

# Raphael Ngarachu

**HOMETOWN** Johannesburg

**UNIVERSITY** University of the Witwatersrand

**FUNDING** Parents

## In 10 years' time ...

*'I see myself establishing my own business. With the work experience I would have gained, I believe it would be a good time to start thinking critically about the change that I would like to bring through my own ideas and solutions for some of the problems that Africa faces.'*



## Essay synopsis

Raphael's paper aims to assess the quality issue of South Africa's education system. He puts forth that this includes improper teacher deployment, underqualified teachers and poor teacher performance. The root of the issue, he suggests, lies in the rapid expansion of the system to increase access, with little investment into growing the training and management capacity of educators. To develop capacity within the teaching force, he recommends changing the teacher pay structure to attract and retain good teachers. Furthermore, he suggests government should create an incentivised programme with objective performance measures to help develop teacher content knowledge and pedagogical skills. He also demands greater resistance to union pressure so that quality outcomes may be achieved and focused on.

He calls for policies that will improve management and instructional leadership, which is a set of systems that propel teaching and learning in the school.

Policies, he states, should focus on finding new and improved ways of attracting, training and supporting better school management. Furthermore, Raphael finds that decentralising the administration has had an unintended effect, which is that all school structures have stopped acting in a coordinated manner. In a mission to build a stronger accountability and support culture, he calls for effort to be directed towards sharpening accountability through better information to parents and education authorities. This kind of information, he argues, will empower parents and allow for the betterment of the overall quality of education, because it is parents who will hold the schools most accountable.

## More about Raphael

### Favourite subjects:

Mathematics, History, Economics, Finance

### Interests:

Sports, health and fitness, music, the arts, global economics, philosophy, motorsport-related engineering, travel

### Inspired by:

The great leaders of our time and their ability to work under pressure, those who risk everything to support these leaders

### Main achievements:

- Third place in academics for Matric, with four distinctions (2014)
- Undergraduate scholarship
- Being an Allan Gray Orbis Foundation semi-finalist
- Dean's List (2014)
- Receiving an undergraduate university merit award
- Finalist: Nedbank Budget Speech Competition