



ST STITHIANS COLLEGE

RECTOR'S COLLEGE REPORT

FIRST TERM – 2008

MATRIC RESULTS 2007

1. The 2007 Matriculants are to be congratulated on their outstanding results. One of our students, Robert Attwell, achieved 10 subject distinctions; and five students were placed in the “Top 50” candidates of the Independent Examinations Board (IEB) Senior Certificate Examination.

The Saints candidates in the IEB “Top 50” were:

- Robert Attwell
- Robyn Charlton
- Gabriel Crouse (*Gabriel has subsequently been awarded the prestigious 2008 Anglo American PLC Open Scholarship*)
- Lumen Louw
- Ashleigh Tatlow

Below is a summary of the 2007 Matric results:

- Candidates: 240
- University Exemptions: 216
- Senior Certificate: 21
- “A” Aggregates: 63
- Subject Distinctions: 350

The following candidates achieved particularly well and we are delighted with their academic results:

- **Ten Distinctions** - Robert Attwell
- **Eight Distinctions** - Gabriel Crouse
- **Seven distinctions** - Robyn Charlton; Jenna Coetzee; Byron de John; David Shaw; Ashleigh Tatlow; Sian van der Weele
- **Six distinctions** - Lumen Louw; Pascale Michael; Phindile Ndimeni; Susan Tissiman; Lindy Trollip; Lara von Wildenrath; Carl Wolmarans
- **Five distinctions** - Kelly Berger; Lana-Corlé Bezuidenhout; Gabriela Jofré; Jessica Lawrence; Helen McCurrie; Emily Rule

Congratulations to the students, staff and parents of the Class of 2007. These results reflect on the dedication and commitment of all teachers, from the Junior Preparatory School to the Colleges, that make up the village of schools that is St Stithians College.

THE METHODIST CHURCH (MCSA)

2. Reverend Fiona Calverey was appointed as a College Chaplain, serving in the Junior Prep and Girls' Prep Schools, with effect from January 2008.

3. The Chaplains and designated staff members continue to drive outreach projects and community service partnerships across the campus.
4. After the Rector's e-mail to the Saints Family concerning the police raid on the Central Methodist Mission on 30/31 January 2008, the College received approximately 50 letters and messages of support from Council, staff, parents and even some grandparents. We forwarded these to Bishop Paul. Only one letter was received from a parent, questioning the wisdom of the school commenting on the matter.
5. On 23 January 2008, a week before the raid, the Rector and the Chairman of Council, attended a Wednesday evening Service at the Central Methodist Mission to express the College's support for the work that Bishop Paul is doing to assist the asylum seekers. This was prompted by the Chairman after he had seen a report on *Special Assignment* on this project.
6. The job description for the College Chaplains is still in process and under discussion with Bishop Paul.

GOVERNANCE

7. The proposed amendments to the St Stithians College Trust Deed and College Constitution, were placed on the agenda and discussed at the MCSA Conference held in Cape Town from 19-23 September 2007. The changes proposed were not approved by the Conference.
8. In response to the resolutions passed at the MCSA Conference, the Governance Committee convened a meeting on 06 November 2007. The committee reviewed the documentation received and, arising from the discussion, drafted recommendations which were forwarded to Bishop Paul Verryn. The committee then met with Bishop Paul and the designated MCSA representatives on 15 January 2008 to progress the matter. Follow-up discussions were held subsequently on 03 and 11 March 2008.
9. Messrs Lowry and Backwell have undertaken to run an evening Induction Workshop for the new PTA reps in the Second Term. The date will be circulated to the PTA Chairs and Heads in due course.
10. At the end of 2006, Councillors were asked to complete a review of Council, the results of which were tabled for discussion at the March 2007 Council Meeting. All Councillors were asked to complete a Council evaluation form at the meeting held on 27 March 2008.

