

# Dr. Fio Dolly Gaebeng DLAVANE

est

---

## RESEARCH INTEREST

- ✦ Reading and writing literacy
- ✦ Language Education
- ✦ Multilingualism in teaching and learning
- ✦ Language Policy and Planning
- ✦ Literature and Children's Literature and Pedagogies
- ✦ Language Practices (daily education material translations, and editing)

---

## QUALIFICATIONS

---

<b>Qualification Type</b>	Ph.D. (Philosophiae Doctor)
<b>Field of Study</b>	Curriculum Development Innovation and evaluation
<b>Title</b>	Reading literacy in the content areas: The development of an instructional support framework <a href="https://orcid.org/0000-0002-1276-4636">Orcid.org/0000-0002-1276-4636</a>
<b>Institution</b>	North-West University
<b>Year</b>	24 May 2019
<b>Qualification Type</b>	M.A (Master of Arts) - Setswana

<b>Field of Study</b>	Arts: Languages (Setswana)
<b>Title, dissertation</b>	“The creation of identity through dialogue in <i>Se se jeleng</i> by J.M. Ntsime”
<b>Institution</b>	North-West University
<b>Year</b>	24 May 2007

<b>Qualification Type</b>	B.A. Honours - Setswana
<b>Field of Study</b>	Arts: Languages
<b>Modules and mini dissertation</b>	Drama, Prose, Poetry, and Semantics - Setswana “Tlhagiso ya bothata le tshekatsheko ya padi ya ga Monyaise <i>Go ša baori</i> ”
<b>Institution</b>	UNISA
<b>Year</b>	7 May 2003

<b>Qualification Type</b>	Baccalaureus Educationis
<b>Field of Study</b>	Educational Management
<b>Modules</b>	Educational Law, Educational Management, Financial Management, Comparative Education, and Educational Psychology
<b>Institution</b>	Potchefstroom Universiteit vir Christelike Hoër Onderwys
<b>Year</b>	12 March 1998

<b>Qualification Type</b>	Postgraduate Diploma
<b>Field of Study</b>	Higher Diploma in Library and Information Science
<b>Modules</b>	Library Management, Information Analysis and Retrieval; Information Studies; User Studies; and Biblio-cultural studies
<b>Institution</b>	University of the North – Turfloop
<b>Year</b>	09 June 1992

<b>Qualification Type</b>	B.A. (Gradum Baccalaurei Artium)
<b>Field of Study</b>	Language Arts
<b>Modules</b>	Setswana (I – III); Philosophy (I – III); English I & II; Education I – II Mathematics I; General Linguistics I
<b>Institution</b>	University of the North - Turfloop
<b>Year</b>	1991

<b>Qualification Type</b>	Primary Teachers' Certificate
<b>Field of Study</b>	Teaching and Learning
<b>Modules</b>	Setswana I-II; English I-II; Afrikaans I; Education I-II; Art I-II; Music I-II; Chalkboard I-II; Needle work I-II; and Home Economic studies I-II.
<b>Institution</b>	Bethel Teachers' Training College (Department of Education and Training)
<b>Year</b>	01 January 1983

## **EMPLOYMENT HISTORY (and Teaching and Learning Experience)**

- 
1. Subject Chair for Setswana and African Languages Education, North-West University 2002-2016 and 2017 to date.
    - ✚ Development of African Languages in Education offered by the Faculty of Education (Setswana, Sesotho, Sepedi, isiXhosa and isiZulu)
    - ✚ Applied for the nGAP position in 2021 for Vanderbiljpark Campus School of Language Education, was successful. The position was granted by the Department of Higher Education and Training.
    - ✚ Applied for the nGAP position in 2019 for Potchefstroom School of language Education, was successful. The position was granted by the Department of Higher Education and Training
    - ✚ Manage the Finances of the Subject Group Setswana and African Languages.
    - ✚ Facilitate the smooth implementation of merger across the Mafikeng, Potchefstroom, and Vanderbiljpark Campuses.

