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| Colour  | Code | Categories  | Themes  |
|  | Responsibility | **Old Governors responsibility (academic, information, facilities, towards staff)** Can’t have people from church tell me how to run my class Church had a dreamSuppose to be in line with the church vision Previous governors looked at the buildingsDifferent everything was done here **New Governors responsibility (academic, information, facilities, towards staff)****Principal Responsibility** Full responsibility Excessive range of responsibilities Little responsibilities Very little power Operational responses and handing accounts Year Acting Principal Visionary new principal Limited responsibilities Follow up on accounts NEW- governors keep the principal responsible for the academic standard  **SM – responsibility of new governance** Governors are accountable for the finance and the HR Principal is responsible to report the budget to the general mangerNEW Company gives us more responsibilities they have expertise in different fieldsNew – more accountable and expertise on the different field New Governors are accountable for the finances and the schools, but they make the principals responsible and they need to report to the governors New- take their responsibility regarding the academical standards serious. Responsibility the same Management become bigger Operational running of a school our responsibilities did not change Governors not involved in school No long term plan to stay at school Part of the school management Look after the teachers, parents and students Look after HR, Finances and policies Different responsibilities Management is not a whole – different jobs Responsible for school to take place in classes and environment is safe – and to be proud of Feel responsibility stay the same Principals have meetings with all other schools My responsibility as HOD to see that teaching takes place We need to educate at high standard Foundation phase is happy and healthy We are proud of what we do I have a responsibility to influence academic standardsI have no idea who the governing body is They determine the polices of the school Running of school on higher level Do not interfere with running of the school No mangers who deal with schools Responsible for legal part and deal with staff members HR is the top priority HOD Responsibilities definitely increase Governors not responsible for academic standard We don’t have a responsibility towards legal systemsNo input on legal wise but we can give input HR documents no input We can appoint who we want we are free to change and adapt and revise to fit us We follow a specific standard Our responsibility to change code of conduct**Teacher’s responsibility (academic, stakeholders)**Our classes is our full responsibility They will jump in if something goes wrong But think they will realise it when it is too late More responsibility – also to promote the school Advertise the school and we need to safe more – even on coffee and tee More expectation want best for the company and not for students We have a responsibility towards children and educators Responsibility become more We need to go for training- not related to high school Academically we need to do much more I am still accountable for what is happening in my class Don’t have any say in the responsibilities that I have We only have one HOD to oversee everything The HOD is also not part of my subject – I don’t have experience and they can’t help meHOD or myself accountable for standards When it comes to resources – they do not provide No textbooks I am responsible for the standard in my class My responsibility to see that I am on standard – previous vice-principal made sure of the standards They did not take up any responsibility All the money had to go into their account and they wanted to control everything No one to follow up if parents are not paying Suppose to look at the finance, teachers, appointments and policies I am responsible for the academic standard in my class Previous manager was the principal and he oversee the academics and the deputy principal Everything was running wellI was accountable for academic standards in my class They don’t expect – my responsibility as teacher is to focus on my job Parents responsibility towards partnership of the schoolParents were very involved in the school activities helping our children Our main involvement in school was to assist our children Parents were never involved in the academics I was not involved in parents committee Previous governance – parents representatives - middle person between the parents and the teachers Teachers are responsible for academic standard and first line of communication Teachers are responsible for academic standard and first line of communication Teacher walk out of the class because students are too disruptive At the end my child missed class Next year were better but still not good Small school – parents were involved Class representatives Parents could interact and help if a mother need to go to the hospital Feedback between teachers and parents Teachers responsible for standard Different grades – different responsibilities You expect private school to have all equipment Systems is not working – debit order did not went off and then it went of double Still keep the teachers accountable for standardNo we did not interfere and were never involved No we did not share responsibility not now and not then Head master, and subject head is responsible for standard Accountability teachers and not the governance Yes parents share during parents meetings Previous governance history and focus on academics Yes, that time I was responsible for education in this area and know the structures Principal accountable for academic standards Did not share academic responsibility Open office policy – you could discuss it and know they will address it. Our self and teachers as a team Problem from management  | Previous governance responsibility Feel that people of the church don’t understand the running of the school – Dream of church not in-line with school Looked after the buildings – show investment in the school Parent representative – middle person between the teachers and parents Open relationship with the management of the school History of focus on academic there was a relationship between parents and teachers. Teachers and parent representative worked together to try to help beyond the basic academic needs of children and households New Governance responsibilityKeep the principal responsible for the academic standard SM – feel the governors are responsible for the finance of the school Give more responsibilities to the SM SM Feel governors look after the HR finance and policies SM feel different governors responsible for different jobsSM- feel the governors run the school at a higher levelSM feel that they don’t interfere with the running of the school SM feel that governors is responsible for the legal aspects of the school SM feel the governors is not responsible for the academic standard of the schoolTeachers feel governors will intervene if things are not happening in class – could be too late when the realise something is wrong – feel they could be more involved to support Teachers feel – the money go in to the governor’s pockets and teachers don’t know how that money is appliedTeachers feel the governors is responsible for the teachers, appointments of teachers and finance in the school Systems is not in place – do not receive proper accounts or information Responsibility from the view of the Principal Some principal feel that he has 100% responsibility of the school Other principle experience very little responsibility Operating responses & follow up on accounts Have meetings with other principals from the same group Responsibility from the view of the SMFeel the principal need to report on budget with the governors Governors is accountable for the finance, but the principal is responsible Feel the governors take up responsibility regarding academics – part of marketing No change regarding operational running SM – feel they responsible for teachers, parents and students Feel responsible to produce the same product Don’t have contact with the governors Responsible to see that teaching is taking place SM responsibilities increased Feel responsible to see that teaching take place at a high standard Proud of what I do and have a responsibility to influence the academic standard Can appoint new staff on their own – don not need approval from governors SM- responsible to change and adapt the code of conduct Responsibility from the view of teachers Take full responsibility of what happen in classTeachers feel responsible to market and promote school – feel it is not part of their responsibilities. Feel everything what they do, they need to save money – even on coffee and tea but the governors expect more from themFeel responsible towards the learners as educators Need to go for more training Academically we need to do much moreHOD oversee everything – but are not qualified for the subject – can’t support me in my subject I am accountable for standard in my class and get my own resources Parents view of responsibilities Teachers responsible for academic standard Parents never involved in academic – just support kids Now children in class become disruptive – school need children so they do not react towards those children – teacher walk out to of the class – my child’s academic being influenced. |
