

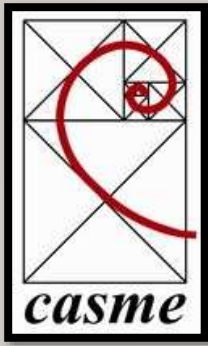
ANNUAL REPORT

- 2019

THE CENTRE FOR THE ADVANCEMENT OF SCIENCE AND
MATHEMATICS EDUCATIONAL TRUST

OPERATING AS

CASME



INFORMATION TRUSTEES & MANCO

Address:

23 Caversham Road, Pinetown, 3610
PO Box 10607, Ashwood, 3610

Bank Details:

Standard Bank
Account no: 051193132
Branch Code: 042526
Branch Manager: Jane Sage

Other info:-

Registration No: T623/85
NPO No: 54/244
PBO No: 930023209
VAT No: 4440259150
Tax No: 2987090202

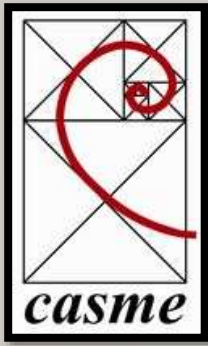
Trustees:-

Prof JD Volmink – Chairman
Dr SD Bhika – Trustee
Mr SG Mncube – Trustee
Mr GM Ntombela – Trustee
Prof R Vital – Trustee
Dr BH Khuzwayo – Trustee
Mrs C Potgieter – Trustee

MANCO:-

Mr HJ Benson – Director
Mr PT Mahalabela – Academic Manager
Ms FV Van Rooy – Office Manager
Mr SP Khumalo – Resource Centre Manager
Mr TL Ndaba – Staff Rep

www.casme.org.za

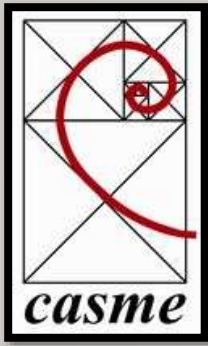


ANNUAL REPORT

This report is structured according to five key performance areas but include some additional commentary where applicable.

The KPAs are summarised below for reference:-

- ❖ Strategic Leadership
- ❖ Organisation and Operations Management
- ❖ Fundraising and Communications
- ❖ Human Resources Planning & Management
- ❖ Financial Management
- ❖ Academic Management



STRATEGIC LEADERSHIP

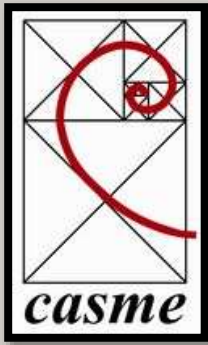
The focus of this KPA is on building both the organisational strategic positioning in relation to other key players in the sector, but also CASME's role as a thought leader and giving due consideration to its future sustainability.

In the earlier part of 2019 members of team were active at the Annual AMESA Congress presenting papers and workshops. In the latter part of the year CASME's Academic Manager and primary mathematics specialist attending the Teaching at the Right Level conference in Gaborone Botswana. The conference introduced the team to the work being done by the Joint Poverty Action Lab (J-PAL) and Pratham India. These insights are being introduced into our programmes for 2020.

The science team participated in the South African Association of Science and Technology Education Centres (SAASTEC) conference in George where they presented as part of the collaboration team on the Umjikelezo We-Science project. In 2020 in partnership with UKZN's Science and Technology Education Centre we are planning to host the inaugural Mobile STEM Conference.

The work on the PEP Academies presented at the last meeting has resulted in CASME being awarded the contract to develop new materials for Intermediate Phase mathematics classes run in 4 provinces. The team is in the process of finalising these evidenced-based materials. Running alongside the research report and materials development process is a set of learning briefs, which will be shared as part of an "info-bank" to guide academy teachers and mentors. It is planned to present this work at a series of knowledge sharing seminars in 2020 and also at the 2020 AMESA Congress.

A major highlight of the period was the opportunity, in partnership with STEAM Foundation and the German Chamber of Business to host a delegation from the German state of Baden Wurttemberg. The delegation comprised over 30 members including industry leaders, the Minister of Economic Development Dr Nicole Hoffmeister-Kraut and representatives of the KwaZulu-Natal Premier's office. The delegation was presented with a proposal to expand the current Science2Go programme over the next three years.



ORGANISATION AND OPERATIONS MANAGEMENT

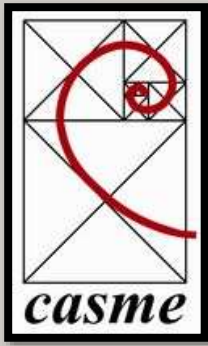
In general the operational aspects of CASME function well. A key objective going into 2020 is to finalise the Terms of Reference for the internal committees (MANCO and FINANCE) and the board committee (REMCOM).

MANCO resolved at its last meeting to increase its schedule of meetings in order to deal more proactively with operational matters.

Day to day project management has been assisted by the Academic Manager. The dividend in this increased capacity is seen in the better than expected fundraising result for 2019.

The operational areas which can be improved are in the area of Staff Induction and management of remote teams. We have piloted Asana (web and app based project management tool) in the Eastern Cape and this seems to be working well. The proposal is to scale this across the organisation in 2020.

