

## PROFILE: MUAVIA GALLIE (PhD)



Dr Gallie can best be described as a School and District Turnaround Strategist and education activist, was recently identified by Professor Jonathan Jansen as one of the “10 Most Impressive Public Leaders for 2015”. His aim is to re-engineer approaches in education systems and, by using this newly-devised ‘School Turnaround Methodology’, to transform schools into institutions of excellence. Dr Gallie has migrated through the ranks in education with more than 30 years of experience as teacher, HOD, principal, lecturer, education activist and consultant. He was also the Head of Operations,

Human Resources and Information and Communication Technology at the South African Council for Educators (SACE), a position he held for seven years until March 2008. Since then, he has designed the innovative Executive Leadership Programme for University of Witwatersrand, consulted for Matthew Goniwe School of Leadership and Governance, and an extra-ordinary senior lecturer at University of Pretoria. He also consults with UNICEF (Ethiopia), Commonwealth Secretariat (London), Sasol Inzalo Foundation, Join Education Trust (JET), National Education Collaboration Trust (NECT) and numerous other educational organisations. He has co-founded the School Turnaround Foundation (an NPO), with three other educationists to focus on turning around schools in challenging communities, and a four founding directors’ NPO called ‘School Intelligence System – Open source’ (SiSopen), in order to stabilize, implement and sustain the operations and pro-active strategies (projection and forecasting) in schools of excellence. SiSopen will positively ‘disrupt’ the current operations and strategies of schools in a revolutionary way.

Born in Worcester in the Western Cape, Dr Gallie’s focus is on giving dignity, through education, to the poorest-of-the-poor students in South Africa and other countries which face similar challenges. His specialisation is turning around dysfunctional and underperforming schools by focusing on systemic solution generation – this focuses on long-term impact rather than ‘quick fixes’. The school turnaround methodology is a radical and transformative change from the “improvement” approach regularly used by education departments. It focuses on second-order change rather than superficial results-driven activities; personalized learning rather than a ‘one-size-fits-all’ teaching and learning approach; and influence and persuasion rather than authority and command relationships. It aims to changing schools at grass-roots level, by targeting school leadership and management teams as well as creating a future perspective for learners in areas where dreams of a brighter future seem almost impossible. Its focus is to dignify the lives of learners from marginalized and poor communities, allows them to academically compete at the same level with other privileged communities. Its mantra is: *All learners can and should be successful in all our schools*. This methodology is currently in operation at Zwelethemba High school, in Worcester in the Western Cape province, as the flagship. Other schools are Langa High in Langa, and Jupiter Primary in Ocean View, both in Cape Town.