

Reference list

Management strategies for effective social justice practice in schools

Acts **see** South Africa.

AERA (American Educational Research Association). 2009. *Disciplined inquiry: education research in the circle of knowledge*. California: SAGE.

AERA (American Educational Research Association). 2012. Social justice mission statement. <http://www.aera.net/AboutAERA/AERARulesPolicies/AERAPolicyStatements/SocialJusticeMissionStatement/tabid/11055/Default.aspx> Date of access: 23 Jul. 2012.

Ajjawi, R. & Higgs, J. 2007. Using hermeneutic phenomenology to investigate how experienced practitioners learn to communicate clinical reasoning. *The qualitative report*, 12(4):612-638.

Anderson, M.L. & Taylor, H.F. 2006. *Sociology: understanding a diverse society*. 4th ed. Belmont CA: Thomson Wadsworth.

Anderson, V. 2004. *Research methods in human resource management*. London: Chartered Institute of Personnel and Development.

Angot, J. & Milano, P. 2007. Linking concepts and data. (In Thiétart, R., ed. *Doing management research: a comprehensive guide*. London: Sage. p. 132-146).

Anon. 2001. Strategic planning handbook. <http://www.sla.org/pdfs/sphand.pdf> Date of access: 15 Jun. 2012.

Apple, M.W. 2008. Can schooling contribute to a more just society? *education, citizenship and social justice*, 3(3):239–261.

Armstrong, C. 2008. Collapsing categories: Fraser on economy, culture and justice. *Philosophy and social criticism*, 34(4):409-425.

Asan, Ş.S. & Tanyaş, M. 2007. Integrating Hoshin Kanri and the balanced scorecard for strategic management: the case of higher education. *Total quality management & business excellence*, 18(9):999-1014.

- Astiz, M.F. & Mendez, G. 2006. Education for citizenship: the Argentine case in comparison. *education, citizenship and social justice*, 1(2):175-200.
- Baitu, J. 2009. Globalisation for the common good and social justice in Sub-Saharan Africa. *Journal of globalization for the common good*.
<http://lass.calumet.purdue.edu/cca/jgcg/2006/sp06/jgcg-sp06-baitu.htm> Date of access: 15 Feb. 2010.
- Baradat, L.P. 2009. Political ideologies: their origins and impact. 10th ed. New Jersey: Pearson.
- Bates, R. 2006. Public education, social justice and teacher education. *Asia-Pacific journal of teacher education*, 34(3):275–286, Nov.
- Baumeister, A.T. 2000. Liberalism and the 'politics of difference'. Edinburgh: Edinburgh University Press.
- Beckmann, J. 2007. Aligning school governance and the law: Hans Visser on education cases and policy. *De jure*:206-221.
[http://repository.up.ac.za/bitstream/handle/2263/5402/Beckmann_Aligning\(2007\).pdf?sequence=1](http://repository.up.ac.za/bitstream/handle/2263/5402/Beckmann_Aligning(2007).pdf?sequence=1) Date of access: 6 Oct. 2008.
- Begley, P.T. & Stefkovich, J. 2007. Integrating values and ethics into post secondary teaching for leadership development: principles, concepts, and strategies. *Journal of educational administration*, 45(4):398-412.
- Begley, P.T. & Zaretsky, L. 2004. Democratic school leadership in Canada's public school systems: professional value and social ethic. *Journal of educational administration*, 42(6):640-655.
- bell hooks, G.J. 2007. Ain't I a woman: black women and feminism. South End: South End Press.
- Best, J.W. & Kahn, J.V. 2003. Research in education. 9th ed. Boston: Allyn & Bacon.
- Blackmore, J. 2006. Deconstructing diversity discourses in the field of educational management and leadership. *Educational management administration and leadership*, 34(2):181-199.

Blanchard, K., Blanchard, M., Carew, D., Parisi-Carew, E., Finch, F., Hawkins, L., Zigarmi, D. & Zigarmi, P. 2007 (*In Leading at a higher level: Blanchard on how to be a high performing leader*. Glasgow: Prentice Education. p. 87-116).

Boezaart, T. 2012. A constitutional perspective on the rights of children with disabilities in an educational context. (*In CELP|SORB Conference 30-31 July 2012, organised by CELP|SORB at the Hilton Hotel, Sandton*).

Bourdieu, P. 1990. *In other words: essays towards a reflexive sociology*. Stanford, Calif: Stanford University Press.

Bourdieu, P. 1991. *Language and symbolic power*. Cambridge: Polity Press.

Brand, D. 2005. The 'politics of need interpretation' and the adjudication of socio-economic rights claims in South Africa. (*In Van der Walt, A., ed. Theories of social and economic justice*. Stellenbosch: SUN Media. p. 17-36).

Bredeson, P.V. 2004. Creating spaces for the development of democratic school leaders. *Journal of educational administration*, 42(6):708-723.

Brooks, J.S. & Miles, M.T. 2008. From scientific management to social justice...and back again? Pedagogical shifts in the study and practice of educational leadership. (*In Normore, A.H., ed. Leadership for social justice: promoting equity and excellence through inquiry and reflective practice*. North Carolina: Information Age Publishing. p. 99-114).

Brooks, J.S. & Miles, M.T. 2006. From scientific management to social justice...and back again? Pedagogical shifts in the study and practice of educational leadership. *International electronic journal for leadership in learning*, 10.

<http://iejll.synergiesprairies.ca/iejll/index.php/iejll/article/view/621/283>. Date of access: 7 Dec. 2009.

Brown, K.M. 2004. Leadership for social justice and equity: weaving a transformative framework and pedagogy. *Educational administration quarterly*, 40(1):77-108, Feb.

Brown, K.M. 2006. Leadership for social justice and equity: evaluating a transformative framework and andragogy. *Educational administration quarterly*, 42(5):700-745, Dec.

Brundrett, M. & Anderson de Cuevas, R. 2007. Setting an agenda for social justice through leadership development. *Management in education*, 21(4):44-48.

Dictionary of contemporary English. 2003. 4th ed. Essex: Longman.

Bush, G.W. s.a. No Child Left Behind. Washington, DC.

Bush, T. 2007. Educational leadership and management: theory, policy, and practice. *South African Journal of Education*, 27(3):391-406.

Bush, T., Joubert, R., Kiggundu, E. & Van Rooyen, J. 2010. Managing teaching and learning in South African schools. *International journal of educational development*, 30(2):162-168, Mar. 2010.

BusinessDictionary.com. 2008. Social Justice.

<http://www.businessdictionary.com/definition/social-justice.html> Date of access: 21 Feb 2011.

Byrne, D. 1998. Complexity theory and the social sciences: an introduction. London: Routledge.

Cambron-McCabe, N. 2010. Preparation and development of school leaders: implications for social justice policies. (In Marshall, C. & Oliva M., eds. Leadership for social justice: making revolutions in education. 2nd ed. Boston: Pearson Education. p. 35-73).

Cambron-McCabe, N. & McCarthy, M. 2005. Educating school leaders for social justice. *Educational policy*, 19(1):201-222.

Camp, W.G. 2001. Formulating and evaluating theoretical frameworks for career and technical education research. *Journal of vocational education research*, 26.

<http://scholar.lib.vt.edu/ejournals/JVER/v26n1/camp.html>. Date of access: 4 May 2010.

Capper, C.A. 1993. Educational administration in a pluralistic society: a multiparadigm approach. (In Capper, C.A., ed. Educational administration in a pluralistic society. Albany: State University of New York Press. p. 7-35).

Carr, P. 2007. Experiencing democracy through neoliberalism: the role of social justice in democratic education. *Journal for critical education policy studies*, 5.

<http://www.jceps.com/print.php?articleID=104>. Date of access: 2 May 2010.

Carter, S.M. & Little, M. 2007. Justifying knowledge, justifying method, taking action: epistemologies, methodologies and methods in qualitative research. *Qualitative health research*, 17(10):1316-1328, Dec.

Castells, M. 2004. *The power of identity*. 2nd ed. Oxford: Blackwell.

Centre for Development and Enterprise (CDE). 2009. *International best practice in schooling reform: what can South Africa learn from other countries? Executive summary*. Johannesburg: CDE.

Challens, B.J., 2011. *Onderwysbestuur/Education Management: new approaches or trends for effective education management practice [e-mail]*. 30 May 2011.

Chang, G-C. 2008. *Strategic planning in education: some concepts and methods*. Paper presented at the *Directions in educational planning: symposium to honour the work of Françoise Caillods*.

http://www.iiep.unesco.org/fileadmin/user_upload/Research_Challenges_and_Trends/pdf/symposium/ChangGwangChol.pdf Date of access: 24 Jul. 2012.

Charmaz, K. 2005. *Grounded theory in the 21st century*. (In Denzin, N.K. & Lincoln Y.S., eds. *The SAGE handbook of qualitative research*. 3rd ed. Thousand Oaks: Sage. p. 507-535).

Charmaz, K. 2011. *Grounded theory methods in social justice research*. (In Denzin, N.K. & Lincoln Y.S., eds. *The SAGE handbook of qualitative research*. LA: Sage. p. 359-380).

