

APPENDIX A

VERBATIM INTERVIEW TRANSCRIPT

The following is Appendix A containing a Setswana and English verbatim transcript of the interview with the SGB parent and educator members. The numbering corresponds with the English version in Chapter 4 for easy reference:

4.2.1 SGB parent members

4.2.1.1 A o nagana gore batho ba di-SGB ba ka treiniwa, ba fiwa katiso e e simaneng morago ga go tlhophiwa?

Kgomotso Ke bona go le botlhokwa thata gore re rutiwe, gonne ga re itse sepe ka tiro ya sekolo.

Potsotlhaleletso: Lebaka ke eng gore le be le sa itse sepe ka tiro ya sekolo?

Kgomotso Lebaka ke gore a ke re ga re barutabana. Re tlhophiwa re le SGB. Jaanong re rutiwa dilo tsa sekolo. Nka re, dilo tse di diragadiwang ke barutabana le bana ba sekolo. Dilo tse dintsi tsa sekolo o ka kereya e e le gore...

Potsotlhaleletso: Go raya goreng? A dilo di dintšhwa mo go lona?

Kgomotso Ga di tshwane le dilo tsa kwa gae.

Eva Nna ke bona go le botlhokwa gore morago ga gore go kgethiwe SGB

members, ba rupellwe, ba treiniwe jalo, ka gore bontsi o fitlhela e le gore ga ba tlhaloganye sepe gore mo sekolong go diragalang mme a tlhophilwe morafe ona o mo ratile o bo o mo tlhopha kganthe ga a na kitso pila. Jaanong ga re treiniwa o tla kgona go lemoga yo a se nang lesedi pila gore go nna SGB o tlhokomela eng le eng mo sekolong mmogo le barutabana le bona bana ba ba rona. O se ke wa tloga wa dira dilo tse e seng tsona gongwe wa fitlhela o laola le mo o sa tshwannang gore o laole teng. O a itse gore o tloga fo kae o fella fo kae le jaaka gone jaanong go na le di-rights. Motho o mongwe le o mongwe gatwe o na le di-rights, ditshwanelo. Re a itse gore o tshwanelwa ke go tlotla ditshwanelo tsa mongwe le mongwe. Jaanong fa o sa treiniwa, o makala wena o ipuela fela o sa tlotle ditshwanelo tsa batho ba bangwe. Bana le bona, le bona, ba na le ditshwanelo, le bona barutabana ba na le ditshwanelo. Le wena o ntse o le SGB member o na le ditshwanelo tsa gago. So, re rutiwa gore re tlotle ditshwanelo tsa rona ba botlhe.

Potsotlaleletso: Ausi Bini, a o na le se o batlang go se tlatsa? O ka tlatsa.

Bini Mafoko otlhe a bomme ba a buileng ke ona a a siameng.

Potsotlaleletso: A o dumellana le ona?

Bini Ee, ke dumellana le ona.

Mothusi Bomme ba tlhalositse sengwe sa dintlha tse re tshwanetseng go di tlhalosa. Tota tereining mo go rona e a tlhokogala. Le fa e kete re treiniwa bokowanyana gongwe treineng e ka nna gongwe kotara nngwe le nngwe ra tereinewa ra tla ra kgona go itse mmereko wa rona.

Potsotlaleletso: Fa o re training e na le bokowanyana, a o ka tlhalosa bokowanyana ba teng gore ke eng?

Mothusi Ee, bokowanyana ba tereing ke gore re tsaya sebaka go sa workshopiweng, and then, nako e nngwe o kereya gore membara o iwane o ya gangwe ko workshopong mo jareng, next time, go ya o mongwe. So, ga re tshware selo se le sengwe se se tshwanang, ga re kgone go tlhalosetsana sentle gore re tsamaya fo kae, go iwa ko kae.

Potsotlaleletso: A le ka tlatsa le lona ntate?

Matale Nna ke utlwile mafoko otlhe a a builweng, a siame. Fela nna ke re ee, re tshwanetse gore ga re sena go tlhophiwa, re treiniwe, because re tshwanwetse re itse gore re tshwanetse gore re itshole jang, re tshwanetse re itse gore matitšhere a tshwanetse gore a itshole jang, re tshwanetse gore re itse gore bana ba itshole jang. Re tshwanetse go itse gore sekolo se batla eng ga se batle eng. Re tshwanetse gore re itse ditsamaiso tsa sekolo jaaka re tla bo re le ba ba kgethilweng gore we are the governing body of the school.

Potsotlaleletso: A wena ga o bone bokowanyana mo go yona training jaaka rre a ne a bua?

Matale No, jaaka a setse a boletse bokowa boo, ke ka moo ke sa mo tlatseng. Re ka se ke ra boeletsa selo se se wane. Re boloke nako. Di setse di noutilwe.

Potsotlaleletso: Mare fa le re training e tsaya sebaka, go raya goreng? A ke gore fa le sena go tlhophiwa, Department e nna sebaka pele e ka le treina? A go raya jalo, kampo?

Eva Ke gore ntate o raya gore mo jareng o kereya maybe ba setse ba re biditse for workshop maybe gangwe, two days mo bekeng. Re be re tsaya nako, go be go tla ngwaga o o tlang pele go ka nna le training e nngwe.

Potsotlaleletso: So, le ne le eletsa gore go ka etswang? E tswelle?

Eva Ke gore ga e ka tla e le, a ke re mo kgweding ga ba ka re bitsa ke re maybe beke and then go bo go tla beke. Ka gore re a refosana re ka se ye jalo ba botlhe.

Moleko Ba di buile. Ga gona sepe se ke se hanetsang. But, itse ha ke ha ke šeba mooko wa potso ya pele wa mpha tsela e e reng: Ee, ho bohlokwa, yes, it is necessary that the new members must be trained. Well, ha ke labella, ka be ke fumana di-points-nyana tsena tse latelang:

Ka re, if you look at the participation of parents in the education of their learners, ha o lebella that the parents' participation ya bona, ho tsaya karolo ya bona mo thutong ya bana ba bona, and then looking at the policies and rules and regulations, those things are totally new to the new members because they never saw them before, hence now seeing the totality of their being new is a necessity that they should be trained, and then, other than that, even amongst the SGB's themselves, when you observe, you find that some of them, due to, je ka mme a ne a bua a re: Eh, bongata ba bona, thuto e batla e fokola ka baka la hore motho o tlhophilwe ka ho ratwa ke morafe. Now is there I said, the level of education of some of our SGB's is too low hence they need a thorough explanation as to understanding of what are they elected for. So, according to me, that is necessary that the training, immediately after the elections must take place so that we

can at least try to adapt ourselves towards the education of the work that we are going to do as the SGB's because once it is shortened, the period there is shortened, we are just being warmed up and when you reach the floor now you become a flop because you grasp nothing. OK. Re a leboga. And then, ga re lebella potso e ya bobedi, a mme kitso e le e tsayang ko training, ga le boela ko gae a lona le bona e le tswela mosola? A e lebeletse dilo tse lo di tlhokang go ka lo thusa? O ka nna wa simolla, rre. Mongwe le momngwe a ka nna a simolla ga go tshwenye.

4.2.1.2 A katiso e lo e bonang e le thusa go tswelisa dikolo tsa lona pele?

Moleko Go ya ka nna, yes. The reason being that, because after training you are now part of formulation of policies. You are able now to formulate the policies of running the school and you know what are your functions, what are your duties in the school premises and you even know the ways now because you have been trained to raise money, which is fundraising of the school. So, and then, even then, you know now that you are the owner of the school. So, that is why now you take responsibility to carry, taking care of the premises and the buildings of the school because they are yours. Hence, what we are taught there, equip us with a thorough knowledge as to who we are, what are our duties, what are we expected to do? Gape sa bobedi ke gore nna ke bona e le gore ee, di re tswela mosola because ha o se o kgethilwe o le SGB, le ge o ne o na le dilo tse di, metsamaonyana e e rileng e e sa kgatleng batho, because o treinilwe, o kgona go itse gore jaanong no fale se neng ke ntse ke se dira nna ke ntse ke re se siame, ga sena mosola mo bathong (tape not clear). So, re tshwanetse re re re boloka dignity ya sekolo ka gore wena yo o direlang sekolo seo le governing body ya teng, o nne motlhala mo bathong ba bagolo le ba ba banye gore ba bone gore

se o se dirang ke se se batlegang ko sekolong and ke se se batliwang ke Department of Education gore bana ba rona le bone ba nne le tsela e e siameng e tla be ba e bona mo go wena. So, e na le mosola thata le mo setšhabeng sa kamoso e leng bana ba rona.

Mothusi E botlhokwa treining mo go rona re le maloko a di-SGB because tiro nngwe le nngwe ga o tsena mo go yona o tshwanetse o treiniwe o itse ditlhokagalo tsa tiro e o e berekang. So, rona batho re bona e re tswela mosola ka gore nako e nngwe ga o tsamaya mo motseng o tla utlwa motho fela yo o sa treiniwang a bua mafoko a mangwe a a sa nnang pila ka sekolo mare fa o treiniwe o kgona go tihaloganya gore motho o o wrong and o kgona gore fa o na le bona mo meeting o mo lemose gore mafoko a o a buang ko motseng ao, a wrong. Ga o tihaloganye sepe. Nna fa sekolong o kgone o tihaloganye setle. E re tswela mosola jalo.

And ke bona le go nna SGB ke sephiri. Ka gore jaaka re ntse jaana, re mo sephiring. Ga re bua re le ka fa, ga go na kang emotho a tshwanetseng go e tlotla ko motseng. E tshontse e be gore re bua fa, re bereka jaaka re le mo sekolong. Ha re tswa fano, 'kang tse tsotlhe re di tlogela mo sekolong. Go na le gore le sephiri le sona se teng fo teng foo. Re tlhokomele gore ha re bereka jaana mo sekolong, re bereka e le rona fela. Ha re tswa, tse tsotlhe re di tlogela ka mo gare ka mo.

