



**RHODES UNIVERSITY**  
*Where leaders learn*



# **Rhodes Business School**

*Leadership for Sustainability*

Responsible Leadership | Engaged Business | Integrated Society

Presented by  
Peter Reed & Trevor Amos

So!

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Your are a Governor now .....

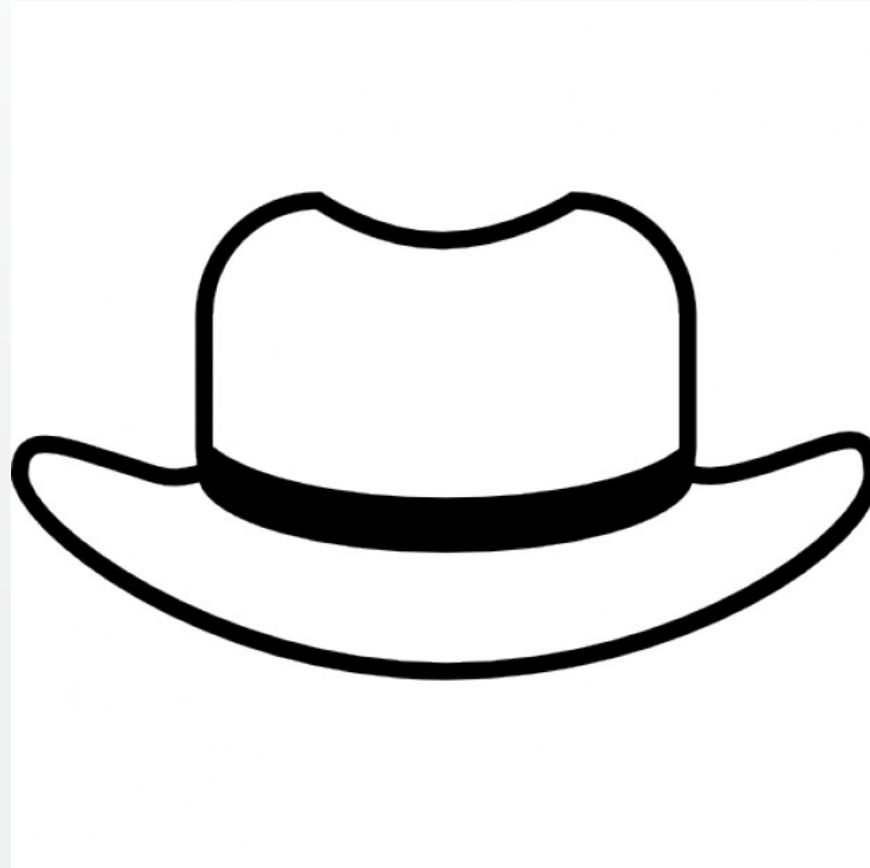
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The School Management Team and  
the School Governing Body:  
Working together to lead the school



# Governor Hat

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- How does this influence:
    - What you see
    - What you ask
    - What you say
    - What you do

# Where does one start?

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# Public School

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- South African School Act (84 of 1996) as amended ....
  - Policy on the South African Standard for Principalship: Enhancing the Professional Image and Competencies of School Principals, 2015
  - Training - FEDSAS
  - Experience
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# Roles

## Principal

Professional Management

Role?

Reports to:

Dept. of Education

Governing body

## Governing Body

Governance

Role?

Accountable to:

The School

# The core purpose of the Principal

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- a) Leading teaching and learning in the school;
- b) Shaping the direction and development of the school;
- c) Managing quality and securing accountability;
- d) Developing and empowering self and others;
- e) Managing the school as an organisation;
- f) Working with and for the community;
- g) Managing human resources (staff) in the school; and
- h) Managing and advocating extra-mural activities

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POLICY ON THE SOUTH AFRICAN STANDARD FOR PRINCIPALSHIP  
Enhancing the Professional Image and Competencies of School Principals 2015

# What Must the Governing Body Do?

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- to promote the best interests of the school and strive to ensure its development through the provision of quality education for all learners at the school;
  - to adopt a constitution;
  - to develop the mission statement of the school;
  - to adopt a code of conduct for learners at the school;
  - to support the principal, educators and other staff of the school in the performance of their professional functions;
  - to determine times of the school day in line with any conditions of employment of staff;
  - to look after the school's property, and buildings and grounds occupied by the school, including school hostels, if applicable;
  - to encourage parents, learners, educators and other staff at the school to volunteer their services to the school; and
  - to recommend to the Head of Department the appointment of educators and other staff at the school.
  - The governing body may apply to the Head of Department if it wishes to take on additional functions (e.g. providing adult education classes or buying education material for the school).
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# Governance