Chen, H-J. 2005. *The rationale for critical pedagogy in facilitating cultural identity development*. (In Stern, B.S., ed. *Curriculum and teaching dialogue*. USA: LAP-Information Age Publishing. p. 11-22).

Chi, M.T.H. 1997. *Quantifying qualitative analyses of verbal data: a practical guide*. *Journal of the learning sciences*, 6(3):271-315.

Christie, P. 2010. *The complexity of human rights in global times: the case of the right to education in South Africa*. *International journal of educational development*, 30:3-11.

Cohen, L., Manion, L. & Morrison, K. 2007. *Research methods in education*. 7th ed. London: Routledge.

Colditz, P. 2012. *The right to basic education and the principle of ubi ius ibi remedium*. (In CELP|SORB Conference 30-31 July 2012, organised by CELP|SORB at the Hilton Hotel, Sandton).

Collard, J. 2007. Constructing theory for leadership in intercultural contexts. *Journal of educational administration*, 45(6):740-755.

López, G.R., González, M.L. & Fierro, E. 2010. Educational leadership along the U.S.-México border: crossing borders/embracing hybridity/building bridges. (In Marshall, C. & Liva M., eds. *Leadership for social justice: making revolutions in education*. Boston: Pearson Education. 100-119 p.)

Constitution **see** South Africa.

Cooner, D., Quinn, R. & Dickmann, E. 2008. Becoming a school leader: voices of transformation from principal interns. *International electronic journal for leadership in learning*, 12. <http://www.eric.ed.gov/PDFS/EJ940562.pdf> Date of access: 7 Dec. 2009.

Cooper, C.W. 2009. Performing cultural work in demographically changing schools: implications for expanding transformative leadership frameworks. *Educational administration quarterly*, 45(5):694–724.

Cooperrider, D.L. & Srivastva, S. 1987. *Appreciative Inquiry in organizational life*. http://www.margiehartley.com/home/wp-content/uploads/file/APPRECIATIVE_INQUIRY_IN_Orgnizational_life.pdf Date of access: 7 Dec. 2009.

Cooperrider, D.L., Whitney, D. & Stavros, J.M. 2005. *Appreciative Inquiry handbook: the first in a series of AI workbooks for leaders of change*. Brunswick, OH: Crown Custom Publishing.

Cooperrider, D.L., Whitney, D.K. & Stavros, J.M. 2008. *Appreciative Inquiry: handbook*. 2nd ed. Brunswick, OH: Crown Custom Publishing.

Crawford, J. 1998. Changes in administrative licensure: 1991-1996. *UCEA Review*, 39(3):8-10.

Creswell, J.W. 2007. *Qualitative inquiry and research design: choosing among five approaches*. 2nd ed. Calif.: Sage.

Creswell, J.W. 2009. *Qualitative, quantitative, and mixed methods approaches*. 3rd ed. London: Sage.

- Creswell, J.W. 2012. Educational research: planning, conducting, and evaluating quantitative and qualitative research. 4th ed. Boston: Pearson.
- Creswell, J.W. & Garrett, A.L. 2008. The “movement” of mixed methods research and the role of educators. *South African journal of education*, 28(3):321-333.
- Dantley, M. 2005a. Faith-based leadership: ancient rhythms or new management. *International journal of qualitative studies in education*, 18(1):3-19, Jan.-Feb.
- Dantley, M.E. 2005b. African American spirituality and Cornel West’s notions of prophetic pragmatism: restructuring educational leadership in American urban schools. *Educational administration quarterly*, 41(4):651-674, Oct.
- Dantley, M.E. & Tillman, L.C. 2010. Social justice and moral transformative leadership. (In Marshall, C. & Oliva M., eds. Leadership for social justice: making revolutions in education. 2nd ed. Boston: Pearson Education. p. 19-34).
- Davies, B. 2003. Rethinking strategy and strategic leadership in schools. *Educational management & administration*, 31(3):295-312.
- De Bruyn, P.P. 2003. A management strategy for the improvement of the effectiveness of secondary schools through total quality management. Potchefstroom: NWU. (Thesis - PhD).
- De Clercq, F. 2002. Education policy implementation and the bureaucratic struggle for efficiency, equity, quality and democracy. *Journal of education*, 27:81-102.
- De Jongh, J. 2010. Improving access: analyzing innovations that increase public value for all. Paper presented at the 12th Winelands Conference: Public leadership for added citizen value, Stellenbosch. <http://http://www.winelandsconference2010.co.za> Date of access: 15 Apr. 2010.
- De Vos, A.S., Strydom, H., Fouché, C.B. & Delport, C.S.L. 2005. Research at grass roots: for the social sciences and human service professions. Pretoria: Van Schaik.
- De Wet, A. 2010. Sexual harassment of learners in secondary schools: an education law perspective. Potchefstroom: NWU. (Thesis - PhD).
- Denzin, N., K & Lincoln, Y.S. 2005a. Introduction: the discipline and practice of qualitative research. (In Denzin, N., K & Lincoln Y.S., eds. The SAGE handbook of qualitative research. 3rd ed. Calif.: Sage. p. 1-32).

Denzin, N., K & Lincoln, Y.S. 2005b. Paradigms and perspectives. (*In* Denzin, N., K & Lincoln Y.S., eds. *The SAGE handbook of qualitative research*. 3rd ed. Calif.: Sage. p. 183-190).

Denzin, N.K. 2009. *Qualitative inquiry under fire: toward a new paradigm dialogue*. Calif.: West Coast Press.

Department of Education **see** South Africa.

Dictionary.law.com. 2012. Fiduciary. <http://dictionary.law.com/Default.aspx?selected=744>
Date of access: 15 Aug. 2012.

Dotger, B.H. & Theoharis, G.T. 2008. From disposition to action: bridging moral/ethical reasoning and social justice leadership. *Values and ethics in educational administration*, 6(3):1-8.

Drange, R. 2002. *Human Rights, reconciliation and democratic consolidation: a case study of the South African Truth and Reconciliation Commission*. Oslo: Hovedoppgave ved Institutt for Statsvitenskap, Universitetet i Oslo.

Du Plessis, L.M. 1978. *Die juridiese relevansie van Christelike geregtigheid*. Potchefstroom: PU vir CHO. (Thesis - DL).

Du Plessis, S. 2005. New tools for the constitutional bench. (*In* Van der Walt, A., ed. *Theories of social and economic justice*. Stellenbosch: SUN Media. p. 37-55).

Du Preez, P. & Roux, C. 2010. Human rights values or cultural values? Pursuing values to maintain positive discipline in multicultural schools. *South African journal of education*, 30:13-26.

Du Toit, F. 2005. Social justice and theological method. (*In* Van der Walt, A., ed. *Theories of social and economic justice*. Stellenbosch: SUN Media. p. 56-71).

Dupper, O.C. 2004. Preliminary remarks. (*In* Strydom, E.M.L., ed. *Essential employment discrimination law*. Landsdowne: Juta Law. p. 1-14).

Eagly, A.H. & Carli, L.L. 2008. Women and the labyrinth of leadership. *Harvard business review*.

http://harvardbusinessonline.hbsp.harvard.edu/hbsp/hbr/articles/article.jsp?articleID=R0709C&ml_action=get-article&print=true&ml_issueid=null Access date: 21 Apr. 2009.

- Edmondson, J. & D'Urso, A. 2007. The importance of being critical: opening possibilities and hope in education policy study. *Journal for critical education policy studies*, 5.
<http://www.jceps.com/?pageID=article&articleID=87> Date of access: 2 Apr. 2010.
- Efron, S.E. 2008. Moral education between hope and hopelessness: the legacy of Janusz Korczak. *Curriculum inquiry*, 38(1):39-62.
- Ellingson, L.L. 2011. Analysis and representation across the continuum. (In Denzin, N.K. & Lincoln Y.S., eds. *The SAGE handbook of qualitative research*. LA: Sage. p. 595-610).
- Els, P.L. 2008. Bestuurstrategieë vir die implementering van die leerderskapprogram in die onderwys. Potchefstroom: NWU. (Thesis - PhD).
- Encyclopædia Britannica Online. 2012. Fiduciary.
<http://www.britannica.com/EBchecked/topic/206124/fiduciary> Date of access: 15 Aug. 2012.
- Encyclopaedia of human thermodynamics. 2010. Ektropy. <http://www.eoht.info/page/Ektropy>
Date of access: 27 Jul. 2010.
- Enslin, P. 2000. Citizenship, identity and myth: educational implications of South Africa's Truth and Reconciliation Commission. *Citizenship and education*, 3(1):80-90.
- Fasset (SETA for Finance, Accounting, Management Consulting and other Financial Services) 2004. Implementing learnerships.
http://www.fasset.org.za/downloads/implementing_learnership20041026.pdf Date of access: 8 Apr. 2012.
- Faulkner, D.O. & Campbell, A.C. 2006. Introduction. (In Faulkner, D.O. & Campbell A.C., eds. *The Oxford handbook of strategy: a strategy overview and competitive strategy*. Oxford: Oxford University Press. p. 1-24).
- Ferree, W.J. 1997. Introduction to social justice. (In Greany, M.D., ed. *Introduction to social justice*. St. Louis, MO: Center for Economic and Social Justice. p. 65).
- Fisher, A.-C. 2007. Creating a discourse of difference. *education, citizenship and social justice*, 2(2):159-192.
- Fiske, E.B. & Ladd, H.F. 2004. *Elusive equity: education reform in post-apartheid South Africa*. Pretoria: Brookings Institution Press.