Matale Ke rata rakgadi ha a bua jalo a re sephiri. Jaanong, a e re ge e le sephiri, ga re a tshwana go bua ka molomo. Re tshwantse gore gape se re tla be re se buile fano a ke re se a re regulate, jaanong ga re tswela kwa ntle, a ditiro tsa rona di supe gore re batho ba ba ntseng jang. Ga o bala mo Baebeleng, Poulo o raya Timoti a mo raya a re: Wena o eteletse setšhaba sa Modimo pele o santse o le

monyennyane. A ditsela tsa gago, le metsamao ya gago, le dipuo tsa gago di nne tse dintle. E tle e re ga o rera Kwana ba bone tota gore motho yona o ineetse le ha a le mo lapeng la gagwe, le ha a tsamaya mo tseleng, o a bonagala gore ke motho yo o siameng.

Jaanong ka go dira jalo, treineng eo, e re tswela mosola because bana ba rona ba tshwanetse gore ba bone mo go rona. Ha o kgalemela ngwana, for an example, o mo raya o re, o se ka wa peipa, mme wena o peipa, wa bona gore jaanong o mo tlhakanya tlhogo because o ipotsa dipotso tse dintsi mo a ka beng a ipotso potso e iwane fela gore, naare ntate ga a re ke se ka ka peipa, o raya gore motsoko o tla ntshenya mafatlha. A ke tlogele. Jaanong, ene why a etsa jaana? Le nna ke tla tla ke bona. Wa bona?

Potsotlaleletso: So, go raya gore jaaka mme o ne a tlhalosa kgang ya sephiri go raya gore ga le treinilwe, le kgona go itse gore dilo tse dingwe o ka se ke wa tsamaya o di bua kwa ntle ke dilo tsa kopano di fella fao?

Matale Jaaka mme ga a bua jaana a re ga o utlwa motho a bua ka kwa ntle sa bobedi gape o kgona go mo gakolla as SGB. Ke motho fela o bua sekolo gore hee jaana, jaana ba tlhola ba batlile di-school fees mme Naledi Pandor o rile school fees ga se sa tlhole se patelwa. Mo tlhalosetse o mo reye o re bona morena, re utlwile go builwe jalo, a bana ba ntshe school fees. O fe lebaka la gore, kana tšhelete ele ga e ise e tle, re tshwanetse gore re nne le tšhelete sekolo se nne se tsamaye. Ga go thuse gore re tloo re Naledi Pandor o buile a bana ba nne re letele tšhelete ele. A e tla re ge e se na Naledi Pandor jaaka a buile jalo go dirwa jaaka a boletse, tšhelete tsa lona di tlo boela morago, ka gore tse tla bo di tsena foo di tla bo di boela mo go lona ba lo dirileng jalo gore le thuse sekolo se tsamaye. Wa bona

jaanong ke go bontsha gore o treininilwe and ga o kgone go raya motho fela o mo raya o re, a ke re ene o tla bo a re ag, ke dikolo tsa seomang tse ba tlholang ba batla school fees. Le wena e se ka ya re ga o tsena kwa go ene o bo o re, ag man, le tshwanetse le ntshe school fees go irega jaana. Ee, be just, o ikokobeletse la 'gwe a go utlwelle, gore a tle a go utlwelle. Ka gore ga o ka tsena jaaka 'ne a bua, lo nna, e nna tug of war gore nna la ka ke la bofelo. Jaanong ga go na mo go tla fellang teng.

Mothusi E re tswela mosola mo e leng gore ge motho a bua jaana, o kgona go mo raya o re, motsadi wa ka ga wa tlhaloganya. Re ka kgona go bitsa meeting ko sekolong, o nne teng gore o tlhaloganye ko meeting. E se ka ya nna kgang e e ka reng nna le wena re e bua mo strateng. A re ye ko meeting o kgone go tlhaloganya 'tsamaiso tsa sekolo. O itsisiwe gore go diragalang. Se o se buang seno se wrong ga o tlhaloganye. O bua jaaka motho yo o treininlweng. O kgona go mmotsha gore ka gore o treinnwe, ga o mo-harass, foo o buwa le ene ka mokgwa o a ratang ka teng. O mo gogela gore a tle kwa meeting a ntshe tlhaloso ya gagwe mo meeting o le o tseneng.

Eva Jaaka bontate ba ntse ba bua, ke tlatsa fela mo teng, ke gore training ena e siame tota ka gore tota go bua nnete e a re motivate mo e leng gore le bona bana, especially a ke re ba di-middle school ba mo di-stage-nyaneng tse di tlhakatlhakaneng. Ke ba lemogile gore ga o ba bitsa o ka bona e le gore o ka re ba nyatsa matitšhere a bona, but wena o bo o tsena fela o bo o ba bitsa o ba baya fale. Ga o bua fela le bona ka bonolo o ntse o re ngwanaka, e be goreng, ke bone ba,ba utlwa. Ko 're le bona ba thoma ba fetoga ba a utlwa. And ga e nna di-meeting bana bana 'ne e re ga ba filwe makwalo ba a bula mo strateng a ba a re gatwe meeting, ba be ba tsaya ba a kgagola. Mare ga o ba bitsa, o ba iphela ona, nna ke a ba iphela. Ga nke ke

batla matitšhere, ke tla fa ke be ke a ntsha e le rona a goroge kwa gae ka bana ba. Ke 'ore waitse ke eng? Ke a bona, ke a bona ga batsadi ba tla ka bontsi tota go raya gore go fetoga sengwe. Ba a ultwa mme seo se se tona e le bonolo. O bua o iketlile o le kwa tlase. That's why ke re re a motivatega ka go re re kgwethiwa re le maloko re tswa mo malapeng a a fapafapaaneng ka mekgwa e e fapafapaaneng. Le o o neng o mo itse a sa itse go bua, mare fela ga a le mo SGBeng, e be re treiniwa, o fitlhela a le ko tlase. And go nna le mowa wa lerato mo 'rona jaaka re le maloko fela jaana. Ke gore le ge ne re sa phedisane, mare ka gore re kgwethilwe, ka nako e re bereka ka ngwana, lerato e nna le le ntsi go rona baagi. Re a utlwana, le matitšhere ba a re atumela, le rona re a atumela. Jaanong le batsadi ko motseng ke ba lemogile gore ga ba go lemoga gore ga ba tlile mo di-meeting le ba-addressa jang, wa kgona go tla le ena a tlo lela mo go wena a go fa problem ya gagwe a repile. Segolo setonna, re ba rotloetsa gore, a ke re re treinilwe, re kgona gore ga re le mo meeting, ga re mo tronkong. Le lokologe. Golo fa re bua ka ngwana yo e leng wa rona. Ga re ka ke ra tla go mmaakanyetswa ke motho yo mongwe fa rona re sa mmaakanye ka gore batsadi ba bantsi ke lemogile gore ba ne ba tsaya marapo a gore ngwana ga a le ko sekolong, o latlhetswe mo titšhereng, go siame. 'Ne ba sa kgathalle botho ba bana ba bona kgotsa go aga bana ba bona. Mare re a kgona gore gona jaanong re dule re buwe gore jaaka bana ba rona ba itaola ba rata bodithavene jaana, o fitlhela ba dodgitse, e le Friday jaana jaaka ba tsamaile jaana o fitlhela gotwe ba mo dithaveneng, lona la re re ka dirang ka bana ba ba yang ko dithaveneng? Re kgona go fana maele re le batsadi. Ke be ke bona gore ka gore re rupeletswe golo fa, batsadi re itse go bua le bona, ba a tla le ba ba neng ba sa batle go patela school fees, like mo sekolong se, nna ke bone ba bantsi ba sa batle go patela school fees, mare e rile fela ga re tsena re re ee, nte re ba bitse re ba kwalle

makwalo, go tsena re bua le bona ka maikobo re re ee bomma ka na sekolo ga se ka ke sa tsamaya kwa ntle ga madi. Waitse ka bona ba tlhaloganya. Mowa ole wa gore gatwe ga re patele school fees, wa fela ntate. Mme go diragala fela ka ntlha ya gore re treinilwe. Ga re ne re sa treiniwa ka na 'ne re a gore, hai! patela school fees. Le nagana eng lona? Ke ngwana wa gago. O tsenna wena sekolo. Mare jaanong re a ba rapela. Maikutlo a bona a ba a ya kwa tlase and go phela moya wa lerato. Le ga re tsamaya mo motseng mo, ga o bona ngwana o kgona go mmotsa gore ngwanaka, 'Tlheng wena o ka re ga o ko sekolong? O kgona go go fa lebaka la gagwe, o re 'tlheng o apere uniform o tshwere dibuka, go etsagalang? A go fe lebaka la gagwe. O mo re o re: ngwanaka, kana sekolo se botlhokwa for wena, ga o dotšha, waitse ke eng? Ga o direle matitšhere pila. Ke bophelo ba gago. Ke gore o kgona go ba kgalemela. Ba a go utlwa ga o bua le bona o re, ee, ngwanaka ka nako ya sekolo fa o batlang fa? A go fe lebaka la gagwe. And le mekgwanyana e go nneng go tsubiwa, ke bone fa ba re bona motho wa teng o a tikela. Ke tlotlo. Ngwana ga a dikela go bontsa gore o a go tlotla. Le wena o bo o itira o ka re ga o a mmona. Ka gore ga o ka ba wa mo goella, gongwe o mo latlhisa maitseo. Ee, o bo o itebella kwa, o itira o ka re ga o a mmona. Mare go tikeleng fela ga gagwe, go go bontsha gore o a go tlhompha. Ke gona ke re re mosola. Di-SGB di mosola tota ga di ne di seyo, matitšhere a ne a ka se kgone a le nosi.

