

CURRICULUM VITAE

RAJ MESTRY

1. BIOGRAPHICAL DETAILS

<i>Surname</i>	MESTRY
<i>First Name</i>	RAJKUMAR
<i>Title</i>	PROF.

2 EMPLOYMENT HISTORY**1973 - 1982**

Appointed as teacher at the Roodepoort Secondary School, Klerksdorp Secondary School and Roshnee Secondary School. Received a merit notch in 1981.

1983 – 1991

Promoted to Head of Department – Commercial Subjects at William Hills Secondary School and Lenasia Secondary School.

1992

Promoted to Deputy Principal at the William Hills Secondary School.

1993- January, 2002

Promoted to Principal at Stanwest Secondary School (S2), William Hills Secondary School (S1) and Daxina Primary School (P1).

2002 February - current

Joined the Rand Afrikaans University (now University of Johannesburg) as Senior Lecturer.

2004

Promoted to Associate Professor as at 1 November 2004.

2010

Promoted to Head of Department as at 1May 2010.

2010

Promoted to Professor as at 1 June 2010.

2011

Rated as a C3 researcher by the NRF as at 1 January 2011.

3 QUALIFICATIONS

Professional Qualifications

Teachers Diploma – Lower Secondary

Completed in 1972 at the Transvaal College of Education.

Specialist Subjects: Mathematics and Accounting.

B. Ed (Educational Management)

Completed in 1990 through the University of South Africa.

Field of study: Educational Management

M. Ed (Educational Management) (CUM LAUDE)

Completed in 1997 at the Rand Afrikaans University

Research Essay: Teaching Strategies as an aspect of Effectiveness: Implication for the Management of Teacher competence.

D. Ed (Educational Management)

Completed 1999 at the Rand Afrikaans University.

Thesis: The Training and Development of Principals in the Management of Educators.

Academic Qualifications

Matric with Exemption

Completed in 1968 at the Lenasia Secondary School.

Subjects: English First Language, Afrikaans Second Language, Maths, Physical Science, Accounting and History

B. Comm.

Completed in 1979 at the University of South Africa.

Courses passed: Acc 111, Econ 111, Bus Econ 111, Commercial Law 11, Stats 1, Audit 1, Education 1 and Practical English.

B. Comm (Hons)

Completed in 1983 at the University of South Africa.

Honours in Business Economics

4 PROFESSIONAL EXPERIENCE: 1973 - 2002

I have almost 30 years teaching experience as an educator before joining the University of Johannesburg and excelled as leader, manager and administrator. During this period I taught Mathematics at junior secondary level, Accounting and Business Economics at senior secondary level.

5 TEACHING RESPONSIBILITIES 2002 – Current

Lecturing: Educational Management , and Values and Human Rights in Education

M Ed (Coursework)

Personnel Management

Governance and Policy Making

Financial School Management

Human Resource Management in Education: Policy and Perspectives

B Ed (Hons.)

Responsible for coordinating and teaching the following modules:

Financial Management and Marketing
Human Resource Management in Education
Financial Management and Education Policy

Supervision of research projects

B Ed (Hons) Research Project

B Ed/PGCE:

Introduction to Law and Human Rights
Education 3B – Law and Policy

Advanced Certificate in Education (Education Management)

Responsible for coordinating and teaching the following:

Financial Management and Public Relations

Advanced Certificate in Education: Values and Human Rights in Education

Human Rights: Theory and Practice
Values in Education and the Law

Advanced Certificate in Education: Principalship (School Management and Leadership)

Manage organisational systems, financial and physical resource management.

Preparation of Learning Guides – Courses and Modules

2002

B Ed Human Resource management (Learning Guide and Reading Pack)
B Ed School Governance (one chapter)
M Ed – Personnel Management
M ED – Governance and Policy Making

2003

ACE – Values in Education and the Law (Learning Guide and Reading Pack)
ACE – Human Rights: Theory and Practice (Learning Guide and Reading Pack)
B Ed (Hons) – Financial Management

2004

ACE - Financial Management

ACE - Financial and Physical Resource Management – Matthew Goniwe School for Leadership and Governance
M Ed - Financial Management

2006

ACE - Financial Management and Physical resource management and organizational systems -

2007 (Ongoing revision)

M Ed: Human Resource Management in Education: Policy and Perspectives.

2008 (Ongoing revision)

B Ed (Hons): Financial Management

Lecturing abilities

1. Student evaluation: B Ed (Hons) and M Ed students: Assessments - very good.
2. Feedback from M Ed students (2008): very good
3. M Ed Accreditation: Lecturer in Human Resource Management in Education: Policy and perspectives
4. Very Good Feedback from Third stream income ACE students
 - 4.1 Matthew Goniwe School for Leadership and Governance
 - 4.2 Namibia Professional Development Institute
 - 4.3 Richards Bay – Grantleigh College, Uplands

Research Supervision - Post Graduate Students
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Research Output**M Ed**

H J Chauke -The role of the school governing body in managing school discipline. R Mestry.
Completed April 2003.

CA N Ngwenya - The management of school fee exemptions in public school in Gauteng.
April 2003. T C Bisschoff & R Mestry.

A H Nsibande - The role of principals in the management of school fees exemptions. April 2003. T C Bisschoff & R Mestry

T Mabena - Learner involvement in school governance as an aspect of school management: Implications for whole school development . April 2003. K C Moloj & R Mestry

A N Mahomed - **(cum laude)** – The efficacy of a zero-tolerance approach to managing learner discipline. Completed September 2003. R Mestry

J Singh - Implementing the Whole school Development Programme in a disadvantaged school: Guidelines for the Education Psychologists. September 2003. J Pillay & R Mestry

I Phiri – Clinical supervision as a strategy for educator development. K C Moloj & R Mestry. Completed April 2004.