GOVERNANCE STRUCTURES

11. Mr Peter Backwell met with the Extended College Executive on 11 February 2008 to review the Governance Structures one year on. The committee discussed frankly some of the frustrations experienced with the College Executive/ Extended College Executive structures. The decision was made to review this governance structure; to amalgamate the two Executives (College Exec and Extended College Exec) and include all the Shared Services Directors in future meetings of the College Executive; and to allow for monthly meetings of the Rector and 5 Heads to focus on academic/ educational/ leadership issues.

STRATEGIC PLANNING

12. The Rector addressed all the Saints Staff at a campus workshop held on the first day of the term. He updated staff on gender issues and the progress of the strategic plan.
13. Mesdames Ellen Nkosi and Benita Pavlicevic, facilitated a Heads Team Building Session, held at the Rector's Residence, on 03 March 2008.
14. The College Executive and Council Members are scheduled to hold a combined strategic planning session on 20 & 21 June 2008.

DIVERSITY

15. As requested by Council, at the July 2007 meeting, the College has arranged a Diversity Workshop for Council to discuss this topic further on 04 & 05 April 2008.

ALCOHOL POLICY

16. In terms of the Policy on Serving Alcohol on the St Stithians Estate, the College Executive is required to report back to Council annually. The policy, amended with Council's agreement in 2005, was tabled at the March 2008 Council Meeting and remains in place.

FETC

17. The Further Education & Training Committee (FETC), comprising Messrs Andrew Baker, Peter Wright, Dave Knowles, Stephen Lowry and Mesdames Ivanka Acquisto, Lori Borello and Karen Prinsloo, meets once a term.
18. Key issues discussed and addressed at the FETC have included:
 - Additional Languages: it was agreed that the 1st Additional Language would be a promotion requirement at St Stithians College. The policy and the promotion requirements of the two Colleges should be the same.
 - Maths Paper III (AP Maths, formerly known as AdMaths): it was agreed that it was important that St Stithians College taught this subject. However, it was noted that it would be difficult to fit it into the current teaching timetable. Various solutions were to be explored.
 - The IEB and ACER initiative: it was agreed that all Saints learners at Grades 3, 7 and 9 levels would write the available tests at that grade. This would be paid for by the College in 2008, and incorporated into school budgets from 2009 onwards. The details of these tests would be clearly communicated to all parents prior to the event; and the learner results would be communicated to the learner and his/her parents.
 - IEB Core Skills Test: the Colleges would continue to participate in this at Grades 6 and 9 level.
 - Teacher Loads / Class sizes: these details were submitted to the Rector, as part of the annual budgeting process.

THE WIDER COMMUNITY

Thandulwazi Project

19. Mrs Karen Walstra, Director of Academics at the Boys' Prep, agreed to take over responsibility for the planning and implementation of the 2008 Teacher Training Programme. Karen was involved in teaching on the pilot programme in 2006 and throughout 2007; and she has extensive experience in organising and running large scale teacher workshops.
20. Karen has put together a plan for an expanded teacher training programme for 2008 and this programme was launched on 23 February 2008. Teachers attending the session were addressed by Yvonne Chaka Chaka and the morning was hugely successful and well attended. Future sessions will be addressed by guest speakers, such as Mr Paul Edey (of GIBS and the former Executive Head: St David's Marist Inanda) and Mrs Winnie Madikizela-Mandela. It is hoped that the scale and scope of the programme will be increased this year.

Thandulwazi Learner Support Programme: "Saturday Morning School"

21. Mr Dave Gear coordinates this outreach programme, under the auspices of the Thandulwazi project.
22. The Foundation is grateful to Mrs Khumo Morolo (Foundation Governor), who has arranged for a donation from Datacentrix Holdings Limited in the amount of R200 000, to be allocated equally towards the Thandulwazi Teacher Training Programme and the Saturday Morning School.

