# Mulch and Enrich the Soil of Established Landscaped Areas Facilitator's Guide

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#### Facilitator's Guide: Mulch and Enrich the Soil of Established Landscaped Areas

#### Acknowledgements

#### **Developed by**

**Lifestyle College** 

With special thanks to:

Tasha Tollman for material design and development Ken Wainman from Kensan-ji Environmental Design

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#### **Study Session Overview**

#### **Study Session Purpose**

This study session forms part of the General Certification in Ornamental Horticulture, NQF Level 1 and is aligned with the Unit Standard: Mulch and enrich the soil of established landscapes areas, which carries 5 credits.

This study session and unit standard forms the skills and knowledge for learners within the ornamental horticulture or landscaping industry who are required to mulch soil between plants and the enrichment of soil in established plantings using organic and inorganic fertilizers.

This study session will also help the learner to acquire the skill and knowledge necessary to:

- Describe the role that mulching plays in the reduction of evaporation from the soil.
- Explain the benefits that mulching provides in effecting weed control.
- Explain the role that mulching plays in enhancing the aesthetics of a landscape.
- Describe the benefits derived from the breakdown of organic mulches.
- Demonstrate the application of mulch to an existing planted area.
- Identify examples of organic mulching materials.
- Explain the criteria for the selection of inorganic mulching materials.

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- Explain the improvements in soil friability, resulting from the addition of organic materials.
- Explain the increased nutrient levels in the soil, resulting from the addition of inorganic materials
- Explain the role that organic material plays in improving the water retention capacity of a soil.
- Describe the major organic materials that are used for soil conditioning.
- Explain the reasons why regular applications of fertilizers are necessary for established plantings.
- Describe the common fertilizers that are used to enrich the soil in established plantings.
- Demonstrate the application of fertilizers to established plantings.

#### **Specific Outcomes**

This study session covers all the Specific Outcomes as outlined in the Unit Standard: mulch and enrich the soil of established landscaped areas, namely:

- Show an understanding of the benefits of mulching.
- Select suitable material for mulching.
- Recognise the importance of using organic material when conducting regular cultivation in established plantings.
- Recognise the importance of regular applications of fertilizers to the soil of established plantings.

#### **Unit Standard Pre-requisites**

Demonstrate knowledge of communication and Numeracy at Abet level 3.

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**Established Landscaped Areas** 

**NQF Principles** 

This study session has been designed to meet with the principles of the

National Qualifications Framework. The lessons are outcomes based and

aligned with an Agriculture and Nature Conservation Unit Standard. The

competence acquired is portable and the content will articulate across the

Horticulture industry.

**Learning System** 

The Learning Systems used in this study session are outcomes based and

process centered.

The learner is expected to achieve competence in the process first and

foremost. If the process is understood, learners can then adapt their actions

under a range of different situations to include problem solving, critical

thinking, diagnostics etc. This also means that learners can apply the same

skill in different contexts, where the outcome is the same.

Furthermore learners develop the competence to reflect on decisions made

and judge the value and effectiveness of their performance in the outcomes

mentioned.

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In an effort to replicate the workplace situation, learners will use workplace examples and context to recognise the different parts of a plant and their functions. This learning process caters for all learning styles and preferences.

#### **Bloom Level**

This study session has been designed at Blooms Cognitive Doom, Application level in accordance with the level set by the Specific Outcome and Assessment Criteria of the Unit Standard: mulch and enrich the soil of established plantings.

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#### How the study session works

This study session has been divided into two lessons, held over a period of 2 days:

	After learners have worked through Lesson 1, they should be able to:
	Describe the role that mulching plays in the reduction of evaporation from the soil.
	<ul> <li>Explain the benefits that mulching provides in effecting weed control.</li> </ul>
	<ul> <li>Explain the role that mulching plays in enhancing the aesthetics of a landscape.</li> </ul>
Lesson 1: Why do you need to	<ul> <li>Describe the benefits derived from the breakdown of organic mulches.</li> </ul>
mulch ?	<ul> <li>Explain the improvements in soil friability, resulting from the addition of organic materials.</li> </ul>
	<ul> <li>Explain the increased nutrient levels in the soil, resulting from the addition of organic materials.</li> </ul>
	<ul> <li>Explain the role that organic material plays in improving the water retention capacity of a soil.</li> </ul>
	<ul> <li>Explain the reasons why regular applications of fertilizers are necessary for established plantings.</li> </ul>
	After learners have worked through Lesson 2, they should be able to:
Lesson 2: Which mulch should I	<ul> <li>Demonstrate the application of mulch to esiting planted areas.</li> </ul>
use ?	<ul> <li>Identify examples of organic mulching materials.</li> </ul>
	<ul> <li>Explain the criteria for the selection of inorganic mulching materials.</li> </ul>
	<ul> <li>Describe the major organic materials that are</li> </ul>

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	used for soil conditioning.
•	Describe the common fertilizers that are used to enrich the soil in established plantings.
•	Demonstrate the application of fertilizers to established plantings.

