between the tyres were also filled and planted with companion plants such as nasturtiums and marigolds to help with pest control.

Trust Muleya and Tyson Mapfumo from Servest were able to assist with instructing the caretaker on how best to water and care for the garden in the coming weeks. The campus staff will be arranging a follow up visit in about 12 weeks to monitor the garden's progress and provide more seed and assistance if needed.



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Operations News

Rene Swart—Director of Operations

The August holidays promise to bring with them a lot of changes. Apart from the three major building projects, we are going to be busy with the usual maintenance work that we can't do during the term time, i.e. painting, sanding desks, deep cleaning, carpet cleaning, external window cleaning, gutter cleaning, etc.

Some of the smaller projects we will be doing include changing the layout of the Girls' College parking, to allow for two incoming lanes and two outgoing lanes. The Girls' Prep parking is being re-done too – not much with regards to layout changes, but just re-marked to allow for better traffic flows around the parking. In addition, we are upgrading the entrance to the Boys' College reception from the drop-off area at Chapel circle to the reception entrance. The D&T block will be getting some changes done to accommodate the physiotherapy rooms currently housed in the HPC, to allow for additional office space in the HPC.

The culvert under the road at the Peter Place entrance is subsiding and causing soil erosion (no immediate danger to motorists – we have had an Engineer in to check and advise), so we will be repairing that during the holidays too. This will cause some disruption with regards to the access through Peter Place, but we will try and keep at least one lane open to prevent too much inconvenience. We will also be installing additional drainage at the base of the embankment on the new road along the waterway (from the Hurlingham gate traffic circle to join up with the existing drainage) to prevent soil from being washed onto the road.

The three major building projects (new art classrooms for the Girls' College, reconfiguration of the Girls' College quad and the building of a new hall for the JP) have got off to a good start and it is really exciting to watch these buildings develop – see photos below.

I would like to take this opportunity to thank the staff of the Ops team for their hard work and dedication.



Girls' College Art Classroom Building site



Artist impression



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Operations News (continued)



*Girls' College Quad /
Amphitheatre Building Site*



Artist impression



*Building Site of the New Hall
for the Junior Prep*



Artist impression



The Project Team



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Two new additions to the Boys' Prep

Sandy Andrew

Next time you take a walk through the main courtyard at the Boys' Prep, tread quietly, for there are 2 very special guests nestling above your head. And they are very, very wise guests.

Jenny Dryden, Grade 3 teacher at the school, is the proud parent of two Barn owls, courtesy of Eco Solutions.

"I may have instigated the 'adoption' of these beautiful birds, but the whole school has taken an incredible interest in the owls. When I asked if any boys would like to help feed them, I was inundated with excited responses. We have had to set up a roster to accommodate them all!"



It's all part of the dedication by the staff to St Stithians' commitment to being 'Green'. Each of the five Colleges and schools has well-supported projects - however, at the Boys Prep, the owls have certainly taken centre stage!

The young owls are in a 'Rescue and Release' box, safely ensconced on top of one of the entrances on to Warren Quad. The Boys Prep has been charged with looking after the owls for five weeks, after which they will be released. Ever optimistic, however, they have dotted the area with owl boxes, hoping to tempt the released owls to make St Stithians their permanent home. If they do, they will be joining the resident Barn owls.

"At St Stithians, we are proud of our success in reducing our carbon footprint. Bringing back owls to this area is not just an emotive decision – they are highly efficient pest controllers! And watching the way our young scholars proudly slip their small hands into big protective gloves, carefully feeding the owls each day at 5pm, certainly shows we are building a responsible attitude to conservation."

St Stithians holds a Platinum Award from WESSA, a coveted award that the recipient has to maintain for five years. Dryden is confident: "The standards of our recycling, light auditing and water conservation projects are well above WESSA's requirements. For St Stithians, however, the biggest award we could possibly hope for has already been achieved: the support from our scholars to our Green projects is overwhelming, and we are inundated with innovative ideas. We are producing future Eco Warriors!"

Tech Corner

Paul Mayers—Director of IT

St Stithians launched a new initiative to Academic Staff this term where staff are able to purchase a supported laptop through the school for use in their classroom and office to replace their desktops. The overall intention is to promote the use of ICT in learning and teaching with a particular focus on those developing curriculum for use in the Mobile e-Learning and Teaching (MeLT) programme.



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Tech Corner (Continued)

The staff member will fund the difference in the cost of the desktop and the laptop and will own the laptop at the end of a 3 year period. The classrooms where these laptops are used will be setup with a docking station for easy connection to all other classroom multimedia equipment. 50 staff are piloting this project this year and there is much excitement as the first rollout of the programme happens at the end of this term. This initiative will give staff the ability to use a single device and have the convenience of being able to take work home with them on their device as well as work in different venues using the school WIFI without being tied to a single office/classroom/desk. As we move towards a Mobile e-Learning and Teaching (MeLT) environment, we expect more staff to take up this offer in 2015.



