



GRADEZEN: EXECUTIVE OVERVIEW

Secure, Compliant Marking Support for Your Teaching Staff.

THE CHALLENGE: THE MARKING BURDEN

Excessive marking workloads are a primary driver of teacher burnout in South African schools. During peak assessment periods in Term 1 to Term 4, valuable teaching time is lost to administrative tasks, impacting staff morale, classroom energy, and ultimately, learner outcomes.

THE SOLUTION: VETTED PROFESSIONAL ASSISTANCE

GradeZen is a specialized South African service designed to alleviate this burden safely and legally. We connect your staff with a network of vetted, qualified freelance markers to handle assessments, allowing your teachers to focus on teaching.

We are not a "gig economy" app. We are a professional service focused on compliance, quality, and security.

KEY BENEFITS FOR YOUR SCHOOL

1. Uncompromising POPIA Compliance & Security We understand that student data privacy is paramount. GradeZen is built from the ground up to be fully POPIA compliant.

- **Rigorous Vetting:** Every marker undergoes identity verification, qualification checks (B.Ed/PGCE status), and required police clearance protocols.
- **Legal Framework:** All markers operate under strict Non-Disclosure Agreements (NDAs) to ensure confidentiality.

2. Upholding Academic Integrity Your marking standards must be maintained. We do not use unqualified labor.

- **Qualified Talent:** Our marker pool consists of retired teachers, currently unemployed graduates, and senior education students with specific subject expertise.
- **Standardization:** Your HODs provide the memoranda and rubrics, ensuring marking aligns strictly with your school's standards.

3. Improved Teacher Retention & Wellbeing Supporting teachers during peak admin periods is a crucial retention strategy. By reducing the "marking mountain," you reduce burnout, leading to a healthier, more energized staffroom.

HOW IT WORKS: TWO SECURE WORKFLOWS

We offer two distinct models to suit your school's security preferences:

OPTION A: ON-SITE PREMIUM (Maximum Control) A vetted marker comes physically to your school premises. They sign in and mark papers within your staffroom under the supervision of your HOD or senior staff. Scripts never leave school property.

OPTION B: SECURE DIGITAL (Anonymized) Scripts are scanned by the teacher. Our system uses technology to anonymize the scripts (removing student names) *before* the marker views them. Marking is done digitally and returned securely.

FLEXIBLE IMPLEMENTATION & FUNDING

GradeZen requires no long-term contracts or complex software integration.

- **No Fixed Rates:** Pricing is negotiated on a per-paper basis depending on the complexity and volume of the task.
- **Flexible Funding:** Services can be engaged by individual teachers, utilized via departmental budgets during peaks, or funded through SGB initiatives.

NEXT STEPS

We are currently accepting schools for our Term 1 Pilot Program. To discuss how GradeZen can support your staff next year, please contact us.

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