- ✚ Oversee the overall governance of the Subject group Setswana and African Languages
2. Senior Lecturer, North-West University – Promoted in 2022.
  3. Lecturer, North-West University – Intermediate, Senior and FET Phases, and PGCE, (2021- to date)
    - ✚ Teaching, learning, and research in the three programmes
    - ✚ Assessments in the three programmes
    - ✚ Translation of English Educational material into Setswana
  4. Lecturer, North-West University - Setswana Foundation Phase, Intermediate and Senior and FET Phases, and PGCE (2002 – 2021)
    - ✚ Teaching, learning, and research in the three programmes
    - ✚ Assessments in the three programmes
    - ✚ Translation of English Educational material into Setswana
  5. Examination moderator for Sol Plaatje, 2016-2018.
  6. Lecturer, Potchefstroom College of Education (POK) – Setswana (1999 - 2001) and Library and information Science (1994 – 1995)
    - ✚ Lectured Setswana , 1999-2001
    - ✚ Developed Setswana manuals for teachers education, 1999-2001
    - ✚ Lectured Library and Information Science to first years
    - ✚ College library librarian, cataloguing, acquisition, interlibrary loans
    - ✚ Translation of English Educational
    - ✚ material into Setswana
  7. Coordinator of the Teachers` Centre (POK) – of Setswana Teachers (1994 – 1999)
    - ✚ Identified teaching challenges experienced by teachers in different school subjects in and around the Southern Region (currently Dr Kenneth Kaunda District).
    - ✚ Organised workshops to address classroom teaching and learning challenges identified by teachers.

- ✚ Bring together subject teachers from different school to discuss and share teaching and learning experiences, and
  - ✚ Maintained communication with the Department of Education with the Southern Region.
8. Lecturer, Mankwe Christian College of Education – College Chief Librarian
- ✚ Established the library from the ground.
  - ✚ Managed the College library
  - ✚ Library chief cataloguer and acquisition
  - ✚ Lectured Library and Information Science to second year teacher students
9. Librarian – Chief Cataloguer and Acquisition, Bophuthatswana National library
10. Setswana Teacher, Itirele Primary school, Jouberton Township, Klerksdorp (1983)
11. Employment History in Private Capacity
- 11.1 Foundation Phase Learning material developer, Edutel – (2021).
  - 11.2 Tlhalefo Skills Development, ECD training. R1.2m project budget - (2014-2017)
  - 11.3 Tlhalefo Skills Development, Construction Training. R540 000.00 project budget - (2013).

## SELF DEVELOPMENT

- 
- ✚ Short Learning Course of Community-based Educational Research, (2022)
  - ✚ Short Course: Strengthening postgraduate supervision. Incompleted - Completed theory part of the course, but not practical, (2022)
  - ✚ Assessor and Moderator Short course (NWU)
  - ✚ Online facilitation short course (NWU, Teaching and Learning)
  - ✚ Postgraduate supervision Courses
  - ✚ Article Writing Workshops
  - ✚ NWU CTL Trainings relevant to Teaching and Learning, Research, and governance

- ✚ Certificate, Effective Audit Committees, The Institute of Directors in Southern Africa, IoDSA - 2022
- ✚ Certificate, Board effectiveness, The Institute of Directors in Southern Africa, IoDSA - 2021
- ✚ Certificate of Corporate Governance and Board Effectiveness, The Institute of Directors in Southern Africa, IoDSA (16 April 2019)

## RESEARCH AND PUBLICATION

---

### A. Research Projects

1. Submitted a proposal for the establishment of the Centre for African Languages – Setswana at North-West University in 2020. The proposal was accepted later in 2020. The purpose of the Centre is to work together with stakeholders in Education, relevant departments/organisations/institutions and Communities towards reaching dependable pedagogical solutions for the teaching of literacy in Setswana, develop teaching material, authentic reading material and support training of teachers educators. The project will develop Setswana, which will impact nationally at schools and the university at large.
2. Multilingualism and the role of the home language and English in society and education. NWU-00031-01-S1. 2018-2022. Project leader: Prof Susan Coetzee-van Rooy. The sub-project is Multilingual Pedagogies: Designing a short course on multilingual pedagogies for lecturers in Higher Education and researching the implementation of multilingual pedagogies in higher education. This project is funded by the office of the DVC- Teaching and Learning, of North-West University. The project team members are Prof Maryna Reyneke, Prof Susan Coetzee-van Rooy, Prof Kotie Kaiser, and Dr FDG Dlavane. 2020 – to date.
3. Education Terminology development is still to be submitted for ethical clearance.
4. Literature Projects are through postgraduate students studies.

### B. Publications

- 2023 *Scaffolding understanding of disciplinary concepts using African Languages in Higher Education*. 2023. Wildsmith-Cromarty, R., Reyneke, M., Kaiser, K. and Dlavane, D. *Journal of Multilingual and Multicultural Development*.

The DOI of your paper is: 10.1080/01434632.2023.2282630. Once your article has published online, it will be available at the following permanent link: <https://doi.org/10.1080/01434632.2023.2282630>  
 Accepted 23-11-2023.

