

# ANNUAL STATE OF PEPPS ADDRESS

22 February 2023



# POST PANDEMIC RAMIFICATIONS

- Mortality rates – mourning and homes left vulnerable (needs and protection)
- Unemployment – financial implications and applicants Independent Schools
- Educational sector anxiety
- Educational foundations compromised
- “Back to normal” but cannot underestimate the impact of ongoing implications
- Must be cognoscente and continue to proceed with caution



# POST PANDEMIC RAMIFICATIONS

"For I know the plans  
I have for you,"  
declares the Lord,  
"plans to *prosper* you  
and not to harm you,  
plans to give you  
*hope* and a *future*."

-Jeremiah 29:11



BibleVerseImages.com





All we need, all we need is hope  
And for that we have each other

Rise like the day  
I'll rise up  
In spite of the ache  
I will rise a thousand times again  
And we'll rise up  
High like the waves  
We'll rise up  
In spite of the ache  
We'll rise up  
And we'll do it a thousand times again

You're broken down and tired  
Of living life on a merry go round  
And you can't find the fighter  
But I see it in you so we gonna walk it  
out  
And move mountains

And I'll rise up  
I'll rise like the day  
I'll rise up  
I'll rise unafraid  
I'll rise up  
And I'll do it a thousand times again



# 2023 THEME – RISE UP

# RISE UP

TAKE COURAGE



# AND DO IT


EZRA 10:4

"For I know the plans  
I have for you,"  
declares the Lord,  
"plans to *prosper* you  
and not to harm you,  
plans to give you  
*hope* and a *future*."

-Jeremiah 29:11

BibleVerseImages.com



A close-up portrait of Maya Angelou, an elderly woman with short, curly grey hair, wearing a blue lace top and a large, multi-strand necklace of pink and white shells. She is looking slightly to the right with a thoughtful expression.

"I believe that the most important single thing, beyond discipline and creativity is daring to dare."

~ Maya Angelou



# 2023 THEME – RISE UP



A call to  
**FAITH,  
COURAGE,  
CHOICE &  
ACTION**



# A PEPPS EDUCATION

reflections on 2022







**PEPPS**  
SCHOOLS  
Polokwane

# Congratulations PEPPS Class of 2022!



**100% Pass Rate!**

PEPPS is proud of our wonderful 2022 Matric results. We have a deep sense of gratitude for the hard work of our staff and pupils resulting in a 100% pass rate. Congratulations to all.

**94% Bachelor Degree pass rate.  
1,6 Distinctions per candidate.**

## Top Achievers



**Maarij  
Alam**

Top 1% for Mathematics

**8 Distinctions:**

- English HL
- Afrikaans FAL
- History
- Life Orientation
- Mathematics
- I.T.
- Physical Sciences
- Further Studies



**Amani  
Mohammed**

**6 Distinctions:**

- English HL
- Business Studies
- Life Sciences
- Life Orientation
- Mathematics
- Physical Sciences



**Tebogo  
Teffo**

**6 Distinctions:**

- English HL
- Afrikaans FAL
- Business Studies
- Life Orientation
- Mathematics
- I.T.



**Nyakallo  
Mafeo**

Top 1% for Business Studies

**6 Distinctions:**

- English HL
- Business Studies
- Accounting
- Mathematics
- Physical Sciences
- Further Studies



**Ashwari  
Devchander**

**5 Distinctions:**

- English HL
- Business Studies
- Life Orientation
- Mathematics
- Life Sciences



**Trent  
Bannell**

**5 Distinctions:**

- History
- Life Sciences
- Life Orientation
- Mathematics
- Physical Sciences



**Alexander  
Mckay**

**5 Distinctions:**

- Geography
- Life Orientation
- Life Sciences
- Mathematics
- Physical Sciences



**Phindulo  
Mainganye**

Top 1% for Maths Literacy

**5 Distinctions:**

- English HL
- Business Studies
- Life Orientation
- Maths Literacy
- Life Sciences

**Pupils that received 4 Distinctions::**

- Mary Ramabulana
- Karabo Rabothata
- Tshogofatso Pula
- Thato Motlanthe
- Tseke Masemola

We congratulate the 44 additional pupils who obtained 1-3 distinctions.

We are proud of the 126 Bs, 126 Cs and every pupil who improved their results in the final exams.  
Success is achieved through endeavour.