In addition we have started piloting Facebook Workplace which provides a “walled-garden” platform for interacting with staff across multiple sites. This is also being tested as the platform for the Subject Advisor Portal which is being implemented as part of the DBE/NECT profiling study. In setting up the platform we have had the opportunity to interact directly with the head of Global Partnerships for Facebook Workplace.



FUNDRAISING AND COMMUNICATIONS

There is increasingly potential to grow non-project funding through consultancy services, research and ad-hoc fundraising initiatives.

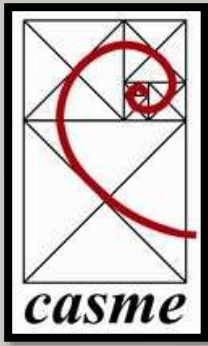
The Anglo American Chairman's Fund is winding up its existing agreements and have awarded CASME an exit grant.

The CASME brand remains strong and visible across social media platforms. This year we also partnered with Nguni TV to submit a proposal to the Media Democracy and Development Association to develop a pilot reality style television programme. Although we are still awaiting the outcome it was nevertheless a good exercise to explore alternative ways in which our objectives can be met whilst at the same time raising our profile.

We have partnered with Kirsten Horne an award winning environmental journalist working with private game farms to develop an environmental education programme. Although the project is small it has made CASME visible to the international donors supporting the project.

A novel initiative is that we have partnered with local online retailer Kwanu as part of their community rewards programme. We also continue to benefit from donations in support of the #FutureFund calculator campaign.

CASME has been nominated as the sole beneficiary of the Annual NAACAM (National Association of Automotive Component Manufacturers) Golf Days hosted by Sasfin on 12, 19 and 26 March 2020 in Kyalami, Durban and Port Elizabeth respectively. It is anticipated that each Golf Day will attract funding of around R100k but also exposure to the entire NAACAM membership. NAACAM is currently exploring the possibility of setting up a Special Purpose Vehicle to drive a portion of all member contributions into a special education fund with CASME as the sole beneficiary.



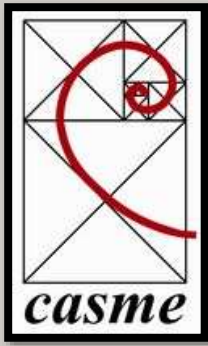
HUMAN RESOURCES PLANNING & MANAGEMENT

Staff development remains a key commitment on the part of CASME and its leadership. We are pleased to report that our ETDP SETA registration has been extended following a recent site visit. There is a need now to implement programmes under this registration.

As already reported the primary maths team attended the Teaching At the Right Level workshop in Gaborone in September.

In the long term I believe, in order to achieve more impact at a scale demanded of the system and by donors, CASME needs to focus efforts on developing its capabilities to “virtualise” some of its service offering. The remote support / remote coaching that is being piloted in the Zenex project needs strengthening. There are some systemic blockages, mainly teachers’ capacity to receive this type of support and the high cost of connectivity. On the staffing side at CASME we also need in-house technical support and I will be exploring this in the new year.

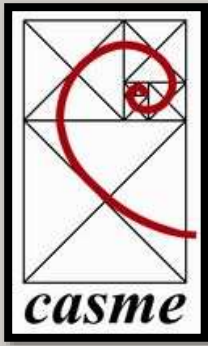
Recently there has been increasing demand from donors asking for police clearances and child protection policies. This will need to be incorporated into our recruitment policy going forward.



FINANCIAL MANAGEMENT

With the Office Manager back to health the programme of regular Project Finance meetings is on track. This has helped streamline year-end project financial reporting.

The Annual Financial Statements are uploaded on our website.
www.casme.co.za

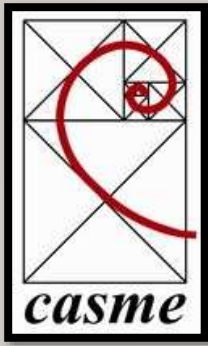


ACADEMIC MANAGEMENT

Key focus areas for the period under review have been on driving evidence-based strategies in the design of our programme activities. New materials have been developed drawing on these evidence-based approaches. We are in the process of ensuring that all teacher development activities are submitted to SACE for endorsement. We will also be reviewing the three unit standards that we are registered to offer under the ETDP SETA accreditation along with some additional unit standards appropriate for teachers. All academic staff will be expected to undergo ETDP SETA Facilitator and Assessor training.

Key objectives going forward will be to develop the academic team's capacity in the emerging field of educational coaching, instructional design, research and use of ICTs for teaching and delivery of support.

The major challenge is linking our interventions with teachers to impact on learner achievement. As a team, we will need to investigate best practices and apply these in our programmes.



CONCLUSION

Although we have had an extremely successful year on the fundraising front we need to be able to maintain this momentum whilst at the same time ensuring our ability to deliver.

In my view this is achievable through a number of key interventions:

- Streamlining our staff deployment through more effective use of contractors. This should include building a robust staff induction process that achieves quick and effective buy-in by full-time and part-time contractors to the approach, vision and values of CASME
- Building capacity to use communication technology to manage and monitor but also implement our programmes.
- Leverage our successes and brand to stage low personnel overhead, highly impactful campaigns to support our vision and mission, which could include a blend of face-to-face and virtual engagement.
- Maintaining, and further strengthening our administrative and governance system to support working at scale.
- Strengthen our academic leadership in the sector by presenting our expertise and experience in innovative and engaging ways and ensuring that our programmes reflect the best of evidenced-based practices.
- Forge strong partnerships with organisations and institutions that resonate and support our vision and mission