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## Teacher Unionism and Policy Implementation in South African Schools

By Vincent Thulani Zengele

LAP Lambert Acad. Publ. Mai 2011, 2011. Taschenbuch. Book Condition: Neu. 220x150x16 mm. This item is printed on demand - Print on Demand Neuware - The role of teacher unions is to protect the interests and well being of all it's members during the filling of promotional posts and redeployment processes. Well managed schools are a result of properly selected, well qualified and dedicated school personnel. Research findings reveal that in most cases during the selection process for new and promotional posts, teacher unions ignore their observer role and become active participants, thus getting their key members unjustly promoted and deployed to key positions. This happens despite legislation on the approved guidelines for union involvement. The author argues that uncontrolled union involvement during redeployment and the filling of promotional posts may lead to anarchy and the exodus of dedicated teachers to other professions. Recorded focus group interviews were conducted with teachers, school principals, the Gauteng Department of Education officials and Union officials using open ended questions. Verbatim transcribed data were analysed by means of the constant comparative method. Recommendations focus on facilitation for improved involvement of unions for effective teaching and learning including improved teacher morale. 268 pp. Englisch.



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