B Ramaisa – The role of school districts in the implementation of Whole School evaluation. R Mestry & B R Grobler. Completed September 2004

M A Mdudli – Perceptions of primary school principals about the assessment of learner performance in mathematics within outcome based education. R Mestry & B R Grobler. Completed June 2004

I J Hendricks – The assessment of professional development: implication for Whole School development. R Mestry. Completed November 2004.

D Theron – Educators Perception of Developmental appraisal: Implications for Whole school Evaluation. B R Grobler & R Mestry. Completed October 2004.

M A Maruma - The role of the school governing body in managing fundraising for public primary schools in disadvantaged communities. R Mestry. Completed June 2005.

M A Choonara – Effective school budgeting for the optimum utilisation of physical resources in teaching and learning (**cum laude**). R Mestry & P du Plessis. Completed November 2005.

G Naidoo – Budget monitoring and control as an aspect of financial management in township schools (**cum laude**). R Mestry & TC Bisschoff. Completed November 2005.

P Naidoo - The design and effective implementation of a financial school policy for school improvement. (**cum laude**). R Mestry & L Conley. Completed January 2006.

P C J Aheer – The perceptions of school management team regarding the institutional development and support officials. B R Grobler & R Mestry. January 2006.

B Blake – The principal as entrepreneur in schools (**cum laude**). R Mestry & T Bisschoff. Completed September 2008.

M Damons – The role of women in school management (**cum laude**). R Mestry. Completed September 2008.

M Mbatha – The role of SGBs in learner discipline. R Mestry. Completed September 2008.

J Khumalo – The design and implementation of learner code of conduct in Rustenburg rural Secondary schools (73%). R Mestry 2010

V Govindasamy – Collaboration for the effective and efficient management of school finances (**cum laude**). R Mestry 2010

S Naicker – Distributive leadership: The perceptions and experiences of teachers in the Soweto region (**cum Laude**) (Scholarship programme). R Mestry 2011

B Barrie – School funding: The perceptions of stakeholders on the Norms and Standards for School funding. R Mestry 2011

K Bodalina – The management of physical resources in the Erkhuleni district (**cum laude**) 2012 R Mestry.

I Koopasamy-Moonsammy - Principals as Instructional Leaders (**cum laude**) – R Mestry 2012

A Bambie – The Head of Department as instructional leaders – R Mestry (attained 73% for the dissertation) 2012

J Verster – The role of the corporate sector in school funding – R Mestry (attained 75% for the dissertation) 2013

PHD/D Ed

M S Mdlalose - The influence of post provisioning norm in KZN on the management of work ethics. Prof BR Grobler & R Mestry. Completed 2002.

Mrs Lithane - Re-tooling and re-skilling of educators in multi-grade schools: promoting quality education in farm schools. T C Bisschoff & R Mestry. Completed November 2004.

Mr AE Ismail - School Fees at public schools in Gauteng: Implications for the provision of education. T C Bisschoff & R Mestry. Completed October 2004.

Mr S Hlongwane – The empowerment of self managing working teams in the Erkhuleni District. R Mestry. Completed March 2009.

Mark Bosch - Conflict Management in post merger Further education and Training Colleges. R Mestry & BR Grobler. Completed 2011.

Raymond Ndlovu -The analysis of the Norms and Standards for Funding: Implications for Social Justice and Equity.R Mestry, B Grobler & L Conley. Completed 2012

S Naicker – The impact of professional development programmes for school leaders managing public schools. & Mestry, R. Completed 2014.

N Govender - An in-depth understanding of the influence of holistic staff capacity on conducting effective Internal Whole-school Evaluation (IWSE), Grobler, B & Mestry, R. Completed 2014.

Ph D (in progress)

2015

V Govindasamy

K Bodalina

B. Blake

I Koopsammy-Moonsamy

N de Bruyn

S Mache

M Ed (in progress)

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S Govindasamy – The role of SGBs in the management of financial and physical resource.

P Basson – Financial Management – SGBs

A Venter – Understanding the Law

6.1 Peer Reviewed Publications in International accredited journals

Mestry, R. (2006). The functions of school governing bodies in managing school finances *South African Journal of Education*. Number 1, Volume 26, February 2006

Singh, P, Manser, P & Mestry, R. (2007). Importance of emotional intelligence in conceptualizing collegial leadership in education. *South African Journal of Education*. Special Edition. Vol. 27 No.3.

Mestry, R & Singh, P. (2007). Continuous Professional Development for South African school principals: A case study. *South African Journal of Education*. Special Edition. Vol. 27 No.3.

Mestry, R. (2008). School Searches and drug testing: Is it an infringement on learners' rights and constitutional values. *South African Journal of Human Rights*. Part 1 Vol. 24.

Mestry, R, Hendricks, IJ & Bisschoff, T. (2009). Perceptions of teachers on the benefits of teacher development programmes. (South African Journal of Education)

Mestry, R.& Schmidt, M. (2010). Portfolio assessment as a means of evaluating the professional development of school managers (Education and Urban Society – International accredited journal).

Mestry, R & Schmidt, (2011). M. A Feminist Post Colonial Examination of Female Principals' Experiences in South African Schools. *Gender and Education* (accepted for publication).

Naicker, S & Mestry, (2011). R. Distributive Leadership in public schools: Experiences and Perceptions of Teachers in the Soweto Region. *Perspectives in Education* (accepted for publication).

De Waal, E, Mestry, R & Russo, C. (2011). Religious and Cultural Dress at schools: A comparative study. *Potchefstroom Electronic Law Journal* (accepted for publication)

Mestry, R & Schmidt M. 2012. A feminist postcolonial examination of female principals' experiences in South African secondary schools. *Gender and Education*, 24 (5), 535 – 552.