|  | Emotional | Governors – explain the transaction Previously we also had to pray for more students – that was also not right New governors – welcoming towards parents and teachers, meet parents half way, go about sharing information.Principal Emotional wellbeing Development of staff Emotional investment in children to grow Emotional Draining Poor relationships between old and new companyHOD – old governance NFP – Relief not to be part of the church any more Previous predictive Restricted but in that frame work could function alone Previous governors spend time with us Previous school more emotional and Previous governance focus on happy students Academic responsibilities in previous school was less HOD new governance NEW- School in the hands of people who knows about education Feel heard Run school as a businessNeed to distinguish what is business and what is school Hope full for change Will go on pension- feel not up to it any moreNew principal take responsibility New governors does not care Governors don’t know what we are doing We do what we suppose to do No interaction with governors They don’t care about us Don’t think expectation changed – they don’t care Proud of what we do Not different to stay the same because we work with the kids Feel they don’t care You can request and wait . . . I need to do what I am called for For me nothing changed Nothing in classes changed It is nice to have a beautiful school Will encourage us and not break us down Past few years was a experience and it opened my visionTeachers – feelings of worth The governors looked more happy in the previous school Previous governors Happy culture I am still happy at the school but the feeling is that we changed One governor was at our school once - Not a friendly person, never come to introduce him to me The previous governors – they were part of us like family I will not market the current school Previously we had an amazing schoolI will never recommend this new school I would never recommend this school No expectation from the governors They do not care- only the HOD’s I am still happy – I am a teacher by heart Do not care about us Few teachers fighting for how it is suppose to be Previous governance More relaxed and personal It was not money driven It is bums on seats if you lose I child we need to replace Management were more relaxed – same people It is very hard I don’t know if I am doing right or wrong It is hard for me to know if I am doing right Don’t feel I achieve anything It is compulsory There were more grace previously It was more relaxed and it felt like family I had to put in unpaid leave for an emergency Previously they would say take as long as you need They don’t value me and will replace my within a day Previously they did care about you and value you as an individual It was more personal for me Same people in management who expects more from you Previously much more relaxed Feels like they are not as involved With the new principal not so negative Governors don’t know, I don’t think they care Management know my strength and weakness and conceive certain things More contact with previous governors Even if I teach one I can make a difference There were two transactions – we were just adjusting then it happened again I send a email with suggestions how they can change things – but nothing happen I am a problem solver – so if I have and idea how to solve I will provide it, Previous management were hands on – they were more involved New teachers come in and not willing to learn from others with more experience – cause damage at the moment I don’t think if they don’t want conflict – but they don’t want to confront teachers if they don’t do their work Frustration – because I can see what is happening I expected much more – but I am still teaching, and I battle because it is my reputation I expected much more – but I am still teaching, and I battle because it is my reputation It is for me about the children – we need to get our current students to stay Don’t feel they value me at all Teachers did a lot of their work It seems like you meant something previously Different atmosphere and value system I expect things to improve Don’t feel loyal to the company I don’t think the school think to who they sold Beginning of the year – grass is not cut – previous governance had a highs school and then they close again Parents – feelings and emotions Made us feel part of the school – came from a government school Advantage of already know the teachers and have a relationship It is a Christian school and I don’t think they will adjust marks School was more on a personal level Relationships with teachers still good As they grow older and need to participate in the workplace ? There was not that kind friendly and close relationship It confuses us- we are only three standing What if your child suffer? Things are still rocky We had high hopes and all the promises Look like a trouble maker – will they hold it against your child We have to tell you kids if we complain – for the kid to know if they will react towards him We have to tell you kids if we complain – for the kid to know if they will react towards him Children discussing things – school will close down – they not suppose to worry about that don’t feel I have an open door Don’t think teachers give much Struggle is real for the teachers My oldest child struggle – that is why we came to a private school My child had a bad experience at previous school Don’t know if all this technology is a good idea Don’t know if all this electronic is a good idea for all children On child is so driven and she wants to achieve – more focused My oldest child suffer with depression – we had to take electronics away – she nearly commit suicide What is happening here works -dedicated people My youngest daughter works very hard – she has a dream to study in Germany She is working hard will do in any school – but I believe they push too hard for 100% pass rate – it drives me crazy My oldest child should maybe rather be home schooled – she would have being lost in a bigger school Parents stir things up in a negative way Was more caring and spiritually Whole atmosphere caring for others as well Parents want teacher to shift mind set but they don’t do it Teachers could experience it different – they are the barrier between us and the governors I can’t judge the academics because the kids progress – but I do ask what about the spiritual side this is the reason why we moved them Feel on spiritual level things did change Feeling valued is emotional and we are not involved like this Relationship that you build up in years Don’t worry to keep parents happy Don’t care about facilities employ teachers who are not registered at SACE They don’t see us important stakeholders This governance is useless Don’t see parents as stakeholders - consumers of their nonsense They try to keep those things from the previous school – but they are rubbish Don’t care about the outcomes Previous governance – partnership with parents Don’t feel valued There was no discussion – felt excluded They sold their soles It was more Christ centred Woven Christ and IEB together After 14 years – don’t have our contact details Problem with the new company – they want to advertise a brand – that is what we don’t want Previous governance – about the foundation of the children We are not really happy with the school - may be they should waited longer Last year with open day they oud incorporate the Christina part .  | Accountability of old governorsPray for more students Did not explain the transition well SM- relieve not to be part of churchStrict boundaries Spend time with teachers and other staff Focus on happy students and teachers – not on numbers SM - Academic responsibilities was less in previous Governance Teachers – feel governance was part of the school – felt like family We had a wonderful school Not money driven – market the school through word of mouth More relaxed governors – felt that they care – walked with each person Governors were hands on and more involved in the school Don’t think they thought of the consequences before they sold usGovernors made the parents feel part of the school Accountability of new governors Poor relationship with new governors SM- feel they are in the hands of people who know the business. SM- Don’t feel they hear us Teachers say they don’t feel that the new governors – don’t look at the building and terrain Accountability from principal point Principal – need to look at the emotional well being of everyone in school Accountable for the development of staff Accountability from SM perspective Academic responsibilities were less in previous Governance Feel that governors hear us Did feel hope full for change – did not happen Don’t want to be here – no interaction between us and the governors Don’t feel like they care New governors build a beautiful school Experienced much in the last few years Accountability – Teachers Management felt happier and still the same management but not the same friendly management Will not recommend this school to other peopleExperience management more relaxed – felt like family HR – more leave did not need to take unpaid leave Now same management but they expect morePressure to have more students in our class No one told us about the second transaction Governors don’t interfere with the teachers – actually feel that they were supposed to do so. When they bought us over – I expect that things will improve Don’t feel loyal to this company any more Accountability from the Parents side Still a Christian school but the accountability to apply all the Christian values is not so strong any more Still good relationships with the teachers – most of them is still like it was with the previous governance A lot of promises were made, and we had high hopes Don’t want to look like the trouble makers – don’t want them to take it out on my child Stories between kids is that the school will close - they are not suppose to worry about those things Electronics and technology is not always the best for kids Think the school push hard for 100% pass rate – that is not always wat is important Don’t experience the care – I think home school could be better Teachers are the barriers between the parents and the governance Don’t experience a caring relationship from the governance – they are not involved Governance don’t see parents as valuable stakeholders Spiritual level did changeParents feel the new governance is uselessPrevious governance there were a partnership between the parents and the governance New governance wants to advertise a brand Don’t feel happy with the new governance The governance is useless  |