- 2021 *A multilingual pedagogies initiative in higher education, 2021*. Wildsmith-Cromarty, R., Reyneke, M., Kaiser, K. and Dlavane, D. *Language, Culture and Curriculum* 35 (3), 240-260. This is a special issue of *Language Culture & Curriculum*.
- 2019 *A tool to enhance the planning of children`s literature lessons for Setswana as Home Language*. Marais, E., Nel, C. and Dlavane, D.  
 September 2019 <https://doi.org/10.4102/sajce.v9i1.692>

### C. Conference presentations and others

Mode of presentation	Name of conference	Date
<b>Co-Paper presentation</b> Cromarty, Rosemary, Dlavane Dolly, Kaiser Kotie & Reyneke Maryna  <i>Pedagogic innovation for            epistemic access in            multicultural and            multilingual contexts in            Southern Africa</i>	International Conference: <b>Education and New            Developments 2024</b> (END 2024)	11-16 August 2024
<b>Presenter</b> Dr FDG Dlavane  <i>Re-connecting the African            child with personal and            community knowledge            through the instruction of            Setswana literary texts</i>	African Languages Association of Southern Africa (ALASA)	26-29 September 2023  (The abstract was accepted by could not present the paper due to death in the family).

<p><b>Co-paper presentation</b> Dr FDG Dlavane Dr Zulumathabo Zulu</p> <p><i>A model for improving multilingual mathematics teaching to Setswana Intermediate Phase learners</i></p>	<p>South African Association for Language Teaching (SAALT)</p>	<p>19-21 June 2023</p>
<p><b>New NWU academic personnel Induction</b></p> <p>Co-presents with Prof Kaiser, K.</p> <p><i>NWU Language Policy and multilingual pedagogies</i></p>	<p>Faculty of Education: Deputy Dean's office – For the new staff members of the Faculty of Education</p>	<p>Every quarter of the two years: 2022 - 2023</p>
<p><b>Paper presentation:</b> Co-presented with Cromarty, Rosemary, Dlavane Dolly, Kaiser Kotie &amp; Reyneke Maryna</p> <p><i>The first SLP on Multilingual Pedagogies &amp; the U-shaped model for academic discourse</i></p>	<p>British Association for Applied Linguistics (BAAL) Conference</p>	<p>2021</p>
<p><b>Organising Team and presenter:</b> Co-presented with Prof Kotie Kaiser</p>	<p>North-West University Language Awareness Week, from the office of the DVC Teaching and Learning, hosted by the Faculty of Education,</p>	<p>July – October 2021 Presented 16 September</p>



<i>Showcasing work done by lecturers on multilingual pedagogies</i>	School of Language Education	
<b>Conference organiser:</b> Team: Prof Betsie van Der Westhuizen Prof Franci Greyling Dolly Dlavane	5 <sup>th</sup> Conference on South African Children`s and Youth Literature, North-West University, Potchefstroom Campus	January – November 2007 to December 2013
<b>Paper presentation:</b> Dolly Dlavane  <i>Accompanying learners on a journey of (re-) discovering social spaces and values in Kgatea`s Leba Seipone</i>	5 <sup>th</sup> Conference on South African Children`s and Youth Literature, North-West University, Potchefstroom Campus	18-20 September 2013
<b>Paper presentation :</b> Dolly Dlavane  <i>The construction of identity through dialogue in an African language drama</i>	Hawaii International Conference on Arts and Humanities	January 2007
<b>Co-Paper presentation</b> Prof Thapelo Selepe Dolly Dlavane  <i>Policy Making and Policy implementation: Perspective on South African Education</i>	Association for the development of Africans Languages for Education, Ecience and Technology (ADALEST) Malawi, Mangochi	September 2004

<b>Paper presentation :</b> Dolly Dlavane  <i>The problems of Teaching Literature in African Languages to Mother Tongue speakers: A theoretical context</i>	Educational Association of South Africa: Randse Afrikaanse Universiteit (RAU), in Pretoria	January 2004
<b>Paper presentation Dolly Dlavane</b>  <i>Problems experienced by learnership students in teaching Africa Languages literature</i>	British Educational Research Association (BERA) at Heriot-Watt University in the UK, Edinburg.	September 2003

