

Leadership within the South African Education System

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ABSTRACT The process of appointing teachers to promotional positions within the South African education system has lowered the morale of teachers. Key members of the South African Democratic Teachers' Union reportedly get preference for promotion over deserving ordinary teachers. The aim of the research was to find ways of discouraging cadre deployment in order to boost the morale of deserving teachers. Focus group interviews were conducted using open ended questions. Verbatim transcribed data were analyzed using the constant comparative method. Research findings reveal that union representatives use undue influence while serving as observer members on School Governing Body selection committees by placing their comrades in attrition for promotional positions. Recommendations focus on the effective implementation of the redeployment process with the potential to boost the morale of teachers for enhanced teaching and learning.