

Leadership development in the school. Is internal promotion an option?

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South African Schools Act

- The South African Schools Act determines that the professional management of a public school must be undertaken by the principal under the authority of the Head of Department. He / she is expected to form a School Management Team (SMT) made up of senior level staff.



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- Van der Westhuizen P.C (*Doeltreffende onderwysbestuur*) maak die opmerking dat die onderwysleier se gesag berus op sy professionele status as gesagsdraer in die skool. Dit beteken dat die skool 'n interne of eiesoortige gesagstruktuur het wat deur die skool self getipeer word.



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Long-term success is never achieved on our own. The phrase 'a self-made man' is a myth. All along the way we need support.

- Isadore Sharp -

The logo for SAOU, featuring the letters 'S', 'A', 'O', and 'U' in a bold, sans-serif font. The 'S' and 'O' are blue, while the 'A' and 'U' are yellow. The 'A' is stylized with a triangle shape integrated into its center.

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Leadership Development

✓ Background



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“I’m sure the Pharaoh was a great guy,
but I’ve got my own leadership style.”

“Leadership is not just some empty formulas but
establishing deep connection at soul levels through
service, integrity, passion, perseverance and equanimity.”

- Amit Ray -

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South African Schools Act

- One of the most important tasks of a principal of a school is the facilitation of change, to know if change are needed or not.



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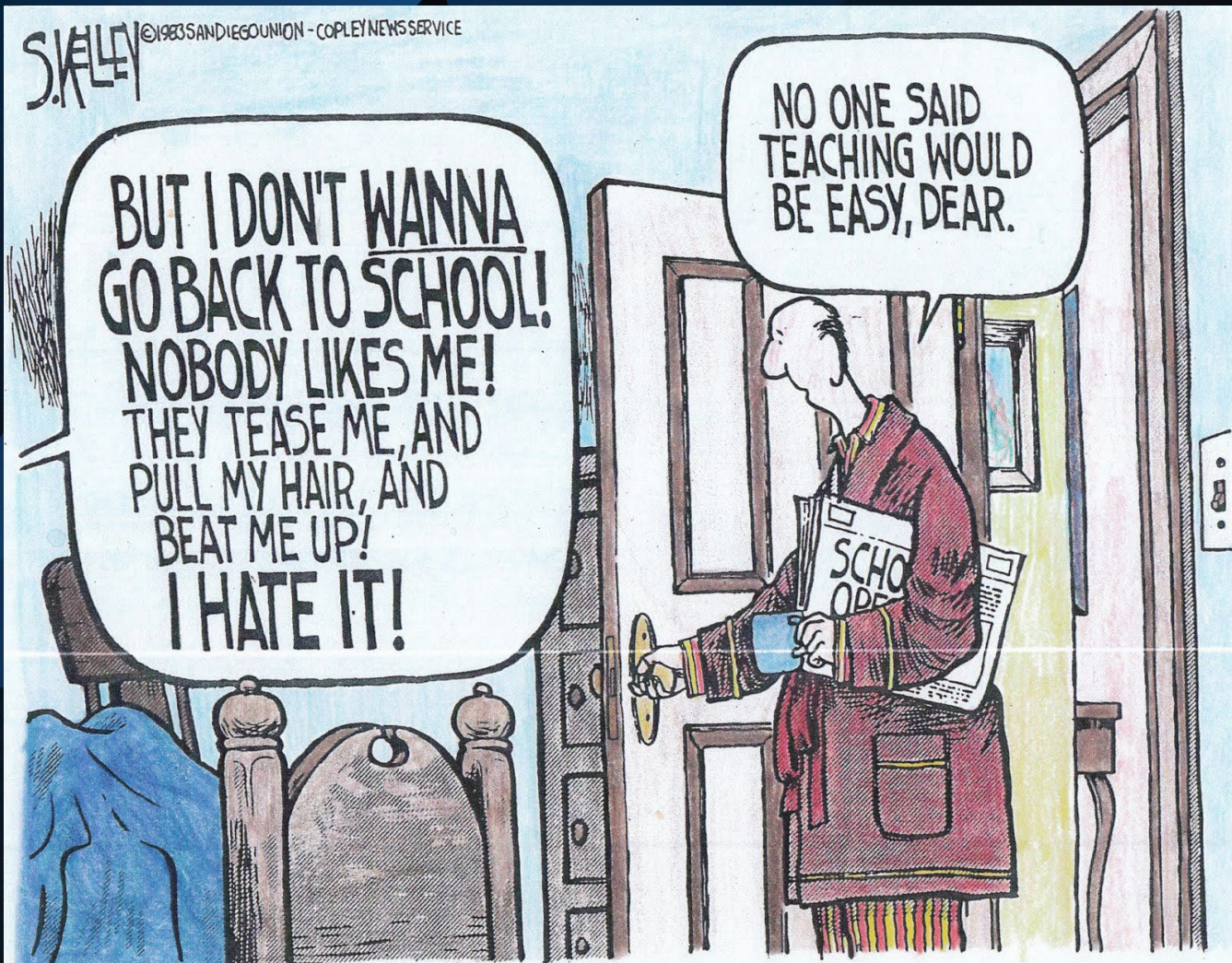
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Why do we want to do Leadership development?

- Beginner teacher vs management.
- “*Lifelong Learning*”
- First year teacher.



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“To tie a knot at the end of your rope means that you have a rope as well as the ability to tie a knot. And while that’s not necessarily great news, imagine what things would be like without a rope or ability.”
— Craig D. Lounsborough

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Leadership Development: How?

- **Create levels of management e.g.**
 - Subject heads
 - Grade heads
 - Activity heads (Rugby, Netball, Chess etc.)
 - Head of Sport
 - Head of Culture
 - Head of Academics
- Ad hoc activities organizers (Matric farewell etc.)
- **Always appoint somebody as shadow**



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Vrae wat ons onself moet vra voor ons besluit op interne bevordering:

- Wat is my eie status by die skool? Beginnerhoof of 'n ervare hoof?
- Hoe lyk die samestelling van die huidige bestuurspan en personeel?
- Wat is die huidige situasie by die skool, is dit 'n stormagtige tydperk in die skool se geskiedenis of gaan die skool aan sonder dat daar enige rimpelings op die water is?
- Het ek personeel met die nodige vaardighede om te voldoen aan die skool se behoeftes?
(Hierdie is 'n kernvraag)



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Decisions:



**"IN ANY MOMENT
OF DECISION
THE BEST THING
YOU CAN DO IS
THE RIGHT THING,
THE NEXT BEST
THING IS THE
WRONG THING,
AND THE
WORST THING
YOU CAN DO
IS NOTHING."**

THEODORE ROOSEVELT (1858-1919)

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Why would you promote internally?

- Qualities and skills
- Growth of the school
- Succession planning





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Potholes in the road to Internal Promotion

- To promote internally must not be at cost to other staff.
- Be transparent.
- Involve all role-players in the decision.
- Follow a process with the appointment of such person.
- Make sure the remuneration for the post are reasonable.
- The post has an advantage for the person for other future promotion.



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DANKIE!
THANK YOU!

**VIR ENIGE INLIGTING
FOR ANY INFO**

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