|  | Finance | NPO finance Finance – transparent in old company Now how much money availableNew GOVERNANCE Business and school HO manage Finance School was in dept before bought over Business orientated Run school as a businessNeed to distinguish what is business and what is school Don’t think school was an investment Profit orientated Money making business They don’t invest in business Just want to takePrincipal and finance NPO Not part of the budget Now need to report on budget Financial responsibility changes and controlProfitability important for company Limited application of funds (fundraising) Student numbers must increase Can’t distribute money Money allocation take place according t to them only interested in bottom line – did we make a profit Compare budget with other schools Budget was never sharedPrevent parents for leaving – money Battle to pay expenses Senior Manger and Finance of new governance Finance is managed by shared services PROFIT DRIVEN know we need to have certain amount of numbers Lost teachers because they don’t want to payMore profit driven Shareholders need to see growthFocus has changed Previously they decide on the budgetWant to safe money, will not appoint new HOD – Subject Heads Finance from teachers perspective Focus shift – don’t realise it but not focus on student Numbers increase Economic situation in South Africa bring more pressure in business No increase equal to inflation No one discuss your increase Principal just said there is no money No opportunity to just sit down and discussed Feel they did not adapt to the stress of more financial implications Need to get as much as possible students for money In al the years of teaching- for the first time I have to buy all my stationary Previously marketing was word of mouth High school is just to get the numbers andAppoint young teachers and pay them more then older teachers I have a second job Stopped to pay for busses for activities It is bums on seats if you lose I child we need to replace Now everything is about bums on seats I feel it is not my business to market the school. No personal approach towards us – just business Do not always provide what we need – need to pay out of our own pocket I don’t like the bumps on seats Now they say if it is not in budget it will impact you as a teacher Profit driven difficult to execute my task Governors only interest in the academic to use as marketing From an economic point of view it is different Debts and creditors become part of our daily life We hear three times a week about children = finance Fundraising coming from government Now it is corporate – advantaged is a beautiful premises and possibilities New governors – just care about the money – the numbers of children Don’t invest anything in the school Numbers to increase We did a fundraising to buy books for our teachers Our numbers have dropped and we still lose children Going to close the hostel they Not investing in the school They thought it will be an investment They are business orientated and using the extra money elsewhere Not investing in the school Keep the report card if parents are not paying Now we cant get the money if we need to pay for camps Parents are not paying their school fees any more Financial strains were less More pressure to enrol students and get larger number of students We don’t have our own account so it is difficult if we need money it is controlled by head office and we don’t know what is going on More focused on business later on got someone who is an educator There was no benefits Every time when you ask – they said it is up the numbers Numbers increase – previously small Numbers increase – previously small Previous governance small classes Now it is business driven It is just a business deal Rumors that they did not pay for the place and half if it still belong the previous governorsFinance from parents view Rise money – so it is more like a business The size is a big problem For the money that we pay -we don’t get value Christian school – but we also pay for education Now it feesl as it is more like a business Any one can attend the school and they just need to fill up the school Now it is more a business For six seven months no statements Lot of money and we don’t get value We are just good enough to pay They just want us to pay our school fees Now if you can’t pay you are kicked out A lot of the parents start paying for internet (even if you pay school fees) Ridiculous if your child is going to a private school and they don’t have science equipment They don’t care, as long as we pay the money They are profit hungry Threaten if the money does not come in the will close You just have to pay School fees increase – but no improvement No investments or improvements to the school They know what is going on They are not willing to change This is not a private school Here we only have the bad We had no choice – child in grade 12 need to finish Hit our pockets – we have to work hard to keep our kids here We have to have the best – we pay for it Don’t know if they have the buy in of new owners Use the academics for the school to grow Academic – marketing purpose Need good quality education Don’t have the governing body buy in to it Things as that parents need to interact – it sound like it is all about the money . They are not people driven we just have to pay Fees increase Expensive but not the most expensive We don’t mind to pay – it is for our child but to know someone doing it for a profit Shift comes with the schools for profit – teachers more wearing no buying in from governance We would like to see the full balance sheet of the company Don’t mind the teachers getting paid a living wage, We love beautiful facilities But if there is not enough equipment in the classroom – it is ridicules I don’t think the governors care and that is the things that makes our school different There is certain things where there is no money for – petty things that is needed at this school Profit driven school We work hard to give this opportunity for your child Don’t mind if someone is making money Parents decide not to pay because the did not full fill their promise Head office just close the hostel Previously it was someone from marketing . . . Don’t even know who send out communication Bigger organisation – better IT structure I don’t feel new governance accountable – want to make profit Focus on building the brand the academics is cutting corners Don’t invest – Stopped investing in the academics and don’t improve facilities They just want my money – I pay when I want They don’t have their hands on right place Private schools need to appoint the best teachers They need to money to use for whatever nonsense Long term investment – money New just want to perform New governance trying to push for the top profit Don’t want to lose childrenThey want the profit School fees change don’t feel get worth for you money - what if the teachers left School fees change don’t feel get worth for you money - what if the teachers left Profit orientated – communication Worth for money No investment for improving No development or teacher training Bought over new we need electronic books– no wifi Did not show investment Parents expect higher quality education for higher price in school fee School buildings now is in a poor state  | Corporate orientated Old governancePrincipal was not part of the budged decision New GovernanceRun school as a business Principal view of financesNew governance Principal need to report on budget and the probability of school is very important Need to have fundraisings for extra moneyBudget compare with other schools need to make a profit at the bottom Need to keep children and parents to reach budget Senior management Finance is managed by share service – principal only need to report on expenses Number of students – very important to make sure we can pay for our expenses Much more profit driven Focus changed on profit Want to save money – will not appoint HOD’s rather Subject heads Finance from teachers Focus shift Numbers increase No increase of salaries Principal don’t explain just said no money I need to buy my own stationary Numbers need to increase, and we need do to marketing Talk about numbers more than 3 times a week Need to get myself an extra job Governance don’t have a personal approach towards usOnly interest in the academics to advertise the school We hear about finances at least 3 days a week Just care about money We need to do fundraisings They are business orientated Going to close the hostel – our numbers dropped Can’t get money for camps – they control all the money Pressure on us to get enrolments – Our classes become bigger Finance from Parent sides We don’t get value for our money But we need to pay more It feels more like a business We don’t receive statements They just want us to pay school feesPrivate school but they don’t have science equipment School fees increase, no improvements My child in gr12, I have no choice to hang in there We have to work hard to keep our kids here Feels as if the governing body is not buying inTeachers more wearing Beautiful facilities but we don’t have enough equipment I don’t think the governors care We would like to see a full balance sheet of the company Don’t know who sends out communication Parents decide not to pay They stopped to invest in the company The school is profit driven Part of a bigger company – better IT New Governance want to make money Focus on the building and the brand – cutting corners for academics Stopped investing Don’t feel I get worth for money Worth for money No investment for improving No development or teacher trainingBought over new we need electronic books– no wifi Did not show investment Parents expect higher quality education for higher price in school fee School buildings now is in a poor state  |