Grobler, B, Mestry, R & Naidoo, S. 2012. The Influence of Management Practices on Authentic Collaboration with Educators. *Journal of Social Sciences*. 30 (3):211 – 223.

Hlongwane, TS & Mestry, R. 2013. Empowering teacher teams to implement the Integrated Quality Management Systems in South African secondary schools. *Journal of Social Sciences*. 37(2). (in press).

Mestry, R. 2014. A critical analysis of the National Norms and Standards for School Funding Policy: Implications for social justice and equity in South Africa. *Education Management, Administration & Leadership*,

Mestry, R & Ndhlovu, R. 2014. The implications of the National Norms and Standards for School Funding Policy on equity in South African public schools. *South African Journal of Education*, 34(3), pp 1- 11.

6.2 Peer Reviewed Publications in National accredited journals

Mestry, R & Grobler, B R. (2003). The training and development of principals in managing schools effectively. *Education as Change*. Number 2, Volume 7, December 2003

Mestry, R. (2004). Financial accountability: the principal or school governing body? *South African Journal of Education*. Number 2, Volume 2, May 2004

Mestry, R, van Der Merwe, M & Squelch, J. (2006). Bystander behaviour of school children observing bullying. *SA eDUC Journal*. Vol. 3 No. 215 December 2006
ISSN: 1810-6293

Mestry, R, Moloi, K C & Mahomed, A N. (2007). The efficacy of zero-tolerance approach to managing school discipline. *Africa Education Review (AER)* – Vol. 4(2) Unisa publication.

Mestry, R & Hlongwane, S. (2009). Training and Development of School Governing Bodies in Managing School Finances. *Africa Education Review (AER)*

Mestry, R & Dzvimbo, K P. (2010). The relationship of school funding and learner performance: Implications for social justice. (*Journal of Education Studies* – Special edition)

Mestry, R. (2011). The duties of the principal in the management of school finances. *Journal of Education Studies*

Mestry, R & Khumalo J. 2012. Governing bodies and learner discipline: managing rural schools in South Africa through a code of conduct. *South African Journal of Education*, 32 (1):97 -110.

Mestry, R, Pillay, J & Schmidt, M. 2012. Teachers attitudes of the role of principals in shaping the school culture. *Journal of Education Studies* (in press). vol 11 (1).

Mestry, R. 2013. A critical analysis of legislation on the financial management of public schools: A South African perspective. *De Jure*. 46(1): 162-177.

Naicker, S & Mestry R. 2013. Teachers' reflections on distributive leadership in public primary schools in Soweto. *SAJE* 33(2).

Mestry, R, Grobler, BR & Bosch, M. 2013. Understanding and managing conflict: A prerequisite for post-merger FET colleges. SAJHE. 27(1).

Mestry, R & Govindasamy, V. 2013. Collaboration for the effective and efficient management of school financial resources. AER 33(2) (in press)

Mestry, R, I Moonsammy-Koopasamy, Schmidt, M. 2013. The instructional role of primary school principals. Education as Change – themed edition (in press).

Smith, C, Mestry, R & Bombie, A. 2013. Roleplayers' experiences and perceptions of heads of departments' instructional leadership role in secondary schools. Education as Change – themed edition (in press).

Blake, B & Mestry, R. 2014. The changing dimensions of the finances on urban schools: An entrepreneurial approach for principals. *Education as Change*, 18(1), pp63-78.

6.3 Peer reviewed non-subsidised national and international journals

Mestry, R: (1999). The role of principals in the management of stress and burnout amongst educators. *Education Practice*. Number 3 of 1999.

Mestry, R & Grobler, B R. (2002). The training and development of principals in the management of educators. *International Studies in Educational Administration*. Volume 3 Number 3 of 2002

Grobler, B R, Bisscoff, T & Mestry, R. (2003). School Effectiveness in the Mpumalanga Province of South Africa. *Education Research and Perspectives*. The University of Western Australia. Vol.30 No.1

Mestry, R & Grobler, B R. (2004). The training and development of principals to manage schools effectively using the competence approach. *International Studies in Educational Administration*. Volume 32 Number 3 of 2004

Mestry, R. (2004). Children's right to basic education: Implications for the state to fund schools in South Africa. *International Journal for Education Law and Policy*. Vol. 1 Issue 1-2.

Pillay, J & Mestry, R. (2005). Values in Education: A South African perspective on challenges from policy to practice. *International Journal of Diversity in Organisations, Communities and Nations*. Vol. 4. 2005

Grobler, B R, Moloi, K C, Loock, C, Bisschoff, T & Mestry, R. (2006). Creating a school environment for the effective management of cultural diversity. *Educational Management and Leadership*. Vol. 34 No. 4.

Mestry, R & Grobler, B R. (2007). Collaboration and Communication as effective strategies for parent involvement in public schools. *Educational Research and Review Journal*. Vol 2 No. 7.

Mestry, R. (2007). The Constitutionality of Religion Education in South Africa. *Australian and New Zealand Journal of Education Law*. Vol. 12 No. 2.

Mestry, R & Naidoo, G. Budget monitoring in township schools. (2009). – *Educational Management and Leadership International Journal*. (EMAL). Vol. 37 No.1.

Grobler, B R & Mestry, R. (2009). The paradox of performance measurement and collaborative school management. *South African Journal of Education Leadership & Management*. 1(2). May 2009.

Bisschoff, T, Grobler, BR, Moloi, K, Mestry, R, Loock, C, Conley, L, Du Plessis, P, Hariparsad, I & Hlongwane, S. (2009). The pedagogic principal and the pedagogic principle – stories of principals in South African schools. *South African Journal of Education Leadership & Management*. 1(2). May 2009.

