



DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION



The criteria for the composition of an ideal SMT

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Newly appointed principal



- Existing SMT
- Specific challenges

Section 16(3) SASA – professional management of public school is the responsibility of the school principal.

SMT at Public schools



- Depending on school size – learner numbers
- Post provisioning
- Principal's responsibility to ensure that the right people – appointed on the SMT
- SMT is not a democratic structure



Management instrument

- HOD – knowledge of curriculum
- In some cases they are not leaders

Principal's important question



“Who do I want?”

“Who do I need?”

Effective management of the school.

(FEDSAS: “Status and role of SMT in public schools - P. Colditz)

Responsibilities/duties of SMT



- No prescribed duties for SMT as collective – to large extent discretion of Principal
- Duties/responsibilities - outlined in PAM
 - Principal
 - Deputy principal
 - HODs
- Teachers
- Principal may delegate certain responsibilities and duties to SMT

Get to know your SMT



- Strengths and weaknesses
- One to one conversations
- Personality types
- Knowledge and understanding of SMT members – know they are “different” - they think and do things differently
- Well composed SMT – comprise of different personality types, skills and competencies
- Knowledge of differences will lead to less irritation and frustration.

Strategic planning



Important management function – annually

- SWOT ANALYSIS
- Where are we at this moment?
- Where do we want to be?
- Short term goals
- Long term goals
- Who will do what at specific target dates
- Buy in of all stakeholders – important
- SIP and SDP

Teamwork



- Patric Lencioni
 - “If people don’t work together it can get very hard”
- To do work in less time = Secret
- “Rowing in the same direction”
 - T** – Together
 - E** – Everyone
 - A** – Achieves
 - M** – More

Teamwork



- “If you want to go fast, go alone
If you want to go far, go together”
- Michael Jordan (Basketball player)
“Talent wins games, but teamwork wins Championships”
- Most important criteria for ideal SMT is –
 - Teamwork
 - Using the specific strengths of team members

Teamwork video



Five dysfunctions of a team



- Patric Lencioni: “The five dysfunctions of a team”
- Why do the best management teams struggle?
 - * **ABSENCE OF TRUST**
 - * **FEAR OF CONFLICT**
 - * **LACK OF COMMITMENT**
 - * **AVOIDANCE OF ACCOUNTABILITY**
 - * **INATTENTION TO RESULTS**
- Success story of Kathryn Petersen newly appointed CEO.

Appointments



- Patric Lencioni

“When there is trust, conflict becomes nothing but the pursuit of truth, an attempt to find the best possible answer”
- According to Patric Lencioni – appointment of Management team – only 3 characteristics/qualities are of importance:
 - * HUNGRY
 - * HUMBLE
 - * SMART

Change Agent = YOU



- As principal/educational leader
 - Catalizer
 - Change starts with you
 - Change is painful
 - Story: Painful truth during the change process
- Eagle



Video : Seven leadership principles learn from eagle



Changing agent = YOU



- Change starts with YOU
- Let us be Eagles at our schools
- Danger: “ because we always did it like that..”

YOU ARE THE CHANGE AGENT FOR THE
WAY FORWARD



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Thank you

