



I Can 4 IR

ECD 1-Year Curriculum & Training Plan



Phase 1

Awareness session

Main Activities:

- Conduct readiness assessments
- Perform risk analysis
- Complete group impact analysis
- Anticipate areas of resistance
- Design special tactics
- Develop overall strategy
- Architect team structure
- Prepare your team
- Assess sponsorship



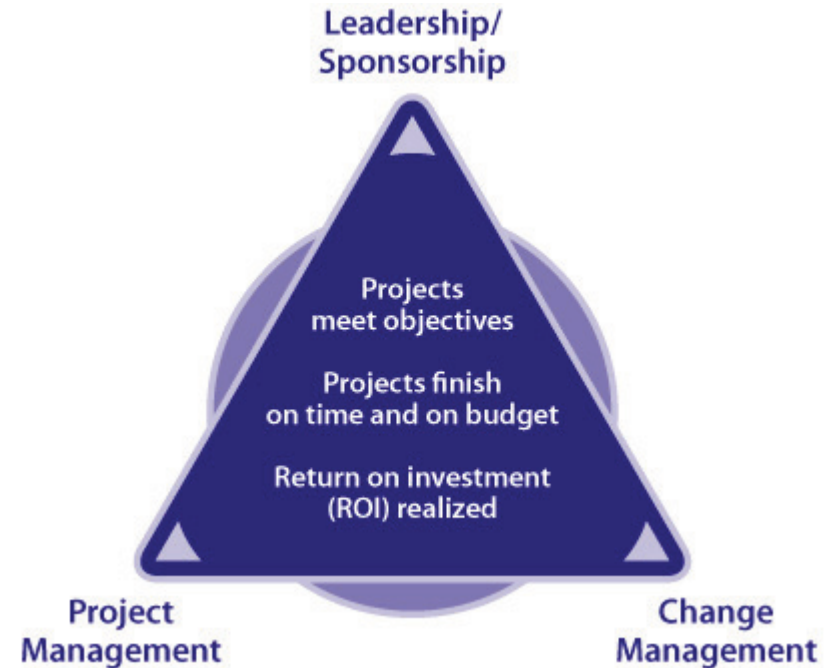
Implementation

We will put in place the processes, tools and techniques to manage the people side of change to achieve the required business results.



The I Can Team

- **Leadership / Sponsorship** provides guidance and governance
- **Project Management** gives structure to the technical side of the change
- **Change Management** supports the people side of the change



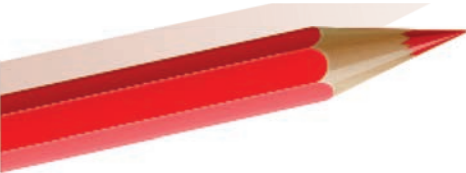
All three elements must be present for project success