|  | Support | Support from previous governors Previous governors provide teaching aids Governors support to (principal,Support from new company increased Previous no support – in isolation Support from other principals in the group Familiar with the school and the families Acting Principal – Used to the culture of the school No support from new governors New Governance accountableNew - Company feel responsible to see that the teachers and mangers are accountable for the smooth running of the school – they keep staff accountable They manage HR Now professional support They are accountable to see that we follow the curriculum Development for Principal and staff Leadership development Previously manager – Governors lead Previously manage governors’ decisions More development at your own pace New Principal Did not stay long New Principal Did not stay long Did not involve Acting principal in appointment of principal Global competencies and twenty first century skills - training for teachers They want us to change our learning stylesSupport – Financial management to principal Compare budget with other schools Provide guidance of money distribution Financial Management changed No budget or say in budgetNo distribution of moneyNo financial info shared Support to academicWork together on improvements The school can determine your own standard Budget to train staff Previous no money for training Can’t answer regarding transparency They do the budget I don’t know what they budget for Governing body of the new company regard our school as one of the top schools we are recognised as a leading school as far as academic performances concerned aContact and support to HOD – Previous school Knew the governors of previous schoolContact and support to HOD – New Governance Know some governors Not in touch with the school Organogram Know of them but not one on one We know who they are No support Employ the right people to have the right standards Principal has a closer relationship with governors – not influence on me Company does not tell us how you develop your leadersWe have structures if we want to complain/ need adviceIf we are not happy talk to the right people They have the last say Don’t provide teaching aids If you don’t buy yourself you don’t get Don’t visit us that often just to congratulate with our performanceSupport to teachers Send us on a course, but not support They hope we apply but don’t follow up Previous knew what we were doing I am the only teacher – so I had to get my own resources HOD don’t know my subject Send us on courses – but it does not contribute to my development Class visit from HOD They do class visits, but I actually do what I want I had a mentor –she is gone, now there is someone new- not actually helping me No support for the subject – only to check that I do my work Governors don’t know what I am doing Parents complain that the science equipment is not up to standard and they had to do somethingWe writing the IEB Exams – no support from governance but they expect 100% pass rate Responsibility decrease in new company I can say if I need training Only at school level – don’t know higher Keep me accountable for results Support form Cluster and IEB – Nationally moderated Not support from the governors but from my cluster Only one in my subject Don’t think the governors in previous school know how many students in my class They provide resources so that I can do a marketing thing that is not teaching Don’t have subject heads – Everyone is doing what they want No body is keeping an eye on what is going on – it is a huge problem Previous vice- principal was more hands on- change in staff members No involvement and support now A principal last one year We have class visits Do have a HOD three times a year for class visit Only HOD to see that everything is happening Only support from my head of department Same as previously Don’t think they knew anything from schooling I don’t think it is their first school I am the only one in my subject I have to do that as a teacherI have a HOD who check to make sure it is corresponding with what it is suppose to be I don’t think the governors feel accountable Feels like the governors is never here and involved They are not involved or interested It feel like we are self sufficient No they don’t know what I am doing in my class they are never here and never involved Previous governance more involved Where here at school and certain standard Training sessions for new teachers Issues were more handled togetherSupport from parents view School had a study method course Introduce myself at parents evening and show support They don’t support us. Previously you could go and talk if you can’t pay school fees The principal and parents try to support the teachers Principal tried- took teachers to courses and try to find a school who could support We really try to support our children and the teachers We are not suppose to worry about these things We have parents who are lawyers and at the end they can help Teachers trying Some teachers still here but they also leave – it will crumble We threaten then with law – keep our school fees The teachers don’t have a voice I worked in the laboratory and the struggle is real Think the principal try to get parents involve because he knows the value of it It is not the first private school In the not for profit – they support my child I think switching off phones during break is good I remember being in a government schools with poorest and rich kids how we support other schools – teachers sit till 17:00 to help us For the second child – we have to pay extra for her education There are children struggling – they must be helped . . . there is cracks and that is my concern Parents try to support the teachers After change the parents form a group against the school – actually head office My son in matric – I will ask the teacher if I am not happy Approach toward parents and children different – provide support and assistance Parents is not supporting school New governance issues about languages boarding school Lost principals If I was still in education – I would close this school Previous governance – more a TEAM EFFORT New headmaster start – huge change Previous governance try to improve   | Accountability towards staff and stakeholders Support to principal New company provide more support Previously it felt like in isolation Previous governance was familiar with the families New governance keep the managers and teachers responsible for the smooth running of the school New governance provides professional supportProvide leadership development Strict on global competency skills and the roll out to the school Support regarding Finance Compare budget of other schools Guide money distribution New governance – don’t allow to have a say in the budget Academic support Budget for teacher training Previous governance did not budget for training Governing body regard the school as a leader in the field Support to HOD Don’t know the governance Don’t support at all Principal have a closer relationship with them They don’t support us on how to develop our leaders We have structures and we don’t deal with the governors They don’t provide any teaching aids to us – I need to buy myself Support to teachers They just send us on courses – they hope we apply No support – the HOD don’t even know my subject HOD do class visits but governors don’t know what I am doing in my class Only if the parents complain they will do something We write the IEB examinations Not support from the governors and but they expect 100% pass rate No one is keeping an eye on us No involvement and support from the governor’s side Only support from the HOD Feels like the governors is never here and not involved Feels like we are self sufficient Previous governors where more involved Support form parents view Governors is not supporting the stakeholders We as parents try to support the teachers and principal but no support to stakeholder We have parents who are lawyers and they can help . . . .The teachers who are here is still supporting but if they are all gone – we will have a problem There are more cracks at the moment, and it concern me After the change in ownership the parents started a group against the school – or actually head office Approach towards parents and learners are different Parents don’t want to support the school Previous governance always tried to improve  |