- Fitzgerald, T. 2009. Just leading? Social justice and socially just outcomes. *Management in education*, 23(4):155–160.
- LaFollette, H. 2007. Theorizing about ethics. (*In La Follette, ed. Ethics in practice. Oxford: Blackwell Publishing. p. 3-11*).
- Fourie, A.W. 2012. A management strategy for principals for the career development of female teachers in primary schools. Potchefstroom: NWU. (Thesis - PhD).
- Francis, D. 2010. Diversity & social justice workshop [e-mail]. 24 June 2010.
- Fraser, N. 1997. *Justus interruptus: critical reflections on the “postsocialist” condition*. New York: Routledge.
- Fraser, N. 1998. Social justice in the age of identity politics: redistribution, recognition, participation. Paper presented at the Wissenschaftszentrum Berlin für Sozialforschung, Dezember 1998. http://www.ssoar.info/ssoar/bitstream/handle/document/12624/ssoar-1998-fraser-social_justice_in_the_age.pdf?sequence=1 Date of access: 9 Dec. 2010.
- Fraser, N. 2000. Rethinking recognition. *New left*, 3:107-120, May 2000.
- Fraser, N. 2001. Recognition without Ethics? *Theory, culture and society*, 18(2–3):21-42.
- Fraser, N. 2003. Redistribution or recognition? A critique of justice truncated. (*In Nancy, F. & Honneth A., eds. Redistribution or recognition? A political philosophical exchange. London: Verso. p. 9-25*).
- Freire, P. 1998. *Pedagogy of freedom: ethics, democracy, and civic courage*. Lanham: Rowman & Littlefield.
- Freire, P. 2004. *Pedagogy of hope*. New York: Continuum.
- Freire, P. 2007a. *Education for critical consciousness*. London: Continuum.
- Freire, P. 2007b. *Pedagogy of the oppressed*. New York: Continuum.
- Friesen, N. 2009. Hermeneutic phenomenology as a research method. A presentation brought to you by the Thompson Rivers University Open Learning (Oulu), 27 May 2009.

http://learningspaces.org/oulu/Hermeneutic_Phenomenology.ppt [PowerPoint presentation].

Date of access: 20 Feb. 2012.

Garforth, F.W. 1979. John Stuart Mill's theory of education. Oxford: Martin Robertson & Company.

Garrett, J. 2005. Rawls' mature theory of social justice: an introduction for students.

<http://www.wku.edu/~jan.garrett/ethics/matrawls.htm#ref> Date of access: 28 Oct. 2009. Date of access: 28 Oct. 2009.

Garrett, P.M. 2009. Recognizing the limitations of the political theory of recognition: Axel Honneth, Nancy Fraser and social work. *British journal of social work*, 1-17.

Gayle, D.J., Tewarie, B. & White, A.Q.J. 2003. Governance in the twenty-first-century university: approaches to effective leadership and strategic management. *ERIC Digest*.

<http://www.eric.ed.gov/PDFS/ED482560.pdf> Date of access: 5 Nov. 2008.

Gelderblom, D. 2005. The just community: Emile Durkheim on liberalism and society. (In Van der Walt, A., ed. Theories of social and economic justice. Stellenbosch: SUN Media. p. 10-127).

Gergen, M.M., Gergen, K., J. & Barrett, F.J. 2004. Appreciative inquiry as dialogue: generative and transformative. (In Cooperrider, D.L. & Avital M., eds. Constructive discourse and human organization: advances in appreciative inquiry. Amsterdam: Elsevier. p. 3-27).

Ghai, Y. 2001. Human rights and social development: towards democratization and social justice. Vol 5. Geneva: United Nations Research Institute for Social Development.

Girod-Séville, M. & Perret, V. 2001. Epistemological foundations. (In Thietart, R-A., ed. Doing management research: a comprehensive guide. London: Sage. p. 13-30).

Givarian, H. & Dindar Farkoush, F. 2012. Study of the effects of organizational justice on organizational commitment. *African journal of business management*, 6, 1338-1347.

<http://www.academicjournals.org/AJBM> Date of access: 21 Jul. 2012.

Glaser, B.G. & Strauss, A.L. 1967. The discovery of grounded theory: strategies for qualitative research. USA: Aldine Transaction.

Goodwin, G. 2007. Using political ideas. 5th ed. West Sussex: John Wily & Sons.

- Goolam, N.M.I. 2001. Human dignity - our supreme constitutional value. *PER/PELJ*, 4(1):43-72.
- Goold, M. & Luchs, K. 2006. Why diversify? Four decades of management thinking. (In Faulkner, D.O. & Campbell A.C., eds. *The Oxford handbook of strategy: a strategy overview and competitive strategy*. Oxford: Oxford University Press. p. 509-534).
- Gosling, J. & Mintzberg, H. 2006. Management education as if both matter. *Management learning*, 37(4):419-428.
- Greenfield, W.D. 2004. Moral leadership in schools. *Journal of educational administration*, 42(2):174-196.
- Griffiths, M., Baillon, S. & Brown, E. 2003a. Social justice in education: a framework. (In Griffiths, M., ed. *Action for social justice in education: fairly different*. Maidenhead: Open University Press. p. 55-60).
- Griffiths, M. & Bhatti, G. 2003. Empowerment: something to shout about. (In Griffiths, M., ed. *Action for social justice in education: fairly different*. Maidenhead: Open University Press. p. 80-96).
- Griffiths, M., Chetcuti, D. & Biddulph, M. 2003b. Self-esteem: ordinary differences and the difference they make. (In Griffiths, M., ed. *Action for social justice in education: fairly different*. London: Open University Press. p. 61-79).
- Griffiths, M., Gibbon, I., Maxwell, J., Spencer, M. & Windle, J. 2003c. Justice and difference in education. (In Griffiths, M., ed. *Action for social justice in education: fairly different*. London: Open University Press. p. 5-22).
- Griffiths, M., Trikić, N., Ross, P. & Kennedy, B. 2003d. Really useful theories of social justice. (In Griffiths, M., ed. *Action for social justice in education: fairly different*. London: Open University Press. p. 41-54).
- Griffiths, M. & Walker, M. 2003. Best practice: the dynamics of justice. (In Griffiths, M., ed. *Action for social justice in education: fairly different*. London: Open University Press. p. 112-125).

- Guba, E.G. & Lincoln, Y.S. 2005. Paradigmatic controversies, contradictions, and emerging confluences. (In Denzin, N., K & Lincoln Y.S., eds. *The SAGE handbook of qualitative research*. 3rd ed. Calif.: Sage. p. 191-215).
- Guest, G., Bunce, A. & Johnson, L. 2006. How many interviews are enough? An experiment with data saturation and variability. *Field Methods*, 18(1):59-82, Feb.
- Gunter, H. 2007. Remodelling the school workforce in England: a study in tyranny. *Journal for critical education policy studies*, 5. Available from <http://www.jceps.com/?pageID=article&articleID=84>.
- Gunter, H.M. & Fitzgerald, T. 2008. The future of leadership research. *School leadership and management*, 28(3):261-279, Jul.
- Haberberg, A. & Rieple, A. 2008. *Strategic management: theory and application*. Oxford: Oxford University Press.
- Hafner, M.M. 2010. Teaching strategies for developing leaders for social justice. (In Marshall, C. & Oliva M., eds. *Leadership for social justice: making revolutions in education*. 2nd ed. Boston: Pearson Education. p. 194-218).
- Hamovitch, B. 1999. More failure for the disadvantaged: contradictory African-American student reactions to compensatory education and urban schooling. *The urban review*, 31(1):55-77.
- Harris, N. 2002. Collaborative planning: from theoretical foundations to practice forms. (In Allmendinger, P. & Tewdwr-Jones. eds. *Planning futures: new directions for planning theory*. London: Routledge. p. 21-43).
- Hatcher, R. 2007. 'Yes, but how do we get there?' Alternative visions and the problem of strategy. *Journal for critical education policy studies*, 5. <http://www.jceps.com/?pageID=article&articleID=98> Date of access: 9 Nov. 2007.
- Haworth, A. 2004. *Understanding the political philosophers: from ancient to modern times*. London: Routledge.
- Heck, R.H. 2007. Examining the relationship between teacher quality as an organizational property of schools and students' achievement and growth rates. *Educational administration quarterly*, 43(4):399-432, Oct.

