

PROGRAMME

EMASA in partnership with
Matthew Goniwe School of
Leadership and Governance

Annual International Conference

Theme for 2025: Future-Proofing
Education: Strategic Leadership
for a Rapidly Changing World



KE NAKO!

The time has come to dive in
and drive change. Together,
we can shape the future of
education and open doors to
endless possibilities.

We are delighted to invite you to the Annual EMASA Conference, a premier gathering of academics, education leaders, and practitioners dedicated to bridging the gap between theory and practice in education leadership and management. This conference provides a dynamic platform to engage in thought-provoking discussions, forge meaningful partnerships and explore innovative solutions to the pressing challenges facing education in South Africa. As we navigate an evolving educational landscape, now is the time to take bold steps, rethink our approaches, and collectively work towards a system rooted in excellence, social justice and meaningful transformation. Join us as we shape the future of education leadership - together.

Details are as follows:



26 – 27
September 2025



15h00 – 17h00



Birchwood Conference
Centre, 44 View
Point Rd, Bartlett,
Boksburg



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EMASA



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SPONSORS AND PARTNERS

Thank You to
Our Sponsors
and Allies.





MESSAGE FROM THE PRESIDENT

Dr Anusha Naidu

We welcome all delegates, speakers, and partners to this year's EMASA Conference. Following a period of inactivity, EMASA, as South Africa's association for education management, leadership, and administration, remains committed to promoting excellence through innovation, collaboration, and strategic partnerships.

At the heart of EMASA's mission is the belief that strong networks and professional linkages are essential drivers of progress in education. Through advocacy, continuous learning, and strategic engagement, EMASA supports its members in navigating the dynamic and often complex landscape of education and educational leadership.

In these challenging times, many schools continue to face deep and persistent barriers, including resource constraints, foundational learning gaps, and systemic inequalities. At the same time, the rapid integration of technology and artificial intelligence in education presents both exciting opportunities and complex responsibilities. School leaders are now called to navigate these dual pressures—addressing urgent issues such as literacy, numeracy, and equitable access, while also adapting to emerging digital realities. Across the country, some schools are rising to the moment with remarkable courage and ingenuity, building strong, forward-looking learning environments that harness innovation while remaining responsive to local needs.

We are proud to showcase these stories and offer this conference as a space for reflection, growth, and renewal. Let us use this opportunity to deepen our connections, strengthen our practice, and reaffirm our shared commitment to quality education for all.

With best wishes for a productive and inspiring conference,

REGISTRATION GUIDELINES

Each participant at the conference must register in person at the registration desk to collect a conference bag and name tag/badge before attending any sessions or events.

REGISTRATION TIMES

15h00 – 17h30

Conference Opening

Friday 26th September 2025

17h45 – 20h00

Saturday 27th September 2025

08h30 – 09h00

NAME TAGS/BADGES

Identification badges are required for admission to all sessions, official functions, social events and exhibitions. Participants who have lost their badges must report to the registration desk, presenting proof of identity. A fee of R100.00 (VAT incl) is payable for badge replacements.

SPEAKERS, CHAIRPERSONS AND FACILITATORS

All speakers / presenters are requested to report to the speaker's registration desk to check in. Each speaker must bring their presentation on a flash drive /USB to the registration desk where you will be met by the speaker co-ordinator.

Note: Failure to report to the speaker Registration Desk less than 2 hours prior to the scheduled presentation may necessitate last minute replacements.

GENERAL CONFERENCE INFO

DECORUM

At all times kindly be courteous to speakers/presenters and fellow delegates.

CELLPHONE ETIQUETTE

Cell phones are ubiquitous and unavoidable but can be very disruptive during the conference. As a courtesy to presenters and fellow delegates, please turn ringers OFF or switch to SILENT/VIBRATE during the conference and ceremonies. Use of cell phones is restricted to areas outside the conference venues.

CERTIFICATES OF ATTENDANCE

EMASA Conference certificates will be issued to each registered delegate for attendance. Certificates of attendance can be collected at the registration desk in the main foyer from 13:40 on the 27th September 2025. This is a PARTICIPATION certificate ONLY.