# 2022 MATRIC RESULTS

PASS	PEPPS	IEB	Top IEB Schools in SA
Rate	100%	98.4%	St Alban's College 8 <sup>th</sup> best results (IEB Boys schools)  97% BD Pass 1.6 A/candidate 11% candidates got 6+As
Bachelor	94,2%	89.3%	
Diploma	5.8%	7.52%	
Higher Certificate	0	1.57%	
A/candidate	1.6		
% candidates 5+ As	12%		

**South Africa 80.1%**  
**Limpopo 72,1%**  
**Bachelor 38.5%**  
**Diploma: 26.7%**  
**Higher Certificate: 14.9%**



# 2022 MATRIC RESULTS

	2022		2021		2020	
	IEB	PEPPS	IEB	PEPPS	IEB	PEPPS
<b>Candidates</b>	12381	<b>69</b>	12650	<b>55</b>	11792	<b>58</b>
<b>Pass Rate</b>	98.42	<b>100</b>	98.39	<b>100</b>	98.07	<b>100</b>
<b>Bachelor Degree</b>	89.32	<b>94.20</b>	89.2	<b>83.64</b>	88.42	<b>84.48</b>
<b>Diploma Pass</b>	7.52	<b>5.80</b>	7.82	<b>14.55</b>	8.14	<b>13.79</b>
<b>Higher Certificate</b>	1.57	<b>0</b>	1.37	<b>1.82</b>	1.51	<b>1.72</b>
<b>Average</b>		<b>68%</b>		<b>64%</b>		



# 2022 MATRIC RESULTS

- Higher than the IEB average in 7/14 subjects
- Subjects: Mathematics, Mathematical Literacy, Business Studies, CAT, EGD, IT and Sepedi (only A's and B's)
- **First group to matriculate that had Creating Tomorrow as a Foundation in Gr 8**
- **Group hardest hit by Covid-19 hitting their Grade 10-11 year.**
- Average: 68%
- Percentage of pupils over 60%: 85.5%
- No one got below 50% average
- Number of pupils with over 80% average: 16%
- Number of pupils with 70-80% average: 23.2%



# 2022 IBT RESULTS

- ▶ **Mathematics and Reasoning**

- ▶ **Competing with top IEB schools in the country and rest of world – slightly under average (IEB)**

- ▶ **Mathematics**

**Grade 3 – 3 Distinctions and 1 x Honours (Mathematics)**

**Grade 6 – 2 Distinctions**

**Grade 9 – 1 Distinction and 1 High Distinction**

- ▶ **Reasoning**

**Grade 3 – 2 High Distinctions**

**Grade 6 – 2 High Distinctions**



# PMR AFRICA AWARD



9<sup>th</sup> year



# A PEPPS EDUCATION

defined



# PEPPS VISION & MISSION

**Vision:**

*Creating Tomorrow's Leaders*

**Mission:**

PEPPS develops independent, critical and creative thinkers through progressive, holistic education.





# PEPPS EDUCATION



‘Of course, our real goal is to lower youth unemployment, which is now over 60%,’ says Margaret Worthington-Smith, Executive Programme Director. ‘After 13 years of schooling, learners should be prepared for life after school and not a life of unemployment. Unfortunately this is not happening at the moment.’

CSRNewsSA, 21 Sep 2021



# PEPPS EDUCATION



## Think Critically

Problem solving  
High order thinking skills  
Interdisciplinary approach  
Real world problems  
Project based learning



## Communicate Clearly

Effective communication  
Self and peer review  
Information fluency  
Media fluency  
Digital fluency



## Work Collaboratively

Team building  
Effective communication  
Self and peer assessment  
Collaborative mediums  
Suitable technologies



## Embrace Culture

Context of information  
Exchange respect  
Collaboration  
Build community  
Real world problems



## Develop Creativity

Imagine  
Incorporate design  
Intergrate function  
Interdisciplinary approach



## Utilise Connectivity

Interdisciplinary approach  
Encourage collaboration  
Enable technology  
Information fluency  
Encourage reflection











# Creating Tomorrow



# PEPPS EDUCATION

## Philosophy & Axiology



<b>Planning</b> 	<b>Organization</b> 	<b>Self-Control</b> 
<b>Task Initiation</b> 	<b>Executive Functioning Skills</b> <small>www.thepathway2success.com</small>	
<b>Time Management</b> 	<b>Metacognition</b> 	<b>Working Memory</b> 
<b>Attention</b> 	<b>Flexibility</b> 	<b>Perseverance</b> 