Kgomotso Ee, jaaka bagolo ba ntse ba bua, go nna SGB go simolla ka rona, re le di-SGB, o nna SGB, go mosola thata gore tlhatswa, go re tlhatswa. Mo sekolong, mo motseng, bagolo ba setse ba buile dikgang tse tsotlhe. O le SGB o kgona go bona ngwana mo motseng a apara marathanyana, a sa nna pila. O bo o nna o bua le ba bangwe le sokola le kereya setlhakonyana le se isa ko sekolong ko titšhereng,

gempenyana. Tota go rena mowa o monatenyana mo SGBeng. Le batsadi mo motseng ba go tsaya jaaka motho. Mathata ba tliša mo go wena. Bana ba, ba kgona go tla mo go wena. Ga o kgalema ba tswa ko sekolong ba lwa, ba kgona go utlwisisa. Go nna SGB go botlhokwa. Ke se re rotloetsang ba bangwe ka sona gore go nna SGB go botlhokwa thata. Go botlhokwa thata mo go rona. Re bona le rona go re tswela mosola. Re ya koo le ha re bidiwa ka mafolofolo. Le mo malapeng a rona go re ruta maitseo, botho mo ntate, bana. O kgona waitse go nna motho tota.

4.2.1.3 A ke re le setse le kile la ya training? A le a e kgotsofalla? A puo e e dirisiwang ko training, method, mokgwa wa go ruta, bagolo, bana, batho ba ba sa fellang pila? Ke batla re lebele dilo tse tshotle tseo le gore a dibuka tse ba le fang tsona ga le ile go treiniwa jalo, di ntse jang, le di bona di ntse jang le gore a training e a e tsaya nako e telle kampo nako e khutshwane, a re le baya mo bollong, re le baya mo ditlong tse di seng monate, re le baya mo marurung? Dilo tse di ntseng jalo. Ke kopa re di lebele mo potsong e ya boraro.

Kgomotso E monate tota. Selo se se tona, re llela leleme la rona gore re tle re le tlhaloganye e tle e re ge re bua le batsadi ka gore ba tlo re botsa like tsone dibuka tseo, ba tla go re botsa mo go tsone re kgone re bue selo se se tlhaloganyegang. Re eletsa ge e ka nna, re tsitsinya ge e ka nna, ditlhakane le leleme le re sa le tlwaelang mme di tlhakana gape le leleme le re le tlwaetseng gore ge re ntse re raraolela batsadi ka dibuka, yone ele ya maloba e e neng e na le bowane, two, three, e be re tlhaloganya tota. Re utlwisise gore re batlega eng ga re batlege eng. Mme go monate gore ga ntse re na le batsadi ko gae, o fitisetsa dikgang tse mo batsading, ba a utlwisisa gore SGB ke eng.

Matale

Wa bona, ya mo marurung, selemo, bollo kgotsa all that, wa bona re tshwanetse gore re leke gore re itshoke ka gore dikolo tsa rona ga di tshwane le tsa makgowa mo go nang le di-air conditioner go na le di-what, what what. Ga go le maruru o ka irang. Mo go rona ke bona e ka tloga ya re re ka lebalanyana ka tsona. Dikolo tsa rona di tlhopedile go tloga bogologolo le tse dingwe di teng tse e leng gore ga di na le electric. Ja, ga di a electrifaiwa. Ke ne ke re eo ya condition of weather and all that re e tlogele as long re le ka mo teng ga kago and then re rutiwa. Mo dithutong, jaaka rakgadi a setse a boletse, ga re ka nna le copy ya Setswana le ya English, ke bona e le gore di tlo thusa thata ka gore ga re bua re le mo meeting re na le batho bao, gantsitsi ga re tsenya lefoko la sekgowa, ke lona le le etsang gore a be a botse potso gape, e bile sometimes ga re boloke nako. Mme ge re bua ka Setswana ba kgona go utlwa ka gangwe fela. And kana motho o tshwanetse gore o mo naganele gore o batla eng ga a batle eng. Se se leng teng se re tshwanetseng go se dira ke gore ga re biditse batsadi, re tshwantse re ba kgotsofatse. Wa bona ga re ba kgotsofatsa gona, ke strategy se re tla be re se tshwere re itse gore re ba isetsa ko kae. Ka gore jaaka gotwe, no school fees school, ga nkabe re sa treiniwa, ne tlo re ge re bua le bona re re le tshwanetse le ntse tšhelete re rekele bana ba lona materials e tlo re ge e sena e tsenngwa re be re le busetsa yona. Ga re tlo bua jalo le bona. Batsadi ba ba rategeng, ee, mme kana re tlile go shota ka sekete le sekete ga tšhelete ele e ise e tle. Ga o setse o baexplenela kwa pele, o ba tlhalosetsa, ba kgona go utlwa le bona ba tie mooko. O mongwe le o momgwe e re le ge ba tsamaya, ba tsamaye ba bua gore, ee, mare tota ke nnete fana le fale. Jaanong go o thoma fela o ba bolella, e nna gore e ka tloga ya re, kana o fitlhela motho a kwatile a go kwatetse ga o bua ka ngwana wa gagwe gore ngwana wa gagwe o tshwanetse gore a thusege. Jaanong moo

o tshwanetse gore o nne strategic gore o bue le ene. You must be strategic gore a tle tle a kgone go utlwa. O mo gape maikutlo ka gore ga re ntse jaana re tshwana le bo-businessman. Businessman ga a batla gore o reke selo sa gagwe, o tla ko wena. A ka ba a go tsaya a go raya a re ke tlo go tsaya ko lapeng o tle kwano re tlo bua. Just fela gore le tlo bua. Fa le sena go fetsa foo, wena o bo o re o go direla tee, a ba go raya a re a reye ko hotel e rileng. Ke gore o batla go go gogela o bo o nne o saene dipampiri. Le rona batsadi re tshwanetse re ba etse jalo. Re bue le bone jalo gore ba be ba nne ba dumellane le rona. Ok, tšhelete e tla bowa ga e bowa. Fa e sa bowe le gone e dirile for bana ba rona.

Mothusi Method o ke o lebeletseng o o dirisiwang o o sa kgotsofatseng, le gona go se na gore re ka o reng, ke go re nako e nngwe o kereya re le bantsi mo e leng gore ga re kgone go tlhaloganya sentle. Re feleletsa re sa botsa dipotso sentle. Like ge re le, jaaka ga re le bakana re kgona go tlhaloganya sentle mo workshopong gore re bua ka eng. Nako e nngwe o kereya ko sekolong e le titšhere, motsadi, ngwana, so, method oo mo go nna ga o nkgotsofatse. Go nne batsadi le barutabana, go betere. Re se ka ra tlhakana le bana. Bana ba kgona go tshwara meeting wa bona koo. Because ga re le mo meeting go na le bana, ga go pila thata mo baneng. Re palwa ke go bua ka bone ka gore ga ba tloga fa ga go na sephiri. So, re a itse gore gone go a tlhokega gore re nne le bone re ba lemose ba lemosege mo gongwe mo diworkshopong tse dingwe ke bona go sa tlhokagale.

4.2.1.4 Ga e le gore ke go tlhaloganya pila, kana method wa go ruta bana le wa go ruta bagolo ga o tshwane.

Eva Jaanong, mo go e ya language e yone ke rata ga ke itse gore e tla bo

e lokisiwa jang. Ga re setse re le mo workshopong o kereya gore re setse re na le ba ba tswang ka kwa ntle, expatriate di dintsi mo. Ba setse ba bereka mo dikolong tse tsa rona. Ga re le mo workshopong be go nna gatwe re ka se ke ra dirisa leleme lele la Setswana lele re tla tshwawna ke gore re dirise la English. Ga o re wa lebella, batho bana ga ba lekane le ba tletseng ka fana. And kana go lo fa re bua ka bana ba rona ba motho o montsho. E be e nna gore jaanong re sa ntse re safara. Ke be ke gopole gore re santse re le mo bokgobeng. Re kgotsofatsa ba ba tlhano bale. E be ba eriwa (tape not clear). Tota ga re tlhophiwa re tlhophiwa ke morafe. Ntata, batho ba bangwe le sekolo ga ba se tsena. Mare wa rata go ka thusa, wa rata go ka dira. O kereya tota motho wa Modimo a sa tlhaloganye sepe a ba a fetsa a borega. Next time ga ba bidiwa, oho, e be re tla bo re nnetse go ja sekgowa fela. Ba bua sekgowa bona. Ba tlotle SGB because ga ba tsena sekolo ka go tshwana. Ba bangwe ga ba tsena sekolo. Betere ga go romelwa bale ba ba nang le, ba eseng Batswana bana, ba romele batho ba bangwe betere. Batho ba ba botlhe ba ba tletseng mo holong ba se safarisa batho ba ba tlhano.

Potsotlaleletso: Or gongwe go direlwe ba Setswana ba le nosi, ba sekgowa le bona ba ka direlwa ba le nosinyana ko thoko? A ke re gone jaanong re setse re tlhakane le makgowa, wa bona?

Eva Re tlhakana le makgowa mare hei, ba safarisa batho. Ke bone workshop e nngwe e re neng re e ile. Batho ba ne ba boregile thata. Well, ba 'neng ba utlwa 'ne ba utlwa, ba 'neng ba sa utlwe ba ne ba sa utlwe. Ka gore o ne o bona gore bontsi bo bo neng bo tletse moo, kana motho ga a sa go utlwe, o go labella jaana. O kgona go bona gore motho o ga a go utlwe. Go ne go jewa sekgowa thata ka ntlha ya basweunyana ba le bararo.

Kgomotso Ene go buiwa ka dilo tse di popota, tse di thata tse e leng gore ga re di tlhaloganye sentle.