|  | Standards and improvements | Academic Standards and IEB New – Still if you are linked to the IEB you have to stick to a certain standard in a sense the IEB expect more than the company Academic Standards and NFP NFP HOD’s and principal were part in the policies outlined for the school but the church were still in control but the SMT had a say Previous school all the policy responsibility was being done by myself the HOD there was no standard policies Governors oversee everything previously Previously someone appointed to look at the academics Standards important for new Governors NEW – School need to be on standard – they compare different schools in different divisions with each other and put pressure on schools to achieve a certain standard Also take accountability of the pass rate and averages School averages were compared Standard used to compare with other schools If everything go well – school if not then higher authority They will intervene if necessary Head office academic support If it is not 100% correct they support Compare different schools to make sure on standard Not enough focus on Academic A lot of window dressing and not focus on the right thingsAcademic Standard pressure on principal  High standards Standards improve constantly No consistent staff Lower Academic standard Hire inexperienced staff Roadshow with CEOPressure on principals to performAcademic Standard expectation from HOD New – HOD also accountable – the governors also keep us accountable for the academic standards Need to ask other schools to make sure I am on standard New – more awareness of academics Feel without an influence Look after the wellbeing of the children Teacher accountable for the academic standard Academic is a marketing tool Responsible for learners performance Teachers accountable for academic standards I am responsible for what happen in my class I can do what I want HOD checking in on marks Asking parents and talking to students if performance is lowHOD there to support and assist Academic development we do our selves I may be uniformed No involvement from governors Try to change all intermediate schools to the same Way of teaching changed global competency and 21st century skills Responsibility to change their teaching style Develop communication skills I need to report to head office once a year I need to develop documents to show we use enquiry based learning I need to minimize information to make it easier to follow Managers can change the school standard Pressure on the academic achievement – have a positive effect on our standard and matric results Teachers and Academic Standard Teachers accountable for the standards in the class Previously the HOD checked my work and the standard of my work – she also teach the same subject Now I am on my own – they don’t know what is going on in my subject I was responsible for academic standards Academic standard is still important Previously we collaborate with other schools Now it is not happening I prefer my own standard. Standard in class stay the same Previous standardisation took place and try to Governors not accountable for standard New teachers appointed not suppose to be here NOT quality of education Go to all the training sessions- sign that you were there Not something that I can apply in my subject Previous governance Had to get all that I needed myself Had to build up a lot and believe I am on standard If there is subjects heads they can do moderation to make sure we are on standard Head of department know what we are doing- they evaluate them They try to make it better, they bought computers and science equipment Push for better performance so we need to put in more hours Not involved in the standard It is not about the academic standards We did entrance exams to look at the standards – now they just accept children – Previously we accountable for the standards Difficult a lot of the parents complain standards is to high No control over the standards – teachers not teaching in front of their classrooms Preparing children for papers and not teach with governance academics were just Then it was just given for a teacher – who forward emails – no communication Now someone appointed to do academics Always get praises form the company of your standards I have contact with another school and they moderateParents and Academic standard Teachers responsible for academic standard We still held the teachers responsible for the academic standard We like to check on our child’s behaviour and how the perform Did receive information about the % that each term counts - I think their marks is a true reflection Standards is still the same They had enrolment test and it is fallen away Standards has a down fall – Problem from governance Standards has a down fall – Problem from governance Improvement of last year, but still not what is suppose to be Now you as a parent need to step in – not as if the teacher can don anything If you child need to see an OT – you need to sort it out There is no other option – other good schools is so faraway The standard of education is important – school governing body need to have knowledge if there is enough equipment Teachers don’t always got what they need to do the job – equipment Good use of technology After the change it feel like a sausage machine Good curriculum – but only have to pass that much – now my child can’t get into university I can’t remember At parents evenings we could discuss these things – don’ t remember being involved Maybe with head of schools the know the requirements Change in standard if there is a change in teacher Change in standard if there is a change in teacher It stayed the same – was not school A the one day and school B next day Actually monitored by the IEB and if the school excel they are happy IEB set the standards Interested in the results – does not matter if it did change Nothing change with the new governance Previous governance had a standard and most of the teachers are still here Child in grade 7 I will move him Wonder what is going to happen with children academically This is first gr 12 group – they need to do it different Standards has dropped They use the bottom bucket of the teachers Standards has dropped Not for profit -definite drop in standards Subject that we feel is not up to standard  | Fairness towards stakeholdersPrevious governance and standard of academics HOD and principal were part of the policies outlined for the school Church were still in controlSome one was appointed to look at the academicsNew Governance and the Standard of Academic Still part of the IEB Compare schools with each other and place pressure on the school to be at a certain standardSchool averages were compared They only intervene if there is a problem Not enough focus on academic – a lot of window dressing Academics is used as a marketing tool Academic standard from principal side High standard and keeps improving Need to hire experienced staff Pressure on principal to have a high standard and achievement Academic standard from HOD side HOD are accountable for the academic standards Need to ask other schools to make sure I am on standard More awareness and pressure on academic Academic as a marketing tool Governance change the academics to use as marketing tool They feel it is their responsibility to change the teaching style We need to report to head office if this change is taking placeThink it have a positive effect on our standard Teachers and Academic Standard I am responsible for the academic standards I am on my one the HOD don’t know my subject – I need to connect with other schools to make sure I am on standard Governors is not accountable for the Academic standards of the schoolWe are forced to go on training sessions – I don’t feel I can apply it on my subject New teachers appointed some not qualified They try to make the academics better – they bought new computers Previously there were entrance exams – no nothing Parents complain the standards is too high – I think it is because we don’t have entrance exams anymore A teacher just forwards the information from the IEB – previously some one looked at the information and assure we are on the right tract I need to contact another school to moderate my stuff Academic standard from Parents side Teachers are responsible for the academic standard I believe that their marks are a true reflection Enrolment tests Standards improved from last year, but still not what it is supposed to be Previously they would have a OT and refer you child if they need therapy – but now you need to do it yourselfAfter the change if feels like a sausage machine They just interest in the pass rate Parents are not involved Change in standard if there is a change in teacher IEB set the standard – I wonder what will happen with the children academically They appoint the bottom bucket teachers Standards dropped. There is definitely subjects that is not up to standard |
|  | Communication /Transparency | Transparency in the NPO Principal feel Uninform Previously no support Could communicate needs with old company Communicate finance Previous – transparent Open to ask Previous transparent Previous principal informed Previously they just announce an appointment They had more open decisions Previous appointments in the interest of the students Previous governance just dropped things on the last minute Previous governance know what I was doing Previously more open It was open door – not always Transparency from new Governance – Principal Transparency differ not the same in all cases Open for discussion Expertise in all fields Support from HO Mis Communication No communication with regards to appointment of new principal No money available to do anythingPreviously cover needsA lot of sacrifices with new company No open relation with new company New company Not transparent in their decision making – appointment involving parents and rest of staff No transparency in communication  Communication from Governance to HOD Communicate through Principal Hierarchy Governing is the principal Principal is the middle manNo direct communication Close relationship between principal and general managerManager for different division of school New – not more expectations from new company – just more outlined More specific expectations New – Expect us to be accountable for the smooth running of the school Feel decisions are transparent Principal is very transparent towards management Communicate reason for decisions Have a clear understanding Transparency in academics