#### D. Postgraduate Supervision

Supervision	Research title	Students	Dates/Duration
Supervisor Dr FDG Dlavane	Thulaganyo e e ka thusang barutabana le barutwana mo dithutong tsa poko.  <i>(Practices that can help teachers and learners in poetry instruction).</i>	Reneiloe Oliphant  BED Honours (Setswana)	2023, in progress, Submission June 2024
Co-supervision Dr N Shaikhnang, Dr FDG Dlavane Dr I Payne-van Staden	Investigating support provided to primary school learners to alleviate language as a barrier to learning with specific reference to grade 4-6.	NL Tities 21476667  Master's in Curriculum in Education (MEd)	Completed, 2022
Co-supervision: Prof JSS Shole Dr FDG Dlavane	Bolepathutiso jwa poko ya Setswana sa Marematlou mo dikoong tsa Afrika	KA Mangwekea 22409955	In progress

	<p>Borwa: Patlisiso ya Tlhodisiso</p> <p><i>(Setswana poetry pedagogy for matric students in selected schools in the North West Province of South Africa: An exploratory investigation).</i></p>	<p>PhD – Curriculum in Education</p>	
<p>Co-supervision:</p> <p>Prof K. Kaiser Dr FDG Dlavane</p>	<p>Incorporating Sesotho in teaching Grade 10 History through medium of English using a PALAR approach.</p>	<p>K Noosi 36454435</p> <p>Master's in Curriculum in Education (MEd)</p>	<p>In progress</p>
<p>Assistant-supervision:</p> <p>Prof K. Kaiser, Prof M. Reyneke Prof S. Van Rooy Dr FDG Dlavane</p>	<p>The role of the mother tongue in enhancing English for Academic purposes in the linguistically diverse context of first-year students at the North-West University.</p>	<p>Emmanuel Tobi Adegoriolu 33437092</p> <p>PhD</p> <p>International student</p>	<p>Intended submission, 2022</p>
<p>Co-Supervision:</p> <p>Prof J Olivier Dr FDG Dlavane</p>	<p>Promoting self-directedness through multimodal learning for university.</p>	<p>Nikki Ludwig 10733221</p> <p>Master's in Education (MEd)</p>	<p>31-03-2020</p> <p>Study terminated</p>
<p>Co-supervision:</p> <p>Prof HJ van Vuuren, Dr FDG Dlavane, Dr S Mbokodi, &amp; Prof AS Blignaut</p>	<p>The challenges of implementing isiXhosa as language of learning and teaching: case study.</p>	<p>HBP Matiwane 13173421</p> <p>Master's in Curriculum Education (MEd)</p>	<p>Completed, 2010</p>

**E. Postgraduate Examination and critical reading**

<b>Name of Student</b>	<b>Research title</b>	<b>Qualification/Journa</b>	<b>Date</b>
Anonymous	<i>Potential effects of urban contact varieties in Teaching Home Language: A case study of Setswana Home Language Teachers.</i>	Critical reading for South African Journal of African Languages	December 2023
M.R. Mabaso	<i>A collaborative school-community approach to develop guidelines for reading problems faced by Grade 4 learners in Sebokeng</i>	MEd, Special Needs Education, NWU (Faculty of Education) – Community Based Education Research (COMBER) research entity	November 2023
Akijian, Aleen Jack	<i>A PALAR approach and cultural immersion strategy to foster CALP development at a Jordanian university</i>	PhD Curriculum Studies Education, NWU (Faculty of Education) - Community Based Education Research (COMBER) research entity	November 2023
Shadikgolo Patronella Mokoena	<i>Critical reading of Factors influencing learners' performance in Sesotho Home</i>	MEd Education, NWU (Faculty of Education) Sesotho, Curriculum Studies	September and October 2023

	<i>Language in the Grade 12 examination in selected public high schools in Sedibeng District</i>		
William Jiyana	External examination of “ <i>The role of traditional story telling in the teaching and learning of isiNdebele in Grade 3</i> ”	MEd, University of Pretoria	November 2022
Zukisa Fuzani	<i>External examination of “Teacher’s perceptions of the Policy on Progression in the Further Education and Training Phase in New Brighton High schools, Gqeberha”</i>	MEd, Nelson Mandela University MEd	08 April 2021
Thapelo Lekena	External examination of “ <i>Educators’ perceptions of Grade 1 learners’ retention: Real</i> ”	MEd, Nelson Mandela University	June 2020

	<i>experiences and practices”</i>		
South Africa Journal of African Languages (SAJAL)	Review of “ <i>Repetitions as poetic device in Setswana poetry</i> ”	Anonymous Author	12 October 2020
Motshwari, MV	Critical reading of “ <i>Tlhagiso ya boruapuo jaaka morero mo pading ya moletlo wa manong ka SM Mokae</i> ”	NWU (Humanities), MA - Setswana	2020

#### F. Involvement with Education at National Level

- ✦ Department of Education. Screening of Grade 12 Setswana literary Texts, (2004 – 2006).
- ✦ Member of the Department of Basic Education: National Language Unit Reference Group, 2022 – to date.