THE TERM TO DATE

THE COLLEGE EXECUTIVE

23. The College Executive has debated, reviewed and/ or made decisions during the period November 2007 to 10 March 2008 on, *inter alia*, the following matters:

- The Saints Master Plan
- The Saints Facilities Plan
- School Calendars: 2009 & 2010
- Institutional profiles (national)
- Lightning Policy
- Tenancy Agreement for Saints residents
- Staff Termination Policy
- Long Service Awards
- Naming Rights
- Sports teas and catering
- Learning & Teaching Policy
- Sport & Overseas Tours Policy
- Golf Academy Proposal
- Cellphone Policy
- Conferences to be hosted by the College in 2008

GENDER ISSUES

24. The College Executive presented on gender issues at the March 2008 Council Meeting.

SCHOOL EVALUATION - UMALUSI & IQAA

25. The IQAA school evaluation process was completed most successfully at the end of 2007; and a most encouraging e-mail from Mrs Sue Gardner, pertaining to the final College IQAA Report, was circulated to Council for information on 28 November 2007.
26. Following the provisional accreditation granted to St Stithians College in 2006, UMALUSI has arranged a site visit to the College on 02 April 2008. The cross-campus UMALUSI Committee met on 04 March 2008 to review the process required for the visit, agree a strategy, and confirm the programme for the five evaluators who will be visiting the College in April.

EMPLOYMENT ISSUES

27. In line with the SEC Constitution, the Skills & Equity Committee (SEC) and the College Staff Forum meet on a monthly basis during the term. This year, the SEC is ably chaired by Ms Cheryl Read (HOD English, Boys' College) and the committee has met twice to date. The campus Staff Forum is chaired by Mr Russell Williams (Boys' Prep Teacher).

LEVEL 6 LEARNERSHIPS - INTERN PROGRAMME

28. Mrs Linda Galanakis continues to co-ordinate this project. Mrs Galanakis monitors the progress of the 15 Interns/ Level 6 Learnerships; assists and guides their mentors; sources potential new candidates and additional sponsorship for the intern programme.
29. We are delighted to announce that the Loewenstein Trust has agreed to assist three interns financially in 2008.

COLLEGE STAFF UPDATE

30. The College continues to seek opportunities to bring visiting speakers onto the campus to address staff and so promote professional development. Rob Evans (US-based, clinical and organizational psychologist and Executive Director of the The Human Relations Service) has been invited to address the SAHISA Heads at their annual conference in Bloemfontein in September 2008, and has agreed to spend a morning at Saints. He will address the Saints Staff on 10 September 2008 on the topic of *Surviving and Thriving in Challenging Times* (focussing on how educators can manage the growing demands and still have a life). Rob Evans will offer a provocative look at ways to nourish morale and energy and reduce stress both individually and as a whole faculty.

PR/MARKETING/COMMUNICATION

31. Mrs Megan van der Poll, the Marketing Director, continues to drive cross-campus PR, communication and marketing.

PARENTAL INVOLVEMENT IN THE COLLEGE

32. The Fundraising & Events (FR&E) Committee, chaired by Mr Toni Serra, has met this term.

STATUS OF THE PROPERTY

One & All Move

33. As mandated by the Council Executive, Messrs Richard Dunne and Colin Smith met with the OSA Champion for this project, Alan Needham, on 21 February 2008, to discuss the value of the *One & All* facility.
34. The P&D Committee were advised of the potential move of the *One & All*; and noted that if acquired by the College, the current OSA facility would need to be factored into the Master Plan and the Facilities Plan (still to be approved by the Finance Committee).
35. FinCom recommended offering the OSA R3 Million for the facility. The OSA agreed to this offer at their meeting held on 03 March 2008, although this still has to be ratified by a special General Meeting of the OSA.
36. At the March 2008 meeting, Council approved the figure of R 3 million to be paid for this facility.

Nestlé House Site Development

37. As mandated by Council and the Trust, Johann Strauss (Saints Trustee and Councillor) undertook to set up a meeting with Barry Garven of Deloittes to discuss approaching SARS to review the tax issues; issue the necessary directives; and to drive this part of the process.
38. Members of the Nestlé Project Sub-Committee met with Matrix Developers and the appointed Town Planning Consultant (Tinie Bezuidenhout) on 16 January 2008. It was agreed that while the College would sign a lease agreement for an 8000 square metre development, the zoning application would be broader and the size of land larger. This would give the Town Planner flexibility and “room to manoeuvre”, if necessary. The possible impact on Rates & Taxes was duly considered. The P&D Committee requested sight of and sign off of the application prior to its submission.
39. The Town Planner, Mr Tinie Bezuidenhout, hoped to lodge the necessary rezoning applications on 12 March 2008.

