



**WELCOME!**

**DAAN POTGIETER**



**THE PERSON IN THE MIDDLE: THE  
RELATIONSHIP BETWEEN THE PRINCIPAL,  
THE DEPARTMENT AND THE SCHOOL  
GOVERNING BODY**

**MARCH 2019**

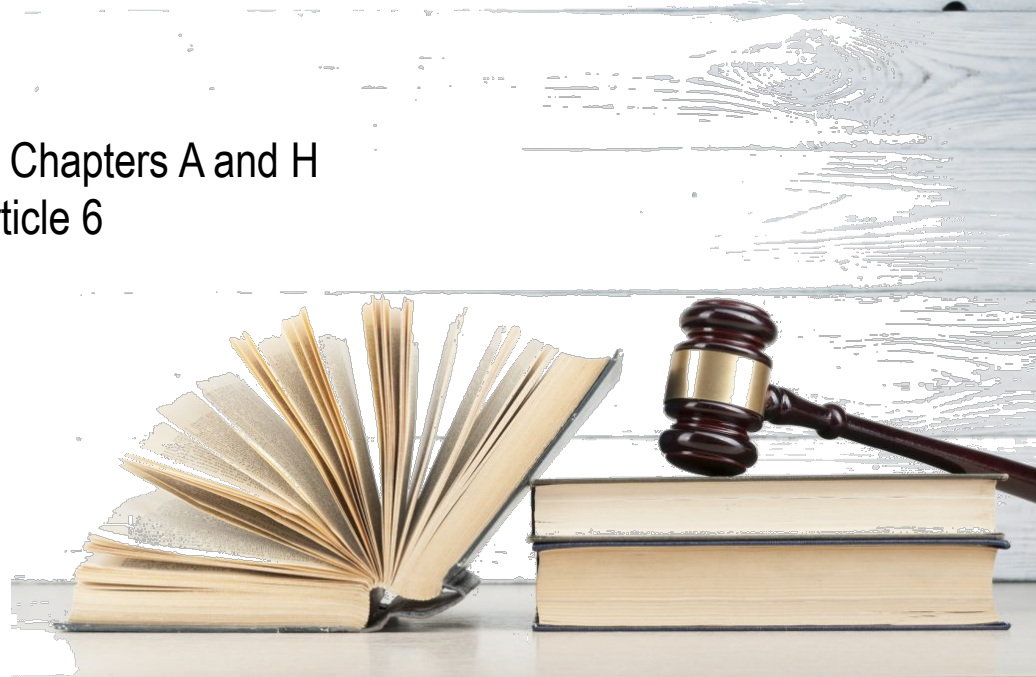


- In schools the teacher (principal) quality matters the most.  
*Dan Goldhaber*
- Why not the best schools?  
*Brian Coldwell and Jessica Harris*
- Coleman Report
- McKinsey



## THE POSITION OF THE PRINCIPAL

- SASA: Article 16/20/21
- PAM: Personnel Administrative Measures: Chapters A and H
- Educators' Employment Act: Chapter 2; Article 6





## DELEGATION

- Managerial functions
- Financial management
- Procurement and tender procedures
- Admissions
- Personnel





## PRINCIPLES

- Good governance vs execution
- Board of directors (Parent Governing Body) vs the CEO (principal)
  - *“Delegatus delegare non potest”*
  - Accountability and communication

**WHO IS  
ACCOUNTABLE**





## CORPORATE GOVERNANCE

- King IV and corporate governance
  - Six forms of 'capital'
  - 16 (17) Principles
  - Continued Professional Development







## PRINCIPLES UNDER PRESSURE

- SAOU vs Hoërskool Silverton
- Article 20
- Grey College
- Hoërskool Overvaal: Article 21







## DEPARTMENTAL PRESSURE

- Finances
- Policy
- Career safety and maintenance: Article 21
- Grade R and RR
- Basic Conditions of Employment vs PAM





## NEW CURRICULUM REQUIREMENTS

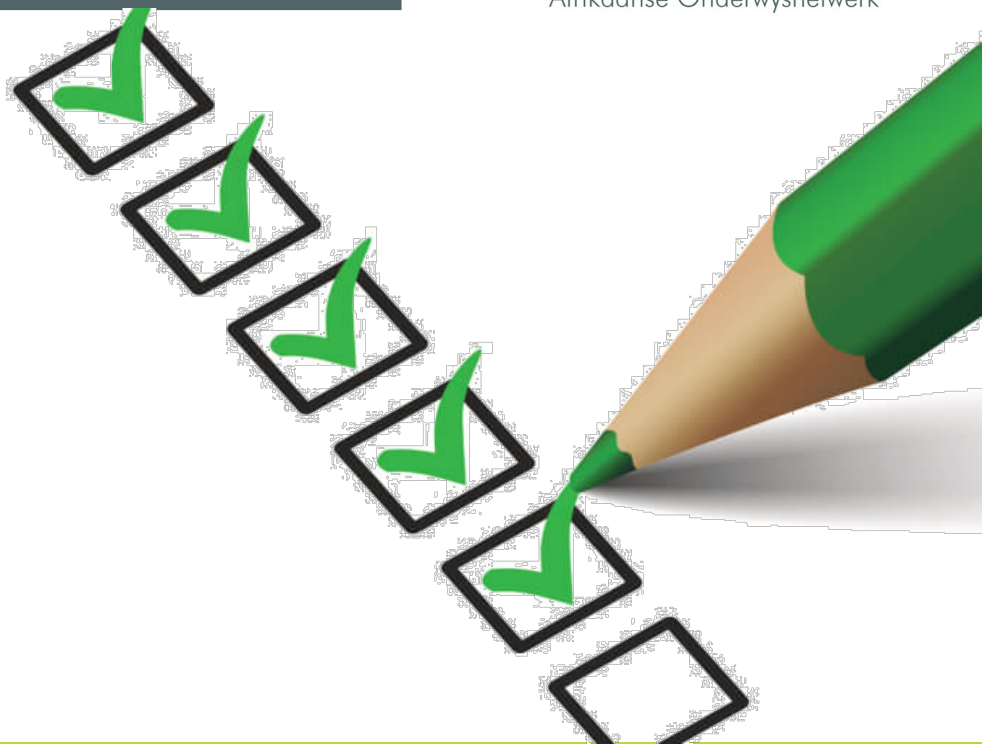
- Departmental support
- Principal's position
- School Governing Body: responsibilities





## GENERAL GUIDELINES AND HINTS

- ‘Set the rules whilst you are still undefeated.’
- Know the law.
- Know your rights.
- ‘Drink tea’
- Rely on your trade union.





# QUESTIONS?



**THANK YOU!**