and management Know where are we going Not used to high schoolOne way communicationChanges not fair – not communication with staff Decisions made unfairly Do not make reliable decisions Third principal in three years Did not know there were interviews No transparency They promised and did not produce Previously a lot of grey areas in policies New governance – more strict and specific especially HR Everyone is treated the same Changed marksheets They wanted a standardised policy for all schools Can’t see the reason why they changed Open communication with previous governors Little knowledge of new owners No interaction We do what we suppose to do No interaction with governors Legal wise all were well previously There is no interaction between us No communication with governors Only the principal communicate Parent forum at school to explain how we operate they don’t have a say We have the openness to discuss it with them Principal and deputy meetings we discuss operational things The governance add changes to improve the standard The Governance revert a decision regarding marks and the % it count I was allow to say and I was listen to Communication and Transparency towards teachers Don’t know me But will know if something went wrong in my class- from an outside source Not directly involved is something goes wrong I think they know how many I teach Now different have to go through diffrent process and regulated Not in advance of school Previously appointments were more focused on the unity of the staff now more dived Small decisions and options – very transparent Next level of decisions – not transparent at all – we have no say Transparent is we need to decide on Ric coffee and Nescafe coffee or the code of conduct regarding sivies for students But funds and budget not transparent Principal just said there is no money No transparency in the finance School become bigger but not the governance Still the same people make the same decisions No change in decision making from outside to show growth Even part of bigger company – still same people make decisions Don’t know the governors Not transparent Governors Don’t know what I am doing Just keep in growing and I don’t know if we were getting a new Gr 8 class Did not know how the transition will happen it was a shock for me No transparency I asked for more transparency Managers say what governors want them I don’t know if they check it now or will give us lesson plan Saw the CEO but did not met him No boarding school as promised No transparen Nothing being discussed with us at all Principal can contact them but they will not like it if we contact them Communication is not clea Some of the governors know what I am doing in my class – projects Communication is not clear from the start – a lot of assumptions were made Not sure about the ration of children Sometimes feel management want to protect teachers to cause mistrust with teachers Don’t feel that there is transparency in new governance NPO – was like a family and everything were discussed I don’t question decisions – but there is an open door Decision coming from governance Most decisions coming from management A lot of the thins were not clear and explained to us – communication is not good sometimes meetings about things that could have been emailed Governors just appoint and they don’t listen if you say there is a problem Don’t know what I am doing in the class Don’t get the report – how can we improve? No report or communication after the class visit Governors don’t discuss it. making decisions without thinking ahead I never get feedback if I ask a question They had representation from high school but not for senior phase They just make decisions and they can’t provide a reason for it They had representation from high school but not for senior phase They just make decisions and they can’t provide a reason for it No communication towards us If we change it need to be positive changes But how it change was not the same Don’t know if they focus on development of child A lot of the stuff is not communicated with us We don’t get feedback I think they only look at our list of responsibilities Like a appraisal form Like a appraisal form Transparency differ – less important issues transparent but more important decisions not clear Don’t ask – do not thing it is confidential No different – we don’t get If there is a problem with the statements or report cards it is difficult to get answers Made a lot of promised that did not happen Numbers increase because they expectation was greater Management hands are also tied, and parents realise it Decisions on school level is transparent Principal say they hear what we say Head office is not clear I don’t have the answers We had a principal who fought for stuff – but now we have our third principal Trustworthiness from parents view Academics were not explained to us But we can approach the teachers Yes, if we ask they will provide the information We don’t have access to the progress – third term they don’t get a report card – and it is bad just before the exam I don’t know what the reason is – no communication I don’t know the schools focus on pass rate I don’t have an idea regarding the legal aspect of the school Information is not send trough correctly We filled in a survey to say that we don’t receive information – no feedback from the management New owners is not visible We knew what was happening in the classes Don’t listen to the parents any more If you have child in Matric or grade 7 – you need reassurance every day We are not informed about any thing We become aware of things that is not in place and nothing happening Communication is not great We fear that they are not legally registered Only time that you will get help is if the teacher see something and she offer to help – you can go into suicidal and they will not see No communication or transparency No information is share CEO cancelled meetings Teachers will pass on the questions and no replyDon’t trust them We communicate this to the governance but it is falling on def ears We are wasting our breath – even new headmaster – we tried to explain and ask to communicate with head office Nothing happen Younger child we can wait but if nothing is happening -will take them out We were asked when they changed the policies Not for profit schools change without asking We ask questions but don’t always get the answers We have an open door at the principals office PAF had a say in the previous school Even in government schools parents have a say We pay a premium and now we need to bring stuff to school Struggle to get lab assistant, no robotics no assistance in the kitchen – there is a lot of window There is no partnership between us and the school – they told us what is going to happen They can window dress – but the main reason of the school is not there New billing system that does not make sense My husband say if it is not clear I will not pay We receive information – but not much What is the point of having a private school We know corporate – but this is a mistrust – don’t trust their motives They were always open for discussion Parents were very involved and a lot of parents had a say about stuff Parents were asking about the qualifications of the teache My kids come home and tell that the school will be closing pay because the did not full fill their promise We were informed how it will work Individual grade parents evening Changes from one phase to another Don’t know what they know from head office but don’t know if head office know that We receive communication – but if parents don’t read it I think communication is good I think you can come and say Sometimes worried about a subject then I go talk to the teacher I also ask what can I do Some parents felt that they were not heard and took their children out Yes communication went out – but we don’t always check We trust the system and did not interfere Can’t remember if we received communication – don’t think any thing changed More communication with new governance Communication is sometimes overwhelming Communication is mores structured then before Had to up their communication – hacks on school systems Same principal so it is easier to talk to him and discuss things Previous governance you could tell if you are happy regarding the decisions – with the new governors you could tell Academic, facilities and teachers are the issue Communicate that improvements will follow Not sure about their appointments if they have credentials Dishonest from the start Way of communication Judgment on the basis what they are doing in other schools You can tell everything they do Look as if they haven’t pay for the school Does not seem to know what they want Playing games Did change Feel excluded and it seems as if teachers were excluded – you can’t really go Can’t remember communication coming from their sides No academic communication now Change with out explanation  Always went to meetings – don’t give any information – less communication regarding academics Defenite loop holes in academic next we were just heard. . .they sold the school again No information – we don’t receive accounts No communication with head office – after 14 years Their records are not up to date We wrote a letter – but no communication | Transparency in the NPOPrincipal felt that un informed with previous governance Open communication with previous governance Previously just announce an appointment Just dropped thing at the last minute Transparency of the New governance from Principal Differ not the same through out Receive professional support from HONo communication with regards to appointments No money available to do anything No open relationship with new company Not transparent in their decision making Transparency from governors from HOD