|  |  |  |  |
| --- | --- | --- | --- |
| 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 dream  Suppose to be in line with the church vision  Previous governors looked at the buildings  Different 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 manger  NEW Company gives us more responsibilities they have expertise in different fields  New – 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 standards  I 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 systems  No 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 me  HOD 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 well  I 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 school  Parents 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 standard  No 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 responsibility  Keep 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 jobs  SM- feel the governors run the school at a higher level  SM 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 school  Teachers 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 applied  Teachers 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 SM  Feel 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 class  Teachers 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 them  Feel responsible towards the learners as educators  Need to go for more training  Academically we need to do much more  HOD 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 company  HOD – 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 business  Need 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 vision  Teachers – 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 governors  Pray for more students  Did not explain the transition well  SM- relieve not to be part of church  Strict 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 us  Governors 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 people  Experience management more relaxed – felt like family  HR – more leave did not need to take unpaid leave  Now same management but they expect more  Pressure 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 change  Parents feel the new governance is useless  Previous 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 available  New GOVERNANCE Business and school  HO manage Finance School was in dept before bought over Business orientated Run school as a business  Need 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 take  Principal 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 shared  Prevent 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 pay  More profit driven  Shareholders need to see growth  Focus has changed Previously they decide on the budget  Want 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 and  Appoint 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 governors  Finance 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 children  They 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 governance  Principal was not part of the budged decision  New Governance  Run school as a business  Principal view of finances  New governance Principal need to report on budget and the probability of school is very important  Need to have fundraisings for extra money  Budget 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 us  Only 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 fees  Private 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 in  Teachers 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 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 |
|  | 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 accountable  New - 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 styles  Support – 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 academic  Work 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 a  Contact and support to HOD – Previous school  Knew the governors of previous school  Contact 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 leaders  We have structures if we want to complain/ need advice  If 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 performance  Support 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 something  We 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 together  Support 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 support  Provide 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 things  Academic Standard pressure on principal  High standards Standards improve constantly No consistent staff Lower Academic standard Hire inexperienced staff Roadshow with CEO  Pressure on principals to perform  Academic 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 moderate  Parents 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 stakeholders  Previous governance and standard of academics  HOD and principal were part of the policies outlined for the school  Church were still in control  Some one was appointed to look at the academics  New 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 standard  School 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 place  Think 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 school  We 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 yourself  After 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 man  No direct communication  Close relationship between principal and general manager  Manager 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 communication  Changes 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 reply  Don’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 NPO  Principal 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 HO  No 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 view  Principal 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 decisions  New Governors except us to be accountable for smooth running of the school  One way communication  Decisions is made unfairly – do not make reliable decisions  Third 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 governance  No 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 teachers  Previously 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 governance  Still 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 it  Governors 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 visible  We 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 stress  Stress 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 transparent  Stress 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 classes  They 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 me  I 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 us  They 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 more  Culture 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 governors  Hoped for a better change Change happen slippery  Operational change was not prope  Culture 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 change  Open 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 staff  Day to day did not change  Number of students increase  Culture change from teacher perspective  Lose something of the culture  Definite change happened  Don’t feel it is the same school that I assigned to  Still 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 ask  Previously 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 us  Classes 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 not  I 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 now  Culture 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 infomed  Now they leave out praise and worship  Mixed grace – not become the best there are  This is not what we signed for. |