Eva Ene le bona batho bana ba ba treinang, o kereya o ka re ba lebetse gore ditheme tse dingwe tse di dirisiwang tse. O kereya motho o o itswelang ko gae, ga a di tlhaloganye. Like o kereya motho a re ko APOng gatwe sekete le sekete. Batho ba ba malobanyana bale, bomme bale, ga ba itse gore APO ke eng. Ba tle mo leveleng ya batho ba. Ba ba tlhalosetse gore pele re ne re re ke di-circuit office. Kajeko ga re sa tlhole re re ke di-circuit office ra re ke APO. Jaanong o kereya motho a ntse a re gatwe APO. APO ke seo mang? Wa e bona? Ba botsa rona gape ka kwano. O tla bo o re motho yo o ne a boregile. Ga go monate. Ke gore a ba tle mo leveleng ya batho. Ba ba tlhalosetse gore go phethogo. Ba ba tlhalosetse.

Bini Ene batho ba ba kgonang go itshokela go nna SGB, ke batho ba bagolwanyane. Batho ba bannyane, ba tsena nkgatele ba tswile, ba tlogetse. Jaanong, ke ka moo re lilelang leleme le gore le dirisiwe ka gore batho ba ba itshokelang dikolo ke batho ba ba tona. Ene fo teng fo 'ne re kopa gore go ka nna jaang gore, like tsone dibuka tse 'neng di dirisiwa tse, a re ka se ka ra photocopielwa ka gongwe dilo tse di botlhokwa mo teng tsa gore re ka nna le tsona? Re ka se ka ra e eletswa e yotlhe? Go na le mo go nang gore SGB e botlhokwa fo kae. Ene ga re ne re ka photocopielwa dilo tseo ra nna le tsona ra tlhaloganya.

Kgomotso Nna ke ne ke re ke na le three years ke le ko Rakoko ene o ka re keyo mmotlana, mare ke kgona gore ga ke eme fo pele ga batsadi jaana ke bue sentle motsadi. A ke re ke utlwa mme a re ba banye, jaanong le nna ke re ke yo mmotlana, le ko sekolong ke o mmotlana, mare ke kgona go bua le batsadi. Ke gore fa o batla go direla

setšhaba o a ipetsa mo mafatlheng gore ke batla go direla setšhaba. O le monnye kapo o le motona. Jaanong e na le gore mo dikolong tse dingwe rona ko re fitileng teng, re ne ra tlhophiwa go na le bathonyana ba ba rileng mare o fitlhela gore ga ba kgone go itshokela SGB. Ke bathonyana ba ba kwa, kwa morago, wa bona, ba batla tšhelete. Wa e bona? Ba a tsena ba re tlogela foo. Wa e bona gore e ntse jang? Jaanong gantsi ke nna ko Rakoko ke tsamayang di-meeting. Le ko bo-Charora ke tswa koo, ko dikolong tsa makgowa ke a tsamaya. Jaanong nna ke ne ke re a re ikopeleng gore ga re bereka le makgowa, makgowa a nne le pleke e le nngwe. Ke gore le re tsenye klase ya bone le be le re tsenya klase ya rona gore re tle re kgone re tlhologanye. Re se ke ra tshaba. Le dipotso re kgone go ntsha se se mo mafatlheng.

Moleko Ke a di utlwa dipolelo. Go na le mo di tsamayang di ntlhola teng. Ka hore, looking at the South African Constitution, it clearly states we've got eleven languages spoken in the country which means gore, maleme ao a otlhe, a sebetša. Jwale, ha ngata, tse nna ke di tsamaileng di-workshops as from the days tse re neng re treinwa, ke wena, to the latter bomme mmaMoyo, ke lemohile hore, medium ya di (tape not clear) tse di leng teng, it's in English and it's more understandable than in Tswana, because go na le where di-translators di tswanang English ene, engelsime ba e sebedisang e le Tswana- English, e lahla meaning ya message. So, in the workshops tse nna ke ileng ka di tsamaya, as from Rakoko, earlier days le ko tropong kwa Malan, ke ile ka lemoha hore we have been using the two languages, the common languages of North West, which is Setswana as well as English, because once we start to isolate the other group from the other group then we will never have a common understanding which means ba basweu ba tla ba le understanding ya bona ya SGB. The Blacks will be having their

understanding ya bona ya SGB. And then that generation which is the next after we have left, e tla bo e na le ya bona understanding, e tlile ho re latlha mo commonality. We will never have a common vision ya hore where are we heading to. Tswana is the language that is been used at home re a e itse. We are able to use it. You are able to express yourself. You can explain anything in that language. But now, here is somebody, poor somebody, o tshwanetseng hore le ene o mo thuse taking him or her on board on educational life. Jaanong, once o ka starter divisions, the three divisions, because we got parents, and we got the educators, we got the learners. Those people ha re ka ba isolate, hore ba bangwe le ba bangwe ba treinwe ka tsela e nngwe, when we come to a meeting, re tlile ho ba le bothata ba hore now, the parent o tla re nna ke rutilwe yana, learner representative ene a re ke rutilwe yana, and then the other one le ena ka mole a re ke rutilwe yana. Hence, in the former nako e ne o re leader re ne re re we want then all on board. We want the principals, teachers and everybody. They must be on board. They must be taught one thing. Hence, ga re bolela mona, ba se ka ba re bolella hore bone ba rutilwe yana. Ha re fihla mona this other group ba se ke ba re bolella ba rutilwe ka tsela e jaana. So, we must have the commonalty. Hence once re tla re ba common, our education strategy and movement forward e tla ba le common movement. But once ha re ka starter ra divider, ba bangwe ba tla ba rutwa ho tsamaya o utswa, ba bangwe hore o se ka wa se ka wa namela setlhare, ba bangwe ba rutwa hore you go into the hole. Hence now the common person e re e kopanelang e leng a child, ha sa tseba hore naa o ko kae. And even rona the people who are prophesying hore we are now the representatives of these people, because actually being chosen to an SGB is because of a child. Hoje e ne e se a child, you must have a child, the love of a child at heart, you wouldn't bother to be an SGB. But now, do you expect hore ok if you

leave this area e ya rona going into the schools in town then e be e fitlha jwale e re ok you we only trained in your mother language hence ha e fitlha kwale e fitlha e re tšhaise mo e leng hore ha o na mosola never mind you've got experience and knowledge. You have been using one language. Hence eleven languages if included in the training commonly now here in the North West. The main languages are two, Setswana and English. That those languages if they go concurrently together, then the message goes through. Because ka mokgwa o ke explainileng myself, ke re once I cannot express myself fully in Tswana. So, in order for me to bring the message through, the language I usually use is English so that I'm sure of what I'm saying and then if you want clarification, I'm able to clarify whatever I said.

Tlhaloso: Le tlhaloganyeng gore ga go na karabo e e fosagetseng mo dikarabong tse le di fang. Se le se buileng ga ke re mang o right mang o wrong. Nako ya go treina yone? A ke re ka nako e nngwe le ya letsatsi, ka nako e nngwe le ya malatsi a mabedi, re tlhalosetse gore lona le e bona jaang le gore lona le batla eng.

Moleko Nte ke tle mo go yona he ya duration. Duration e ne re ntse re na le yone, it has been short, hence ba ne ba re brush fela. E re now ha re tshwanetse ra ya into the deeper aspect tsa mosebetsi wa rona, ka hore ba re brushile fela, tse dingwe ha re di bone ka hore they were chasing time. Yona duration at least ha e ka lengthen ya ba about a week, a week and couple days. Ene re tla kgona go etsa, ka mokgwa o nna ke beileng ka teng. Ke e beile ka gore yona nako eo, ga e nka treining ya two days, ga re ya ko group discussioneng, let me say ten minutes, of which now, batho ga ba kgone go contributor as much as they could because they are chasing time. Jwale, expression ya rona e batla e le thata gore ka baka la bokhutshwane ba nako. Go na le mo ke tla tla ke e tlaleletsa yona ya hore duration

of time e botlhokwa ka hore because of this and this, di-question tse ko tlase di tla tla ka dikarabo. Tsela e ba re thusang ka yona e re thusa, especially e ya this group discussion e bontsa the understanding hore naa, do we understand the person o presenting hore o re isa ko kae? And other than that, the manuals that are being handed out to us, are of vital importance because now you can be able to refer on them. Even the handouts that are going together with the manuals, if you read them thoroughly, they give now the insight info in what you are.

Potsotlaleletso: A ba le fa di-manual tse di le lekaneng gore ge e le gore le leven ko sekolong sa lona, le se ke la sokolo ga le batla go di bala?

Moleko Tsona di a gana ka hore ba re file three who have gone there or two who have gone there. The others ba re le tla bona gore le tswa jang.

4.2.1.5 A le a itse gore tiro ya lona tota tota ke eng? Le se ka la itsietsa, lebuweng nnete. A ke re jaanong, gore le itse tiro ya lona, e tswa ko go reng le treinilwe jang, le filwe nako e kana kang ya training. Dilo tse pedi tseo re bone gore di tsamaisana jang.

Eva Morago ga gore re tswe ko ditreining, re lemogile gore tiro ya rona jaaka di-SGB members, sekolo fela sona fela se le nosi fela re tshwanetse gore re tlhokomele gore se lebege jang. Tebego ya sekolo, maybe di-ceiling, and everything, go a wa. Ke tiro ya rona re le SGB gore re tlhokomele gore sekolo se nne mo maemong a a kgotsofatsang. Surroundings, di lebege. Maybe bomalomo, eng. Ke gore sekolo ke ko go tshwanetseng go nne gontlenyanenyana teng. Re tlhokomele bomalomo, eng re tlhokomele, bo di-fence tsa sekolo re tlhokomele, bo di-gate, wa bona? Morago ga moo ra lemoga gore

le ona matitšhere, a rona a, re tshwanetse gore re tlhokomele. Ke gore le bone re ba tlhokometse ka gore a ke matitšhere a rona a tla dikolong sentle. Maybe ka nako ya sekolo titšhere ene o iketlile, o itunnetse koo. Ke gore ke dilo tse di ntseng jalo le bana ba ba rona re kgona go lemoga gore ba nne jang mo sekolong le maitsholo a bona, re ba rute le gore ba se ke ba itshenyetsa. Kana sekolo se ke sa bona. Tota re rutilwe go le gontsi. Re a tlhaloganya gore tiro ya rona ke go tloga kae go fitlha kae.