viewPrincipal is the middle man No direct communication with the governors General manager over the school deals with the principal Not more expectations from the new governors Principal is very transparent towards the management Principal communicate reason for decisionsNew Governors except us to be accountable for smooth running of the schoolOne way communication Decisions is made unfairly – do not make reliable decisionsThird principal in three years Previously there were a lot of grey areas in policy – now more strict and specific Everyone is treated the same They want to standardise all policies for all schools No interaction with the new governanceNo communication with the governors Discuss operational things in deputy meetings The governance reverts a decision after I asked – they listen to me Transparency towards teachers Governors don’t know me, but they will know if something is wrong in my class Not directly involved in the teachersPreviously the focused on the unity of the staff – now more divisions Only transparent on small issues like the kind of coffee Principal just said there is no money – but no transparency in the finance School become bigger but not the governanceStill the same people making the same decisions No transparency We did not know how the transition will happen – it was a shock for me I asked for more transparency They don’t provide as they promised Nothing being discussed with us at all They will not like it if we contact them directly – we need to work through the principal Some of the governors know what I am doing – because it is a project that they can use for marketing Feels like the management don’t share everything – they want to protect the teachers – but it creates a mistrust I don’t get feedback if I ask something Don’t get feedback after a class visit Make decisions and they can’t provide a reason for itGovernors just appoint and they don’t know what is going on here Don’t think the changes take the development of the child in consideration Transparency differ from degree of importance Don’t ask questions Don’t think it is confidential Made a lot of promises that did not happen Communication from Head office is not clear Trustworthiness from parents view We can always approach the teachers No communication is provided when they changed the Information is not sent trough The new owners are not visibleWe are not informed about any thing We feat that they are not legally registered CEO cancel meetings with parents every time We give the questions to teachers but even they don’t get back with an answer. When the governance change from not for profit school – they did not even consult us We are wasting our time – they don’t listen Parents Association Forum had a say in the previous school – but not now Even government schools have parents on the governing body – we not They struggle to get lab assistance there is a lot of window dressing There is no partnership between us and the school New billing system does not make sense Had to ask about the qualification of the teachers – don’t seem as if they get good teachers and we pay so much We receive communications – but I don’t think parents read the communication Communication is more structured Governors were not honest from the start They change without explanation We don’t receive accounts – after 14 years at the school they don’t have our contact details  |
|  | Stress  | Previous governance and stress  Previous governance less stress Effective but less stressStress on Principal More stress Stressful Emotional Strain on Academic staff Very stress full time Stress on HOD More pressures because of the finance Less pressure in government schools here they expect all the schools to do the same – same textbooks etc. Feel responsible for the parents Staff feel accountable for the school Relationship with parents what am I going to say to the parents? Text book issues – not on private school standard More pressure Lost children I don’t want to say forced but my responsibility is definitely bigger than that. It is not just to do the admin it is to make sure that all subjects across the whole school are growing as far as testing is concern a change in format, visiting classes also having pairing things that worked well Discipline is difficult Discipline is difficult Challenge to everyone on the same place Change in numbers linked to more challenges Head office don’t always understand Open to listen we don’t always agree Pulled from our comfort zone I experience the governors as transparentStress on Teachers Previous governance less stress Effective but less stress We perceived more stress form outside for different things Expectation of governors are much more Previously we focused only on teaching now more responsibility, Teaching a lot more They misuse me Overloaded Don’t even have time for tea More stressed More difficulties now- we are online- but no facilities Training Go to all sessions- sign that you were there Not something that I can apply in my subject Teach 5 Grades – and it is difficult I teach more learners than previously Workload is not divided equally They will just increase my classes – too much different stuff that we need to do Expect more from me I am the same teacher all of a sudden all these compulsory stuff Small classesThey don’t say it, but we get the feeling that we can lose your jobs if we lose more kids Now a lot of admin and now you need to submit Do Experience a competition factor – result driven more pressure on academic Result driven Now I have to teach and the yearbook, but everything involved – there is professional people who can do it but I must do i Lot of pressure on management A lot of policies – some not even mention to us but absorbed by management Finance worries is extra stress I think it is pressure from all sides, I don’t feel comfortable/safe to question that, because lately I think the mindset is, we decided you need to do this, even though it is not always the communication that is the under tone that I’ve picked up I am not sure we get all the information – we need to do things in the holiday They don’t understand if a child comes in August we need get them to catch up I do feel we need to add a lot more input I do feel we need to add a lot more input m My son also in this school more loyal – but there is a trust issue – seeing is believing Stress from parents side Few times I wanted to move my child – class is disruptive and teacher would walk out of the class Group work is not working Terrific stories – same children partake and get marks but contribute nothing They only try because the were giving stress – kids are in matric and you can’t take them out now No assistance to teachers – just more tasks Stress on teacher – stress on child Put teachers under too much pressure Too much pressure from the top We don’t need to involve children in the situation – but it makes you worry, my son is going to matric . . . wat is going to happen Stress full for parents – you hope they teach well You need to classes full more pressure, previously it did not matter More pressure on the teachers  | Stress previous governance Less stress Principal – More stress full Emotional Strain on Academic staff Very stressful time HOD More pressures – because of finance Expect all schools to be the same under brand Feel responsible for parents – they don’t get joy from the governors Feel responsible for the school’s relationship with the parents Don’t feel like we are on the standard of a private school Responsibility improve – they expect more from me Discipline become difficult and more challenges Head office don’t always understand what is happening here Teachers Previous governance was less stress Expectations of governors are much more Teach a lot more student They misuse me and overload meI teach five grades Work load is not divided equally Too much different stuff that we need to do They don’t say it directly but we get the feeling if we lose children I can lose our jobs We need to submit more admin Experience a competition factor- more result driven More pressure on academics A lot of policies – some not even mention to teachers – the management take it. Financial worries is an extra stress on usThey don’t communicate decisions with us, they decide and we need to do, There is a trust issue – seeing is believing Stress from parents’ side I wanted to move my child Group work is not working anymore Some students don’t contribute to the work No assistance to teachers but more stress is put on teachers Very stress full to parents We just hope the teachers teach well More pressure on teachers  |
