

Change Leadership in Technology Integration in Eshowe (KZN) culminates in success

The Change Leadership for Technology Integration course in Eshowe, KwaZulu Natal was implemented from September 2016 to February 2017 for senior management team (SMT) members from 12 schools participating in Telkom’s Connected Schools’ programme. Workshops were clustered at a central venue and SMT’s were engaged in a range of learning strategies to encourage whole school change.

Teachers were eager to participate in the professional development workshops and immersed themselves in activities that helped encourage leadership, ownership, pride and professionalism at their respective schools.

Schoolnet SA took the opportunity to do post workshop follow-up and had to document the stories of the following champion teachers who are changing their practice in management structures and within the classroom.

Dumakazani Primary School

Mr S.S Myeni says he was greatly motivated by the facilitator and his expectations were more than adequately met. He was encouraged to implement what he had learnt including reviewing the school vision such that it included ICTs to support teaching and learning and more importantly get buy in from teachers.



Each participant received copies of the course content and teachers were able to make notes for reference after the training. He took the opportunity to report that Mrs Hlengiwe Mfeka was a good facilitator and she was able to motivate them whilst being patient with them.

Mr Myeni said “As I speak to you our vision is on the wall, we have created a working schedule for our computer room and we have used delegation as a technique for lightening the administrative burden. This has made working and leadership at the school much easier.”

Teachers were also happy that training was clustered – this helped them learn that different schools have similar challenges and through collaboration they managed to work through different strategies on how to solve some of these challenges. “This was a great opportunity for networking” Mr Myeni commented.

It was evident from speaking to Mr Myeni that the management team had changed their mind-set because his conversation refers to “Changing from management to leadership.”

Inyathi Primary School

Ms B.D Zulu was excited when she talked about completing the course. “The training was great because we learnt a lot about communication strategies”. She reported that her favourite module was on Capacity Building where she learnt about the importance of delegation. She has now learnt that as a leader when delegation is done appropriately it will save much time. Since the workshop she says that there is minimal resistance from teachers and they are working toward communicating through their challenges using positive communication techniques. The school is currently implementing what they learnt and are using technology and most importantly the learners are feeling the change. Ms Zulu’s final words were “Our school is a happy learning environment for our learners.”



Nkunzamalunda Primary School

Ms G.T Mthembu reflected that the course experience has helped her both as an individual and professionally. As HOD, she has been able to apply some of the strategies she learnt in the course. Her approach to resistance has changed and she is now better able to solve issues with no arguments. She now knows and understands the importance of understanding different behaviours and being able to resolve them professionally.

She reports that previously there was a lot of resistance from other teachers due to her age and gender but since training she has managed to entrust her colleagues with responsibilities which in turn gives them a sense of ownership to the work they do.

Ms Thembu says the environment has changed because “we women can now talk! and “we have learnt the importance of supporting each other.” This change has allowed teachers at Nkunzamalunda Primary School to build lasting friendships amongst themselves as colleagues and this was done through using better communication strategies. Ms Thembu emphasised that when women are given the opportunity and leadership training a lot is achievable.

Queen Nandi Primary School

Mr Mervyn Chinsammy reported that the program was good, motivating and was conducted professionally. He said the facilitator was fantastic and knew exactly what was expected from her.



Queen Nandi Primary School was never exposed to using ICT’s in the classroom and it is through the donation of the tablets that they are starting to use ICT’s for teaching and learning. Mr Chinsammy said that the learners are currently being oriented to using tablets whilst teachers are being trained in ICT integration. This is going a bit slow but they are hoping to fully implement shortly and they foresee success as they are now well equipped with leadership skills which will allow them to work efficiently and smartly.

Teachers spoke a lot of about changing the mind-set and implementing what they have learnt and how this has helped create a better working

environment that is enriching to the learners. This program has also alerted them on the importance of relying on each other for the school to function better.

The Change Leadership course is influenced by literature on the key elements of change management and the debate about change leadership which is underpinned by Michael Fullan's work on Learning to Lead Change; the idea that change needs energy, ideas, commitment and ownership rather than a controlling management. The schools in Eshowe can testify to this theory of change and Schoolnet SA is proud to have been involved in imparting the skills required to effect change in our schools.

Mathapelo Sehume

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