# PEPPS A COLLABORATIVE EFFORT

## B Health

### Causes Of Sedentary Lifestyle



Minimizes heart diseases



Lack of sports or leisure facilities



Unhealthy lifestyle choices



Binge-watching habits



Occupation demanding long hours of sitting



Environmental factors



Neighborhoods that don't allow you to walk freely



- ▶ **SEDENTARY LIFESTYLES**
- ▶ **TECHNOLOGY**
- ▶ **NUTRITION**
- ▶ **ABSENSE OF PARENTS/CAREGIVERS**
  
- ▶ **CHILDREN LACK**
  - ▶ **GROSS MOTOR SKILLS**
  - ▶ **STICK-TO-IT-IVENESS**



# PEPPS A COLLABORATIVE EFFORT



Your child needs your:

- Pre-frontal cortex
- Undivided attention, care and acceptance
- Standards and accountability
- Physical care



# PEPPS A COLLABORATIVE EFFORT

## COMMUNICATION

- Email (access)
- Google Classroom
- ADAM

“At the end of the day, the most overwhelming key to a child's success is the positive involvement of parents.”  
- Jane D. Hull



# PEPPS A COLLABORATIVE EFFORT

Tech Support – [tech@pepps.co.za](mailto:tech@pepps.co.za)

Wellness Support – [masotem@pepps.co.za](mailto:masotem@pepps.co.za) [afonsom@pepps.co.za](mailto:afonsom@pepps.co.za)



External Service Providers - Uniform,  
Tuck Shop, Aftercare

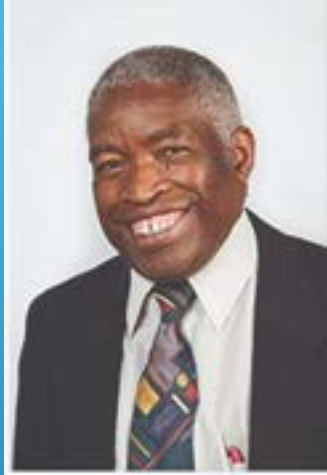


# PEPPS GOVERNANCE





# THE PEPPS BOARD OF TRUSTEES



**Dr Arthur Ledwaba**  
Chairman since 1996



**Mrs C Melville**



**Mr G Mphahlele**



**Mr L Shika**



**Mr P Hamese**



# THE PEPPS TRUST MANAGEMENT



Amanda Korff –  
Executive Head

Lea-Anne Cole -  
Business  
Manager

Martin Afonso -  
FECHS manager

Tshepho Motene  
- HR

Zayd Jardien -  
IT

Sue Altenroxel



Nelia  
de Beer

Neandri  
Greyvenstein

Sharon  
King

Anthony  
van Zyl

Melissa  
Venter

Mokgadi  
Rabalao



# PEPPS STAFFING

New staff through 2022 -

Internal Promotions in 2022 - 6

External Promotions – 1

Employment equity –  
Ethnic & gender diversity,  
merit based, qualified or  
studying, SACE registered