|  | Culture/ Ethos | New governance – from principal Management change and it was not a Christ centred school any moreCulture change from the principal perspective Don’t want to change culture and ethos Picture before change and after change differ HOD- try to prevent any changeKeep everything as it was Management try to keep everything the same Culture and ethos did change – not on purpose To change to a Christ-centred way of teaching is difficult parent body of the school has a very strong influence and I think why the new principal were brought in so cold was to change the culture, Teachers who stayed made the change better for parents No feedback from governorsHoped for a better change Change happen slippery Operational change was not propeCulture change from HOD perspective NEW Allow us to stay the same NEW Culture and ethos did not change – still the same NFP Previous owners – we were under the umbrella of the church and what they preach Freedom with new school Wanted the culture of the school to stay Three principles in three years Something is not right Everything did changeOpen for good change School try not to change Management work hard to for culture not to change Change come with new staff Change happen over time A lot change Everyone experience a change Previous expectations – not profit – new profit Ethos and culture could stay the same Everything is still the sameNeed to look at the number of students in a class Ethos and expectations did not change Only two teachers left from previous staff Nothing changed because all of us is still committed Expected a better change but did not happen Ethos did not change Culture did change – not strict on enrolmentsStill Christian school and still Christ centred High school changed, because students come from other schools Definite change regarding Academics They prescribe what need to happen and need to share it with staff Day to day did not change They don’t have a one fit all approach Culture and ethos still the same – that is why they bought us over Different – number of students increase and get students form different provinces Culture change from Teacher Perspective Lose something of the culture Was more spontaneous type of culture Definite change happened Don’t feel same school I signed up for Still run it the same as previous A lot of things change in the new school – Christ centredness fade away Governance don’t take responsibility on to keep it Christ centred Previous governance was Christ centred Culture changed – previous governors where very strict regarding the study material New governors do not care Did not change Change on spiritual level Now nothing Not the same school Not an immediate change Only thing change – I split up life science and physical science Changed in a year I wish I could go back – it was much better Still Christian school and our praise and Worship but – kids that don’t care When it was not for profit – easier to get support because NPO Previously you put in and you got your results – now they ask why? Previous governors I did what I was supposed to do Was a teacher with extra murals Does not feel different from the past I am not aware of change It was family driven – It was not strict structures from top It was to make a difference in children’s lives We could maintain a lot of our ethos We are growing and things are changing in management as well I never know how many days I have leave – now each day count A lot of the stuff is the same – I started off as a student They focus on my strengthsNow we need to do marketing – I am not here for that Change in governance They said everything is going to stay the same and then finance lady lost her job Previous culture and ethos was wonderful It was a sudden change – they communicated thing were change Some things were a sudden change other not so quick We get much more students Different kind of students Don’t experience a change in expectations Classes are bigger then previous Numbers increase Ethos and value of the school did not change but the kind of students that enrol School changed The new owners failed us Change the kind of kids coming to our school We have our third principal Seems like principal and head office does not see eye to eye High school is not working Previous ethos and culture more close and felt if the governors were more involved Parents complain – and company need to justify what the parents are paying for Culture change form parent perspective When it was a smaller school we guide them and help them with exams Change in distance Still Christ centred Teachers and school and new governance did not change that Feel it is still the same Academic still the same school Culture and Christian experience did change Can’t put my finger on it The firs school was a safe haven for my child – missed the small group dynamic Not the same school Difficult not to gets discourages – Children don’t care So now there is children who does not care about Christ Not the same school It is not the same We lost our voice Previously we could discuss things – no nothing Did experience a change A lot of children left the school so my child in Grade 8 also left in the beginning of the year Previous governance was good Previously used all the resources and try to make a plan Five years after change Change immediately Took my child out and when we get back – we hit rock bottom They told us it will take time and it will be a challenge – then two principals left This is not what I signed up for – If I had another option I will leave immediately Previously you could discuss Did experience a change Definite change I don’t see that In the new school My child did not do her work for almost the whole year and they wanted her to catch up in two weeks A Christian school -we try as parents to help teachers Caring is not coming from above – when there is governing body at the school – the people care for each other Here it is difficult to keep it – it is not their priority Our headmaster and handful of teachers – still the same If they leave it will not be the same Change is like holding oil in your hand – slippery Yes I had expectations of a smaller class Teachers don’t come and say there is a problem If it is a self-starter you don’t need to worry – Teachers also have a responsibility to help the children learn Still a better school Yes it did change not on ground level You paying a premium for it to be at a certain standard Changed It is different and as if the teachers is also different Uniform was a sudden change More diverse now Different ratio in colour My son only one of his culture feel alone if all the other kids talk in their language Culture did change We are not that involved – and that is maybe why we did not experience a change They changed the governance and not the hierarchy at school most things stay the same On ground level I now there was a change For us nothing changed I don’t see a change The IEB still determine the standard I did not change it is the same Something in the ethos did change Class sizes did not change Not for profit school I new most parents saw them at church Now the culture has change Previously not very profit driven – now more access to legal advice Different things but still the same product School focus on something specific – this school don’t focus on anything General school with no interest of growing Not for profit – more child centred Interest of the child Change came gradually No say in change With the first change parents were informed Now they leave out praise and worship Not what I signed up for – no discipline Mixed grace Children need to become the best there are – not measure against others Not what we signed up for   | Change Management change and not Christ centred any more Culture change from Principals perspective No change They wanted to keep us as we are Change did take place – not on purpose New staff – new culture Teachers who stayed is better Hoped for a better change Culture change from HOD New governance allows us to stay the same Previous governance we were under the umbrella of the church More freedom with the new governance We had three principals in three years Everything did change Everything is still the same Now we need to look at the numbers of students in a class Even if the governance change we did not, we are still committed Ethos did not change but the culture did change We expected a better change Culture did change not strict on enrolments Definite change regarding academic – they prescribe what need to happen and we need to share it with staffDay to day did not change Number of students increase Culture change from teacher perspective Lose something of the culture Definite change happenedDon’t feel it is the same school that I assigned toStill run in the same way Christ centredness fade away Governance don’t want to keep it Chris centred Previous governance was very strict on the study material Not the same school any more It was not an immediate change I wish I could go back Still a Christian school – when it was a not for profit school we got easier support Previously we could ask questions and get a feedback – Now we don’t know who to askPreviously not strick structures We could maintain a lot of our ethos We are growing now Previously days leave was not important – now each day count They focus on strengths Now we need to do marketing Previous culture and ethos were wonderful Some things were a sudden change They don’t expect more from usClasses are bigger then previously Ethos and value of school did not change The kind of kids coming to our school’s change Parents complain – company need to justify what parents are paying for. Culture change from Parent Perspective Teachers and the school and the Christ centre did not change Can’t put my finger on it The previous school was a save haven for my children Now there is children who don’t care about God Previously we could discuss things but now we can’t Previously try to use the resources but now notI experience the change immediately – if I had a choice I will leave immediately Our headmaster and a hand full of teachers is still the same If they leave it will not be the same Change is like holding oil in your hand Caring is not coming from the governance I had an expectation of smaller classes Teachers have a responsibility to help children Still a good school It did change Uniform did change immediately More diverse nowCulture did change We are not involved and this maybe why we did not experience a change Change the governance and not the hierarchy at school On ground l know there was a change For us nothing changed I don’t see change IEB determine standard Something in the ethos did change Now the culture has change Previously not very profit driven Now more access to legal advice Not for profit more child centred Fist change parents were infomedNow they leave out praise and worship Mixed grace – not become the best there are This is not what we signed for.  |