Schmidt, M & Mestry, R. 2014. South African Principalship, Agency and Intersectionality Theory. *Canadian and International Education*. 43(1), pp 1-16

Mestry, R. 2014. Financing Education in the Gauteng Province of South Africa: A twenty year analysis of using budgets to improve opportunities. *Mediterranean Journal of Social Sciences*. 5(23), 500-511.

Mestry, R & Verster, J. 2014. The motivation for corporate institutions to invest funds in public schools. *Mediterranean Journal of Social Sciences*. 5(23), pp 176-186

Mestry, R. 2014. The perceptions and experiences of principals as instructional leaders in South African public schools. *Multidisciplinary Journal of Pensee* , 76(8), pp164-181.

Mestry, R. 2014. Contestations and contradictions on the learners' constitutional rights to basic education: A South African perspective. *Multidisciplinary Journal of Pensee*, 76(8), pp114-128.

6.4 Peer reviewed International Conference Proceedings

2002

Mestry, R. Education and Decentralisation: Experiences and Comparative analysis – International Conference. The Training and Development of Principals and Governing Bodies in the management of schools. Full paper published in the proceedings
ISBN: 1-919975-15-2

2005

Mestry, R. ANZELA Conference 2005. The right to freedom of religion in education: A South African perspective. Full paper published in the proceedings.
ISBN: 1 86308 121 6

2006

Mestry, R. Financial Accountability: The principal or school governing body. Full paper published in the proceedings.(Contributions of the South African Education Law and Policy Association (SAELPA) to the study and development of education law and policy in South Africa: 1996 – 2005. Johan Beckmann (editor)).
ISBN 0-620-36925-6,

Mestry, R. Children's right to basic education: Implications for the state to fund schools in South Africa. Full paper published in the proceedings. (Contributions of the South African Education Law and Policy Association (SAELPA) to the study and development of education law and policy in South Africa: 1996 – 2005. Johan Beckmann (editor)).
ISBN 0-620-36925-6,

Mestry, R, van Der Merwe, M & Squelch, J. Bystander behaviour of school children observing bullying. Full paper published in the proceedings.(Contributions of the South African Education Law

and Policy Association (SAELPA) to the study and development of education law and policy in South Africa: 1996 – 2005. Johan Beckmann (editor)).

ISBN 0-620-36925-6.

2007

Mestry, R, Moloi, KC & Mahomed, A. The efficacy of zero-tolerance approach to managing learner discipline.

Full paper in conference proceedings.

ISBN: 978-1-86822-521-7

Mestry, R. School searches and drug testing: Is it an infringement on learners rights?

Full paper in conference proceedings.

ISSN: 987-0-620-39325-6

De Waal, E, Mestry, R & Russo, C. School Uniforms. Full paper in conference proceedings

ISSN: 987-0-620-39325-6

2008

Mestry, R. The legal rights of principals in school financial management. Full paper in conference proceedings.

2010

Conley, L & Mestry R. School searches. A South African perspective. SAELA Conference, Port Elizabeth

2012

Mestry, R. The rights of learners to access to education. ANZELA Conference.

6.6 Peer-reviewed National Conference Proceedings

2001

Mestry, R. Gauteng Department of Education. Second Educationally Speaking Conference. The role of principals in financial management. Full paper published in the proceedings. ISBN: 0-620-28266-5.

2002

Mestry, R. Gauteng Department of Education. Third Educationally Speaking Conference. Developmental Appraisal as part of project management. Full paper published in the proceedings. ISBN: 0-620-29390-X.

2003

Mestry, R. Gauteng Department of Education. Fourth Educationally Speaking Conference. Financial accountability: The principal or the SGB. Full paper published in the proceedings. ISBN: 1-919975-14-4

2005

Pillay, J & Mestry, R. Gauteng Department of Education. Fifth Educationally Speaking Conference. Values in education: From policy to practice. Full paper published in the proceedings. ISBN: 0-620-32674-3

2009

Mestry and Blake The Principal as entrepreneur. Madrid, November 2009

2010

Mestry, R & Damons, The perceptions and experiences of female principals in South Africa. EASA Conference. NWU – Vaal Triangle Campus.

6.7 Conference proceedings posted on the web**2002**

Mestry, R. SASE Conference. Project management in Education. Full paper published in conference proceedings.

Grobler, B R & Mestry, R. A Comparison of the 2001 National Senior Certificate Examinations in the nine provinces of South Africa. Conference of the International Association for Education Assessment. Full paper published in conference proceedings and website: <http://www.iaea2002.seab.gov.sg>

Grobler, B R & Mestry, R. Differentiating between functional and dysfunctional schools in South Africa. Conference of the International Association for Education Assessment
Full paper published in conference proceedings and website: <http://www.iaea2002.seab.gov.sg>

2004

Grobler, B R & Mestry, R. Statistical Moderation of school-based assessment. Conference of the International Association for Education Assessment
Full paper published in conference proceedings and website: <http://www.iaea2004.seab.gov.sg>

2006

Mestry, R. Portfolio Assessment as a means of evaluating the professional development of school manager. Conference of the International Association for Education Assessment, Singapore. CD Rom and website: <http://www.iaea2006.seab.gov.sg>

2007

Grobler, B R & Mestry, R. The paradox of performance measurement and collaborative management. ACEL/ASCD Conference – Sydney, Australia. www.ancelconference.2007.com/papers.php

Grobler, B R & Mestry, R School principals as implementers of mandated change: processes: Blue-eyed persons or scapegoats? ACEL/ASCD Conference – Sydney, Australia.
www.ancelconference.2007.com/papers.php

Mestry, R , Grobler, B R & Hariparsad, I. The work ethic of principals in the management of change. ACEL/ASCD Conference – Sydney, Australia.

www.aceconference.2007.com/papers.php

6.8 Articles Accepted for 2012/2013

Revision of article already reviewed

Mestry, R , Pillay, J & Schmidt, M. The role of leaders in shaping the school's identity – Journal of Education Studies. Accepted 2012 and in press.