- Heystek, J. 2007. Reflecting on principals as managers or moulded leaders in a managerialistic school system. *South African journal of education*, 27(3):491-506.
- Higgs, P. 2003. African philosophy and the transformation of educational discourse in South Africa. *Journal of education*, 30:5-22.
- Hitt, M.A., Haynes, K.T. & Serpa, R. 2010. Strategic leadership for the 21st century. *Business horizons*, 53:437-444.
- Horsthemke, K. 2005. Redress and reconciliation in South African education: the case for a rights-based approach. *Journal of education*, 37:169-187.
- Hsieh, H-F. & Shannon, S.E. 2005. Three approaches to qualitative content analysis. *Qualitative health research*, 15(9):1277-1288, Nov.
- Huber, S.G. & Muijs, D. 2010. School leadership effectiveness: the growing insight in the importance of school leadership for the quality and development of schools and their pupils. *Studies in educational leadership*, 10:57-77.
- Hugo, W. 2005. New conservative or new radical: the case of Johan Muller. *Journal of educational administration*, 36:9-35.
- Hursthouse, R. 2007. Virtue theory. (In Lafollette, H., ed. *Ethics in practice*. 3rd ed. Oxford: Blackwell. p. 45-55).
- Ibert, J., Baumard, P., Donada, C. & Zuereb, J-M. 2007. Data collection and managing the data source. (In Thiétart, R., ed. *Doing management research: a comprehensive guide*. London: Sage. p. 172-195).
- Jacobs, J. 2007. The history of "Tikkun Olam". <http://www.zeek.net/706tohu/> Date of access: 14 Mar. 2011.
- Jacobson, S.L. & Bezzina, C. 2008. Effects of leadership on student academic/affective achievement. (In Lumby, J., Crow G. & Pashiardis P., eds. *International handbook on preparation and development of school leaders*. New York: Routledge. p. 81-103).
- Jansen, J. 2008. Schools integration needs special care. *The Times*. <http://www.thetimes.co.za/PrintArticle.aspx?ID=883069> Access date: 13 Nov.

- Jeffrey, A. 1998. The new constitution: a triumph for liberalism? Some doubts. (*In* Johnson, R.W., ed. *Ironic victory: liberalism in post-liberation South Africa*. Cape Town: Oxford University Press. p. 31-44).
- Johnson, B. & Christensen, L. 2010. *Educational research: quantitative, qualitative and mixed approaches*. 4th ed. London: Sage.
- Joubert, R. & Prinsloo, S. 2008. *The law of education in South Africa*. Pretoria: Van Schaik.
- Kaplan, R.S. & Norton, D.P. 2001. *The strategy-focused organization: how balanced scorecard companies thrive in the new business environment*. Boston: Harvard Business School Press.
- Karpinski, C.F. & Lugg, C.A. 2006. Social justice and educational administration: mutually exclusive? *Journal of educational administration*, 44(3):278-292.
- Kasaija, P.A. 2007. Taking stock of the first arrest warrants of the International Criminal Court. *African journal on conflict resolution*, 7(1):41-62.
- Kay, J., McKiernan, P. & Faulkner, D.O. 2006. The history of strategy and some thoughts about the future. (*In* Faulkner, D.O. & Campbell A.C., eds. *The Oxford handbook of strategy: a strategy overview and competitive strategy*. Oxford: Oxford University Press. p. 27-52).
- Kelsen, H. 2000. *What is justice? Justice, law, and politics in the mirror of science*. Available from <http://books.google.co.za/books>.
- Khumalo, M.G. 2012. *Management strategies to improve job satisfaction of principals in primary schools*. Potchefstroom: NWU. (Thesis - PhD).
- Kirby, D.J. 2007. *Compass for uncharted lives: a model for values education*. Syracuse: Syracuse University Press.
- Kiwan, D. 2009. Civil society, democracy and education. *education, citizenship and social justice*, 4(2):83–86.
- Koopman, N.N. 2005. Theology and the fulfilment of social and economic rights: some theoretical considerations. (*In* Van der Walt, A., ed. *Theories of social and economic justice*. Stellenbosch: SUN Media. p. 128-140).

- Koschoreck, J. & Slattery, P. 2010. Meeting all students' needs: transforming the unjust normativity of heterosexism. (In Marshall, C. & Oliva M., eds. *Leadership for social justice: making revolutions in education*. 2nd ed. Boston: Pearson Education. p. 156-193).
- Kose, B.W. 2009. The principal's role in professional development for social justice: an empirically-based transformative framework. *Urban education*, 44(6):628-663, Nov.
- Kruger, P. 2012. Ouers moet betrek word by afknouery. *Beeld*: 20, 24 Aug.
- Kurland, N.G. 1997. Foreword. (In Greany, M.D., ed. *Introduction to social justice*. Arlington: Center for Economic and Social Justice p. i-xii).
- Kymlicka, W. 1990. *Contemporary political philosophy: an introduction*. Oxford: Oxford University Press.
- Ladson-Billings, G. 2006. From the achievement gap to the education debt: understanding achievement in U.S. schools. *Educational researcher*, 35(7):3-12, Oct.
- Lamont, J. & Favor, C. 2008. Equality, Philosophy and Multicultural Education. ww2.justanswer.com/.../2010-11-16_145206_equal_mutlic_ed03.ppt Date of access: 24 April 2011. [PowerPoint presentation].
- LaNave, K. 2005. Social justice: a possible conceptual framework. <http://www.centerforservicelearning.org/Resources/Articles/Framework.html> Date of access: 20 Mar. 2011.
- Larson, C.L. & Murtadha, K. 2002. Leadership for social justice. (In Murphy, J., ed. *The educational leadership challenge: redefining leadership for the 21st century*. Chicago: The University of Chicago Press. p. 134-161).
- Leedy, P.D. & Ormrod, J.E. 2005. *Practical research: planning and design*. 8th ed. New Jersey: Prentice Hall.
- Leedy, P.D. & Ormrod, J.E. 2010. *Practical research: planning and design*. 9th ed. New Jersey: Pearson.
- Leibowitz, B.L., Adendorff, A., Daniels, S., Loots, A., Van der Merwe, A., Van Deventer, I., et al. 2005a. The relationship between identity, language and teaching and learning in higher education in South Africa. *Per linguam*, 21(2):23-37.

- Leibowitz, B.L., Booi, K., Daniels, S., Loots, A., Richards, R. & Van Deventer, I. 2005b. The use of educational biographies to inform teaching and learning in an African university. *South African journal of higher education*, 19(Special Issue):1220-1237.
- Leithwood, K. 2005. Understanding successful principal leadership: progress on a broken front. *Journal of educational administration*, 43(6):619-629.
- Leithwood, K. & Jantzi, D. 2009. Transformational leadership. (In Davies, B., ed. *The essentials of school leadership*. 2nd ed. London: Sage. p. 37-52).
- Lessnoff, M.H. 1999. *Political philosophers of the twentieth century*. Oxford: Blackwell.
- Lewis, S. & Moore, L. 2011. Positive and appreciative leadership. *AI practitioner*, 13(1):1-5.
- Lewis, S., Passmore, J. & Cantore, S. 2008. *Appreciative inquiry for change management: using AI to facilitate organizational development*. London: Kogan Page.
- Liebenberg, S. 2005. The value of human dignity in interpreting socio-economic rights. (In Van der Walt, A., ed. *Theories of social and economic justice*. Stellenbosch: SUN Media. p. 141-167).
- Lingard, B. & Christie, P. 2003. Leading theory: Bourdieu and the field of educational leadership. An introduction and overview to this special issue. *International journal leadership in education*, 6(4):317–333.
- Loots, E. 2005. The fiscal implications of social and economic justice: an overview of the changing theoretical framework. (In Van der Walt, A., ed. *Theories of social and economic justice*. Stellenbosch: SUN Media. p. 168-178).
- López, G.R., González, M.L. & Fierro, E. 2010. Educational leadership along the U.S.-México border: crossing borders/embracing hybridity/building bridges. (In Marshall, C. & Oliva M., eds. *Leadership for social justice: making revolutions in education*. 2nd ed. Boston: Pearson Education. p. 100-119).
- Luke, A. 1999. Education 2010 and new times: why equity and social justice still matter, but differently. *Education Queensland online conference 20/10/99*.
<http://education.qld.gov.au/corporate/newbasics/docs/onlineal.doc> Access date: 11 Jan. 2010.