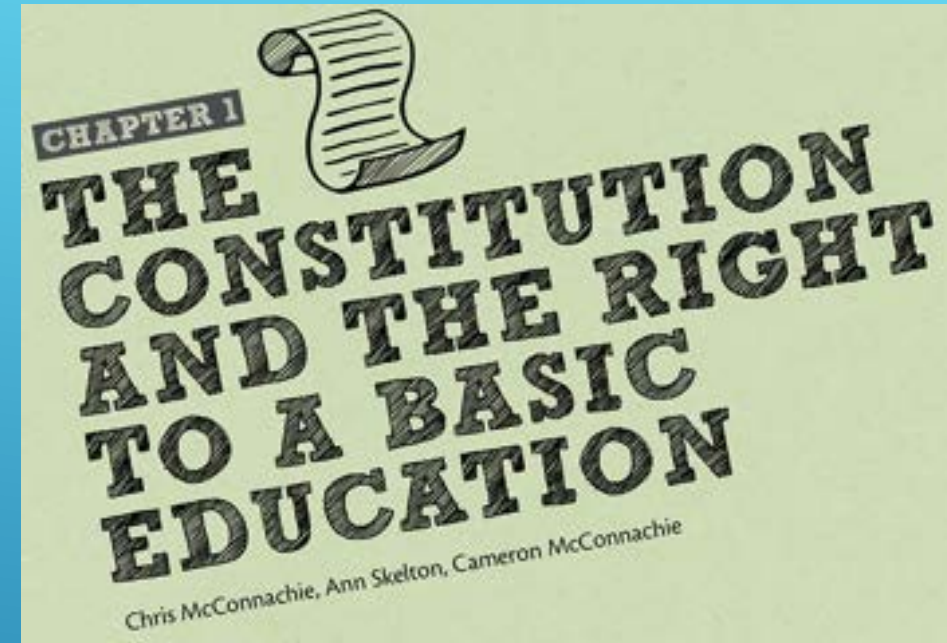
# THE PEPPS FINANCES

Fees – increase of average –  
10.3%

Salaries versus operational  
costs – 75% : 25%

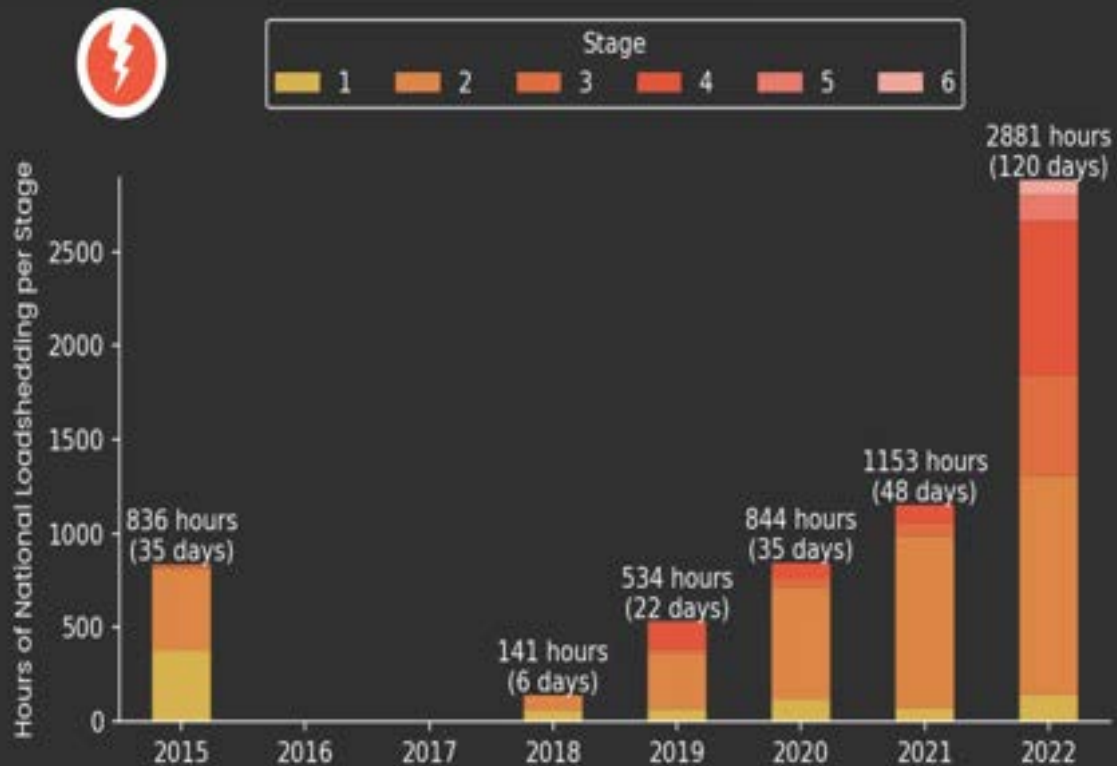
Debtors – Thanks to honourable parents –  
only 1% outstanding fees

DZB and responsible custodians



# THREATS TO PEPPS

## LOAD SHEDDING



## Most Common Types of Bullying at School



Source: Do Something

## SCOURGE OF BULLYING



# OPPORTUNITIES



## PLATFORM for PARENTAL VOICE: PARENT FORUM MEETINGS



**OISESA**  
Office of Independent  
Schools Evaluations  
Southern Africa

**Board Survey**  
**Staff Survey**  
**Parent Survey**  
**Pupil Survey**

The OISESA logo graphic consists of a dark blue circle containing several overlapping, stylized leaf or petal shapes in shades of green and cyan. To the right of this graphic, the text "OISESA" is written in a large, white, sans-serif font. Below it, the full name "Office of Independent Schools Evaluations Southern Africa" is written in a smaller, white, sans-serif font. To the right of the name, a list of survey types is displayed in a bold, orange, sans-serif font: "Board Survey", "Staff Survey", "Parent Survey", and "Pupil Survey".

# THANK YOU

