

https://dspace.org/

Exploring the role of values-based leadership in promoting ethical conduct in schools: a case study of two schools in Gauteng

Rafout, Khensani Esther

2020

https://hdl.handle.net/10539/30030

Rafout, Khensani Esther (2020) Exploring the role of Values-Based Leadership in promoting ethical conduct in schools:a case study of two schools in Gauteng, University of the Witwatersrand, Johannesburg, <http://hdl.handle.net/10539/30030>

Downloaded from a DSpace repository. https://dspace.org/

ABSTRACT

For many years literature reiterated the great impact values-based leadership has to curb ethical conduct, positive organisational culture and ill-behaved learners in schools. This study focuses on the role that value-based leadership plays in the ethical conduct of primary school management. Hence, the study seeks to understand and explain the relationship between value-based leadership and ethical conduct of educators and leadership as well as learner behaviour in schools. The central claim is to adopt the value-based leadership approach so that schools experience less cases of unethical conduct among teaching and management staff which in turn hope to reduce learner's ill behaviour. A qualitative research approach and case study design was utilised to investigate the phenomenon. Data was generated through interviews and document reviews. Thematic analysis was applied to provide a rich and dense description of the results. The results indicated that schools with values were more effective in teaching and learning and had fewer cases of unethical behaviour and ill-disciplined learners. These findings corroborated with the assumptions of the study which states that without common beliefs and values an organisation ceases to exist. In summary I articulate that principals need to establish and maintain shared values and be more diverse in their perceptions of values because the value-based leadership (VBL) approach because it provides ways of overcoming deficiencies in leadership and aims to recognise everyone's values in the school.

Keywords: Value-based leadership, ethical leadership