Peter Place Entrance / Trucks

40. As you will have noticed, numerous Protech trucks have been coming and going through the Peter Place entrance since December 2007 with soil and rocks. This fill is being dumped in the area between the river and the Astro Turf. The reason for this is that over the last couple of years, the College has had builders dumping large amounts of building rubble in this area, as well as alien trees and plants growing in the area and in the waterway. Our neighbours, across the river, lodged complaints with the local authorities and the College was given instructions by the Ward Councillor, to sort the area out immediately or face a hefty fine of R22 000, which would double every week that we did nothing about the situation. Protech came to the rescue: we needed to sort the area out and they needed to dump fill, which they have done. Protech has also assisted in clearing up the alien plants and trees, provided equipment and labour, and once completed with the groundwork, will grass the entire area – all at no cost to the school. The alien plants problem will remain, but this is something that the College will continue to monitor and keep under control. Once completed, the area will look beautiful and our Saints walkers / runners will be able to enjoy the route. Protech has undertaken to repair any damage to the roads once they have finished with the project.

Cornwall Village / Field

41. The boarders have moved back into Collins House and the park homes have been removed. Work is underway to get the area restored back to a sports field. Carpet Lawns have grassed the site and DV Ceronio are installing an irrigation system (these costs were covered by the Collins fire insurance claim). The field will be ready for use by the end of this term.

New Field

42. The new field, near the Corlett Gates, has been levelled nicely and the drainage problems sorted out. It was decided at the P&D Committee Meeting in January 2008 that the school could not afford to buy top soil and grass (costs in excess of R1 million), and that we should slowly start getting top soil in from wherever possible and using the grass cuttings from the other fields (during seeding season) to scarify the area. The College was grateful for a donation of top soil received, which will assist in getting the field to a point that the College can start grassing it.
43. The banks between the new field and Wayne Joubert field, which will also be grassed soon courtesy of Protech (we need a couple of dry days to prevent the seeds being washed away), and have been tidied up.

Safety at the Aquatics Centre

44. We have recently approved a redesign of the entrances to the Aquatic Centre, which involves the erection of a tamper-proof turnstile gate, to ensure no unauthorised access.

Glass House Project/ High Performance Centre (HPC)

45. As many of you are aware, the Glasshouse situated between the fields below the Boys' College was demolished last year and a state of the art High-Performance Centre was built in its place. This centre, made possible by the very generous donation of Craig Warriner (Matric Class of 1981), comprises training, entertainment, medical aid, and office facilities. The HPC is now fully operational and is managed on a full time basis by Mr Rodney Anthony who is also the resident strength coach. Mr Ryno Botha offers his services as a Biokineticist and Mr Darryl de Klerk runs a Physiotherapist practice from the centre.
46. The appropriate acknowledgment, official opening and naming of the facility will take place on Founders' Day (Saturday, 07 June 2008).

Roads & Traffic

47. An amount of R600k was earmarked under Capex in 2006 for improvements to roads / traffic flow. The P&D Committee identified the areas requiring attention as follows:
 - The exit into Bram Fischer – this has been put on hold pending the Nestlè Project;
 - Peter Place Entrance – *in process*;
 - The circle at Peter Place – *completed*;
 - The circle at JP – *completed*;
 - Top of Chapel Drive – plans have been requested from the College's consulting traffic engineer. Once the costing has been done a final decision will be made;
 - Intersection near the dam – no plan / decision was taken on what should be done to improve this section of road.
48. The College received a drawing from the College Engineer describing the various kerbing options that should be used and in what application. In due course, the areas requiring kerbing will be identified, the exercise costed and a works schedule compiled and followed.
49. The 5-year contract with the Road Doctor has come to an end, and we are now maintaining the roads according to a schedule based on when certain areas were done and urgent areas that need attention (e.g. resurfaced.), and as required for general maintenance – e.g. potholes, cracks.