- Lumby, J. 2004. Strategic planning in further education. (*In* Middlewood, D. & Lumby J., eds. *Strategic management in schools and colleges: education management: research and practice* London: Sage: Paul Chapman. p. 91-104).
- Mahlomaholo, M.G. 2009a. Critical emancipatory theory as a paradigm in educational research. NWU, Faculty of Education Sciences, Potchefstroom: M and PhD Training Manual.
- Mahlomaholo, M.G. 2009b. Re-membering the organic intellectual in the mirror. Potchefstroom: NWU.
- Manning, T. 2001. Making sense of strategy. Cape Town: Zebra.
- Marshall, C. 2004. Social justice challenges to educational administration: introduction to a special issue. *Educational administration quarterly*, 40(3):3-13.
- Marshall, C. & Oliva, M. 2010. Building the capacities of social justice leaders. (*In* Marshall, C. & Oliva M., eds. *Leadership for social justice: making revolutions in education*. 2nd ed. Boston: Pearson Education. p. 1-18).
- Marshall, C. & Parker, L. s.a. Case studies of leaders' social justice dilemmas: alternative strategies for teaching social justice and leadership. Chapel Hill: University of North Carolina.
- Marshall, C. & Parker, L. 2010. Learning from leaders' social justice dilemmas. (*In* Marshall, C. & Oliva M., eds. *Leadership for social justice: making revolutions in education*. 2nd ed. Boston: Pearson Education. p. 219-241).
- Marshall, C. & Rossman, G.B. 2011. *Designing qualitative research*. 5th ed. Calif.: Sage.
- Marshall, C. & Ward, M. 2004. Strategic policy for social justice training for leadership. *Journal of school leadership*, 14(5):530-563, 17 Aug. 2010.
- Marshall, C., Young, M.D. & Moll, L. 2010. The wider societal challenge: an afterword. (*In* Marshall, C. & Oliva M., eds. *Leadership for social justice: making revolutions in education*. 2nd ed. Boston: Pearson Education. p. 315-327).
- Mash, R., Marais, D., Van der Walt, S., Van Deventer, I., Steyn, M.M.d.V. & Labadarios, D. 2005a. Assessment of the quality of interaction in distance learning programmes utilising the Internet (WebCT) or interactive television (ITV): exchange structure analysis. *Medical Education*, 39:1093-1100.

- Mash, R., Marais, D., Van der Walt, S., Van Deventer, I., Steyn, M.M.d.V. & Labadarios, D. 2005b. Assessment of the quality of interaction in distance learning programmes utilizing the Internet or interactive television: perceptions of students and lecturers. *Medical Teacher*, 28(1):e1-e9.
- Mawoyo, M. & Robinson, M. 2005. The organisation of pedagogy in a learnership model of teacher education. *South African journal of education*, 25(2):109-114.
- McKenzie, K.B. & Scheurich, J.J. 2004. Equity traps: a useful construct for preparing principals to lead schools that are successful with racially diverse students. *Educational administration quarterly*, 40(5):601-632, Dec.
- McMillan, J.H. 2012. Educational research: fundamentals for the consumer. Boston: Pearson.
- McMillan, J.H. & Schumacher, S. 2010. Research in education: evidence-based inquiry. 7th ed. Boston: Pearson.
- Mehlsion, C. s.a. Why the world needs moral leaders. *Educational alliance quarterly*, 26-29. https://pure.au.dk/portal/files/737/Quarterly_2_moral_leadership Date of access: 14 Jan. 2009.
- Mentz, P.J. & Van der Walt, J.L. 2006. Van bestuur na leiding: imperatief vir ordelike onderwys in 'n veranderende Suid-Afrikaanse onderwyslandskap. *Tydskrif vir Christelike wetenskap / Journal for Christian scholarship*, 42(4):151-170.
- Mentz, P.J. & Xaba, M.I. 2007. Perspectives on the school as an organisation. (In Van Der Westhuizen, P.C., ed. Schools as organisations. 3rd ed. Pretoria: Van Schaik. p. 34-65).
- Merchant, B.M. & Shoho, A.R. 2010. Bridge people: civic and educational leaders for social justice. (In Marshall, C. & Oliva M., eds. Leadership for social justice: making revolutions in education. 2nd ed. Boston: Pearson Education. p. 120-138).
- Merriam, S.B. 1998. Qualitative research and case study applications in education. 2nd ed. San Francisco: Jossey-Bass.
- Merriam, S.B. 2009. Qualitative research: a guide to design and implementation. San Francisco: Jossey-Bass.
- Merriam, S. 2012. We do research by walking... NWU, Faculty of Education Sciences, Potchefstroom, Key note.

- Mertens, D. 2005. Questions for critically analyzing qualitative research. http://addingvalue.wceruw.org/Conferences/Meeting%205/Quality_Criteria_in_Qualitative_Research.pdf Date of access: 15 Mar. 2012.
- Mertens, D. 2007. Transformative paradigm: mixed methods and social justice. *Journal of mixed methods research*, 1(3):212-225.
- Mertens, D.M. 2009. Mixed methods and evaluation research. Paper presented at a workshop on mixed methods and evaluation research. 26 Jul. 2009-2 Aug. 2009.
- Mertens, D. 2011. Publishing mixed methods research. *Journal of mixed methods research*, 5(1):3-6.
- Meseth, W. & Proske, M. 2010. Mind the gap: holocaust education in Germany, between pedagogical intentions and classroom interactions. *Prospects*, 40(2):201-222.
- Mestry, R. 2009. School-based violence: a South African law perspective. (In Van Vollenhoven, W.J., ed. South African Education Law Association Conference, Protea Hotel Kruger Gate, Mpumalanga, South Africa. SAELA.
- Mestry, R. & Schmidt, M. 2010. Portfolio assessment as a tool for promoting professional development of school principals: a South African perspective. *Education and urban society*, 42(3):352-373.
- Miedema, S. 2012. The need to return to pedagogy. Potchefstroom: NWU, Potchefstroom Campus.
- Miller, D. 1999. Principles of social justice. Cambridge: Harvard University Press.
- Miller, D. 1976. Social justice. London: Clarendon Press.
- Mintzberg, H. & Waters, J.A. 1985. Of strategies, deliberate and emergent. *Strategic management journal*, 6:257-272.
- Mintzberg, H. 1987a. Crafting strategy. *Harvard business review*, 65(4):66-75, Jul/Aug.
- Mintzberg, H. 1987b. The strategy concept: five Ps for strategy. (In Mintzberg, H. & Quinn J.B., eds. Readings in the strategy process. Englewood Cliffs, NJ: Prentice-Hall. p. 10-17).

Mintzberg, H. 1989. *Mintzberg on management: inside our strange world of organizations*. N.Y: The Free Press.

Mintzberg, H. 1994. *The rise and fall of strategic planning*. NY: Free Press.

Mintzberg, H., Ahlstrand, B. & Lampel, J. 1998. *Strategy safari: a guided tour through the wilds of strategic management*. NY: Free Press.

Mncube, V. 2008. Democratisation of education in South Africa: issues of social justice and the voice of learners? *South African journal of education*, 28:77-90.

Monteith, J.L.deK. 2011. *Control and experimental design*. NWU, Faculty of Education Sciences, Potchefstroom, M and PhD Training Manual.

Morita, M., Flynn, E.J. & Ochiai, S. 2011. Strategic management cycle: the underlying process building aligned linkage among operations practices. *International journal of production economics*, 133:530–540.

Morrison, B. & Ahmed, E. 2006. Restorative justice and civil society: emerging practice, theory, and evidence. *Journal of social issues*, 62(2):209-215.

Morrison, K.A., Robbins, H.H. & Rose, D.G. 2008. Operationalizing culturally relevant pedagogy: a synthesis of classroom-based research. *Equity and excellence in education*, 41(4):433-452.

Motala, E. 2007a. Engaged social policy research: some reflections on the nature of its scholarship. (In Malcolm, C., Motala E., Motala S., Moyo G., Pampallis J. & Thaver B., eds. *Democracy, human rights and social justice in education: 2007 Conference of the Education Policy Consortium, Rosebank Hotel, Rosebank. Johannesburg: CEPD. p. 94-104*).

Motala, E. 2007b. Introduction. (In Malcolm, C., Motala E., Motala S., Moyo G., Pampallis J. & Thaver B., eds. *Democracy, human rights and social justice in education: 2007 Conference of the Education Policy Consortium, Rosebank Hotel, Rosebank. Johannesburg: CEPD. p. 6-10*).

Mouton, J. 2001. *How to succeed in your master's and doctoral studies: a South African guide and resource book*. Pretoria: Van Schaik.

Mouton, J. 2009. *Understanding contemporary philosophy of (social) science. A workshop at the NWU, Faculty of Education Sciences, Potchefstroom. [PowerPoint presentation]*.

- Murphy, J. 2008. The place of leadership in turnaround schools: insights from organizational recovery in the public and private sectors. *Journal of educational administration and foundations*, 46 (1):74-98.
- Nafukho, F.M. 2006. Ubuntu worldview: a traditional African view of adult learning in the workplace. *Advances in developing human resources*, 8(3):408-415, Aug.
- Naidoo, L., Westraad, S. & Bradfield, A. 2010. Representative Council of Learners (RCL) training programme: facilitator guide. Port Elizabeth: GM South Africa foundation.
- Naidu, A., Joubert, R., Mestry, R., Mosoge, J. & Ngcobo, T. 2008. Education management and leadership: a South African perspective. Cape Town: Oxford University Press.
- National Coalition Building Institute (NCBI). 2009. Workshops and training descriptions <http://ncbi.org/workshop-training-descriptions/> Date of access: 19 Mar. 2011.
- Nazzari, V., Teitelbaum, P., Roy, D., McAdams, P., Arguelles, B., Holcak, R., et al. 2007. Training of trainers: designing and delivering effective human rights education training manual. Montreal, Quebec: Equitas – International Centre for Human Rights Education.
- Nieuwenhuis, J. 2007. Introducing qualitative research. (*In* Maree, K., ed. First steps in research. Pretoria: Van Schaik. p. 46-68).
- Nieuwenhuis, J. 2010a. Analysing qualitative data. (*In* Maree, K., ed. First steps in research. Pretoria: Van Schaik. p. 98-122).
- Nieuwenhuis, J. 2010b. Qualitative research designs and data gathering techniques. (*In* Maree, K., ed. First steps in research. Pretoria: Van Schaik. p. 69-97).
- Nieuwenhuis, J. 2010c. Social justice in education revisited. Örebro-Unisa International Conference 2010. 13 Oct. 2010.
- Nieuwenhuis, J., Beckmann, J. & Prinsloo, S. 2007. Growing human rights and values in education. Pretoria: Van Schaik.
- Noonan, R. 2006. Public education for social justice and human rights. Victoria: Australian Education Union.