Fond Farewell to our Catering Manager

Kim Urquhart - HR Director

Anyone who has attended a school function, a sporting event, eaten in the boarding house dining-hall or bought something at our Cafés, will have come into contact with Caron Jankelow, our Project Manager. Even though Caron worked for Sodexo she became a key part of the Saints family over the last four years. Ensuring that everything runs smoothly at every function, she always surprised us with her exciting menus and amazing treats!

In the past, the key focus of the catering function was the supply of meals for our boarders. However, the catering requirements of the College have grown exponentially over the last few years and now our catering crew of 28 staff caters for around 68 000 people during the 560 functions and 368 sport teas every year.

Caron has had the challenging job of creating catering magic with a very tight budget and very demanding customer needs. As a line manager Caron built up a very strong team who respect and admire her; many times she could be found in the kitchen, hairnet and all, actively working with her team to deliver what was required. After much soul-searching Caron has sadly resigned from Sodexo and her last day at Saints was the 31 July.

Please join me in wishing her well as she will be taking a sabbatical to spend some quality time with her husband Jared.

All of us in the Saints family will miss you!

Caron Jankelow and Sodexo staff



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SAVE THE DATE - SKYLINE @ SAINTS

Featuring WATERSHED and a host of other activities for the whole family!

Wednesday 24 September 2014. Gates open at 14:00

More information to follow

Please email queries to: marketing@stithian.com



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Alumni Bulletin

Common Wealth Games

Sandy Andrew

We congratulate two Old Stithians who have really done South Africa proud at the Commonwealth Games in Glasgow, and have represented all the values upheld by St Stithians.

Gordon Shaw (2011) was placed 5th in the Men's +105 kg Weightlifting Competition with an impressive 160 kg in Snatch and 350 kg total in Clean and Jerk.

Andrea Dalle Ave (2011) competed as a para-athlete against the world's best in the 100m T37, gaining fourth place.

20th Commonwealth Games: Athletics

In This Photo: Fanie van der Merwe, Andrea Dalle Ave, Charl du Toit. (L-R) Silver medalist Charl du Toit of South Africa, Andrea Dalle Ave of South Africa and gold medalist Fanie van der Merwe of South Africa celebrate after the Men's T37 100 metres final at Hampden Park during day five of the Glasgow 2014 Commonwealth Games on July 28, 2014 in Glasgow, United Kingdom.

(July 27, 2014 - Source: Ian Walton/Getty Images Europe)



Enoch Nkwe

Julia Phipps - Alumni database administrator, Rector's Office

Enoch Nkwe matriculated from St Stithians in 2001.

In 2013 Enoch was appointed as Head Coach for the Gauteng Strikers, a semi-professional team that works with the Highveld Lions. His responsibilities as coach include being both head coach of the Gauteng Strikers provincial team, as well as overseeing the High Performance Elite Programme of Gauteng Cricket Board.



Enoch was fortunate to be able to play professional cricket from the age of 19. He played cricket professionally for the Highveld Lions from 2002-2009 as a right hand batsman and medium paced bowler. He was forced to retire early due to a career ending injury at the age of 26.

Enoch has also lived in the Netherlands with the HCC Rood en Wit Cricket Club where he was both a cricketer and coach for various age groups, becoming head coach in 2005-2006. Upon returning to South Africa he was appointed as assistant coach to the SA U19 team in 2012-2013.

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The Saints Honour Prayer

Honour God

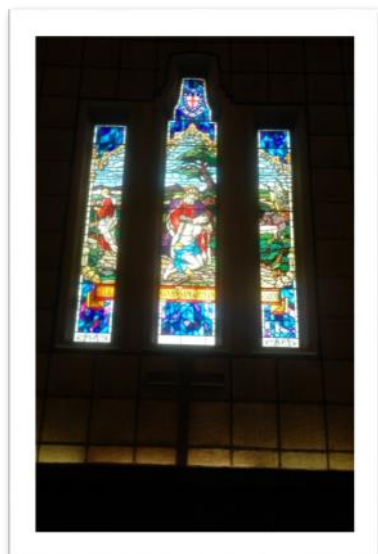
Let my purpose each day be to Honour You
I seek to Praise You through faithful service,
I seek to Honour You through dedicated worship,
I long to be filled with the fruits of Your Spirit
So that I may journey along a path of prayer
Towards knowing You as my God.

Honour Others

Let my purpose each day be to Honour Others.
Let me seek to respect and value each person that I meet
And see You reflected in my neighbours.
Help me to journey towards finding the uniqueness in others,
Help me to journey towards building others
Through co-operation rather than competition,
And towards an understanding of You as my God.

Honour Ourselves

Let my purpose each day be to Honour Myself,
Allow me to grow in moral courage so that I may seek to be honest
Allow me to find the strength to live a disciplined life.
I ask you to walk beside me,
As I journey from loneliness to solitude
Towards a discovery of my own uniqueness
And a personal knowledge of You as my God.



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