

DESCRIPTION

South African schools are the bedrock of the future. When the school system is compromised, a ripple effect impacts social and national development. In their quest to provide quality education, South African schools face unique challenges, but there is also potential for change and to make a difference. Therefore, good school leadership is essential - leaders who understand the South African context, nationally and expressly in the sector, and the standards and principles of good management. Strong middle- and senior management is thus key.

Some of the current challenges confronting school leadership include managing socioeconomic and educational inequities, understanding the policy framework informing basic education, managing diverse teams, building financial sustainability and navigating financial constraints, and integrating technology into learning in the twenty-first century. Strong, contextually relevant leadership and management skills are critical for middle and senior school managers.

Middle and senior school managers may have postgraduate qualifications, which are often discipline-based, with little or no reference to building management capabilities. A Master's in Management, such as the programme offered by STADIO Higher Education, provides these managers the theoretical and practical tools needed to drive systemic change, empower teams, and meet the needs of modern education.

ADMISSION REQUIREMENTS

- A relevant NQF8 postgraduate diploma or Bachelor Honours degree in a cognate field with a mark of 55% for research **AND**
- Minimum of 3 years work experience in a managerial capacity

Applicants that do not meet the admission requirements in terms of the:

- Research criteria, may be required to complete a research bridging course of 6 months.
- NQF8 qualification requirement, may be considered for RPL access:
 - i. Applicants must demonstrate substantial managerial experience, typically at a senior level, of 10+ years.
 - ii. The candidate will provide a detailed CV, references, professional certifications, and a portfolio of evidence, showcasing their professional achievements and competencies.



MINIMUM SYSTEM REQUIREMENTS

- Wi-Fi: Reliable broadband Internet access (Wi-Fi is available on all of our campuses, but you may prefer access from home as well).
- Web browser: Edge/Chrome/Safari/Opera/FireFox.
- Computer/Laptop: A current Windows or Apple Mac computer/laptop capable of running the Office 365 software. Office 365 includes Word, Excel, PowerPoint and Outlook.
- PDF Viewer: The free Adobe Acrobat software.
- Scanning documents: Ability to scan and upload documents (typically from your cellphone or smartphone).
- Email/cellphone for notification and communication.
- Communication: A cellphone or smartphone for receiving notifications and communication.

CURRICULUM OUTLINE

YEAR 1		YEAR 2	
1st Semester	2nd Semester	1st Semester	2nd Semester
Business Intelligence BIN192 (12 credits)	Customer Relationship Management CRM192 (12 credits)	Write a proposal for the short dissertation PRO292 (54 credits)	Completion and submission of the short dissertation. DIS292 (54 credits)
Strategic Leadership LDR192 (12 credits)	Strategic Process Management MAN192 (12 credits)		
Talent Management TLM192 (12 credits)	Risk Management RIS192 (12 credits)		
CREDITS PER YEAR 72		CREDITS PER YEAR 108	

Important to Note:

While the programme is focussed on management skills, for the registered cohort of middle and senior managers from the schools, there will be two lectures per semester per module where the learnings will be applied specifically in the school environment.

- Industry experts will share and discuss additional resources relevant to the indicated topics but will focus on the school as the business to be managed.
- The formative and summative assessments will focus on understanding management in the school environment, and the schooling set-up will inform the research question for the mini dissertation.

In summary, students registered for this programme will work together in a focus group, share their experiences and learnings, build their networks, and complete a Masters in Management. However, it is essential that students understand the programme's added value namely, that in addition to the general principles of management, there is a dedicated focus on ensuring that the management principles engaged are context-specific and explicitly analysed and understood for the school environment. Graduates will qualify with a deeper understanding of management and how it applies specifically to the school set-up.

GRADUATES WILL COMPLETE THE PROGRAMME WITH AN IMPROVED AWARENESS AND UNDERSTANDING OF:

Strategic Leadership Development

Middle and senior managers in schools are pivotal in translating educational policies into actionable strategies. A Master's in Management which focuses on their environmental context equips them with:

- Strategic thinking skills to align school goals with national educational objectives, such as the National Development Plan (NOP) 2030.
- Developing sustainable models of school governance and leadership.
- Decision-making frameworks to tackle resource allocation, curriculum implementation, and performance management.
- Insights into leadership styles to foster inclusive and transformative practices in schools.

Enhanced Operational Efficiency

Efficient management is essential for schools to function optimally. The programme offers:

- Financial management expertise to manage limited resources effectively.
- Knowledge of project management tools to implement and monitor school improvement plans.
- Techniques for streamlining administrative processes to reduce bureaucracy and focus on teaching and learning.

Improved People Management Skills

Schools thrive when their staff and students feel valued and supported. A Master's in Management provides:

- Advanced training in conflict resolution, emotional intelligence, and team dynamics.
- Skills to foster a positive organizational culture and build capacity among teachers.
- The ability to lead diverse teams in multicultural and multilingual school environments.

South African schools operate in a context marked by socioeconomic disparities, infrastructure challenges, and evolving community expectations. A contextualised Master's programme addresses:

- Insights into managing schools in under-resourced and rural areas.
- Driving improvements in learner outcomes through data-informed decision-making.
- Methods for leveraging community partnerships and external funding.
- Strategies for adapting to educational innovations, such as digital transformation in schools.

Promoting Educational Equity and Transformation

School leaders must drive transformation in a country with a history of inequality. The programme supports this by:

- Equipping managers to champion diversity and inclusion in education.
- Teaching how to design and implement initiatives that close achievement gaps.
- Empowering leaders to mentor and inspire emerging talent from underrepresented groups.

Career Advancement and Professional Growth

A Master's in Management not only benefits schools but also enhances the career trajectory of managers by:

- Positioning them as thought leaders in educational reform and innovation.
- Opening pathways to roles in educational policy, district management, and higher education leadership.
- Providing access to professional networks and collaborative opportunities.

Conclusion

Middle and senior managers in schools are the backbone of educational success. Investing in their professional development through a Master's in Management is an investment in the future of South African education. By equipping these leaders with advanced skills and knowledge, we can create schools that are better managed, more equitable, and better prepared to meet the challenges of the 21st century.

CAREER OPPORTUNITIES

The Master of Management will position you to successfully advance your career in the field of management in the context of today's highly competitive and rapidly changing environment.

THIS QUALIFICATION WILL NOT BE OPEN TO ALL AND IS BY INVITATION ONLY

We invite your applications at educationmasters@stadio.ac.za