Blake, B & Mestry, R. The principal as entrepreneur – Education as Change. Accepted for 2013

Mestry, R & Govidasamy, V. The role of SGBs in managing School finances. AER. Accepted for 2013

.Mestry, R, Grobler, BR, Bosch, M. Conflict resolution in post merger FET institutions. Journal of Higher Education. accepted for 2013

Mestry, R. A critical analysis of legislation relating to financial management. De Jure. accepted for 2013

6.9 Finalising articles/chapters to be submitted to journals/books for review

Articles:

Pather, E, Mbalane, V, Mestry, R & Hlongwane, S. Where the production line meets?

Mestry, R & Blake, B. The Principal as entrepreneur on the management of schools: A survey of educators' perceptions.

Hlongwane, S & Mestry, R. Empowering teams in implementing the Integrated Quality Management Systems in the Kathorus area of Gauteng

6.10 Book publication

Bisschoff, T & Mestry, R. 2003. Financial School Management - Second edition. Cape Town: Pearson Publishers

Loock, C, Grobler, B R & Mestry, R. 2006. Human Resource Management. Rebalancing the Scales. Pretoria: Van Schaik

Naidu, A, Joubert, R, Mestry, R & Mosoge, J with T Ncgobo. 2008. Educational Management in South African Schools. Cape Town: Oxford Press.

Mestry, R & Bisschoff, T. 2009. Financial school Management Explained. Third Edition. Cape Town: Pearsons Publishing.

Mestry, R. 2009. Training and Management of Principals in the Management of Educators. Published by a German Publishing Company VDL Publishers.

6.11 Chapters

Anderson, L & Coleman, M (eds). 2005. Managing Finance and External Relations in South African Schools. London: Commonwealth Secretariat–
Chapter on Budgeting

Mestry, R & Naicker, S. 2015 Exploring distributive leadership in South African public primary schools in the Soweto region in Pashiardis, P & Beycioglu, K (eds). 2014. *Multidimensional Perspectives on Principal Leadership Effectiveness*. Hershey: IGI Global.(In press)

Mestry, R. 2014. The State's Responsibility to Fund Basic Education in Public Schools in Bogotch, I & Shields, CM. 2014. *International Handbook of Educational Leadership and Social (In)Justice*. New York: Springer.

Mestry, R & Malan, M. 2014. Cash Flow and Financial Planning (in Gitman, LJ, Smith, MB, Hall, J, Makina, D, Malan, M, Marx, J, Mestry, R, Ngwenya, S & Strydom, B. 2014. *Principles of Managerial Finance (South African Edition). Third edition*. Cape Town: Pearsons. (In

press)

Mestry, R. 2014. Financing Education in Gauteng: Using the Budget to Improve Opportunities in Prew, M (ed). 2014. *20 Years of Education in Gauteng 1994 to 2014: An Independent Review*. Johannesburg: The Word Horse.(in press)

6.12 Book Reviews

The school as organization – P C van der Westhuizen (ed.)
Education as Change. Number 2, Volume 7, December 2003

The school as organization. 3rd Edition 2007. – P C van der Westhuizen (ed.)
Journal of Education. Number 45, 2008.

The Toxic Mix – G Bloch. UJ ADVANCE November 2010

6.13 Other Publications

Newsletter: Matthew Goniwe School for Leadership and Governance: Abstract of a research article on Continuing Professional Development of Principals: A South African Perspective

Article on ELI in the Soweton

7 National and International Conference Papers presented

7.1 National

2001

Gauteng Department of Education: Second Educationally Speaking Conference, Warmbaths

Key Control Mechanisms in financial management for Principals and Treasurers of schools

2002

Gauteng Department of Education: Third Educationally Speaking Conference, Warmbaths

Project Management in Education

The Southern Society for African Education (SASE) – Education in Africa for Africa, Pretoria

Project Management in Education

2003

Educational Association of South Africa (EASA), Stellenbosch

The training and development of principals and school governing bodies in financial management

EMASA (Educational Management Association of South Africa), Nelspruit

1. The training and development of principals and school governing bodies in financial management
2. Measuring the implementation of the change process: the curriculum implementation process ratio applied to curriculum 2005.
3. The implementation of curriculum 2005: not a case of Joseph and his technicolour dreamcoat
4. Determining the success of a change process: the curriculum implementation process ratio applied to curriculum 2005

Gauteng Department of Education: Fourth Educationally Speaking Conference, Bela-Bela

Financial accountability: The principal or the school governing body?

2004

EASA, Rand Afrikaans University, Johannesburg

1. The competence-based model to effective school management
2. A standards-driven and site-based model to effective school management.

3. The efficacy of a zero-tolerance approach to managing learner discipline.

Gauteng Department of Education: Fifth Educationally Speaking Conference, Boksburg

Values in education – from policy to practice: A South African perspective. (co-presented)

2005

EASA, North West University, Potchefstroom

1. The role of school governing bodies in managing school finances
2. Values in Education: From Policy to Practice (co-presented)
3. Advance Certificate in Education: A new qualification developed by the Standards generating Body –SAQA (interest group presentation).