CODE OF CONDUCT

The conference acknowledges the freedom of expression of speakers, participants and exhibitors. It does, however, subscribe to the widely-held principles associated with exercising such freedom of expression, i.e. that such expression may not lead to any harm or prejudice to any person or damage to any property, including disruption of the conference or any activities associated with it. South African Law will apply in the event of failure to adhere to these principles.

SMOKING POLICY

Birchwood Hotel & OR Tambo Conference Centre will be a non-smoking zone for the duration of the EMASA Conference. Kindly smoke outside, away from the convention area in the demarcated areas.

EXHIBITIONS

Please visit the exhibitors who are located in the foyer.

ONSITE SERVICES (Birchwood OR Tambo International Conference Centre)

EMERGENCY MEDICAL ASSISTANCE AND PARAMEDIC SERVICES

For assistance with any medical emergencies, please call Ms Molly Chauke on 082 213 7467. These numbers will be active for the duration of the Conference period only. Medical procedures and medicine will be for the delegates own account.

GENERAL INFORMATION DESK

The Information Desk is operated by Birchwood OR Tambo International Conference Centre and can be found at the reception desk/counter.

LIABILITY

Neither the CONFERENCE SECRETARIAT, nor any of their contracted service providers, will be responsible for the safety of any kind brought into the conference facilities. The Conference participant shall indemnify and NOT hold the organisers and associates of the organisers and their sub-contractors liable in respect of all costs, claims, demands and expenses as a result of any damage, loss or injury to any person howsoever caused as a result of any act or default of the Conference Secretariat or a person representing the Conference Secretariat, their contractors or guests. In addition, the Conference participant shall take all necessary precautions to prevent any loss or damage to his/her property with special regard to cell phones, carry/handbags and computing equipment.

MEALS AND REFRESHMENT BREAKS

Refreshment breaks are scheduled as follows and take place OUTSIDE of the breakaway and plenary venues from 26th - 27th September 2025.

BREAKS	26TH SEPTEMBER
MORNING REFRESHMENT	
LUNCH	
DINNER/COCKTAILS/TEA	19h55 – 15h35
BREAKS	27TH SEPTEMBER
MORNING TEA	09h40 – 10h00
LUNCH	13h40 – 14h40
LATE AFTERNOON TEA	14h45 – 14h55

The venue will be a restricted access zone only for registered delegates displaying their Name Tags. Access to all Conference venues will be strictly controlled. In the interest of personal safety and security, delegates should only display their name tags on the venue premises and within the restricted Conference areas.



DAY FRIDAY | 26

15h30 – 17h45	Registration for conference opening HELP DESK	Rupert Hermanus
17h45 – 18h00	Arrival of delegates - Entertainment	NSA SOS
18h00 – 18h15	Opening Remarks	Adv. Alison Bengtson Program Director
	National Anthem/Preamble	All Delegates (NSA)
18h15 – 18h25	Welcome Address	Dr Anusha Naidu President of EMASA
18h25 – 18h35	Opening Address MEC: Gauteng Department of Education	Honourable Mr Matome Chiloane
18h35 – 19h00	Keynote Speaker: Deputy Minister of Basic Education	Honourable Dr Reginah Mhaule
19h00 – 19h20	Keynote Speaker: Research Professor – University of Northwest (Potchefstroom)	Prof Josef de Beer
19h20 – 19h30	Vote of thanks & announcement	Adv. Alison Bengtson Program Director
19h30 – 21h30	Networking – Dinner	All Delegates

DAY SATURDAY

27

08h00 – 08h50	Registration & Help desk	Rupert Hermanus
08h50 – 09h00	Brief Introduction: Dr Anusha Naidu	
09h00 – 09h10	Opening Address: Mr Albert Chanee – Acting Head of Department (GDE)	
09h10 – 09h30	Keynote Address: Prof Hauwa Imam – CCEAM President	
09h30 – 09h50	Keynote Address: Ms Gail Campbell – CEO Zenex Foundation	