Matale Se sengwe gape ke gore ga re le school governing body, o kgona go thesta wena ka bowena ka batlhatlhabi ba ba tlang ko sekolong. Ka gore bone ga ba na go didimala ga ba bona selo se tswile mo tseleng. Ga ba go biditse, ba go biditse ba tlo go botsa dipotso ka sona. O ka fitlhela o na le kitso e e rileng. Ke gore le fa o sa se itse, pila, o sa araba sentle ba nna le background ya gore motho ona o lebisitse kae. Sa bobedi re tshwanetse gore, tiro ya rona re bone sentle gore a bana ba tsholwa ka selekano se se wane mo sekolong. Ene le dipuo tsa bana o di utwelle gore gee le educator Mogashwa, o nna bonolo jaana le jaana. Dilo tse di jalo,ga se gore ga o tloga o ba raya o re ga o ba kgalemela nna ga ke titšhere Mogashwa. Ke ka moo ke ne ke re o tshwanetse o nne strategic. Ke gore ga o ba kgalemela, ka selo se se rileng, le titšhere ole o a mo kgalemela ka gore gantsintsi go o kopana le potso e rileng, for an example, maybe, ke ntate jaaka ge a tlile jaana. A tlile ko sekolong a ba a feta a go botsa potso e e rileng, o kgona gore o bona gore se wena o kileng wa se etsa mo sekolong mo, le ene ga o mo arabile a ba a dumellana le wena. Ke go bontsha gore o ntse o le mo tseleng. Ga a go raya a re ee, ga se ediwe jaana le jaana, o go tsenya mo tseng wa bona gore le ene wa bona gore o ne o ya kae fela o paletswe. A ke re maleka ga se makgona. O tshwanetse gore o itse gore o dire. Wa bona ngwana ga a sena a tsholwa, ga a ka nna bonolo fela, le

'tsatsi a lwalang ga o itse. Mare ngwana o tshwanetse gore a seleke. A thibelwe, a isiwe kwana le kwana. A isa motsadi kwana le kwana, a tshameka a rata go tshwara sena le sena. And then the day o mmona gore o a lwala, o tlile go mmona fela ka di-action tsa gagwe gore ga a sa tlhole a function. Something mo mmeleng wa gagwe is wrong. Ka mantswe a mangwe ga re a tshwanna go iphitlha. Re etse selo in public se se bontshang gore re se rutilwe jaana re tle tle re kgone re nne le kitso ka gore ba ba ko pele bona jaaka ge re ntse jaana re bua se rona re ithayang re re re etsa sona, o tlo bona gore se etsiwa jaana le jaana ntate a ba a dulela. Le nna ge e le gore ke ne ke sa se etse jaana, ke setse ke na le maikutlo jaanong gore selo sele ke o bo ke se lokisa. Legale sa re bolelle (tape not clear).

Eva Ka nako nngwe, phoso ke e re a e bona, just because motho ona ke morutabana o ke ithayang ke re ke a mo favour, e be ke batla go e ritela. Ke sa batle, re tshwanetse gore re nne fela fair ke gore e re ga re kgaogana, kana gantsi ga re le mo kopanong, ga le kgaogana, go sa kgathalesege gore nna le wena, ee, Mr Sejwe, go neng gore e be gore. Ga re tswa fa go fedile. A ke re e ne e le tsa ka fa kopanong. Ke go re re tshwanetse re kgaleme, re sekeng molato e seng motho. Le ngwana tota ga a gateletswe re se ka ra tsaya gore ka gore ke ngwana, re kgotsofatse botitšhere gore ba re rate. Ga ke tla jaana ba re MmaNong ke oo wa reng wa reng re a mo rata. Ee.

Matale Ke tlaleletsa se o se buang, maloba re ne re na le case ya ngwana o mongwe fa gore o ne a filwe tšhelete ga a ka a tla go e ntsha ko sekolong. Ga re botsa o reile batsadi a re o e ntshitse, jaanong motsadi wa gagwe re ne re mmiditse a le teng. Motsadi ke ga a re ee, jaanong ga ke itse gore tšhelete eo ka gore ke tshwanetse gore ke nne ke e ntshe, ga ke itse gore ke a go e fa mang. Ene sometimes ke a tshwarega jaana le jaana. Nna, di tloga ke ba bolella

straight fela ke re no, o e fa ene ngwana o. A re a mmolella le ene, re a mmolella. Ee, mo tshepe. Kana gape ga re re re batla somebody re mo romele fa, le ene o na le mowa wa gore ga ke sa tlhole ke tshepagala kwa gae. Jaanong lerato le a kgaoga, le a fela. A re mmontshe fela gore re a mo rata e bile re a mo tshepa, e bile re a dumela gore o tla etsa jalo. O bile a fiwa tšhelete eo. A tla le yona kwa sekolong. A e tlisa.

Mothusi Go tlaleletsa foo, training tota e a re thusa, ene e re bontsha tota gore re itse mereko wa rona. Ene ga o tsaya o lebella mo dikolong, gantsi re a bona gore maloko a SGB a itse mereko wa bone. But nako e nngwe o kereya bana ko sekolong gongwe ga nngwe mo kgweding mo dikolong tse dingwe re etsa jalo, gongwe ganngwe mokgweding mongwe wa SGB o tlo brifa bana a ba bolella ka botlhokwa ba go tsena, botlhokwa ba go utlwa, botlhokwa ba go utlwella, botlhokwa ba go tshaba di-tarvern, botlhokwa ba go tsamaya masigo. Seo, se re bontsha gore re treinnwe, re itse mereko wa rona ene re a o tlhaloganya. Like, principal a go bitsa a re moketekete ka date ya gore before sekolo se tsena, o tlo brifa bana. O bue le bona. Re bona o ka re boitaolo bo a gola. Seo se re lemosa gore tota re itse mereko wa rona. Le bana o bona sengwe mo go bona gore ba itse gore ntate moketekete ga a le ko sekolong o kgalema ka se, o ruta ka se, o ruta ka se, o rata se ga a rate se. Le matišhere a rona re kgona gore ga go na le ntwana mo go bone, go bitswa leloko la SGB. Go fetwa go tsennngwa lefoko la kgalemo. Wa bona gore mowa ole wa poelano o a boelana mo go bone. Seo se re bontsha gore tota training ya re thusa gore re itse mereko wa rona.

Moleko My understanding of the question, the question itself: what are the functions of the school governing body members. So, nna ke tla araba di-functions, ke hore di-functions tsa rona ke eng? Ke polane

ho ya according to the question. Jaanong, ke kile ka ya di-archives, ka bala di-archives mona, tsa mpolella ka hore ke ne ke na le a good principal Mr Moumakwe. O ne a sa ntime information, manuals and whatever prints tse a neng a di etsa. So, ke ile ka leka hore di-functions actually tsa SGB's ke eng according to the question. So o mphile about nine ya tsona di-core functions, but they are ten. The tenth one hare e berekise. But re a e berekisa rona batswadi but according to the law, ha re e berekise. Ha se ya rona. Ke ile ka batla. Ka mokgwa o ke e beileng ka teng ke ile ka re, the basic functions of the SGB's are:

- to develop and adopt a constitution, a mission of their school, is one function ya bone,
- to determine the admission policy of the school
- to adopt a code of conduct for learners, not for educators,
- to determine the times of the school day, hore naa, diawara tsa sekolo di kae,
- to recommend, that is e ntshang the tenth one e ke reng ha e function, to the head of department of education the appointment of teaching and non teaching personnel. We don't employ. Ha re hire re a recommend. Ha se one ya di-function ya rona,
- to administer and control the school's property. E re ha re tla mo sekolong mo, sekolo ke sa rona, we administer and control school's property buildings, grounds and even we are having the right as SGB, to rent this school's properties for fund-raising,
- and then the seventh one, e question ya teng e tla botswang mona is already there, among the functions, to develop the budget for the school. The teachers and the principal cannot develop the budget because we are the ones who knows the needs of the school, including determining the school fees for approval at the parents meeting. We only determine the school fees. School fees can be

hundred rand but can only functions after it has been approved by the parents at the parents meeting,

- the eighth one is to support the site manager, the principal and the staff in the performance of their professional functions. If we don't support the principal nor the educators, saying ke dititšhere ba rutegile they can just go on, le principala o gola tšhelete e ngata, then we are not doing our duty. Our duty is the one that we have been called re tle gaufi le bona gore somewhere ha ba ntse ba tsamaya le bana, we are not teaching them, but re gakolana le bona hore ee, pleke e itseng le a re fatlha, pleke e itseng le a re fatlha, and then finally, the modern, latest one now,
- to determine other key school policy such as HIV/AIDS, and the religion and language policies. Ke e nngwe ya di-functions tsa rona tseo. Again the freedom of religion hore ha re re no ke Apostolics or ke eng or what what. Any religion, there must be freedom of religion. Ke determination e ho ka rona. And then le language e sebediswang sekolong se, we are the ones who determine it. If we say the children must be taught in Tswana, they will be taught in Tswana. If we say they must be taught in English they will be taught in English because we are the ones who have the right to determine the language policy ya that school. So, that is how I answered that question according to how I understood it.

4.2.1.6 A le kgona go nna fa fatshe le drawer budget le lekalekanya tšhelete gore letseno e ka nna bokana, re a go berekisa tšhelete jaana?