States of Phase 1



Current State

How things are done today




Transition State

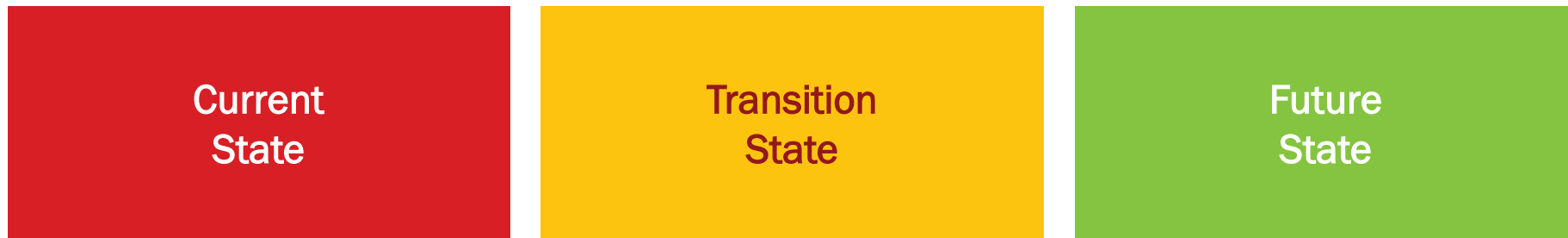
How to move from current to future

Future State

How things will be done tomorrow



The Three States of the process



Ad Hoc Processes → Documented and Managed Processes

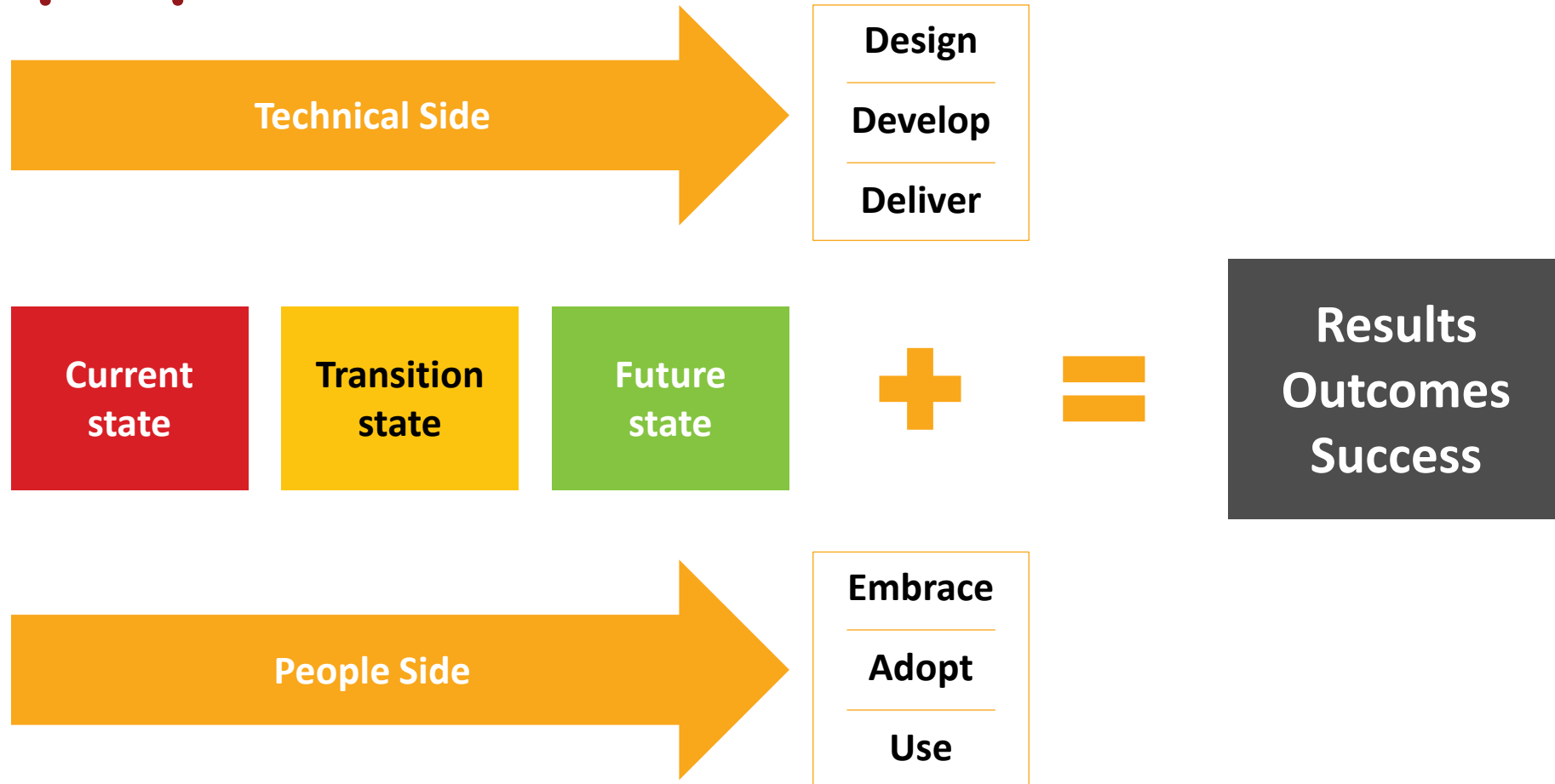
Old Operating Model → New Operating Model

Generalists in the Call Center → Specialists in the Call Center

No Web Interface for Suppliers → Supplier Website Integrated into Supply Chain

Two Different Companies → Merged Organization

Successful process requires both the technical and people sides



Phase 2

Train the Trainer

- **Option 1**
5 day training workshop for school principal and a school champion. 9am to 4pm each day.
- **Option 2**
5 day training workshop for school principal and all teachers. 9am to 4pm each day.

Training Modules

- ECD ATB/CAPS Curriculum
- Assessments
- Daily and Weekly Planning
- Numeracy
- Literacy
- Fine Motor Development
- Gross Motor Development
- Life Skills
- Art Activities
- Morning Ring
- Music and Drama Ring
- ECD Learning Outcomes
- Inclusion

Phase 3

Curriculum Implementation

Each ECD Centre will be provided with curriculum for age 1-6 years.

This consists of:

- Teacher manuals and lesson plans divided into terms 1-4 for 40 weeks of the school calendar
- Teacher Guide
- Grade R Workbooks
- Portfolio files with screening tools, assessments, tracking sheets and reports
- Online Curriculum – data free download
- Resource kits with educational games, puzzles, outdoor play equipment, paint, crayons



Phase 4

In Class Mentorship

For the first year, every school will be allocated a mentor that will visit the school once a week.

The mentor will

- Train teachers in the ECD Curriculum
- Up-Skill teachers in the CAPS learning outcomes
- Assist with children learning assessments
- Assist teachers to screen children using the ATB screening tools
- Where children are red-flagged, the mentor will equip the teachers with skills in working with these learners. To alert social services where required
- Help implement techniques to foster inclusion

Phase 5

Assessment Centre

The ATB Online Assessment Centre will monitor the learners from Age 1 to Age 6 (Grade R). The assessment centre also monitors teacher progression throughout the year.

The assessment centre will host the following assessments:

- Term 1 to Term 4 tracking sheets and reports – assessing the CAPS learning outcomes (Cognitive and Perceptual Skills, Numeracy, Literacy, Art, Fine Motor Skills, Gross Motor Skills, Knowledge and Skills, Social and Emotional Skills)
- Screening Tools (designed by a team of therapists to red-flag learners with learning difficulties in hearing, speech development, cognitive, fine motor and gross motor development)
- Monitoring teacher progression, development and up-skill



A Foundation
for the Future

No child should be left
behind