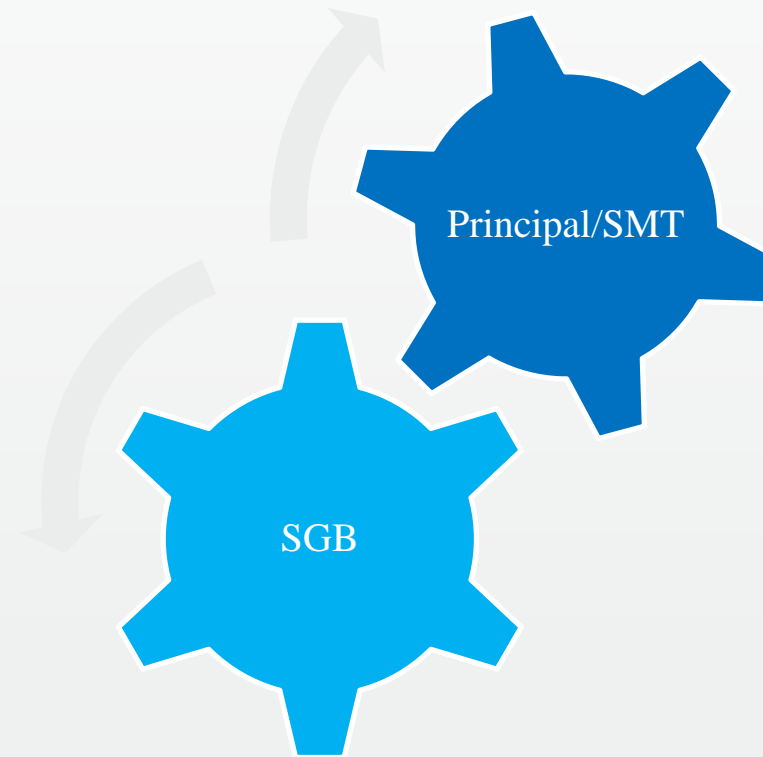
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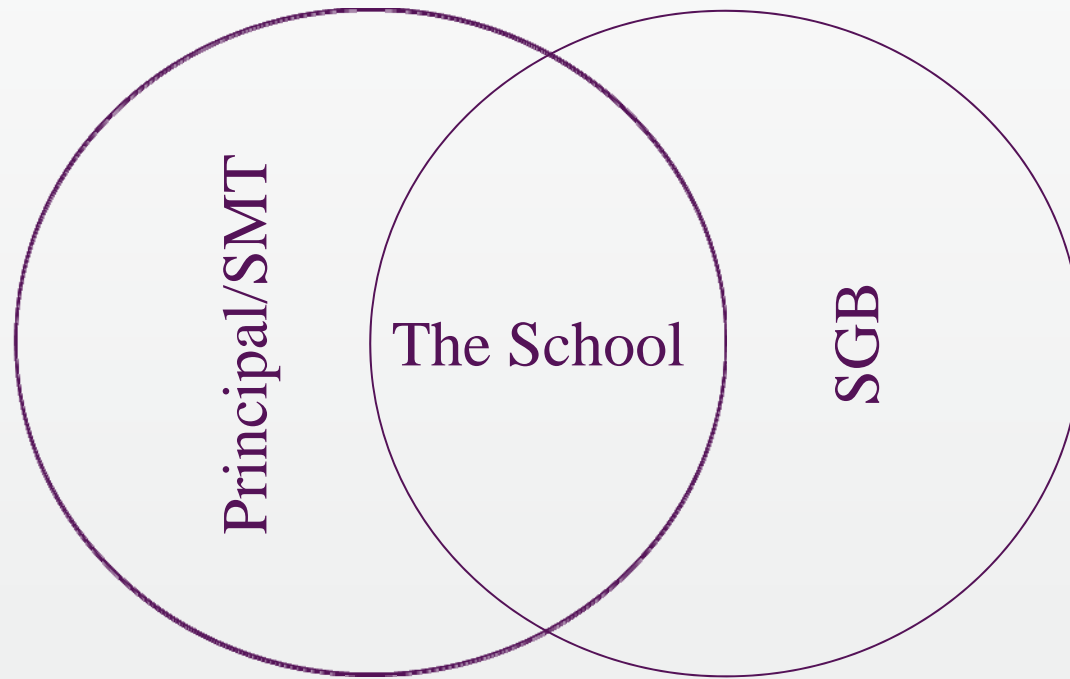
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The School Management Team and  
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Working together to lead the school

# Working together

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# Serve

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## The School

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# Require

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- What does it mean to be a governor
  - Aware/understand relevant legislation
  - Seeing the bigger picture – helicopter view
  - Know & understand the School
  - Know stakeholders – expectations
  - Role of stakeholders – Principal/SMT
  - Develop relationship
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# People

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- Interpersonal relationships
  - Build and develop

# Working together to lead the school: Making it work - actions

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- Roles – who does what
- Common purpose
  - The school
- Expectations
- Respect
  - Principal has years of experience
- Trust
- Autonomy
  - Policy/Procedures
- Weekly meeting

# Working together to lead the school: Making it work - actions

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- Communication with others
- Avoid being part of a clique
- Facilitate
  - Ask the right questions
  - Don't feel pressure to have all the answers
- Whose my loyalty to?
- Affirmation
- Crises – challenges (think it through, calmly)

# Working together to lead the school: Making it work - actions

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- Hands on but not overly
  - Know what's going on
  - Be present – be available
  - Be involved
  - Be interested
  - Be a sounding board
- Don't manage the School – not your role

# Scenario

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- Coaching
- Admission
- Fees

# Governor Hat

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