Moleko Nna ke itse yes. Yes e ya ka, e le gore ke ne ke beisitse on the previous question le the functions. I know my functions because I cannot know my functions unless I'm trained along that line. Ke hore (tape not clear) is a line e re rutilweng ka yona how to go about these

things. So, ke itse, yes, we can be able to draw the budget because we know one other part ke hore we must go out seeking, re batla hore naa, the school as it is as it runs, di-needs tsa yona ke eng? What would be the cost of those needs? Hence ke itse ka re if wena o shebile five ela, wa tseba di-functions tsa gago, then you will be able lets come and discuss, re etse draft ya budget before re ka isa go di-parents. We are able to do that because we have been trained in that way what actually is needed in drawing of a budget.

Potsotlaleletso: Potso e ke e boditse ka bomo ka gore wa bona budget ke mokokotlo wa dilo tse tsotlhe. Ka gore fa go se na madi ga gona sepe se se ka diragalang or ga madi a le teng a be a sa dirisiwe sentle le gona dilo ga di tsamaye sentle. Ke e boditse ka bomo ga se gore ke belaela seo senngwe mo e leng gore ga le ne le nthaya le re re a kgona mare gongwe ga re kgone thata, re itse gore batho ba ba le treinang ba itse gore ba concentrate thata mo dilong tse di feng. Le ka nna la tlatsa bagolo.

Mothusi Re a kgona go e etsa budget but go le gantsi ke yone e special e e batlang mo training. E batla training mo go rona gore re kgone go itse gore re torowa jang, mabapi le eng, re lebeletse eng, segolo segolo jang maloko a mašhwa a tsenang a batla training e strong go itse go torowa budget. Le rona a magologolo o ka re re ntshiwa re ise re kgone go treine bale. Ba tsaya nako ba ise ba treiniwe. Like, gone jaanong, ke gone ba ne ba tlhophiwa mo kgwedding tse pedi tse di fetileng (May/June 2006), so re tso go ba toroela budget ya ngwaga o o tlang (2007). So batho ba ga ba ise ba tereiniwe. So, re sa ntse re leka go ba thusa gore budget e dirisiwa jang, re dira jaana. That is why ke re e batla mo training yone ke yone e special e batlang training.

Tlhaloso: Sekolo jaanong ke amper company-nyana e kgolwanyane ga e tshwane le budget-nyana ya ka ntlong o kereya ke e kgaoganya le bopi. Jaanong e ke ya morafe kana. Ke tiro ya morafe.

Matale Ke thusa, a ke re re a treinwa gore re etse tlaleletsa gape, wa bona, ga re ne re bua ka gore training ya budget, ko sekolong, wa bona, ga ke ne ke sa e etse ko gae, ke kgona go bona gore ke ntse ke le boroko. Ke tshwanetse ke latele mokgwa ole kwa gae because mme wa ka o tsaya tšhelete a re o ya teropong, ga a etse shopping list. Le ga a e editse, wa tloga, o ya teropong, o tshotse tšhelete e a itseng gore ke tlile go reka selo sa bokana, le sa bokana, mme e nna extra-nyana ka tšhelete e e rileng ka gore ga o itse ko pele go a reng. Jaanong ga a sa itse sepe ka this budget, gore budget e raya eng. Ga o fologa fela mo taxing, ga o tsamaya fale, wa re letsatsi le bollo. Kana, mokete wa birthdaya. Nte ke mo rekele sportinyana ke se. O se tsaya mo tšheleteng e wena o yang go reka ka yona. Wa ipona gore ke wena o ikgoletsang mollo?

Potsotlaleletso: Dipolicy tsona a le a kgona go di dira or le tsona le batla thuso?

Matale Nna ka fo go nna ke bona dipolicy le tsona re a di kgona because, ga ke re re a di kgona, wa bona re kgona gore, a ke re sekolo se tsaya ngwana o mongwe le o mongwe mo South Africa. Jaanong re be re re, ga e le ngwana mongwe le mongwe mo South Africa, jaaka ke re ke na le ngwana wa sefofu ko gae, ga a bone, so wa bona gore ka training e re nang le yona e, re kgona go itse gore, ngwana ona re ka se ka ra mo isa ko early learning e e rileng. Re ka se ke ra mo isa ko kae ka gore batho ba teng ba rutiwa ka material ya bona koo. Wa e bona gore e setse e ntse e go bontsa gore re a itse ka di-policy gore

ngwana ona ga a tshwanna go ya kwa. Otherwise ga re ka bo re sa itse, ne re ka re le e ne ke ngwana mo South Africa o siame a a ye.

Moleko Well, tsona re a di kgona. Actually from after the training itself, re na le banna ke bale mona le bontate, bomme ba hotweng ke di-Site Managers. Batho bano usually re closer to bona. Ha re re closer to bona, re tseba hore ha re drafta, re etsa draft ya di-policies, they are of help. Ba re thusa moo gore re se ke ra tloha ra kgobella one side kante ka mona re a gatella. Hence, thuso ya bona e ntle ka baka la hore we have been told hore le se ka la ba la ba sia morago. Because once ha re ka ba sia morago, somewhere training ya rona e ile ho deraileha, e tswe seporong ka mo ntle. Jwale, in drafting the policies, the concerned group yo yotlhe e ya sekolo ke yona re e bitsang, re re ke e. Somewhere mo e ka bang re bona hore ee e ka re tshwenya, go lokile, lona a ko le lebelleng hore ha re re so, so, so, le e bona jwang? Ba e lebele ba re ee, no ke yona. Their input e hlaha ka hona. Se se bontshang hore, training e re e kereyang e ya re equipa. We are being equipped hore re kgone hore re ye ko teng. Ka hore in the past, policies ne di droiwa ke maprincipala le matitšhere. Ho fella hona moo. Jwale ha ba tlo di implementa ba re di implementiwe ke rona. Re be re hana re re, ee, we were not the part of the part of the drafting. So lona ba le di draftileng, go ahead with them. But now since we are nearer to them, if there is a mistake we together, ke ya rona ba botlhe. Ha hona ya tla supang monwana a re prisipala le matitšhere.

4.2.1.7 Lona bagolo lo akanya gore go ka dirwa eng gore go nne botoka. Especially for batsadi. Barutabana ba na le mokgwa wa bone le bone wa gore ba nna le dikopano tsa bone, o o kereyang ba ntse ba sedimosetswa. Jaanong ke raya specifically for batsadi ba ba leng mo SGB, le bona go ka imprufiwa fo kae?

Eva Nna mo go nna ke bona e ka re go ka imprufiwa ya ka yona, ke eng, duration, go okediwe. E se ka ya nna bo-one day, two days. At least bo beke so. Gore re kgone go tlhaloganya.

Moleko Gona moo, ke tlatsa mme, ke tla e beya ka mokgwa o ke e beileng ka teng, ka gore le nna ke ne ke ntse ke phanda-phanda. Nna ka mokgwa o ke e beileng ka teng ka re: the duration of training should be longer not short because we need enough time to understand the workshop. Not a summarized workshop where everything is done in one day. Let each aspect be treated fully in each day, e.g., when we are drawing budget of a school or financial management, we must have enough time. We must understand what are these inside there. But within a day or within two days, those things cannot be covered. Ha re ka kereya little bit longer time. Then re tla be re tseba hore le ha re botsa question, ga a tlo re bolella ka budget, a ko o re thubele yona. Break it done. Even if it takes a day, a breaka yona fela down. Ha re tloha mo training centre e re ne re le ho yona, we will all be equipped re tseba hore sekete le sekete se ke neng ke ntse ke sa se bone. Ha re tla mo, like ha re le tirisong wa ditšhelete, financial management, re ya e bona e a diriswa. But do we know what records are kept? Ho tla borre Shole ba re lona SGB a ke le re boleleng hore le dirisitse matlotlo a sekolo jwang. Do we know where to start? Re tlo bo re re principala ke ene a tla le bolellang. Ke bona we are just passing on a train e yang somewhere but we are not worthwhile (tape unclear). So, that's why duration should be lengthened.

Matale Se sengwe gape ke gore re tshwanetse gore re itse gore ga bo-inspector ba tlile ba re batla ko sekolong ga se gore principala o teng ke ene a tshwanetse a itse gore dilo di kae. Go tshwanetse gore go itse rona. Although ga di nne mo go rona di nna ko sekolong. Re

tshwanetse re itse gore di fa kae. Re ba ntshetse tsona ba di bone. Re tlhalose fa re tlhalosang teng fa go bodiwa dipotso. E nne gore re a (tape unclear). Le ge re tlo fosa somehow dipotso go di araba, mare ba tla be ba ntse ba bona gore, terena ena e ya ka. Ga e a tswa mo tseleng. E ya teng kwa le ga e thekesela, e ya teng kwa. Selo se se tona ke gore re tshwanetse re itse gore re se ka ra re re nna le kgala ya gore re botsa dipotso. Ene re se ke ra nna le kgala ya gore ke o senya sekgowa, ko re ko re. Ga o buile ka sekgowa lefoko leo ga le go palla, o le itse ka Setswana, le tsenye mo go yona sentence ya sekgowa eo. Le a bontsa gore o ya ko kae.

Mothusi Se sengwe se nna ke boneng e kete se ka dirwa ke gone gore fela training e okediwe. And then se sengwe dibuka tse tsa SASA di a shorta mo go rona re le maloko a SGB. Re fiwe material. Dibuka tse re di tshware mo go rona. Re bale. Re itse gore re fa kae, go tsamaiwa fa kae. Unlike o ka kereya buka e le ko sekolong, ke a e tsaya, o mongwe ka gore buka e e botlhokwa mo go rona, ga a kgone gore a e tseye. O bua le chairperson., Ntate chairperson, nkadimele buka e ko sekolong. O tshwanetse a itse gore buka eo, o tshwanetse a e tseye a ye a ye go bala ka moso a e fe o mongwe a e bale. A kgone go tlhaloganya fa a leng teng. Jaanong ge re re nkeletse dikhopi tsa yona ke ya gago. O a e tshwara mo go wena. E nna mo go wena. Ga o pallwa ke selo o go botsa gore, a ke re o tshwere buka mo go wena. Why o sa kgone gore o bale buka eo?

