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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☐ Relevant in the South African context

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





INNOVATION

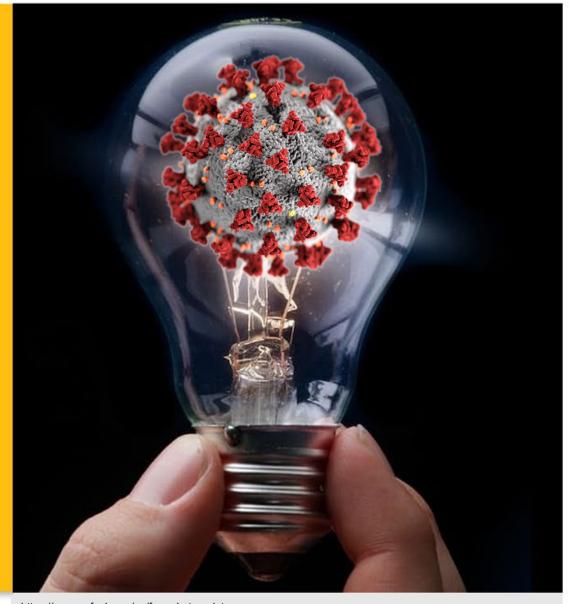
make changes in something established



https://www.pxfuel.com/en/free-photo-oelgt 1666

CHANGE MANAGEMENT

- ✓ PRACTICE —ACTION
- ✓ <u>IN</u>NOVATION OUTside the norm
- ✓ RELEVANCE VISION



https://www.pxfuel.com/en/free-photo-oelgt 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





She conquers, who conquers herself



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



POINT OF DEPARTURE

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

Operational planning

(Established Managerial Role)

Change (Innovation)	Methods; ideas; products
✓ Traffic congestion	 3 bell system One-way traffic Venue placement strategy Break areas
✓ Arrival practice	Grounds duty areasScreening and greeting
✓ Collaboration	Mid-year Staff SurveyData 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

□ Schedule and organise

(Established Managerial Role)

Change (Innovation)	Methods; ideas; products
✓ Term planning	 Assessment routines ✓ Teaching, reinforcement, assessment and revision ✓ Intervention programmes ✓ Fluid assessment (live platform) Executive timeframes Meeting routines ✓ 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	 SMT functioning ✓ Agenda development Committee / portfolio structures ✓ SGB Wellness Sub-Committee ✓ RCL Community Building Sub-Committee
✓ Duty distribution	 Staff development Developmental needs Peer to peer empowerment Mentorship programmes Learner development 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	 Staff voice ✓ Speed interviews (contact time) ✓ Meeting frequency and platforms Learner voice ✓ Wellness questionnaire ✓ Biographical details Parent voice ✓ Positive parenting ✓ Task teams for SGB Sub-committees ✓ Newsletters and notices

□ Quality assurance

(Established Managerial Role)

Change (Innovation)	Methods; ideas; products
✓ Academic momentum	AttendanceStamina
✓ Mid-year self-assessment	Portfolio based
✓ Secure accountability	Reporting timelines
✓ Filling vacancies	 Selection and appointment procedures ✓ Profiling ✓ Interview panel and format
✓ Staff morale and support	 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

ATTRIBUTES

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





Innovative school management practices

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