#### **Delivery Methods**

Background notes have been written throughout this Guide to enable the facilitator to understand the essential background, concepts and frames of reference used by the design team during the development of this study session.

The target audience profile conducted indicates the need for highly interactive and motivating lessons with much of the work being done by the learners. The study session design is therefore highly interactive and has as its premises the following core Learning Methodology:

- Trainee 'state' management to draw on the curiosity, anticipation, suspense, confidence building, delight and exploration in order to ready trainees for learning.
- Mind-set management to address trainees' learning barriers and mental reservations about the training at the outset of the experience.
- Planned format variety to stimulate all five of the learners senses i.e. sight, sound smells, taste and touch and to appeal to the Visual, Auditory and Kinesthetic learning styles identified by NLP.

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- Participant-centered activities to actively involve learners in the learning process. The activities are comprehensive, practical and experiential in nature with great emphasis on the process, which *integrates* foundational, practical and reflective competence.
- Activities are based on "real work" where learners work with real workplace scenarios and case studies.

The range of delivery methods include:

 Experiential activities, Demonstrations, Observation, Lecture and Selfstudy.

The trainer's role throughout these study sessions is that of a guide, a mentor, and a facilitator. Where explanations are needed these are provided for the facilitator.

Your responsibility as a facilitator using this material is to establish:

- Trust without trust we feel foolish and cease to learn. Trust is vital because many of the activities require a willingness to give genuine feedback and to experience feedback in order to develop and progress.
- Curiosity.

Enthusiasm – nothing works better than a little enthusiasm. Enthusiasm is
contagious. If you, the facilitator, are enthusiastic about the outcomes of
the activities, and genuinely believe in what is possible, your enthusiasm
will be communicated to the participants. It is essential to believe in the
activities and feel an adventurous excitement about what can achieve.

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Specific learning outcomes listed at the beginning of each section within both the Facilitators' Guide and Learner's Workbook serve to guide and inform the learning.

#### **Learner Roles and Responsibilities**

The learner is expected to actively take part in the lessons by:

- Taking part in and completing group activities, practical assignments and discussions.
- Planning and preparing for the training.
- Asking for support when needed.
- Giving meaningful input into and challenging the status quo.
- Finding new and better ways of doing things
- Developing sound and effective practices given the input from the facilitator and the rest of the group
- Comply with assessment requirements.

#### **Learner Guidance and Support**

The facilitator will provide guidance as to the content and suitability of the course to potential delegates.

Throughout the learning experience, the facilitator will:

- Provide ongoing support to the learners to assist them with the achievement of the outcomes.
- Provide delegates with all the necessary training material.
- Manage the learning process during the training.

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#### **Assessment Strategy**

Assessment is focused on the applied competence of the learner and the assessment criteria are determined by the relevant unit standard.

- Formative Learners are assessed continually during the lessons, by means of practical and experiential activities.
- **Summative** Assessment is integrative and evidence is collected through observation and a knowledge questionnaire.
- Rating On successful completion of the summative assessment,
   learners are rated "Competent" or "Not Yet Competent" against the Unit Standard assessment criteria.

The laid down policies and procedures with regard to assessment, moderation, RPL and appeals govern this assessment.

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#### **Facilitator Qualifications**

Facilitators must be selected based on their Education, Training & Development experience (facilitation / learner support/ plan a learning programme/ assessment) as well as subject matter expertise.

The facilitator must at least have a qualification on an equal NQF level as the qualification that they are facilitating or a qualification at a higher NQF level.

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#### **Program Evaluation**

The program evaluation will be conducted using an on-course evaluation checklist, assessment results and feedback from the assessors.

The value of the study session will be judged in terms of Learner reaction, learning, behaviour, and transfer of learning to the workplace measured through results of learning and workplace assessments.

Facilitator Evaluation On-course evaluations forms will be used to judge:

- The facilitation skills of the facilitator.
- That the learning outcomes were stated clearly.
- That the key or major learning points were illustrated and clarified.
- That the learning outcomes were met.
- That the key or major learning points were summarised.
- That the Principles of Adult Learning were applied.