Potsotlaleletso: Nte ke botse gape. A ke re le ne le bua kang ya gore le kereya go treiniwa malokonyana a le few. Ka gongwe ba le babedi ene ka gongwe lona le nine le ten kwa. Foo le bona go ka dirwang gone?

- Eva Nna ke bona e ka re ka gongwe ga re ya ba botlhe ka nako e le nngwe, re a go nna ba bantsi thata ka gore dikolo di dintsi. Nna ke bona ka matitšhere. A ke re matitšhere o kereya a tseiwa ka di-group, group. Di-group tse ke tsona tse di tla thusang
- Mothusi Gantsi ga go iwa ko di training, o kereya go ntse go twe chairperson. Chairperson ga a tla, o nna ka information. Ga a kgone go e fa batho. Jaanong, ga re tseiwa ka group, beke go tseiwa e, ele go tsewe bale.
- Matale Ene gape, ka tshwanno kana ga re setse re latela molao wa SGB, ga ke le chairperson ga ke ile training ko kae, like jaanong jaana, e tshwanetse gore ke fete ke batle letsatsi la gore ke tlo bitsa batho ke ba bolelle gore ka dikana ke ne ke le kwana gotwe-gotwe. Like gona jaaka re tla be re tsamaya ka di-group tseo, ba ba tswang koo le bona ba tle ba fete ba address selo sena gore nna ne re rutiwa jaana le jaana gore ba botlhe re feletse re na le one information.
- Eva Ke lemogile gape le gore a re re maybe jaaka gotwe training e be e nna go twe wena chairperson tsamaya, ka gongwe le tsamaya le le babedi. Maloko a mangwe a, ga ba sa tlole ba kgathala. Ke gore le ga ba bidiwa kwa sekolong ba re. hai, o ene chairperson, le o a tlholang a tsamaile le ene oo. O ka re bone ga ba botlhokwa. Ba tla ipona le bona gore ba na le mosola.
- Kgomotso Ene e monate ka gore ga re tsamaya re le bararo, re le ba sekolo se le sengwe, o kereya e le gore re a thusana a kere. Se ke sa se utlwang pila ole o se tshwere. Re kgona go tsena mo selong se le sengwe. O kereya tse dingwe ke di utlwile, ke di fositse ga ke tsena kwa mara ga ke na le yo o nthusang.

Matale Ga gona gore ee foo, ne go tiwana. Se o se buang di nna di ntse di le right mme di le wrong.

4.2.2 SGB educator members

4.2.2.1 What is the role of the SGB's in schools?

Dikeledi The role of the SGB's in schools is to promote the best interest of the school and strive to ensure its development through the provision of quality education for all learners at the school and also to adopt the constitution of the school and to develop the mission statement.

Rebecca They can also make sure that the school runs smoothly, raise funds for the school, take care of the school building and assist educators to maintain discipline of the learners. The safety of the school is very important, learners and the school facilities is very important and is in the hands of the SGB and the code of conduct for learners

Amanda To market the school.

Kgomotso Drawing of the budget.

4.2.2.2 Do you need to have a say in the training of the SGB members and why?

Maki Yes. I think SGB must develop recognition for the work they are doing.

Follow up question: What exactly do you mean by that?

Maki You have to recognize them by doing something better. Taking them somewhere as a school or as even Department. Recognition is very

important. Take them somewhere for workshops, for refreshments or give them something.

Marks The other thing is also to differentiate between the governance and the professional duties if we have a say. Re tle re kgone go bontshana gore their responsibility e fitlha fa and then just like that.

Follow up question: With your experience are you saying ka gongwe re a clash at time?

Marks Ja, somewhere maybe jaaka mme a tlhalositse the SGB member might not be aware of o tshwanetse a etseng. A tla be a setse a batla le di-classwork. We need to make those things clear.

Kgomotso Ke ne ke re ka re they need to be appreciated ga ba iditse something very good like fundraising. So ba rotloediwe so that if you call them again, they must come.

Rebecca Nka adda on top of that? Gore re ba encourage, government ga e ka ba latlhella something-nyana. Le ga e ka nna quarterly or le ga e ka nna maybe once per semester. Incentive. Gore ba tiye mooko.

Follow up question: A ga baye go lwela di-positions tsa bo-SGB?

Rebecca Ba nne active. Ba se ke ba gana go tlhophiwa.

Dikeledi One other thing ke gore if go na le continued training, governing bodies ba tlo promoter their effective performance ya di-functions tsa bona. Ke gore ba itse gore bona ba tshwanetse ke go dira eng. Ko bofelelong, if there are additional functions ba kgone go di assume le tsona.

Follow up question: Continued training o raya gore go se ka ga treiniwa go be go stopiwa for a long time or what exactly?

Dikeledi A ke re after training go se ka ga nniwa nako e telle go sa diriwe follow up ya gore a se re se buileng a batho ba se diragatsa.

4.2.2.3 How does the training affect you?

Rebecca I can say, ga di conductiwa during working hours, o fitlhela e le gore re a bidiwa gore re tle le bone and o fitlhela di delay our work. Ke gore di delay tiro ya rona ko sekolong. Ka nako e nngwe di take a week. O le titšhere o kgaogana le bana period e telle. Nna ke ne e conductwe atleast e nne towards the school out mo e leng gore bana ga ba ba tle titshere.

Marks I think, on the positive note the other side gape, yes I agree le mme gore di re jela nako, but on the other side they also develop you as an individual, as a teacher, because at some stage you might be a principal of the school and be a permanent member of the SGB. So, you have to be acquainted with each and everything e e leng gore mo SGB e etsagala jang. So that o itse gore what is what. Ke nagana gore on the positive note, e re affect ka tsela e e jalo. And other thing, we are parents on the other side. If you have to be an SGB member, ko sekolong sa ngwana wa gago, you know what is expected of you.

Maki Ke le an educator ke nna a mediator sometimes because ke a thusa, ke tshwanetse ke serve, ke kgotsofatse the principal professionally and then le parent on the other side.

Rebecca Mo go ya training, gone go na le training e 'kileng ya tsaya the whole month. And then the SGB was complaining about because they are staying very far and they were complaining about transport and we end up re le sekolo re ba fa gore ba kgone go tla training. Re ba fa re ntsha tšhelete mo sekolong. So, long training le yona re feleletsa re ntsha di-funds out of the school.

4.2.2.4 Name any significant contribution made by the SGB parent members after undergoing training, for an example, budgeting and policy development.

Dikeledi Sometimes the SGB members encourage parents, learners, educators and other staff at the school to render voluntary services.

Marks Ja, mo issue ya budgeting, I think in most cases after their training, o kgona go bona le budget ya bona gore e na le some aims. For an example, di-fundraising tsa bona ba di-turget-ile pila. It shows a sign of development on that point. And even the policies, ga o ka labella di-SGB, before the training and after the training, you will notice the difference. After the training, they know what to do. And se e leng gore se guidiwa ke policy motho ga a dire dilo maybe ka maikutlo a gagwe or ka dikeletso tsa gagwe. O guidiwa ke policy. So, go nna le some changes even if e nna a slight change but go nna le a change.

Amanda Gape, you find that there is a difference. O kereya SGB members ba sa kgone go differentiated between governance and professional duties. Now, after training, o kereya go na le difference. Ba kgona go itse gore you only do this and not that. Therefore, training is vital for SGB members.

Maki And gape gantsi ga ba tswa di-training tse ba tlhaga ba itse gore ba na le contribution mo di-meeting tsa sekolo. A ke re pele ba ne ba tla fela ba tlo utlwella boprinsipala. Ba na le a say and le attendance ya di-meeting e ya change. Ga ba bitswa they attend. E ya improve.

Follow up question: General discipline ya bana, how do they assist as a form of contribution?

Kgomotso Nka nne ka re their discipline mo baneng gantsi o kereya usually go na le di-events ko sekolong, usually re tsenya SGB, so, ke mo teng o kereya ba bua le bana strongly ka disciplina le gore ba itshware jang. So, usually go bua SGB. Gantsi o fitlhela ba buisa code of conduct for learners e e dirilweng ke SGB. Ba e buisetsa bana.

Marks And then one other thing le ona, it strongly depending mo go reng how the school involve the parents members. Maybe the policy says mo bekeng di-parent members ba ne ba etsa turn, just once or twice. E etsa gore ba nne quite involved mo discipline ya bana mo sekolong. That is where le bana ba itse gore ole kana ga a le teng, o tletse lebaka lefe. Ke part ya disciplinary committee. Ke tsaya gore le dikolo di tshwanetse di ba involve thata in that issue.

Rebecca And then mo tabeng eo ya discipline, ke gore sometimes re na le problem ka ngwana, so ga ba tswa diworkshopong ba kgona gore, a ke re batsadi pele ga o ba bitsa ga ngwana a na le phoso ga ba tle. So ba kgona go bontsha batsadi bomosola ba gore ba tle mo dikolong ba tle go attend issue tsa bana.

Follow up question: In terms of policy development, what would you say about that? A ke re policy e tshwanetse e aligniwe to all the educational laws tse di leng teng?

Marks Ja, yone go na le development mo go yone mo the attitude ya the SGB on that point because ga ba tsena truly speaking ba tlhophiwa ba sa itse sepe gore what is what. But after being engaged mo dilonyaneng tse dingwe ba kgona go itse gore according to di-Act tsa rona tsa mo sekolong, go berekiwa jang and the likes and le bona ga ba develop their own policy, they will develop it e le related to other policies. So, in a way go nna le some development mo yone. So, ka mokgwa o ke bonang ka teng, diworkshop di a ba thusa gore ba nne le that knowledge ya di- policies.