REFRESHMENT/GIFTING

SESSION: 1 CONCURRENT PRESENTATIONS					
	BAOBAB	YELLOW WOOD	CYPRUS	WEAVER	PLOVER
	Adv. Alison Bengtson DISTRICT	Dr Thanesha Rajoo LEADERSHIP	Ms Celest Coverdale ICT	Dr Nokulunga Ndlovu ECD	Mr Azwifaneli Ndou
10h00 - 10h20	District Support for sustainable School Improvement: Mr Dumisani Maphanga	Exploring teachers' perspectives on leadership practices in addressing bullying among secondary school learners: Ms Nomase Majong & Dr Sekitla Makhasane	Disrupting the Status Quo in Education by Embracing Innovation in Teaching and Learning through Technology, AI, and Digital Literacy: A South African Perspective (Including ORT SA): Mr Anele Mkungela	Promoting social and emotional well-being in Early Childhood Development (ECD) centres in poorer socio-economic communities: Mr Paul Kgohe & Ms Lucy Ramaube	From Hierarchy to Harmony: How Arts-rich schools can foster inclusive learning environments and centre well-being: Ms Yvette Hardie
10h20 - 10h25	Walking in-between sessions				
10h25 – 10h45	A Study on the Impact of STREAM Education on South African Students' Engagement and Creativity: Exploring a Holistic Educational Pathway: Prof Mfanelo Ntsohi & Mr Bongani June Mwale	Effective School Management Teams strategies in preventing and addressing learner-on-learner violence in two public secondary schools: Ms Nelisiwe Malinga, Dr Sekitla Makhasane & Dr Michael Mahume	Smart technologies: useful and sustainable or outdated in enhancing pedagogical teaching practices? Dr Thanesha Rajoo	Parents' and Guardians' Experiences of Grade 1 and 8 Online Admission in Gauteng Public Schools: South Africa: Dr Mukatuni Gumani Enos	From Parent to Governor: Level Up and Get REAL! Dr Ghanchi Badasie
10h45 – 11h05	Walking in-between sessions				

11h05 - 11h25	The efficiency of induction as a training and development mode for newly appointed middle managers in schools: Dr TT Tapala	Tackling Gun Violence in Schools: Leadership, Accountability, and Firearm-Free Zones for Safer Learning Environments: Dr Stanley Maphosa	Empowering Educators Through Coding: Transforming Teacher Confidence and Classroom Innovation: Mrs Lisa Wingham	Exploring the perception of educators on the implementation of the secondary school improvement programme in Gauteng east district: Ms Sibongile Baloyi	Beyond the Clock: Reconceptualising Instructional Time Through Learner Engagement in South African Education. Dr Belinda van der Westhuizen
11h25 - 11h30	Walking in-between sessions				
11h30 - 11h50	School Districts as centres of service delivery: A conduit for School Improvement Leading to High Learner Achievement: Dr Lindiwe Ginya, Dr Vuyisile Khumalo & Mr David Bapela	Seeing, Doing, leading: A Behavioural Approach to Transforming Instructional Leadership in Schools: Ms Salma Seedat & Ms Sakeena Elloker	Reshaping Business Studies for a Digital Future: Insights into ICT Integration in Johannesburg Classrooms: Dr Beverley Blake & Mr Xolani Noyile	Reforming the Grade 11 Economics Curriculum: Amplifying the Perspectives of Black Township School Teachers: Dr Beverley Blake & Mr Lesedi Kgasago	Exploring School Management Teams' inside-outside approach to addressing bullying among learners in South African schools: Ms Ntebaleng Mlangeni & Dr Sekitla Makhasane