Erf 32

50. As previously reported, the College lodged an objection to the new owner's request for rights to build a retail development on this land. The College is prepared to support an application for office rights with no access off our property (Erf 33). At this stage there are no further developments on which to report.

Lightning Protection & Lightning Predictor

51. As previously reported, the College installed a lightning predictor in February 2007. Notices were erected at strategic points across the campus and a Lightning Policy was circulated to all staff, parents and pupils. Difficulties encountered with sporting fixtures necessitated a review of the policy and the option of allowing a measure of “human intervention” with the sounding of the siren and “all clear”.
52. Following further research and expert advice, the Operations Director convened a meeting of a campus sub-committee on 04 March 2008 to discuss ways to overcome the difficulties around the implementation and enforcement of the policy; to consider a review of the procedures; and possible amendments to the policy.
53. It was agreed to amend the policy pending legal advice on the proposed changes.

Astroturf II

54. The Hockey Parents’ Committee, a very active group chaired by Craig Staveley, continues to look for opportunities to fundraise for this project.

Use of the Saints Facilities

55. Sweating the Assets: remains under the management of the Operations Department. The College continues to hire out its facilities in order to source additional income.

Welgevonden/ Bush Camp

56. All plans are in place for the construction week-end in April. The ablution block is functioning. The Land Rover has had a thorough overhaul. In April the Lapa and 2nd deck will be completed as well as an upgrade of the fences. It will be possible to organise regular visits then from the end of April onwards.

UPDATE ON PROPERTY RATES

57. The rezoning to “educational” of certain residential stands owned by the College is in process. The appointed consultant has placed the necessary notices at the various sites and in the press. Some concerns from the Hurlingham Manor residents have been expressed and objections lodged with the local authorities.

CAPITAL PLANNING AT ST STITHIANS

Facilities Plan

58. This plan has been discussed a number of times by Council’s Planning & Development Committee, with the Heads (individually and collectively) and with the architect on several occasions. It is hoped that the plan will be finalised in the weeks ahead.

Master Plan

59. Based on the Facilities Plan, the architect has amended the College Master Plan. The original Master Plan was adopted by Council on 16 November 2000. The amended Master Plan will be presented to Council for approval in due course and placed on the website for the information of the Saints Family.

WORLD CUP 2010

60. As previously reported, a number of parents have volunteered to assist the College in looking for opportunities connected to this event. Once a “champion” has been identified to drive this committee, the College will start working on this project in earnest.

CORPORATE SPONSORSHIP & ADVERTISING

61. The Sponsorship Consultant continues to investigate sponsorship opportunities on behalf of the College.

PENRYN COLLEGE

62. The Rector recently assisted the Penryn Council at a governance workshop, where governance issues and the Rector model was discussed.

CONFERENCES & COURSES

63. This term, the Rector attended the G20 Conference hosted by the King's Academy in Jordan in March 2008.
64. The Rector is due to take long leave in 2009. Following discussions with the College Executive and Chairman of Council, it was have agreed that the Rector may stagger this leave in order to attend certain courses of interest.

THANKS

65. A very warm word of thanks is owed to all involved in making St Stithians College the success that it is: the staff, parents and pupils.
66. In particular I would like to express my gratitude to:
- To the Chairman of Council, Mr Nick Dennis, who keeps such a professional eye over all that takes place at the College. Nick is tremendously supportive and encouraging of the Executive;
 - The Chairs of the Council Sub-Committees, OSA and Foundation, whose expertise and attention to detail is greatly valued;
 - To the Heads, ably supported by the Cross Campus Directors, whose efforts ensure the smooth running of this village of schools; and to
 - Bev Johnson always so helpful, with a quiet demeanour, professional manner, energy and huge capacity for all the work that needs to be done in the Rector's Office.
 - Thank you *One & All*.

STEPHEN LOWRY

RECTOR

31 MARCH 2008