

© Kamla-Raj 2012

PRINT: ISSN 0972-0073 ONLINE: ISSN 2456-6802

Anthropologist, 14(1): 9-16 (2012)

DOI: 10.31901/24566802.2012/14.01.02

## **Do Teachers Participate in School Decisions which are within their Zones of Expertise, Experience and Interest?**

**Newman Wadesango**

*Walter Sisulu University, Centre for Learning and Teaching Development,  
East London, South Africa  
E-mail: nwadesango@wsu.ac.za*

**KEYWORDS** Participation. Decisions. Schools. Teachers. Heads. Zone of Acceptance

**ABSTRACT** Teacher participation in school based decisions which fall within their zone of acceptance leads to teacher-empowerment, autonomy and accountability. When teachers are involved in the decision-making faculties which fall within their zone of expertise, experience and interest, they will be motivated to carry out the tasks and will have a greater ownership of the school. The study investigated if teachers were involved in decisions which fall within their zones of acceptance. The study adopted a qualitative/interpretive research methodology and used the case study research design as the operational framework for data gathering. Data was collected through interviews, documentary analysis and observation of two staff meetings per school from 5 secondary schools in Zimbabwe. The population sample comprised 5 secondary school heads and 25 secondary school teachers. The results of the study indicated that teachers were active in the process in certain issues while heads made unilateral decisions in critical issues.