



ST STITHIANS COLLEGE

A South African School Making a World of Difference

14 May 2015

Dear staff and parents of St Stithians College

I am pleased to announce the appointment of Jakes Fredericks as the 6th Head of the Boys' Prep. He will begin his tenure on 1 July 2015, at the start of the second half of this term.



An educationalist of 22 years standing, Jakes taught at four schools in Cape Town before moving to Johannesburg in 2002. He joined Pridwin Preparatory School as a Head of Department, teaching Maths and Science, and then moved to The Ridge School where he taught Science and headed up the marketing and diversity portfolios. In 2008, he was appointed as a Deputy Head at St Stithians Boys' Prep.

Qualified to teach in both primary and secondary schools, Jakes has a Bachelor of Education Honours degree in school management. In 2011 he completed the postgraduate Leadership Development Programme at the Wits Business School, and in 2013 attended The Art of Leadership course at Harvard University's Graduate School of Education.

To be appointed from within the school is a significant achievement, given that there were a number of current heads of school in the strong field of applicants. A common theme expressed by the external candidates who were short-listed for interview is the stature of St Stithians College in the national context. The pool of final candidates was drawn from significant schools across the breadth of Southern Africa.

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The recruitment process was managed by the Rector and HR Director, working closely with an executive search company. In addition to placing an advertisement prominently in the electronic and print media, an extensive search was conducted with high levels of professionalism. The short-listed candidates participated in three rounds of interviews, with rigorous questions, discussions and presentations. The four finalists completed a collection of psychometric assessments which informed the appointment decision. The last two interview panels included members of the College Executive and St Stithians Council members including the Chair, Deputy Chair, PTA Chair and representatives of the St Stithians Trust, Methodist Church, the Old Stithian Association and the Transformation Committee.

The job description of the Boys' Prep Head was distilled into the following core criteria which shaped the recruitment process:

- Significant experience as an educational leader of a dynamic learning community
- Strong emotional intelligence and ability to work with, and lead, others
- Commitment to promoting synergy among the schools of St Stithians
- A role model of Christian witness and leadership through service
- Enthusiasm for the opportunities and challenges of leading a South African school in the 21st century in the context of national transformation

Jakes is passionate about values-based education. He articulates a strong vision of boys' education which is academically rigorous, holistic, diverse and engaged. He advocates an educational offering which is planned according to core principles and data-rich information. He emphasises the quality and commitment of teachers as being at the heart of educational excellence, with opportunities for meaningful and effective staff development. He is a strategic thinker who articulates a leadership style which is both aspirational and inclusive. Included in Jakes' skill set and world view, and significant for our College at this point in its history, are the experiences and insights he brings to transformation as a black South African.

Jakes Fredericks is the 51st teacher employed at St Stithians College to be appointed to the position of a head of school. St Stithians can be justifiably proud of this remarkable record of creating opportunities for the personal growth of potential school leaders. Jakes will join the College Executive, consisting of the Heads of the other St Stithians schools as well as the Campus Directors and the Superintendent Chaplain.

Jakes has participated in the deliberations of the senior staff over the past 18 months which have resulted in *Strategy 2025*. He is therefore well aligned to implement the new strategic priorities, and has expressed particular interest in advancing our focus on the theme of 'school character'.

Jakes is married to Tania, who heads up the Information Communications Technology (ICT) programme at St Stithians Junior Prep. Jakes is a sports enthusiast and his creative side is stimulated by his artistic abilities, in particular his love of sketching.

The current term will be one of transition as Alistair Stewart prepares to hand over to Jakes. The Boys' Prep community will have appropriate opportunity to express gratitude and farewell to Alistair for his fifteen years of leadership, and as he embarks on his new role as Director of Advancement at St Stithians.

The process of recruiting a replacement for Jakes in his Deputy Head role will begin shortly, with the associated opportunity to review senior leadership responsibilities at the Boys' Prep.

We look forward to the contribution Jakes will make as he takes the Boys' Prep into its next phase. There are exciting developments ahead.

Yours sincerely



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Rector
St Stithians College

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