EMASA, Matthew Goniwe School – Johannesburg

The training of SGBs in financial school management

2006

Educational Association of South Africa, Bloemfontein

1. The freedom of religion in education: from policy to practice
2. Budget monitoring and control as an aspect of financial management in township schools

EASA/Kenton, Wilderness in the Cape

The role of leaders in shaping the school culture

National Union of Educators' Conference, Johannesburg

The design and Implementation of a school financial policy for school improvement

2007

National Professional Teachers Association – Conference for Principals, Benoni

Budget Monitoring and Control as an aspect of Financial Management

2008

EASA Conference, Langebaan – Cape Town

The relationship between school funding and learner performance: Implications for Social Justice.

The professionalization of principalship: The new ACE programme (An interest group presentation).

University of Johannesburg, Student Conference

Blake, B. The principal as entrepreneur. Supervised M Ed student.

2009

EASA Conference, January 2009, Durban

The performance of women principals in secondary schools in the Gauteng Province

Symposium GDE on Funding

National Education Leadership and Management Conference, May 2009

Keynote presentation: Education Leadership in the 21st Century: Continuing professional development for South African principals.

School funding: Implications for social justice.

2010

EASA Conference – NWU – Vaal triangle

2011

S Naicker, R Mestry & B Grobler. Distributive Leadership in public schools: Experiences and Perceptions of Teachers in the Soweto Region. Perspectives in Education. EASA Conference, Sun City – North West Province

R Mestry. State funding. Implications for social justice and equity. Quality Education Summit – Gallagher Estate

R Mestry. A critical analysis of legislation concerning school financial management. SAELA Conference in Durban

7.2 International

2002

International Conference: Education and Decentralisation: Experiences and Comparative analysis, Boksburg

The Training and Development of Principals and Governing Bodies in the management of schools

Conference of the International Association for Education Assessment, Hong Kong

1. A Comparison of the 2001 National Senior Certificate Examinations in the nine provinces of South Africa
2. Differentiating between functional and dysfunctional schools in South Africa

2003**International Conference of the South African Education Law and Policy Association (SAELPA), Magoeba's Kloof, Limpopo Province**

Financial accountability: The principal or the school governing body?

2004**7th International Conference of EMASA, Nelspruit**

1. The competence-based model to effective school management
2. A standards-driven and site-based model to effective school management.
3. The efficacy of a zero-tolerance approach to managing learner discipline.
4. The influence of a change in the post provisioning norm on the management of educator work satisfaction.

Brown International Conference, Muldersdrift

Discipline: Impact on access to equal educational opportunities (co-presented)

SAELPA International Conference, Cape Town

Balancing the rights of learners to quality education and adequate funding provided by the state.

Conference of the International Association for Education Assessment, Doubletree Hotel, Philadelphia

Statistical Moderation of school-based assessment

The Fourth Conference on Diversity on Organisation, University of California

Values in Education: A South African perspective on challenges from policy to practice

CCEAM conference, Hong Kong and Shanghai

Management of Cultural Diversity as an aspect of School Effectiveness

2005

SAELPA, Bloemfontein

Bystander behaviour of school children observing bullying

ANZELA Conference, Freemantle, Australia

The right to freedom of religion: A South African perspective

2006

Conference of the International Association for Education Assessment, Singapore

Portfolio assessment as a means of evaluating the professional development of school managers

AERA Conference, San Francisco

Where the production line lies – part of a symposium on teacher identity - Prof E Henning

International Conference on Learner Discipline, Potchefstroom

1. The efficacy of a zero-tolerance approach to managing learner discipline.
2. Cyber-bullying: the educator's worst nightmare.

CCEAM CONFERENCE, Cyprus

Parental involvement – part of a symposium on IQMS – Dr I Hariparsad

2007

International Conference – South African Law Association, Rustenburg

1. School searches and drug testing: Is it an infringement of student's rights and constitutional values.
2. Religious Dress at School. A comparative perspective

International Conference on Learner discipline, Potchefstroom

The efficacy of zero-tolerance approach to managing learner discipline.

ACEL/ASCD International Conference, Sydney, Australia.

Three papers were presented:

- The paradox of performance measurement and collaborative management
- The school principal: As implementor of mandated change processes: Facilitator or Scapegoat
- The work ethic of principals in the management of change: A South African context

2008

Belmas Conference, July 2008 in Birmingham, UK.

The relationship of school funding and learner performance: Implications for social justice.

. Co-presented: Prof KP Dzvimbó and Prof B R Grobler.

SAELA International Conference. August 2008 in Pretoria.

The legal rights of principals in financial school management.

CCEAM Conference, September 2008 in Durban.

The leadership role of principals.

Co presented: T C Bisschoff.

2009

SAELA International Conference, August 2009, Mpumalanga

School-based violence: A South African Perspective

Education Conference in Athens, July 2009: Common Ground Publishing

The role of female principals

Conference in Madrid, Nov 2009 – The principal as entrepreneur

2010

Mestry, R. Social Justice in Education: The role of the state. AERA Conference, Denver Colorado – Symposium on Social Justice

2011

Mestry, R, Conley, L & Naicker, S. Distributive Leadership in schools. Shangai Conference, China.

2012

Mestry, R., Grobler B & Bosch, M. Understanding and managing conflicts: a prerequisite for post-merger FET colleges. EASA Conference, Cape Town, January 2012.

Mestry, R and Schmidt, M. The role of female principals. AERA, Vancouver, March/April 2012

Mestry, R. The rights of learners access to education. ANZELA, New Zealand. September/October 2012.

Mestry, R. The interpretation of section 60 of the South African Schools Act of 1996. SAELA. September, Cape Town.

