



**Lei, leer en inspireer**  
Lead, learn and inspire

**Successful people do less:**

1. Complaining
2. Blaming
3. Arguing
4. Bragging
5. Resenting
6. Yelling
7. Interrupting
8. Taking
9. Judging
10. Lying

### THE ROLE OF LEADERSHIP IN SUCCESSFUL SCHOOLS

What is success?



Marésa Vijioen  
maresav@saou.co.za

---

---

---

---

---

---

---

---

---

---


---

---

1. BLOCKAGES TO CURRICULUM IMPLEMENTATION

*Implementation Evaluation of the Curriculum Statement*

1. CAPS is overloaded, containing too much content; it requires too much administration from teachers; assessment presents a problem; teachers lacked motivation; teachers have content gaps.
2. Lack of quality teaching in Grade R.
3. Quality of Initial education of teachers and ineffective in-service training.
4. Appointment of inappropriate candidates to promotion posts
5. Poor use of time in schools, time-management and lack of proper use of timetables.
6. Loss of teaching time due to teachers not being in class.
7. Ineffective instructional leadership.
8. Lack of formative assessment (monitoring, moderation, intervention, implications for pedagogy – what do we learn from it). Why do we assess?



---

---

---

---

---

---

---

---

---

---


---

---

BLOCKAGES TO CURRICULUM IMPLEMENTATION

*Implementation Evaluation of the Curriculum Statement*

1. Lack of teacher subject knowledge.
2. Support by subject advisors and school heads of department – lack of collaboration and efficiency, they are 'going through the motions', completing monitoring forms and evidence. Attitude: poor regard in which teachers are held by district officials.
3. Presence and use of Learning and Teaching Support Materials.
4. Language of instruction.
5. Learner writing and the use of DBE books – quantity and quality of writing activities.
6. Pedagogy, differentiation, different teaching skills, inclusive education.
7. The sand in the machine of schooling: inefficient use of time and scarcity and inappropriate deployment of expertise.



---

---

---

---

---

---

---

---

---


---


---


---

## LEADERSHIP


1. Rule number 1: Listen to your team. "Teacher commitment and dedication is everything"
2. Empathetic leadership
3. Participative management
4. Good time management – we learn by example
5. "Instructional leadership and facilitate leadership"
6. Recognition. Acknowledge teachers who do walk the extra mile.
7. Responsibility and accountability
8. Leadership is a choice, not a rank







"Yes, Sir" the private answered. "But it was worth it because when I got to him, he was still alive and I had the satisfaction of hearing him saying, "Jim... I knew you'd come."

LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE


---

---

---

---

---

---

---


---

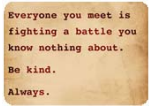
---


---


## YOUR LEADERSHIP AND THE SCHOOL

1. Don't be afraid to ask for feedback – If you could change ... what would it be?
2. Transparency, shared leadership and social trust.
3. School vocabulary helps with school ethos.
4. School mentorship program – Grade 1 and 7, 8 and 12.
5. Learners, teachers and parents have to feel they belong.  
Happy employees perform and are more willing to go above and beyond
6. Unsatisfied parent = worst nightmare.
7. Happy and content pupils are the best marketing tool.







LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE


---

---

---

---

---

---

---

---

---

---

## 2. MANAGEMENT

"THE BEST WAY TO FIND OUT IF YOU CAN TRUST SOMEBODY IS TO TRUST THEM"

1. The need for succession planning and mentorship programs
2. Appointment criteria of expert staff and retention of these staff
3. Your attitude towards staff development and investment
4. Effective support, monitoring
5. Fairness – All animals are equal, but some are more equal than others
6. Futile work
7. Contingency plan







LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE


---

---

---

---

---

---

---

---

---

---

### 3. COMMUNICATION

1. People skills and interpersonal relationships
2. Your attitude towards your colleagues
3. Ability to work together, trust each other - part of best practices - opportunities for networking and sharing
4. Transition between phases
5. Transparency



Most people do not listen with the intent to understand; they listen with the intent to reply.

Stephen R. Covey




LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE


---

---

---

---

---

---

---

---


---

---


### 4. PROFESSIONALISM


1. Professionalism: How you present yourself at work
2. Intention: can do - attitude
3. Work ethics (reliability, dedication, productivity, cooperation, character – self-disciplined, honest and trustworthy, respectful, accountable, humility)
4. Intrinsic motivation
5. Expertise – do you have the applicable knowledge?
6. Mentorship, in-house training
7. Mediocrity has become the norm
8. Professional conduct, clothing
9. Social media
10. Your words reflect your character

**Rian Malan** wonder: Waarom is die buitelandse CEOs van spaza winkels soveel suksesvoller as Suid-Afrikers?



Die waarheid is dat die sakegeheime van buitelanders dinge is wat ons nie wil hoor nie: werksetiek en deurstellingsvermoë.



LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE


---

---

---

---

---

---

---



---


---

---

### 5. CLASSROOM MANAGEMENT AND CURRICULUM

1. Classroom management - "setting the tone"
2. Quality of pre-school exposure and education
3. Subject specialization and expertise – "looping"
4. Different teaching strategies
5. Formative assessment
6. Curriculum coverage and curriculum overload
7. Protection of academic time
8. Focused curriculum and co-operation with other high schools
9. LTSM and writing activities
10. Teacher collaboration – joint planning, team teaching, teacher observation, sharing ideas and good practices and cross curricula collaboration (de-privatise their practice by opening their classroom doors)

LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE


---

---

---

---

---

---

---

---


---

---

### 6. LEARNERS AND COLLEAGUES

**LEARNERS**

- Emotional intelligence - lack of soft skills
- Listening skills, tired
- Lack of routine and discipline at home
- "Millennials" or Generation Z




Some people are like clouds when they disappear it's a brighter day.

**COLLEAGUES**

1. "Tough to manage, self-interested, self-focused, know-it-all attitude"
2. Their authority lies within the one who can do the job
3. They do not fear anything, especially authority and they do not fear making mistakes.
4. Their **values** are based on circumstances and what works for them
5. They have a completely new value system and **ethics**

LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE



---

---

---

---

---

---

---


---

### 7. AGENTS OF CHANGE

1. Reality is, we are creatures of habit. We love security. We thrive on routine and predictability. Education is all about "repetition"?
2. Staff composition – do you use skills and strong points? Do you have a list of skills that will be needed on your staff in 5 years' time?
3. Parents and learners have changed – why do so many of us struggle with change?
4. "Face your fears" - fear of failure, the unknown, comfort zone, criticism.
5. Communication, communication and communication.
6. Be prepared to see opportunity within change.
7. Common factor in all successful educators: passion for your WORK.

MAKE IT HAPPEN.  
SHOCK EVERYONE.

LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE



---

---

---

---

---

---

---

---

### 8. PARENTS


1. Successful schools build on the efforts of successful families
2. Balance: uninvolved parents and helicopter parents
3. Values: Millennials and Generation Z
4. Schools have become the place of safety and nurturing – parents want to know their children will be cared for at school
5. Relationship between staff and parents, governing body

"I want to inspire people. I want someone to look at me and say "because of you, I didn't give up""

A lack of boundaries invites a lack of respect.

Educators are the only people who lose sleep over other people's children.

LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE



---

---

---

---

---

---

---

---

### 10 THINGS MONEY CANNOT BUY

**SUCCESSFUL PRINCIPALS KNOW THE VALUE OF:**

1. Attitude says it all
2. Work ethics and commitment
3. Reliability, trust, honesty
4. Respect, values, empathy
5. Role models - every child needs a hero
6. We do not learn from people we do not like
7. Ability to communicate
8. Accountability, positivity, patience
9. Common sense
10. Let us stop changing things and start changing people




LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE 

---

---

---

---

---

---

---

---

---


---

If your own child were sitting in front of you ... what would you teach him? What would you assess? What would you like to see YOUR child learn? When would your child, in your opinion, be successful?

What IS the most important thing?  
**THAT** determines the X factor...

*We are what we repeatedly do. Excellence, then, is not an act, but a habit.*

"These schools do nothing out of the ordinary – they simply do ordinary things extraordinary well."

LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE 

---

---

---

---

---

---

---

---

---

---

### YOU WERE BORN TO MAKE A DIFFERENCE

1. "Hard" skills - basic minimum, can be tested
2. "Soft" skills: time management, good manners
3. Time management and the ability to work under pressure
4. Adaptable thinking, lifelong learners - evaluate information
5. Personal organization, self-discipline, perseverance, self-motivation, decision-making
6. Skill to question
7. Technological skills
8. Honesty, courage, empathy, emotional intelligence
9. Communication skills
10. Teamwork and co-operation, leadership skills and style
11. Critical thinking – correct answers versus correct roads
12. Tolerance for foreign ideas and cultures




LEI, LEER EN INSPIREER / LEAD, LEARN AND INSPIRE 

---

---

---

---

---

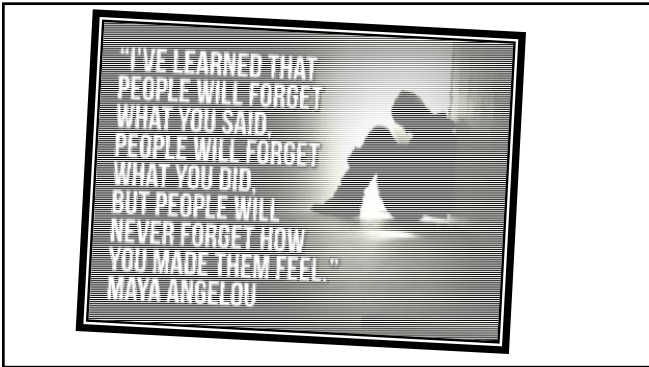
---

---

---

---

---



I'VE LEARNED THAT  
PEOPLE WILL FORGET  
WHAT YOU SAID  
PEOPLE WILL FORGET  
WHAT YOU DID,  
BUT PEOPLE WILL  
NEVER FORGET HOW  
YOU MADE THEM FEEL."  
MAYA ANGELOU

---

---

---

---

---

---

---

---