- Normore, A.H. & Jean-Marie, G. 2008. Female secondary school leaders: at the helm of social justice, democratic schooling and equity. *Leadership and organization development journal*, 29(2):182-205.
- North, C. 2006. More than words? Delving into the substantive meaning(s) of “social justice” in education. *Review of educational research*, 76(4):507-576.
- Novak, M. 2000. Defining social justice. *First things*, 108:11-13.
<http://www.firstthings.com/article/2007/01/defining-social-justice-29> Date of access: 28 Feb. 2009.
- Novak, J.M. 2009. Invitational leadership. (In Davies, B., ed. *The essentials of school leadership*. 2nd ed. London: Sage. p. 53-73).
- Oliva, M., Anderson, G.L. & Byng, J. 2010. Dilemmas and lessons: the continuing leadership challenge for social justice. (In Marshall, C. & Oliva M., eds. *Leadership for social justice: making revolutions in education*. 2nd ed. Boston: Pearson Education. p. 284-314).
- Olson, J. 2002. Whiteness and the participation-inclusion dilemma. *Political theory*, 30(3):384-409.
- Olson, K. 2011. *Essentials of qualitative interviewing*. Walnut Creek: Left Coast Press.
- Onguko, B., Abdalla, M. & Webber, C.F. 2008. Mapping principal preparation in Kenya and Tanzania. *Journal of educational administration*, 46(6):715-726.
- Onuoha, A. 2007. The dilemma of restorative justice when ‘all are guilty’: a case study of the conflicts in the Niger Delta region of Nigeria. *African journal on conflict resolution*, 7(1):61-87.
- Owens, M.A. 2009. The William J. Davis Award: an analysis of trends from 1980 to 2007. *Educational administration quarterly*, 45(3):474-494.
- Paquin, J.-P. & Kopyay, T. 2007. Force field analysis and strategic management: a dynamic approach. *Engineering management journal*, 19(1):28-37.
- Patton, M.Q. 2002. *Qualitative research and evaluation methods*. 3rd ed. Thousand Oaks, Calif.: Sage.

- Pendlebury, S. & Enslin, P. 2004. Social justice and inclusion in education and politics: the South African case. *Journal of education*, 34:31-50.
- Pillay, H. & Elliott, B. 2001. Emerging attributes of pedagogy and curriculum for the “New World Order”. *Innovative higher education*, 26(1):7-22.
- Piller, I. 2007. Linguistics and intercultural communication. *Language and linguistics compass*, 1(3):208-220, May.
- Potgieter, F.J. 1979. Onderwysbestuur. Pretoria: Universiteit van Pretoria.
- Potgieter, F.J. 1980. Historiese wordingskunde. Pretoria: HAUM.
- Potgieter, F.J. 2009a. Introduction to educational theories, concepts and ideas. NWU, Faculty of Education Sciences, Potchefstroom, M and PhD Training Manual, PowerPoint [e-mail]. 8 Mar. 2009.
- Potgieter, F.J. 2009b. Theoretical/Conceptual framework. (Unpublished).
- Potgieter, F.J. 2011. An introduction to educational theories, concepts and ideas. NWU, Faculty of Education Sciences, Potchefstroom, Training Manual.
- Potgieter, F.J. 2012. An introduction to educational theories, concepts and ideas. NWU, Faculty of Education Sciences, Potchefstroom, Training Manual.
- Pretorius, J. 2010. 'n Waarderende ondersoek na die pedagogiese hoedanighede van Gerhardus P.V. Bosch. *LitNet akademies*, 7(3):212-235.
- Price Associates. 2007. Strategic planning: solutions brief. www.price-associates.com Date of access: 1 Aug. 2012.
- Prinsloo, J.G. 2009. Managing discipline in schools and punishment in the Eastern Cape: a crucible of history and destiny. (In Van Vollenhoven, W.J., ed., papers presented at the South African Education Law Association / Suid-Afrikaanse Vereniging vir Onderwysreg (SAELA), Protea Hotel Kruger Gate, Mpumalanga, South Africa. Van Schaik).
- Ramphela, R. 2012. Conversations with my sons and daughters. Johannesburg: Penguin books.

- Prusak, B. 1999. *Commonweal* Interview with John Rawls (1998). (In Freeman, S., ed. John Rawls: collected papers. Cambridge: Harvard University Press. p. 616-622).
- Rawls, J. 1971. *A theory of justice*. Cambridge: Belknap Press.
- Rawls, J. 1996. *Political liberalism*. New York: Columbia University Press.
- Rawls, J. 1999a. Distributive justice (1967). (In Freeman, S., ed. John Rawls: collected papers. Cambridge: Harvard University Press. p. 130-175).
- Rawls, J. 1999b. The idea of public reason revisited (1997). (In Freeman, S.R., ed. John Rawls: collected papers. Cambridge: Harvard University Press. p. 573-615).
- Rawls, J. 1999c. The independence of moral theory (1975). (In Freeman, S.R., ed. John Rawls: collected papers. Cambridge: Harvard University Press. p. 286-302).
- Rawls, J. 1999d. Justice as fairness (1958). (In Freeman, S., ed. John Rawls: collected papers. Cambridge: Harvard University Press. p. 47-72).
- Rawls, J. 1999e. Justice as fairness: political not metaphysical (1985). (In Freeman, S.R., ed. John Rawls: collected papers. Cambridge: Harvard University Press. p. 388-420).
- Rawls, J. 1999f. Reply to Alexander and Musgrave (1974). (In Freeman, S.R., ed. John Rawls: collected papers. Cambridge: Harvard University Press. p. 232-253).
- Rawls, J. 1999g. Social unity and primary goods (1982). (In Freeman, S., ed. John Rawls: collected papers. Cambridge: Harvard University Press. p. 359-387).
- Rawls, J. 2007. *A theory of justice*. (In LaFollette, H., ed. *Ethics in practice*. 3rd ed. Oxford: Blackwell Publishing. p. 565-590).
- Ribbens, P. 2007. Leadership and management in education: what's in a field? *South African Journal of education*, 27(3):351-376.
- Riehl, C.J. 2000. The principal's role in creating inclusive schools for diverse students: a review of normative, empirical, and critical literature on the practice of educational administration. *Review of educational research*, 70(1):55-81, Spring.

Roos, M., Oosthuizen, I.J. & Smit, M. 2009. Common law. (In Oosthuizen, I.J., ed. Aspects of education law. Pretoria: Van Schaik. p. 105-127).

Rosenhead, J. 1998. Complexity theory and management practice. <http://www.human-nature.com/science-as-culture/rosenhead.html>. Date of access: 3 Jun. 2010.

Rossouw, D., Le Roux, S.J. & Groenewald, D. 2003. Strategic management: an applied South African perspective. Claremont: New Africa Books.

Rucinski, D.A. & Bauch, P.A. 2006. Reflective, ethical, and moral constructs in educational leadership preparation: effects on graduates' practices. *Journal of educational administration*, 44(5):487-508.

Ryan, J. 2006. Inclusive leadership and social justice for schools. *Leadership and policy in schools*, 5(1):3-17, Dec.

Ryan, J. & Rottmann, C. 2007. Educational leadership and policy approaches to critical social justice. *Journal of educational administration and foundations*, 18(1 and 2):9-23.

<http://www.oise.utoronto.ca/isp/UserFiles/File/EducationalLeadershipAndPolicy.pdf> Date of access: 13 Jan. 2010.

Saiti, A. 2007. School leadership and educational equality: analysis of Greek secondary school data. *School leadership and management*, 27(1 Feb.):65-78.

Saldaña, J. 2009. The coding manual for qualitative researchers. London: Sage.

Scanlon, T.M. 2003. The difficulty of tolerance: essays in political philosophy. Cambridge: Cambridge University Press.

Scanlan, M. 2007. School leadership for social justice: a critique of Starratt's tripartite model. *Values and ethics in educational administration*, 5.

<http://www.nipissingu.ca/csle/VEEA/VEEAFrameset-1.htm> Date of access: 9 Mar. 2011

Schoeman, P.G. 2006. In search of a 'New Morality' for South African education. Part 1: preliminary deliberations: between fundamentalism and relativism. *Journal for Christian scholarship / Tydskrif vir Christelike wetenskap*, 42(1 and 2):81-101.

