

Using Performance Standards as Criteria to Measure Teacher Effectiveness in Post-apartheid South Africa

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ABSTRACT In 2003, the Department of Education adopted the Integrated Quality Management System (IQMS) as a performance accountability mechanism in South Africa. Since then, scholarly attention has been focused on the implementation of IQMS in schools. Few studies have investigated the criteria, performance standards (PS) that are used in IQMS in order to determine salary progression of Level 1 classroom-based teachers. The researchers surveyed 100 teachers in uMgungundlovu District of KwaZulu-Natal Province in South Africa in order to elicit their views on the importance of the PS in the composite score sheet used to evaluate their performance. Planning, administration and lesson delivery are given prominence by most teachers. Such valued aspects are likely to receive greater attention to the neglect of other criteria that are as important for the development of rounded students.