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Principals.

## Briefing for Portfolio Committee on Public Service & Administration

### Recruitment Tool for Principals

Presented by Department of Education  
13<sup>th</sup> June 2006



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### Overall Intention

- Improve schools through professionalising and improving the status and role of principals
- New conditions of service and EIMS
- Principals who can lead 21<sup>st</sup> century South African schools
- This assumes principals are central to the climate and culture of the school, and
- Principal must be lead learner in school



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## Background

- Good schools require effective leaders
- Schools need to lead social change and promote key societal values
- Principals and school management team members are core to school culture and improvement
- Principal is key to the school and is the lead professional in the school and needs to be treated as such
- Principalship is a fundamentally different job to that of classroom teaching



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## Professional Package for Principals

This includes:

- Entry level qualification for school principals
- Professionalisation of recruitment and employment of principals and other school managers
- Professional status for school managers and principal pay package to match
- Career pathing for education managers
- Flexibility in deployment of principals: dismissal of failing principals, and remedial measure for struggling principals.
- Educational Institution Management Service
- Opportunities related to experience (e.g. as mentors, assessors)
- Performance agreements



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## Skills & Knowledge Principals Need

There are six areas of defined knowledge and skills principals need. These are:

- *Leading and Managing the Learning School;*
- *Shaping the Direction and Development of the School;*
- *Assuring Quality and Securing Accountability;*
- *Developing and Empowering Self and Others;*
- *Managing the School as an Organisation;*
- *Working with and for the Community.*

These assume a values driven approach to school leadership



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## The Entry-Level Qualification for Principals

- It is an Advanced Certificate in Education to be completed in 2 years part-time
- Without it you will not be able to become a principal
- Qualification linked to provable competence
- The ACE will be a truly national qualification – national course, national materials. It will be field tested on practicing principals



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## Recruitment and Deployment of Principals

- Shortlisting of only those aspirant principals who have passed the entry level qualification
- Professional interview panels
- Mobility and portability of principals: More flexibility in deploying good principals leading to higher school performance



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# THANK YOU



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