

## **Appendix G**

### **INTERVIEW SCHEDULE**

The following questions that focus on participants' feelings, experience, knowledge and perceptions posed asked during the interviews.

#### **1. The government official**

- What was your role during the process of educator redeployment?
- How was the policy on educator redeployment communicated to schools?
- What assistance did principals get in determining who should be placed on the list?
- Tell me about the process of redeployment, what was it then and what is it now?
- How many educators are still to be redeployed?
- What specific problems did Limpopo Province encounter during the implementation process?
- Have you lost expertise by Voluntary Severance Package?
- What have you learnt up to now?
- How do you feel about the educators' unions' intervention?
- What will happen to excess educators who are still not absorbed?

#### **2 The principal who lost staff**

- How was your staff in excess identified?
- What training was offered to you before implementation of the policy on educator redeployment?
- What happened after you identified excess educators?
- What specific problems did you encounter in your school?
- How did that affect your staff's teaching morale?
- What are consequences of the whole process of redeployment in your school?
- How did the movement of educators to other schools affect the smooth running of your school as a whole?

### **3 The principal who gained staff**

- On what basis was your school chosen to receive extra educators?
- Was this discussed with your staff?
- How was the staff involved in the advertisements of posts?
- How were the candidates chosen?
- How is the new staff coping?
- How does the old staff feel about the additional educators?
- What changes can you attribute to the classification of subjects?
- How did you feel when you received educators from other schools?
- How was the induction of new staff members carried out?
- What do you think about the process of educator redeployment?

### **4 The principal with excess educators waiting to be moved**

- How do you cope with educators who are waiting to be moved?
- How do they cooperate in all school activities?
- How do you support them as a principal?
- How do other educators feel about them?
- How is their teaching morale since they received letters?
- How do you view the whole process of educator redeployment?

### **5 Educators who were redeployed**

- How were you involved in the identification of excess educators?
- On what basis were you declared in excess?
- How did you feel after you were declared in excess?
- How did you choose the school in which you are teaching?
- What problems did you encounter when you moved to your school?
- How do you feel now in this new school?
- How do you cope with your new staff members?
- What does the process of redeployment mean to you?

## **6. Excess educators who are still waiting to be moved**

- How do you feel now that you were not absorbed?
- How does this personally affect you?
- How do other staff members support you in this situation?
- How does this affect your teaching morale?
- How does the Department of Education support you in your situation?
- How does this affect your family?
- What are your future plans?
- How do you feel about the process of redeployment?