SESSION: 2 CONCURRENT PRESENTATIONS					
12h00 – 12h20	BAOBAB	YELLOW WOOD	CYPRUS	WEAVER	PLOVER
	Ms Celest Coverdale DISTRICT	Dr Thanesha Rajoo LEADERSHIP	Dr Anusha Naidu ICT	Dr Muavia Gallie ECD	Mr Azwifaneli Ndou
	Leadership with Integrity: Examining Ethical Paradigms and Trust in South African Schools: Dr Solomon Chibaya	Towards Locaglobality: Decolonial school leadership for food security and attainment of SDG 1, 2 and 4: Prof Sadi Seyama	Fostering Teacher Innovation through ICT Professional Development in Low-Resourced Primary Schools: Challenges and Opportunities: Ms Matjema Caroline Maeane & Dr Nokulunga Ndlovu	Opportunities and challenges in Implementing 4IR- Relevant Education: Lessons for South African School leaders: Prof Onoriode Collins Potokri & Mr Mbulaheni Sithi	Reimagining School Safety Through Collaborative Leadership: The Role of Principals and Teachers in South African Schools: Dr Mokgwathi Mathelela Steyn
12h20 – 12h25	Walking in-between sessions				
12h25 - 12h45	Enhancing Life Science Teaching and Learning through Teacher Assistance: The Role of the Presidential Youth Employment Initiative (PYEI) in Gauteng Province: Dr Mukatuni Gumani Enos	The INNER CURRICULUM: Cultivating EQ, SQ and AQ for Resilient Education Leadership: Dr Ghanchi-Badasie	The impact of social media classroom trends on learning time, Teacher learner relationships and POPIA compliance. Trending or Distracting? Ms Nomsa Sibeko	Investigating teaching and learning Mandarin-Chinese as a feasible intervention: Dr Davies Manzini	Challenges teachers encounter when implementing learner discipline policy in South African Schools: Ms Mpho Mofokeng & Dr Sekitla Makhasane
12h45 – 12h50	Walking in-between sessions				

12h50 – 13h10	District Officials' Understanding and Enactment of Accountability for Learners' Academic Performance in Primary Schools: Prof Phumlani Erasmus Myende	An analysis of departmental heads' experiences in the use of distributed leadership to improve learners' performance in the field of geography: Mr Mpangane & Dr Awodiji	Teachers' Understanding of the Law and Learner Discipline in Addressing Learner Discipline in South African Secondary Schools: Ms Nontobeko Mabaso & Dr Sekitla Makhasane	An evaluation of educator reflections, in the Joburg Region, of factors that impact on their implementation of grade 3 home languages. Prof Blondel Nyamkure: Prof Blondel Nyamkure, Dr Nishana Beharie Parsad & Mr Anele Davids	Dynamics for accessibility of female academics to management and leadership positions in selected Technical and Vocational Education and Training colleges in Eastern Cape Province.: Prof Berington Zanoxolo Gobingca
13h20 – 13h25	Walking in-between sessions				
13h25 – 13h45	Collaboration or Compliance? Educator Reflections on the Impact of SSIP in Underperforming Schools: Sibongile Winnie Baloyi and Vusi Joseph Maseko		Advancing the quality of education by incorporating 21 Century Skills: A study conducted at Johannesburg South District South Africa: Dr Thabile Morgan	Barriers to Creating Safe Learning Environments: School Management Teams and Bullying in Secondary Schools, Free State: Dr M. C. Letuma	Reimagining Schools through the BELA Act: Transformative Leadership and Collaborative Governance: Mr Andile Qodashe

Lunch

PLENARY 2 - VIRTUAL	PROGRAM DIRECTOR: DR ANUSHA NAIDU
14h45 – 15h05	Keynote Address: Prof Tony Bush – (Streaming)
15h05 - 15h15	REFRESHMENTS/GIFTING

PLENARY 3 - BAOBAB	MODERATOR - PROF ANTHONY ESSIEN
15h15 – 16h15	<p>TOPIC: As educational practitioners, how do we strike a balance between embracing cutting-edge technologies like AI with the need to strengthen basic skills in key areas, ensuring enhanced learning, equitable access and digital literacy for all learners and educators?</p> <p>What are some practical, low-resource innovations that schools can implement to improve teaching and learning outcomes?</p> <ol style="list-style-type: none"> 1. Prof Mfanelo Ntsohi (Sci-Bono) 2. Dr Masutha Mukovhe (UJ) 3. Dr Katileho Mokoena (WITS) 4. Prof Costa (G-CAR: SVU)
16h15 – 16h25	GIFTING / REFRESHMENTS
PLENARY 4 - BAOBAB	PROGRAM DIRECTOR: MR DENNIS MACUACUA
16h25 – 18h25	AGM
18h25 - 18h35	REFRESHMENTS/GIFTING
18h35 – 19h00	<p>ONLINE EVALUATION OF CONFERENCE Certification Announcement Vote of thanks</p> <p>NEWLY ELECTED PRESIDENT OF EMASA</p>



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Education is not the learning
of facts, but the training of the mind to
think – Albert Einstein



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