

Importance of Collegiality to Improve the Effectiveness of a Poorly Resourced School

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Abstract : This study focused on the importance of collegiality to improve the effectiveness of a poorly resourced school (PRS). In an effective school that embraces collegiality as its culture, one can expect to find a teaching staff and a management team that shares responsibilities and accountabilities through the development of a common purpose and vision, regardless of whether the school is considered to be poorly resourced or not. Working together in collegial teams is a more effective way to accomplish tasks and to create a climate for effective learning, even for learners in PRSs from poor communities. The main aim of this study was therefore to determine whether collegiality as a leadership strategy could extract the best from people in a PRS, and consequently create the most effective and efficient educational climate possible. The responses received from the teachers and the principal at the PRS supports the notion that collegiality does have a positive influence on learning, as demonstrated by the improved academic achievement of the learners. The teachers were now more involved in the school. They agreed that this was a positive development. Their descriptions of increased involvement, shared accountability and shared decision-making identified important aspects of collegiality that transformed the school from being dysfunctional. Hence, it is abundantly clear that a collegial leadership style can help extract the best from people because the most effective and efficient educational climate can be created at a school when collegiality is employed. Collegial leadership demonstrates that even in PRSs, there are boundless opportunities to improve teaching and learning.

Keywords : collegiality, collegial leadership, effective educational climate, poorly resourced school

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