

Innovative school management practices that are relevant in the South African context

Innoverende skoolbestuurspraktyke wat relevant is in die Suid-Afrikaanse konteks

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DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

- ❑ School Management practices
- ❑ Relevant in the South African context

<https://www.needpix.com/photo/1240300/tetrahedron-sphere-gold-geometry-pyramid-structure-form>

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Policies

Crisis management

HR

Assessment

Technology

Finances

Curriculum

Discipline

INNOVATION

- ✓ PRACTICE } **ACTION**
 - ✓ INNOVATION } **OUT**side the norm
 - ✓ RELEVANCE } **VISION**
-

make **changes** in **something established**



CHANGE MANAGEMENT

- ✓ PRACTICE } ACTION
- ✓ INNOVATION } **OUT**side the norm
- ✓ RELEVANCE } VISION



<https://www.pxfuel.com/en/free-photo-oeigt>

https://commons.wikimedia.org/wiki/File:SARS-CoV-2_without_background.png

POINT OF DEPARTURE

- ☐ My community
 - ☐ Our vision
 - ☐ Our immediate needs
- ☐ My management style



<https://pxhere.com/en/photo/1551311>

She conquers, who conquers herself



- ☐ Academic excellence
- ☐ Quality teaching
- ☐ Social responsibility
- ☐ Multiple opportunities for all-round development.



POINT OF DEPARTURE

- ☐ My community
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<https://pxhere.com/en/photo/1551311>

Re-norming

/ɪnə'veɪʃ(ə)n/ - To make changes in something established, especially by introducing new methods, ideas, or products.

- ❑ Operational planning
- ❑ Schedule and organise
- ❑ Delegate and monitor
- ❑ Communicate
- ❑ Quality control




SDG

Innovative school management practices that are relevant in the South African context

□ Operational planning

(Established Managerial Role)



Change (Innovation)	Methods; ideas; products
✓ Traffic congestion	<ul style="list-style-type: none">• 3 bell system• One-way traffic• Venue placement strategy• Break areas
✓ Arrival practice	<ul style="list-style-type: none">• Grounds duty areas• Screening and greeting
✓ Collaboration	<ul style="list-style-type: none">• Mid-year Staff Survey• Data driven strategies

- Maximise teaching time
- Sense of belonging
- Address relevant needs / action initiatives
- Academic excellence
- Quality teaching
- Social responsibility
- Multiple opportunities for all-round development

Innovative school management practices

□ Schedule and organise

(Established Managerial Role)

Change (Innovation)	Methods; ideas; products
✓ Term planning	<ul style="list-style-type: none">• Assessment routines<ul style="list-style-type: none">✓ Teaching, reinforcement, assessment and revision✓ Intervention programmes✓ Fluid assessment (live platform)• Executive timeframes• Meeting routines<ul style="list-style-type: none">✓ Objective✓ Platform✓ Timing• Assembly routines

■ Academic excellence ■ Quality teaching ■ Social responsibility ■ Multiple opportunities for all-round development
Innovative school management practices

□ Delegate and monitor

(Established Managerial Role)

Change (Innovation)	Methods; ideas; products
✓ Strategic planning	<ul style="list-style-type: none">• SMT functioning<ul style="list-style-type: none">✓ Agenda development• Committee / portfolio structures<ul style="list-style-type: none">✓ SGB Wellness Sub-Committee✓ RCL Community Building Sub-Committee
✓ Duty distribution	<u>Staff development</u> <ul style="list-style-type: none">• Developmental needs• Peer to peer empowerment• Mentorship programmes <u>Learner development</u> <ul style="list-style-type: none">• RCL structure• Collaboration

■ Academic excellence ■ Quality teaching ■ Social responsibility ■ Multiple opportunities for all-round development
Innovative school management practices

□ Communication

(Established Managerial Role)

Change (Innovation)	Methods; ideas; products
✓ Connection	<ul style="list-style-type: none">• Staff voice<ul style="list-style-type: none">✓ Speed interviews (contact time)✓ Meeting frequency and platforms• Learner voice<ul style="list-style-type: none">✓ Wellness questionnaire✓ Biographical details• Parent voice<ul style="list-style-type: none">✓ Positive parenting✓ Task teams for SGB Sub-committees✓ Newsletters and notices

□ Academic excellence □ Quality teaching ■ Social responsibility ■ Multiple opportunities for all-round development
Innovative school management practices

□ Quality assurance

(Established Managerial Role)

Change (Innovation)	Methods; ideas; products
✓ Academic momentum	<ul style="list-style-type: none">• Attendance• Stamina
✓ Mid-year self-assessment	<ul style="list-style-type: none">• Portfolio based
✓ Secure accountability	<ul style="list-style-type: none">• Reporting timelines
✓ Filling vacancies	<ul style="list-style-type: none">• Selection and appointment procedures<ul style="list-style-type: none">✓ Profiling✓ Interview panel and format
✓ Staff morale and support	<ul style="list-style-type: none">• Invigilation and substitution buddy systems• Technical assistance• Appreciation circles

■ Academic excellence ■ Quality teaching ■ Social responsibility ■ Multiple opportunities for all-round development
Innovative school management practices

ATTITUDE ATTRIBUTES

- ☐ *Question the status quo;*
- ☐ *Promote growth mindsets;*
- ☐ *Collaborate;*
- ☐ *Be open for interpretation;*
- ☐ *Determine critical outcomes;*
- ☐ *Be persistent.*



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