Course Evaluation On-course evaluation forms will be used to judge:

- The extent to which the course achieved the learning outcomes.
- The overall learner reaction to the programme.
- The relevance of the content of the training material.
- The sequence, pacing and timing of the lessons.
- The effectiveness of the delivery methods and activities.
- Duration of the study sessions and the number of delegates.
- The extent to which the learning can be applied back on the job.
- The use of media, handouts and equipment.

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The on-course evaluation forms will also be used to judge the value of: the logistic arrangements in terms of:

- The physical classroom environment.
- The seating arrangements.
- Meals and refreshments.
- Room layout.
- Accommodation (if applicable).

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#### **Unit Standard**

Title	Mulch and enrich the soil of established landscaped				
	areas				
Number	119703				
Level	1				
Credits	5				
Field	Agriculture and Nature Conservation				
Sub field	Horticulture				
Issue date	2006-02-09				
Learning	Developed the land of the second state of the				
assumed to	Demonstrate knowledge of communication and Numeracy at Abet level 3.				
be in place					

Specific Outcomes	Assessment Criteria
1. Show an understanding of the benefits of mulching.	<ol> <li>Describe the role that mulching plays in the reduction of evaporation from the soil.</li> <li>Explain the benefits that mulching provides in effecting weed control.</li> <li>Explain the role that mulching plays in enhancing the aesthetics of a landscape.</li> <li>Describe the benefits derived from the breakdown of organic mulches.</li> <li>Demonstrate the application of mulch to an existing planted area.</li> </ol>
2. Select suitable material for mulching.	<ul><li>2.1. Identify examples of organic mulching material.</li><li>2.2. Explain the criteria for the selection of inorganic mulching material.</li></ul>

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	Specific Outcomes		Assessment Criteria
	3.1.	Explain the improvements in soil friability, resulting from the addition of organic material.	
us	3. Recognise the importance of using organic material when conducting regular cultivation in established plantings.	3.2.	Explain the increased nutrient levels in the soil, resulting from the addition of organic materials.
		3.3.	Explain the role that organic material plays in improving the water retention capacity of a soil.
		3.4.	Describe the major organic materials that are used for soil conditioning.
4. Re	ecognise the importance of	4.1.	Explain the reasons why regular applications of fertilizers are
re fe	regular application of fertilizers to the soil of established plantings.	4.2.	necessary for established plantings. Describe the common fertilizers that are used to enrich the soil in
		4.3.	established plantings. demonstrate the application of fertilizers to established plantings.

#### **Embedded Knowledge**

Embedded knowledge is reflected within the assessment criteria of each specific outcome and must be assessed in its own right, through oral and written evidence. Observation cannot be the only assessment.

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#### **Critical Cross Field Outcomes**

- Identify and solve problems in which responses display that responsible decisions using critical and creative thinking have been made – specific outcome 1, 2 and 3.
- Work effectively with others as a member of a team, group, organisation or community. Specific outcome embedded in the learning for this level of learner.
- Organise and manage oneself and one's activities responsibly and effectively. Specific outcome 2.
- Collect, analyse, organise and critically evaluate information. Specific outcome 1, 2 and 3.
- Communicate effectively using visual, mathematical and/or language skills in the modes of oral and/or written presentation. Specific outcome embedded in the learning for this level of learner.
- Use science and technology effectively and critically, showing responsibility toward the environment and health of others. Specific outcome 1, 2 and 3.
- Demonstrate an understanding of the world as a set of related systems by recognising that problem-solving contexts do not exist in isolation. Specific outcome 1, 2 and 3.

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#### **Unit Standard Accreditation and Moderation Options**

- 1. Internal moderation.
- 2. External moderation.
- Moderation of assessment will be overseen by the relevant ETQA, according to the moderation guidelines in the relevant qualification the agreed ETQA procedures.
- 4. Internal assessment.
- External assessment with the relevant registered/accredited industry body/ETQA.
- 6. An Assessor accredited by the relevant ETQA, will assess the Learner's competency.
- 7. Formative and summative assessment of qualifying Learners against this unit standard should be in alignment with the requirements of the NSB.
- 8. Practical assessment activities will be used that are appropriate to the contents in which the qualifying Learners are working.
- 9. Assessment will include self and peer assessment, practical and oral assessment, observations, questions and answers, etc.
- 10. Direct observation is required in simulated or actual work conditions.
- 11. Reporting skills are demonstrated by effective communication, using verbal and/or writing skills.
- 12. Assessment is to be structured to include formative and summative component, as well as the submission of a Portfolio of Evidence.
- 13. The assessment should ensure that all the specific outcomes; critical cross-field outcomes and embedded knowledge are assessed.
- 14. Specific outcomes must e assessed in their own right, through oral and practical evidence and cannot be assessed by observation only.