Schoonmaker, F. 2006. Teacher development through school reform and school reform through teacher development: the story of one small town principal and one school. *New*

horizons for learning

<http://www.marthalakecov.org/~building/spneeds/inclusion/staff/schoonmaker.htm> Date of access: 18 Nov. 2009.

Seedat, M., Bawa, U. & Ratele, K. 2010. Why the wretched kill in democratic South Africa: reflections on rejuvenation and reconstruction. *Social change*, 40(1):15–27.

Sergiovanni, T. 1992. *Moral Leadership*. San Francisco, CA: Jossey-Bass.

Sherman, W.H. 2008. No Child Left Behind: a legislative catalyst for superintendent action to eliminate test-score gaps? *Educational policy*, 22(5):675-704, Sep. 2008.

Shields, C.M. 2004. Dialogic leadership for social justice: overcoming pathologies of silence. *Educational administration quarterly*, 40(1):109-132.

Shields, C.M. 2010. Leading justly in a complex world. (In Tooms, A.K. & Boske C., eds. *Bridge leadership: connecting educational leadership and social justice to improve schools*. USA: Information age publishing. p. 125-150).

Shields, C.M. & Sayani, A. 2005. Leading in the midst of diversity: the challenge of our times. (In English, F., W. ed. *The SAGE handbook of educational leadership: advances in theory, research, and practice*. Thousand Oaks: Sage. p. 380-406).

Shoho, A.R., Merchant, B.M. & Lugg, C.A. 2005. Social justice. (In English, F.W., ed. *The SAGE handbook of educational leadership*. Thousand Oaks: Sage. p. 47-67).

Sider, R.J. 2007. For the common good: a biblical perspective on the role of government. *Sojourners magazine*, 36(4):24-29.

Siegel, B.L., 2011. The global ethical leadership imperative: launching a movement for global ethical leadership and social responsibility. 12th Winelands Conference Public Leadership for Added Citizen Value [e-mail]. 15 Apr. 2011.

Silverman, D. 2001. *Interpreting qualitative data: methods for analysing talk, text and interaction*. 2nd ed. London: Sage.

Skrla, L., Scheurich, J.J., García, J. & Nolly, G. 2010. Equity audits: a practical leadership tool for developing equitable and excellent schools. (In Marshall, C. & Oliva M., eds. *Leadership for social justice: making revolutions in education*. 2nd ed. p. 259-283).

Smit, B. 2009. Qualitative research. NWU, Faculty of Education Sciences, Potchefstroom, Training Manual.

Smit, D. 2005. On social and economic justice: justice in South Africa today: a theological perspective on theoretical paradigms. (In Van der Walt, A., ed. Theories of social and economic justice. Stellenbosch: SUN Media. p. 225-238).

Smith Byron, A. 2011. Storytelling as loving praxis in critical peace education: a grounded theory study of postsecondary social justice educators. Portland: Portland State University. (Dissertation - DEd).

Smith, P. & Bell, L. 2011. Transactional and transformational leadership in schools in challenging circumstances: a policy paradox. *Management in Education*, 25(2):58-61.

Smuts, L. 2005. Relasies in die chaosteorie. Potchefstroom: NWU. (Dissertation - MA).

Snaith, N.H. 1951. *ἄγαπᾶ / Loving kindness*. Available from <http://www.bible-researcher.com/chesed.html>.

Soanes, C. & Stevenson, A. eds. 2008. Concise Oxford English dictionary. Oxford: Oxford University Press.

Soudien, C. 2006. 'Enhancing our freedoms': education and citizenship in South Africa [e-mail]. 14 Jan. 2006.

South Africa. Department of Education. 1995. White Paper: first steps to develop a new system.

South Africa. 1996a. Constitution of the Republic of South Africa 1996.

South Africa. 1996b. National Education Policy Act 27 of 1996.

South Africa. 1996c. South African Schools Act 82 of 1996.

South Africa. 1998. Guidelines for the consideration of governing bodies in adopting a code of conduct for learners. <http://www.polity.org.za/polity/govdocs/notices/1998/not98-0776.html>
Date of access: 18 Mar.

South Africa. 2007a. Understand school leadership and governance in the South African context Module 1 of the ACE (School Leadership).

South Africa, Department of Education. 2007b. Manage policy, planning, school development and governance ACE (School Leadership).

South Africa. 2008a. Education for all (EFA) - Country Report: South Africa.

South Africa. 2008b. Report of the ministerial committee on transformation and social cohesion and the elimination of discrimination in public higher education institutions.

South Africa. Department of Basic Education. 2012. Action plan to 2014: towards the realisation of schooling 2025.

<http://www.education.gov.za/Curriculum/ActionPlanto2014/tabid/418/Default.aspx> Date of access: 31 Mar. 2012.

St. John, E.P. 2007. Finding social justice in education policy: rethinking theory and approaches in policy research. *New directions for institutional research*, 133 (Spring):67-80.

Starratt, R. 1994. Building an ethical school: a practical response to the moral crisis in schools. London: RoutledgeFalmer.

Starratt, R.J. 2009. Ethical leadership. (In Davies, B., ed. *The essentials of school leadership*. London: SageE. p. 74-90).

Stavros, J.M. & Saint, D.K. 2009. SOAR: linking strategy and OD to sustainable performance. (In Rothwell, W.J., Stavros J.M., Sullivan R.L. & Sullivan A., eds. *Practicing organization development*. 3rd ed. San Francisco: Pfeiffer Wiley. p. 377-394).

Stevenson, H.P. 2007. A case study in leading schools for social justice: when morals and markets collide. *Journal of educational administration*, 45(6):769-781.

Stinson, D.W. 2011. When the "burden of acting white" is not a burden: school success and African American male students. *The urban review*, 43(1):43-65, Mar.

Stoll, L. & Fink, D. 1996. Changing our schools: linking school effectiveness and school improvement. Buckingham: Open University Press.

Strauss, D.F.M. 2009. Philosophy: discipline of the disciplines. Grand Rapids: Paideia Press.

- Svafa, G. & Strother, S.J.B. 2006. Service leadership: the quest for competitive advantage. http://my.fit.edu/~strother/downloads/Service_Leadership_Selected_Pages.pdf Date of access: 2 Apr. 2012.
- Taljaard, J.A.L. 1976. Polished lenses: a philosophy that proclaims the sovereignty of God over creation and also over every aspect of human activity. Potchefstroom: Pro Rege.
- Teddlie, C. & Tashakkori, A. 2009. Foundations of mixed methods research: integrating quantitative and qualitative approaches in the social and behavioral sciences. LA: Sage.
- Theoharis, G. 2007. Social justice educational leaders and resistance: toward a theory of social justice leadership. *Educational administration quarterly*, 43(2):221-258.
- Thomson, P. 2003. Guest Editor's note: a prologue to this special issue on Bourdieu and educational leadership. *International journal of leadership in education*, 6(4):315-316.
- Thro, W. 2012. The constitutional moment: analysis of the South African constitution in educational contexts. (In CELP|SORB Conference 30-31 July 2012, organised by CELP|SORB at the Hilton Hotel, Sandton).
- Thrupp, M. & Tomlinson, S. 2005. Introduction: education policy, social justice and 'complex hope'. *British educational research journal*, 31(5):549-556.
- Tooms, A.K. & Boske, C. 2010. Bridge leadership: connecting educational leadership and social justice to improve schools. USA: Information age publishing.
- United Nations. 2006. Social justice in an open world: the role of the United Nations. New York: United Nations.
- United Nations. 2012. World programme for human rights education: second phase plan of action. Vol HR/PUB/12/3. Geneva: United Nations.
- Vale, P. 2009. Education – a role for graduates? *Daily Dispatch* 9, 30 Oct. 2009.
- Valle, V. 2000. Chaos, complexity and deterrence (pp. 12). Washington: National War College.
- Van der Merwe, S. 2012. How "basic" is basic education as enshrined in section 29 [of the Constitution] of South Africa. (In CELP|SORB Conference 30-31 July 2012, organised by CELP|SORB at the Hilton Hotel, Sandton).

Van der Vyver, C.P. 2011. Bestuurstrategieë vir die optimalisering van die sorgfunksie van die skoolhoof. Potchefstroom: NWU. (Thesis - PhD).

Van der Vyver, J. 2012. Constitutional protection of the right to education. (*In* CELP|SORB Conference 30-31 July 2012, organised by CELP|SORB at the Hilton Hotel, Sandton).

Van der Walt, A. 2005. Preface. (*In* Van der Walt, A., ed. Theories of social and economic justice. Stellenbosch: SUN Press. p. 1-5).

Van der Walt, J.L., Potgieter, F.J. & Wolhuter, C.C. 2010. The road to religious tolerance in education in South Africa (and elsewhere): a possible 'Martian perspective'. *Religion, state and society*, 38(1):29-52, March.

Van der Westhuizen, P.C. 1991a. The development of scientific management thought and some developments in the field of educational management. (*In* Van der Westhuizen, P.C., ed. Effective educational management. Pretoria: Kagiso Tertiary. p. 63-132).