8 PROFESSIONAL PARTICIPATION AND LEADERSHIP

8.1 Occupational contributions

Involvement in the following research projects:

- M Ed students researched the implementation of Whole School Evaluation (WSE).
- SANTIC project – Teacher identity and culture. A partnership between South Africa and Netherlands headed by Prof Elizabeth Henning.
- Cross Boundary leadership led by Proff. Tony Bush and Connie Moloji.
- Values And Human Rights in Education – training educators in the Mpumalanga and Northern Cape. Part of the team coordinated by Ms Nazreen Dasoo.
- Conducted an intensive desk research on literature relevant to educational management – headed by Prof Tony Bush on behalf of Matthew Goniwe School for Leadership and Governance.
- Education Leadership Research Project – Prof T Bisschoff
- State school funding and school performance – R Mestry.

Funding for research

Received funding from the NRF and the Central Research Fund - University of Johannesburg to conduct research on State school funding and school performance. Six students are conducting research and each has received a bursary. This project commenced in 2008.

Contribution to the Organization of Conferences

- Served on the EASA Conference Committee held at the Rand Afrikaans University (2004).
- Served on the Conference Committee on Teacher Development held at the University of Johannesburg (March, 2008).
- Serve on the UJ Student Conference - October 2009.

Third stream income

- Together with Prof B R Grobler initiated the Matthew Goniwe School for Governance and Leadership programme. Serve on the Project Management Team of MGSLG.
- Served on the Committee that pioneered the Values and Human Rights programme with the Mpumalanga Department of Education and Northern Cape Department of Education.

8.1 Professional Conduct

- Programme coordinator of the M Ed (Education Management) programme.
 - **Achievement:** Received full accreditation from CHE for the M Ed (coursework) programme.
- Arranged for a high profile specialist in research methods who was the keynote speaker at the Teacher Development Conference and he will also conduct workshops on a voluntary basis, Prof. Max Bergman from the University of Basil.
- Provide educational management support to School Management Teams, Principals and School Governing Bodies of numerous schools in Gauteng, Mpumalanga and Limpopo Province.
- Presented a paper with Prof C Russo, an internationally recognised and expert in Education Law.

Member of Faculty/University Committees

- Serve on the Faculty Higher Degrees Committee on behalf of the Department of Educational Management.
- Serve on the Faculty's Marketing Committee.
- Chaired the University – School Discussion Forum Committee 2004 – 2005.

Guest speaker

Guest Speaker at a function welcoming the new SGB at a primary school in Heidelberg

Guest speaker: Springs Secondary School

Guest speaker: Pretoria Muslim School

Guest speaker: Jackson combined school

TV interview/Quoted in Media

Beeld – The zero tolerance approach to learner discipline featured in this article.

Sunday Times – The safety of learners was investigated. As principal I shared my views on this topic.

Rights and Recourse – I appeared on SABC 3 to deal with the controversial topic of school fees.

9. Community Engagement

- Assisted **SUPEDI an NGO** – Saturday classes teaching Maths at Baragwanath, Dobsonville and Protea North for previously disadvantaged learners.
- **Chairperson of the Principals Forum in Lenasia South** – Served as liaison between the Department of Education and schools in the Lenasia South and Mid- Ennerdale schools. Dealt with numerous issues such as learner admissions, resource management and educational problems peculiar to each school.
- A Trustee of an NGO – **The Dynamic Business Start-up programme** – Provide hands-on training to previously disadvantaged communities on entrepreneurship.
- **Matthew Goniwe School for Leadership and Governance** – Coordinate financial management and I am on the Project Management Team (PMT). Provide extensive training to school management teams and school governing bodies on teaching and learning, and financial management.
- **Department of Education (Mpumalanga and Northern Province)** – Coordinating and Teaching Values and Human Rights in Education. Co-ordinated and lectured on two modules to educators in Mpumalanga and Northern Cape.
- **Provide training on financial school management and appraisal systems, and provide educational advice to schools on behalf of districts in the Department of Education** – A voluntary service provided to schools by means of workshops and lectures to school managers in previously disadvantaged communities.
- **Formed partnerships with schools in the Vaal area:** Roshnee Primary and Rust-ter-Vaal Combined school.

- **Committed to provide support to the UJ – New Nations School partnership** –To provide support in school management.
- **Namibia Project:** Provide training to principals on educational matters, more specifically financial management. Consulted with lecturers from the Windhoek Colege of Education to discuss site-based evaluation of principal.
- **Book publication and articles on financial matters** are read by parents on governing bodies and departmental officials.

10 ACADEMIC STATURE/LEADERSHIP

10.1 National/International recognition

- Certificate awarded to the authors for the best article published in the Education Management and Leadership Journal (EMAL) – 2006 in Birmingham, UK
- Invited to write a Chapter for the Commonwealth Secretariat in their Management Series on Budgeting
- Invited to present Keynote address: Education Leadership in the 21st Century: Continuing professional development for South African principals.
- Invited to co-author a book by Oxford Press on Educational Management in Education Management.
- Invited by Project leader, Prof I Oosthuizen, to participate in the National Research on Discipline – Niche Area Focus – North West University
- Received M Ed full accreditation by the Council for Higher education (CHE).
- Scholarship students – P Naidoo & S Naicker
- Received the EASA Medal of Honour in 2012.

10.2 Serve on the following national organizations

- Executive member – Educational Management of South Africa: EASA/OVSA
- Executive member of South African Qualifications Authority (SAQA)'s Standards Generating Body in Educational Management
- Executive member of the South African Education Law Association (SAELA)
- Executive member of the Project Team Management (PMT) of Matthew Goniwe School for Leadership and Governance.

- Adjudicator/Panelist on National Teachers Awards for the National Department of Education on behalf of the Higher Education Institutions (2006).

10.3 Serve on the Task teams

- 2007 – current :SAQA – Coaching and Mentoring
- 2008 - UJ – Audit Task Team on Surveys (completed)
- 2008/9 – UJ Internationalisation Task Team/working group. (represents the Faculty of Education).