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- 15. Essential embedded knowledge must be assessed in their own right, through oral and practical evidence and cannot be assessed by observation only.
- 16. Special outcomes and essential embedded knowledge must e assessed in relation to each other.
- 17. If qualifying Learners are able to explain the essential embedded knowledge, but are unable to perform the specific outcomes, then they should not be assessed as competent.
- 18. If qualifying Learners are able to perform specific outcomes, but are unable to explain the essential embedded knowledge, they should not be assessed as competent.
- 19. Evidence of the specified critical cross-field outcomes should be found, both in performance and in essential embedded knowledge.
- 20. Ass assessment activities must be fair, so that all Learners have equal opportunities. Activities must be free of gender, ethnic or other bias.
- 21. This unit standard can be assessed together with any other relevant registered unit standard.

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#### Day 1 - Introduction: What is Mulching?

#### **Note to Course Facilitator**

#### Making the most of the first 60 minutes of the training:

The first 60 minutes of any learning intervention produces the highest learning volume per second than at any other stage of the program. This is your opportunity to mold the group into active, working learners. There are many worthwhile things to do at this stage:

- Neutralise the incipient teacher-pupil relationship.
- Begin to form a class community.
- Encourage participants to discover and start to correct any non-productive learning agendas they may have.
- Encourage participants to formulate definite in-course and post-course objectives for themselves.

The lesson introduction whilst focusing on the above outcomes also includes a focus on:

- Warming up of participants.
- Building confidence
- Building rapport.
- Eliciting of learning expectations.

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#### Materials required:

- Standard classroom set up (u-shape).
- Standard stationery requirements.
- Facilitator's Guide.
- Learner Workbooks for each learner.
- Assessment Guide for each learner.
- Learner registration Forms.
- Leaner Information Forms (AgriSETA)

Lesson duration 1 hour and 30 minutes

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Day 1 – Introduction : What is mulching?		
Lesson Content	Purpose	Lesson Activities
Welcome and Introductions	To introduce the trainer and build learner confidence.	<ul> <li>Use this session to:</li> <li>introduce yourself</li> <li>tell the group a little about yourself</li> <li>trainer's name</li> <li>brief background</li> </ul>
TIME: 15 MINUTES		Tell the learners that you will be going around the room and you want each of them to tell you:  Their name.  Where they work.  What type of work they do.  What they hope to learn, today.
Lesson Overview	To match what the learner hopes to learn with the Unit Standards specific outcomes and assessment criteria.	Discuss the Study Session Overview as per the notes on pages 4 to 12 of the learner workbook, covering::  • Purpose  • Who is it for?  • What's in it for you?  • What about assessment?  • The Unit Standard?  • Who does what?
TIME: 30 MINUTES		Complete learner registration forms and Learner Information Form (AriSETA).

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Day	Day 1 – Introduction : What is mulching?			
Lesson Content	Purpose	Lesson Activities		
Lesson	To build learner	Introduce the learning as per notes on pages 13 to		
Introduction	confidence and enthusiasm for the learning.	14 of the learner's workbook.		
	_			
TIME: 15 MINUTES				
Activity 1	To build learner	Divide learners into groups. Since research tells us		
_	confidence and enthusiasm for	that bigger groups will fragment and form break		
	the learning.	away groups, ensure that there are no more than 5		
	3	learners per work group.		
		Ask learners to complete Activity 1, on pages 15 and		
		16, of the learner workbook.		
		Allow 20 minutes for this activity.		
		Call for group responses and build confidence and		
		enthusiasm for the learning.		
	-	Discuss what will be covered today, finishing and		
TIME: 30 MINUTES	_	starting times and any breaks.		

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# Day 1 Lesson 1 : Why do you need to mulch?

#### **Notes to the Course Facilitator**

At this stage of the workshop, you should have developed an informal, relaxed training atmosphere.

Lesson 1 develops the learning to meet Specific Outcome 1, 3 and 4 of the Unit Standard

- Show and understanding of the benefits of mulching.
- Recognise the importance of using organic material when conducting regular cultivation in established plantings.
- Recognise the importance of regular applications of fertilizers to the soil of established plantings.

At the end of this lesson, learners should be able to:

- Describe the role that mulching plays in the reduction of evaporation from the soil.
- Explain the benefits that mulching provides in effecting weed control.
- Explain the role that mulching plays in enhancing the aesthetics of a landscape.
- Describe the benefits derived from the breakdown of organic mulches.
- Explain the improvements in soil friability, resulting from the addition of organic material.
- Explain the increased nutrient levels in the soil, resulting from the addition of organic materials.
- Explain the role that organic materials play in improving the water retention capacity of a soil.