Maki A ke re pele chairperson le treasurer ba ne ba saena dicheke. Ga ba tlhaga workshopong ba kgona gore ba re why ke tshwanatse ke saene ga re a e discuss and according to policy, kana jaana le jaana. They are able to question certain things.

Marks That is why now adays o sa kereya gotwe principal o jele tšhelete because SGB is monitoring that.

Amanda They refuse to sign blank cheques.

Follow up question: Are you saying ba budgeta sentle gone?

Kgomotso With the help of the principal and educators.

4.2.2.5 What do you think about the training they get? Is it sufficient to can develop your school?

Kgomotso I think it is insufficient. Go need extra. Ke gore e se ka ya nna gore ba workshopiwa maybe twice. Ke gore quarterly ba bidiwe.

Follow up question: What exactly do you mean? Is it nako e ba e nnang is too short or the frequency of it?

Kgomotso E seng nako e ba e nnang. Ke gore o fitlhela e le gore batsadi ba bangwe ba tshwara so gone jaanong next time ba a lebala. Ke gore ga le ntse le ba bitsa le a ba develop.

Follow up question: Ga di-parent di le six, o kereya ba sa tsewe ba botlhe ka gongwe go ya two, what's your opinion about that?

Marks Ja, eo ke ne ke re ke e lebeletse le nna ke re it is not sufficient, is not enough at all. Nna I would prefer gore training e nne sort of specialized training. A ke re mo SGB we have subcommittees, for an example, financial committee and other subcommittees. So, if the workshops they can be operated ka tsele e ya gore ke workshop ya finance, ke workshop ya this, so, in that way, ke tsaya gore SGB ya rona can take our school somewhere because ba tla bo ba ya diworkshopong tsa area of specialization ya bone go ya ka mokgwa o ba tla bong ba le mo dikomiting ka gone. Diworkshop tsa bona in most cases jaaka mme a buile, ga di dintsi and then di broad. O ya fela workshopong fela for SGB then o be o expectiwa gore ga o tsena, o workshope other members ba ba neng ba sa ya, and then ga e kgone go fitlhella the aims.

Dikeledi Ke gore jaaka Bra Marks a e bua, go raya gore the end of the day, each and everybody yo o electilweng mo SGB o tshwanetse a nne involved in attending workshops. Ke gore a tlhaloganye sengwe le sengwe.

Amanda To add on that because gone jaanong go tlile, you said one SGB member and then a ka kgona go utlwella, but gore a kgone go fa ba

bangwe feedback, a sa kgone go nna thata. So maybe ge re ka kgona gore, a ke re jaaka ga ba le six le kereye a big accommodation e e ka ba tsayang ba botlhe, because they are unable to give feedback to others.

4.2.2.6 What are your recommendations?

Rebecca Ga ba workshopiwa go diriswe a simple language. Batsadi ba bangwe ba ka se understand English. Jaanong ga go yusiwa their language ba nna able gore ba understand. And then go nne le di-practical demonstrations or case studies. Material o nne montsi. Jaaka ga a o tshotse a kgone go raya ngwana a re mpalle fa o ntlhalosetse. A ke re jaanong you gain information.

Kgomotso Batho ba ba tona ba tshwana le bana ba na le (tape unclear).

Amanda Waitse e nna formal thata. Motho o o ko gae go batla o ntse o mo etsa jaaka ngwana. Ga ke itse gore a o a ntlhaloganya? Ga ba bitswa ko sekolong ba a tshoga ba re ba yo bolellwa ka ditšhelete. E nne e kete le arousa interest mo go bona.

Maki Like, a ke re, jaaka mam a bua a re go nne le di-demonstrations. Ba fiwe case study. Nako nngwe (tape unclear) so, ga o se na go bona gore ba utlweletse, ga e kete o bona gore ba a lapa, go bo go tla case study-nyana, demonstration-nyana. E be e tla re ga ba boela fana, e be e setse e le two O' clock ntse ba le fana ba sa e bone.

Amanda Ba nna le interest thata mo case study ka gore ba rata dikgang tsa batho ba bangwe.

What do you think about the chunk of material they receive?

Dikeledi Ba fiwe little bit at a time. Nako e nngwe le ba bontsa something different. Ke gore ba a kगतlega.

Follow up question: This thing ya gore batsadi o kereya ba tlhakane le bana le barutabana mo locality e iwane, and then ba rutiwa, what do you think about that?

Maki Ga ba nne comfortable le bana.

Marks Di-level ke tse tharo. Go na le clash ya di-level ka gore ga go buiwa agument o fitlhele o mongwe o at this level. Nna I would advise re tseiwe ka di-category.

Follow up question: Do you think at a certain stage you also need to me together for consolidation ka gore le tle be le serve SGB e iwane morago ga foo?

Marks Ja, gone go a tlhokega at a certain stage but in most cases go batla e nna ka di-categories. But gone at a certain stage re tshwanetse re kopane. Ntho e nngwe ke gore workshop e tla late. Late in relation to after di-elections. Ba nna ba ntse ba tla di-meeting tsa sekolo.

Follow up question: I must also check with you gore a di principal di a ba thusa because diprinsipala di na le responsibility le bona ya go thusa.

Maki Ga ke itse gore ka nako efe because ga ba biditswe e be e le ga go tliwa meetng. Ba tlhophilwe, ba ntse ba tla di-meeting ba tlo theogela ke gore fela. Ka tlwaelo fela.

- Marks O ka re gone thuso from the side ya diprincipal ga e kalo. But we can not blame diprincipal go bua nnete as re lebeletse. Gone jaaong ga o le principal o ya ko godimo le ko tlase. The responsibility di dintsi. So, gone ga ba kereye enough from the principal.
- Dikeledi One other proposal ke gore after training, SGB members should be presented with certificates as trained members.
- Maki E nngwe re e mentionile ko morago, but if possible they should also be given incentives. Mare go lebogiwa. So that they should be motivated. Re a go leboga re a go bona.
- Rebecca Go thata. Ga ba bereke. Batho ba rona ga ba bereke and then re a ba bitsa, re a ba, ba re ela kwa le kwa. Re expecta gore ba be ba ntse pila. Ba lebega. Though gona ba be ba ntse pila. But 'tsatsi leo o ntsha ga tshwene le ga a ne a se na gone. That is why re re ga ba ka fiwa sengwenyana.
- Marks Maikemisetso a gore in future is it not possible gore ga re labella some villages, ke bona go le difficult gore sekolo sengwe le sengwe se nne le SGB ya sone. Is it not may possible gore go ka nna le an SGB maybe e serve the two schools or three schools tsa the same community? Because ke tsaya gore the aims, the challenges tsa di-community, tsa dikolo, e ka re they are the same. Based mo go reng di-schools di based mo one community. Even the aims just like that. So that go nne le a linkage, for an example, Mphoto e (tape unclear) as a high school. Primary is there. At some stage ga o lebella, o fitlhela e le gore one member wa parent, a ka iphitlhela a le mo go tsona tse tsothe tse a serve.

Kgomotso Ke coment ya ka like bo-mam ba re SGB e ka fiwa something- nyana to encourage them. Nna ke ne ke re ke ba raya ke re, like ko rona a ke re say ba reitse di-funds, if go na le something-nyana se se bonalang, re a tle re ba latlhelle mo go se ba se dirileng, gore they must know gore if there is nothing se ba se editseng, unfortunately. But if ba berekile enough, ba reitse di-funds enough, re a ba latlhella. Like ga go na le bo-matric dance, bana ba bukile koo ba ile go robala koo, re tsaya maybe two of them. Re tsamaya le bone without paying anything. Re ba bukela ke gore re nna le bone. Re ba tšhentšhana jalo. That is why maybe they are active ko sekolong ga o ba bitsa. Re ba latlhelle sengwenyana.

Maki And one other thing, ke gore di-follow up tsa after training di diriwe mo dikolong but e se ka ya nna gore go lebeletse principal fela or some members tsa SGB ba ba neng ba attendile bone ba dire di-follow up. Ke gore the officials ba 'neng ba tsentse meeting, e nne gore one day ba a rothela ko sekolong go tlo bona gore there is a progress on the part of governance.

Dikeledi Nna ke ne ke suggest gore go le gantsi bana bana ba rona, like ga ba tswa di-workshopong, a kere ba tshwanetse ba fe bana feedback, ke gore o fitlhela ba fa feedback e kete sekete gatwe se se ka sa dirwa. Ke gore ba bolelwe gore dilo tse dingwe gatwe di se ka tsa dirwa but go na le possibility ya gore di ka dirwa ka ntlha ya (tape unclear) ga ba fa feedback. Ke gore ba re gatwe go nna jaana. Titšhere a monithare gore o ya go reng. O tshwanetse o ba reye jaana le jaana. Bone exactly ba tšhentšha information. And at the end be ba re they want to be free re se ka ra tsena ka foo. Go raya gore ba bua something se se sa yeng ka tsela.

Rebecca Nna ke ntse ke stresa e ya gore di-parents tsa SGB, a ke re le rona re mo go yone, ba lebogeng. Ba bontsheng gore le a ba dirisa. Le tshwanetse gore le ba bontsheng gore ba mosola mo go community.



APPENDIX B

INTERVIEW CASSETTES

Appendix B contains recorded audiocassettes kept at the University of Johannesburg (UJ). The contact address is as follows:

Dr PJ du Plessis and Mr TS Hlongwane
University of Johannesburg
P O Box 524
AUCKLANDPARK
2006



APPENDIX C

ELECTRONIC VERSION OF THE RESEARCH PROJECT

Appendix C contains an electronic version of the research project. It is available in a CD kept at the University of Johannesburg (UJ). The contact address is the following:

Dr PJ du Plessis and Mr TS Hlongwane
University of Johannesburg
P O Box 524
AUCKLANDPARK
2006

