

Abstract for Internal educator migration in Pretoria: a narrative study

Internal educator migration has emerged as one of the factors aiding inequalities in South African schools. A unidirectional movement of irreplaceable educators has become evident which aids the inequalities persisting amongst neighbouring schools. Irreplaceable educators move from public to former model C schools and from former model C schools to independent schools, leaving schools exposed to a less capable quality staff. This research aimed to voice the experiences of post internal-migration educators in Pretoria while determining the push and pull factors that lead to the unidirectional migration of educators between former model C schools to independent schools. The research comprised of a narrative study in which six participants were interviewed about their migration experiences. The results of the study revealed that internal educator migration is caused by six push factors in former model C schools: economic pressure, school management, personal and emotional experiences, poor academic achievement, lack of learner discipline and a high teacher to learner ratio. Internal educator migration is also aided by six pull factors offered by independent schools: good learner discipline, financial benefits, lighter workload, lower teacher to learner ratio, professional treatment and higher quality academic learners. The finding further revealed that educators from former model C schools are attractive to independent schools and are regularly headhunted by independent schools. The researcher concludes the research report with an analytic model of the factors which influence internal educator migration and recommended methods to alleviate the educator migration push factors. In addition, the researcher provides recommendations for educator retention and further studies.