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The **lesson notes** must be used as an overall guide to facilitation. It is important that each facilitator personalise the learning experience to suit personal and learner styles. However, the learning outcomes, practical exercises, theory and assessment are strictly aligned with national unit standards and must therefore be covered as they have been set out in the material. Comfort breaks must be organised according to the facilitator and learners liking.

**Lesson duration 5 hours** 

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Day 1 -			
Lesson 1 : Why do you need to mulch?			
Lesson	Purpose	Lesson Activities	
Content			
Mulching  TIME: 20 MINUTES	To build the learning to meet the specific outcome and related assessment criteria for this section.	Discuss as per the notes, on pages 18 to 19, of the learner workbook.	
TIME. 20 MINOTES	A formative		
Activity 2	assessment to check that the learner can	Divide learners into small workgroups.	
	meet the	Ask learners to complete Activity 2, on page 20, of	
	assessment	the learner workbook.	
	<ul><li>criteria:</li><li>Describe</li><li>the role that</li><li>mulching</li></ul>	Allow 15 minutes for this activity.	
	plays in the reduction of evaporation	Ask the group to share their answers and make sure	
TIME: 25 MINUTES	from the soil.	that all key learning points have been covered.	
	To be illed the o	Discuss as mostly makes as many 00 of the learner	
Mulching protects the soil from erosion	To build the learning to meet the specific outcome and related	Discuss as per the notes on page 22, of the learner workbook.	
TIME: 10 MINUTES	assessment criteria for this section.		

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Day 1 -			
Lesson 1 : Why do you need to mulch?			
Lesson	Purpose	Lesson Activities	
Content			
Activity 3	A formative assessment to check that the learner can meet the assessment criteria:	Divide learners into small work groups and ask them to complete Activity 3, on page 22 of the learner workbook.  Allow 15 minutes for completion of the Activity.	
TIME: 25 MINUTES	<ul> <li>Explain the benefits that mulching provides in effecting weed control.</li> </ul>	Ask learners to share their answers and make sure that all key learning points are covered.	
		D: 00 (II 1	
Mulching helps to make the	To build the learning to meet the specific	Discuss as per the notes on page 23, of the learner workbook.	
landscaped area look	outcome and related assessment criteria for this section.		
better			
TIME: 10 MINUTES			

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	Day 1 -			
Le	Lesson 1 : Why do you need to mulch?			
Lesson	Purpose	Lesson Activities		
Content				
Activity 4  TIME: 25 MINUTES	A formative assessment to check that the learner can meet the assessment criteria:  • Explain the role that mulching plays in enhancing the aesthetics of a landscape.	Divide learners into small work groups and ask them to complete Activity 4, on page 24 of the learner workbook.  Allow 15 minutes for completion of the Activity.  Ask learners to share their answers and make sure that all key learning points are covered.		
What do organics do for the soil and plants?  TIME: 10 MINUTES	To build the learning to meet the specific outcome and related assessment criteria for this section.	Discuss as per the notes on page 25, of the learner workbook.		

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	Day 1 -			
Lesson 1 : Why do you need to mulch?				
Lesson Content	Purpose	Lesson Activities		
Activity 5  TIME: 25 MINUTES	A formative assessment to check that the learner can meet the assessment criteria:  Explain the reasons why regular applications of fertilizers are necessary	Divide learners into small work groups and ask them to complete Activity 5, on page 26 of the learner workbook.  Allow 15 minutes for completion of the Activity.  Ask learners to share their answers and make sure that all key learning points are covered.		
Activity 6	for established plantings.  A formative assessment to	Divide learners into small work groups and ask them		
	check that the learner can meet the assessment criteria:  Explain the increased nutrient	to complete Activity 6, on page 27 of the learner workbook.  Allow 15 minutes for completion of the Activity.  Ask learners to share their answers and make sure		
TIME: 25 MINUTES	levels in the soil, resulting from the addition of organic materials.	that all key learning points are covered.		

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Day 1 -		
Lesson 1 : Why do you need to mulch?		
Lesson	Purpose	Lesson Activities
Content		
Organic mulches improve the condition of	To build the learning to meet the specific outcome and related	Discuss as per the notes on page 28, of the learner workbook.
the soil.  TIME: 10 MINUTES	assessment criteria for this section.	
Activity 7  TIME: 25 MINUTES	A formative assessment to check that the learner can meet the assessment criteria:  • Explain the improvements in the soil friability, resulting from the addition of organic	Divide learners into small work groups and ask them to complete Activity 7, on page 29 of the learner workbook.  Allow 15 minutes for completion of the Activity.  Ask learners to share their answers and make sure that all key learning points are covered.

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