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Mr A. Krupenia  
Herzlia Weizmann Primary School  
40 Kloof Road  
Sea Point  
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11 September 2017

Dear Mr Krupenia

**IQAA EVALUATION OF Herzlia Weizmann Primary School 2017**

“I am most impressed by the transparency of the school management towards everything to do with this quality assurance process. There is a very welcome culture of self-assessment and reflection and a real willingness to make the school the best that it can be.” - Mentor

I have read all the relevant documents and reports pertaining to the evaluation of Herzlia Weizmann Primary School and, like your mentor, was very impressed by the attitude of the entire school community towards the evaluation. It is not entirely surprising that your community showed such a positive attitude as you have much of which to be proud. Not only have you managed to address the multitude of significant issues you set out to address after your last evaluation, but yours is clearly a school in good shape because of your excellent leadership and management. Many heads speak of an open-door policy, but are seldom able to turn it into a reality. You have clearly managed to do as much very successfully as the staff have certainly expressed their approval of your leadership through this evaluation. You are also able to boast of a committed staff an involved community and high academic standards. It is clear from the historical account of the school that the high standards attained by the school have been present since its inception and I congratulate you on continuing to maintain the standards set by the school's founders 65 years ago.

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**Independent Quality Assurance Agency**

**Directors:**

Samuel Isaacs (Chairman)  
Ebrahim Ansur • John Falconer • Stephen Lowry  
• Anne Oberholzer • Mark Potterton • Confidence Dikgole  
Vernon Wood (Executive Director)  
Lynne Rivett-Carnac (Mentor Representative)

As already mentioned, the list of recommendations created during the last evaluation was extensive and potentially taxing. A few highlights of your successful addressing of the list, in my opinion, are the improvements to facilities, particularly the new classrooms, increasing cultural activities across the school, ensuring greater interaction with the management of UHS and continuing to grow the staff appraisal process. If you are able to make similar advancements during the next 6 years then you will succeed in remaining relevant in the 21<sup>st</sup> Century, with significant buy-in from a happy staff.

Despite your best efforts on the cultural front, 45% of parents would still like to see an improvement. I have little doubt that your plans to include Music, Drama and Art options into the curriculum will find great favour within the community, but fitting the additions into an already full curriculum will certainly be a challenge. You are rightfully proud of teaching holistically, especially using incidental learning. Avoiding the loss of this unique characteristic, when increasing the formal curriculum load, will no doubt be a trial.

Your desire to use technology "...more efficiently and creatively in the classroom to transform the learning process..." is highlighted in bold in the findings section of your report, but perhaps mistakenly omitted from the list of recommendations that conclude the school report. Integration of technology into lessons is a universal challenge for schools, and could therefore probably appear on your list of recommendations for decades to come. There is a chart on p61 of *School in Mirror*, which you might find particularly useful in this regard.

Congratulations on your significant efforts to accommodate both learners with barriers to learning and those with high potential. The ability of your staff to manage both in a single class and lesson made a huge impression on our mentor.

Many schools highlight the need for staff to be consistent regarding the rules and regulations of the school and your report is no different. This got me thinking why so many schools have the same finding and led me to a theory, which you may wish to consider as part of your debate. If it is true that teachers have different styles of teaching that match their personalities, is it not also true that teachers discipline in different ways and that trying to find a uniform application of rules and regulations might be an elusive goal. It may be argued that the strength of a school lies in its diversity of both staff and learners, and the secret might be to find a balance between learner and staff profiles so that every child can identify with at least a single member of staff.

You have every right to be proud of the involvement of your parents and the broader community in your school. The school was started to serve the local Jewish community and continues to do so with aplomb and so it is unsurprising that you have such a high parent approval rating. I have little doubt that many relationships have had to be carefully nurtured over the years so that you have daily use of the Major Weizmann Hall and the Green Point Cricket Club grounds. In doing as much, you are able to extend your campus, within a highly built up urban environment, without extending the footprint of the school. Many schools could learn from your experience.

Thank you for hospitality extended to our mentor, Norma and congratulations to your team leader, Will, and his team on an evaluation job well done. I note that the entire evaluation team had experience of a previous IQAA evaluation. With such an experienced team, you may be interested to know that during a review of IQAA done last year, many heads asked for access to snap surveys to use between evaluations to evaluate a particular issue in some detail. We hope to roll out this facility next year, and would welcome an approach from you should you wish to use what will be a very affordable service. Where we do not have an already prepared survey, we will develop a bespoke survey for you. Since your evaluation team is already fully versed in the *School in a Mirror* methodology, they have the necessary skills to review such surveys without the help of a mentor.

You may proudly share your report, and my concluding comments, with whomever you choose in your school community. A certificate confirming the successful completion of this evaluation will be sent to you in due course, together with an IQAA logo to display on your website and promotional material.

Kind regards



**VERNON WOOD**

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