#### G. Short Course Presentation

I have written and currently presenting Short Learning Course on Multilingualism in Higher Education for the Faculty of Education, North-West University (2020 to date)

#### H. Study Material of Higher Education Institutions

- ✦ 2011 – 2015      Compilation, editing and advice on linguistic aspects in the writing of Sesotho Dictionary of Mathematics for Madisebo University College
- ✦ At proposal stage: compilation of terminology for Educational purposes in the Faculty of Education (Setswana, Sesotho, and Sepedi) – for students and lecturers.
- ✦ 2002- to date      Writing of Setswana study material for the Teacher Education, BEd Qualifications:
  - (i)      Foundation Phase
  - (ii)     Intermediate Phase
  - (iii)    Senior and FET Phase
  - (iv)    Postgraduate Certificate in Education (PGCE)
  - (v)    BEd Honours

**I used and continue to use English materials (books and journals) and translate them for my students and to compile module notes because there are little or no academic materials.**

- ✚ 2001-2017 Writing of Setswana Learning manuals for Unit of Distance Learning (UDL)
  - (i) National Professional Diploma in Education (NPDE)
  - (ii) Advanced Certificate in Education (ACE)
  - (iii) Postgraduate Certificate in Education (PGCE)
- ✚ 2005- 2006 Editing and evaluation of Oxford University Press Manuscripts
- ✚ 2002-2016 Evaluation of Tafelberg Manuscripts for Literary competition

#### **I. Translation Projects**

Translated works and projects:

- ✚ 2001 Department of Pharmacy (PU for CHE), 4 research projects
- ✚ 2004 Department of Psychology (North-West University, Vaal)- Research Questionnaires
- ✚ 2005 Geography Department (North-West University, Potchefstroom)
- ✚ 2005 History Department (north-West University, Potchefstroom)
- ✚ 2005 & 2016 Stellenbosch University's Psychology Department

### **MEMBERSHIP**

- 
- ✚ The Institute of Directors South African (IoDSA) 2021-2023: for governance
  - ✚ Member of the North-West University Senate Committee for Language Planning and Advisory Services (SCLPAS) member, 2018 – to date
  - ✚ African Languages Association of Southern Africa (ALASA), 2019 – to date
  - ✚ Southern Africa Linguistics and Applied Linguistic Society (SALALS)/SAALT, 2022-2023.
  - ✚ Literacy Association of South Africa (LITASA), 2022.
  - ✚ North-West University Teaching and Learning Committee member, 2021 – to date.
  - ✚ Thobo Trust Chairperson (umbrella of SENWES) – 2013 – to date



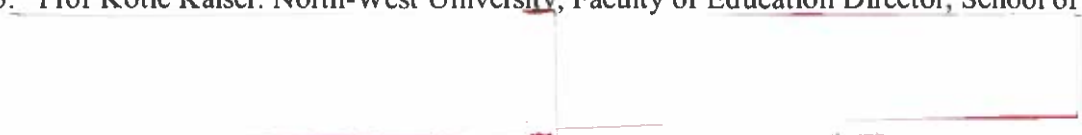
## LANGUAGE ENGAGEMENTS OUTSIDE THE NW UNIVERSITY

---

1. South African Language Practice Council Member (SALPC) (July 2023- to July 2024)
2. Member of the Department of Basic Education's Reference Group for the National Language Unit Initiative, 18 November 2022 - to date.
3. Pan South African Language **Board** (PanSALB): (March 2019 – 31 March 2024)
4. Chairperson of Pan South African Language Board Core Mandate Committee (May 2019 – April 2023)
5. Member of Pan South African Language Board Audit and Risk Committee (May 2019 – July 2023)
6. **Provincial** Language Committee (delegated by Setswana National Language Body (2011-2019))
7. Pan South African Language Board's Setswana **National** Language Body – (2011-2019)
8. Pan South African Languages Board's Setswana **National** Lexicography – (2005-2010)

## REFERENCES

---

1. Prof Maryna Reyneke. North-West University Deputy Dean: Faculty of Education  

2. Prof Emmanuel Mgqwashu. North-West University, Director of Centre for Higher  

3. Prof Kotie Kaiser. North-West University, Faculty of Education Director, School of  


I hereby declare that all the information provided in this CV is correct.

30.12.2023