10.4 Contribution to National and international Journals

- Member of the Editorial Committee for the South African Journal of Education
- Co-editor and member of the Editorial Board of the South African Journal of Education Management and Leadership (SAJEMML)
- Board member of the Review Board of the International Journal of Teacher Leadership
- Served on the Editorial Board for the 10th Year Beckman, J (ed). 2006. Engaging the law and education in a transforming society: A critical chronicle of the South African Education Law and Policy Association. 1996 – 2005.

10.5 Achievements

- In the 2006 April Graduation, supervised the most number of students completing the M Ed Degree with Cum Laude. In 2008, two of three students completed the M Ed Degree Cum Laude.
- Research Output 2006: The Faculty's Annual Report reflects that I had contributed significantly in research publications.
- Received full M Ed Accreditation: Participated as team member and Programme Coordinator of the M Ed (coursework) programme.
- Vice Chancellor's medal: Student Beverley Blake achieved the highest mark in the M Ed programme for 2008.
- Part of the team that received an award in Birmingham, UK for the best article written in the EMAL Journal.
- Received the Education Association of South Africa Research Medal Award in January 2012.
- Vice Chancellor's medal: Student Suraiya Naicker achieved the highest mark in the M Ed programme for 2012.

11 Professional Training and Development

11.1 Attended as participant

2002

- Web CT – Beginners course

2003

- Advance Questionnaire Techniques in Essex, UK

2004

- SPSS training – Chicago, USA – June 2004

2005

- SPSS training – Kyalami, Johannesburg

2006

- Mixed Methods – Creswell
- Qualitative Research – Mouton
- Qualitative Research – SB Merriam
- Advance Questioning Methods - Krosnik

2007

- Mixed Methods of Research – Max Bergman - Essex
- Seminar –Teacher Education - Wally Morrow
- Editor's Forum – Robert Calfee, Lesley Pugsley and Suzanne Barchers

2008

- Max Bergman – Mixed Research Methods.- UJ
- J Creswell – Mixed Research Methods, UJ

2012

- **AERA** – Research Methods, Vancouver.

11.2 Workshops presented

- Middle Managers – Matthew Goniwe School for Leadership and Governance
- School Governing Body Training – Matthew Goniwe School for Leadership and Governance
- Developmental Appraisal Systems – Gauteng Department of Education, District D7
- Financial School Management - Gauteng Department of Education, District D7 and Sedibeng District (Vanderbijlpark)
- Conflict Resolution Workshop – Free State Department of Education, Welkom
- Integrated Quality Management Systems – Roshnee Primary School
- HoD training – Sedibeng District.

11.3 Certified by SETA:

I have been accredited by SETA as:

- Assessor - 2006
- Moderator - 2007

11.4 Discipline-specific liaison

- Instrumental in arranging Prof Max Bergman to be the keynote speaker at the Teacher Development to be held in 2008. He will also conduct workshops on research methodology at no cost for his professional services. He has entered into an agreement to organize and take charge of the Winter School. The spinoff of this invitation includes Max Bergman being invited as a visiting professor. starting a Winter School on research Methodology similar to the Essex Winter School (UK) – the first of its kind in South Africa, and research on the Foundation Phase Teacher development.
- Networking with national/international specialists: Some of them include: Proff. Tony Bush, Andy Hargreaves, Michele Schmidt, Lesley Anderson, Dr J Squelch, Dr Joy Cummings, Proff. C Russo, R Maudsley, TK Daniels, D Alexander, M Thurlow, Proff I Oosthuizen, R Malherbe, PC van der Westhuizen, P Singh, MAJ Olivier, J Bekmann, R Malherbe, P Colditz and D Myburgh.

- Arranged for Prof C Russo – University of Dayton US to present a seminar to the Faculty staff on publications and article writing (2009).

11.5 External moderation for the following institutions

Doctoral thesis

University of Pretoria

University of South Africa

Nelson Mandela Metropolitan University – Port Elizabeth

North West University – Vaal campus

North West University – Potchefstroom campus

Masters (full and minor dissertation):

University of Kwa-Zulu Natal

North West University – Vaal campus

North West University – Potchefstroom campus

Nelson Mandela Metropolitan University, Port Elizabeth –

University of Pretoria

Limpopo University

University of South Africa

Wits University

Masters' coursework and B Ed modules

Regenesys – Masters – moderation of three financial modules

University of Kwa-Zulu Natal

Nelson Mandela Metropolitan University, Port Elizabeth – Masters' question papers

North West University

University of Pretoria

11.6 Peer Reviewed for the following journals

National and International Journals:

South African Journal of Education

Acta Academia – University of the Free State

SA eDUC - an electronic journal – University of North West

Education as Change – University of Johannesburg

International Journal: Pedagogy

Africa Education Review – UNISA Publication
SAELPA Conference Proceedings
Conference Proceedings on Discipline
Education Research and Reviews.
Journal of Education (Natal University)
Education Management and Leadership Journal (EMAL) – United Kingdom
International Journal of Teacher Leadership
Journal of Social Sciences

11.7 Reviewed Books

“School as Learning Organisation” author: K C Moloi for Van Schaik
“Labour relations” author: J P Roussouw for Van Schaik

11.8 Reviewed Applications for NRF funding

(confidential: names cannot be disclosed, only institutions listed)

North West University (2006)
University of Free State (2007)
Wits University (2007)
North West University (2008)
University of Pretoria (2009)
University of Stellenbosch (2009)
North West University (2010)

11.9 Reviewed Applications for NRF rating

(confidential: names cannot be disclosed, only institutions listed)

North West University (2009)
Unisa (2009)
North West University (2010)
North West University (2011)
UKZN (2012)

12 Referees:

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