Van der Westhuizen, P.C. 1991b. Perspectives on educational management and explanation of terms. (*In* Van der Westhuizen, P.C., ed. Effective educational management. Pretoria: Kagiso Tertiary. p. 10-61).

Van der Westhuizen, P.C. 2011. Theoretical conceptual frameworks [e-mail]. Jun. 2011.

Van der Westhuizen, P.C. & Mentz, P.J. 2007. An ontological perspective on the school as an organisation. (*In* Van der Westhuizen, P.C., ed. Schools as organisations. 3rd ed. Pretoria: Van Schaik. p. 66-80).

Van der Westhuizen, P.C., Potgieter, F.J. & Mahlomaholo, M.G. 2009. Epistemology, paradigms and methodology. NWU, Faculty of Education Sciences, Potchefstroom, Training Programme.

Van der Westhuizen, Philip C. & Van Vuuren, H. 2007. Professionalising principalship in South Africa. *South African journal of education*, 27(3):431-446.

Van der Westhuizen, P.C., Zulu, C., Xaba, I., Van Vuuren, H. & Van der Vyver, C.P. 2012. Educational management and organisations. Potchefstroom: NWU, Potchefstroom Campus. (Study guide EMLO 611).

- Van Deventer, I. 1998. Die onderwyseres se persepsie van intrinsieke bevorderingshindernisse. Potchefstroom: PU vir CHO. (Skripsie - MEd).
- Van Deventer, I. 2003. Visualising and planning skills. (In Van Deventer, I. & Kruger A., eds. An educator's guide to school management skills. Pretoria: Van Schaik. p. 78-94).
- Van Deventer, I. 2009. Language rights in education provide opportunities for social justice leadership in diversified and multilingual spaces. (In Van Vollenhoven, W.J., ed. South African Education Law Association / Suid-Afrikaanse Vereniging vir Onderwysreg (SAELA) organised by Protea Hotel Kruger Gate, Mpumalanga, South Africa).
- Van Deventer, I. & Van de Merwe, S. 2011. Towards a blended learning approach: a cooperative model for continuing teacher education. *Progressio*, 33(1):189-208.
- Van Deventer, I. & Van der Westhuizen, P.C. 2000. A shift in the way female educators perceive intrinsic barriers to promotion. *South African journal of education*, 20(3):235-241.
- Van Vollenhoven, W., Beckmann, J. & Blignaut, S. 2006. Freedom of expression and the survival of democracy: has the death knell sounded for democracy in South African schools? *Journal of education*, 40:119-140.
- Van Vuuren, H.J. 2008. A strategy to manage diversity in secondary schools. Potchefstroom: NWU. (Thesis - PhD).
- Van Vuuren, Herman J., Van der Westhuizen, Philip C. & Van der Walt, J.L. 2012. The management of diversity in schools - a balancing act. *International journal of educational development*, 32(2012):155-162.
- Velasquez, M., Andre, C., Shanks, T. & Meyer, M.J. 2010. The common good. <http://www.scu.edu/ethics/practicing/decision/commongood.html> Date of access: 15 Jun. 2010.
- Victoria Department of Treasury and Finance. 2011. Strategic management framework. www.dtf.vic.gov.au. Date of access: 28 Jan. 2012.
- Villegas, A.M. 1988. School failure and cultural mismatch: another view. *The urban review*, 20(4):253-265.
- Villegas, M., Neugebauer, S.R. & Venegas, K.R. 2008. Indigenous knowledge and education: sites of struggle, strength, and survivance. Harvard: Harvard Education Press.

- Visser, G. 2001. Social justice, integrated development planning and post-apartheid urban reconstruction. *Urban studies*, 38:1673–1699.
- Volberda, H.W. 2006. Strategic flexibility: creating dynamic competitive advantages. (In Faulkner, D.O. & Campbell A.C., eds. *The Oxford handbook of strategy: a strategy overview and competitive strategy*. Oxford: Oxford University Press. p. 939-998).
- Volodin, V. 2008. Human rights: major international instruments. Status as at 31 May 2008. Dedicated to the 60th anniversary of the adoption of the Universal Declaration of Human Rights. Paris: UNESCO.
- Vos, D. 2010. Bestuurstrategieë vir die vestiging van 'n effektiewe organisasieklimaat in die primêre skool. Potchefstroom: NWU, Faculty of Education Sciences, Potchefstroom. (Thesis - PhD).
- Waghid, Y. 2005a. Education, imagination and forgiveness. *Journal of education*, 37:225-241.
- Waghid, Y. 2005b. On the possibility of cultivating justice through teaching and learning: an argument for civic reconciliation in South Africa. *Policy futures in education*, 3:132-140.
- Walker, M. 2003. Framing social justice in education: What does the 'capabilities' approach offer? *British journal of educational studies*, 51(2):168-187.
- Walsh, J. 2009. The critical role of discourse in education for democracy. *Journal for critical education policy studies*, 6(2):54-76.
- Watling, R. & James, V. 2007. The analysis of qualitative data. (In Briggs, A.R.J. & Coleman M., eds. *Research methods in educational leadership and management*. LA: Sage. p. 350-366).
- Weir, A. 2009. Who are we? Modern identities between Taylor and Foucault. *Philosophy and social criticism*, 35:533-553.
- Wessels, L. 2012. Constitutional values: the launching pad for human rights interpretation and a value driven society. (In CELP|SORB Conference 30-31 July 2012, organised by CELP|SORB at the Hilton Hotel, Sandton).
- Western Cape Education Department (WCED). 2007. Learner discipline and school management.

http://wced.pgwc.gov.za/documents/LearnerDiscipline/Learner_Discipline_and_School_Management.pdf Date of access: 11 Aug. 2012.

White, R. 2003. Communities, conferences and restorative social justice. *Criminal justice*, 3(2):139-160.

Wikipedia. 2012. Fiduciary. <http://en.wikipedia.org/wiki/Fiduciary> Date of access: 15 Aug. 2012.

Williamson, J.A., Rhodes, L. & Dunson, M. 2007. A selected history of social justice in education. *Review of research in education*, 31:195-224.

Yamin, A.E. 2009. Shades of dignity: exploring the demands of equality in applying human rights frameworks to health. *Health and human rights*, 11(2):1-18.

Young, I.M. 1990. Justice and the politics of difference. Princeton: Princeton University Press.

Young, I.M. 2007. Displacing the distributive paradigm. (In LaFollette, H., ed. Ethics in practice. 3rd ed. Oxford: Blackwell. p. 591-601).

Young, R.A. & Collin, A. 2004. Introduction: constructivism and social constructionism in the career field. *Journal of vocational behavior*, 64 (3):373–388, Jun.

Zipin, L. & Brennan, M. 2003. The suppression of ethical dispositions through managerial governmentality: a habitus crisis in Australian higher education. *International journal of leadership in education*, 6(4):351–370, Dec.

Addenda A-Q (only available on DVD)

Management strategies for effective social justice practice in schools

PhD	Management strategies for effective social justice in schools and addenda	
ADDENDUM A:	Letter to Dr. M.A. Seakamela, Director General of the NW Department of Education, asking consent to do research	535
ADDENDUM B:	Letter from Dr. M.A. Seakamela, Director General of the NW Department of Education, granting consent to do research	537
ADDENDUM C:	Letter to Ms. T. Mosiane	538
ADDENDUM D:	Letter to participant-principals	540
ADDENDUM E:	Interview protocol	541
ADDENDUM F:	Interview schedule	542
ADDENDUM G:	e-Mail correspondence with Dr. Brian Wilsen, Head of the Cape Winelands School District, to do research	543
ADDENDUM H:	Questionnaire to determine the status of social justice praxis in schools	544
ADDENDUM I:	Atlas.ti™ Frequency Table CODES-PRIMARY-DOCUMENTS	545
ADDENDUM J:	Atlas.ti™ HU Social Justice_Code-List_11032012	546
ADDENDUM K:	MSWord Code_List	547
ADDENDUM L:	Excel format: coding, theme building and categorising	
ADDENDUM M:	Transcription: Focus Group Interview p1-p9 and p12-p16	548
ADDENDUM N:	Ethical clearance certificate: NWU Institutional Research Support Office	549
ADDENDUM O:	Language editor: Letter from Mr. Brent Record	550
ADDENDUM P:	Afrikaans quotes as Endnotes	551
ADDENDUM Q:	Additional Atlas.ti™ Hermeneutic Unit: Social Justice: Documents	552
	1 st attempt at Network: Management Strategies	
	5.1 PhD Network management strategies_18 Sept. 2012	
	5.2 PhD Theme 1 Principal and social justice praxis_18 Sept. 2012	
	5.3 PhD Theme 2 Learners and social justice practices_18 Sept. 2012	
	5.4 PhD Theme 3 Education in general_18 Sept. 2012	
	5.5 PhD Theme 4 Constitutional values_18 Sept. 2012	
	5.6 PhD Theme 5 Educational partners_18 Sept. 2012	
	5.7 PhD Theme 6 Government and political matters_18 Sept. 2012	
	5.8 PhD Theme 7 ontology and praxis of social justice_18 Sept. 2012	
	5.9 Final diagrammes - Graphics	