

A Respectable Profession as a Teacher - The Engineer of the Human's Soul

School Based Management

In the school-based management system, the school is jointly governed by its sponsoring body (SB) and by the incorporated management committee (IMC).

The SB is responsible for:

- Vision and mission setting
- Giving IMC general directions regarding education
- Overseeing IMC performance
- Deciding the mode of receiving government aid
- Issuing guidelines for fund raising
- Deploying principals and teachers under certain circumstances

The IMC is responsible for:

- School and staff management
- Setting education policy in accordance with school vision and mission
- Accounting for school performance to Permanent Secretary and SB
- implementing school mission
- Proper promotion of education of students
- School planning and improvement
- Employment of teaching staff and non-teaching staff and determining terms and conditions of service

Implications for teachers

Under this system, the SB does not employ school staff directly while it retains the power to recommend the choice of principals and teachers to the IMC and to request the termination of their employment under special circumstances.

Teachers are therefore directly accountable to the IMC and individual schools rather than to the sponsoring body. What this would mean for prospective teachers is that it is essential for teachers to fine tune their applications to meet the specific requirements, needs, and missions of individual schools than to those of the sponsoring body.