

Leadership, management, social justice and ICT: Injustice I am victim , my lonely struggles, a symbol of hope, the youths will look at me and can aspire to achieve in their studies, career, better lives and the right to aim higher despite obstacles on my path and scourges (a) nepotism (b) favouritism (c) discrimination (i) racist insult at Bambous region ‘my face is like coal tar’ (ii) casteism , more qualified than me just because they are Vaish ? (iii) political opinion, (iv) religious belief (v) antisemitism (d) cronyism (e) persistent harassment, conspiracies Isaias 54:17 (f) unprovoked unjustified premeditated violence on educator, slaps, elbow kicks, punch at the back of head, sitting behind me in bus and giving kicks to the head with phone, rocks thrown at visage, spitting (g) caress from colleagues, victim blaming, false minutes of meeting (h) Interference in studies ,stealing money, wasting time (i) dishonest merchants and insurances premeditatedly paying only half (j) kicks from bus workers ticket machine (k) pubic hair in food, intoxication , an overview of the Core Prerequisites for post of Deputy Rector and Rector namely (i) work experience (ii) academic qualifications BSc hon, EL, PGCE, PGDELM, PGDEM, MBA IT, mgt (iii) Skills such as organizational, leadership, motivational, communication (iv) management (v) curriculum and pedagogy (vi) performance monitoring (vii) Resource and staff management

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ABSTRACT: *The paper is the right to aim higher despite struggles and the Core Prerequisites for post of Deputy Rector and Rector namely (i) work experience (ii) academic qualifications BSc hon, EL, PGCE, PGDELM, PGDEM, MBA IT, mgt (iii) Skills such as organizational, leadership, motivational, communication, deadlines, timetable (iv) management (v) curriculum and pedagogy (vi) monitoring performance (vii) Resource and staff management and other duties such as Pastoral care namely to preach against scourges of the society such as drug.*

KEYWORDS: *deputy rector, rector, core prerequisites*

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I. INTRODUCTION

Injustice I am victim , my lonely struggles, a symbol of hope, the youths will look at me and can aspire to achieve in their studies, career, better lives and the right to aim higher despite obstacles on my path and scourges.

II. DISCUSSION

A very personal experience of injustice I am victim on my path to work and towards my set objectives **(a) nepotism (b) favouritism (c) discrimination (i) racist insult** at Bambous region ‘my face is like coal tar’ **(ii) casteism** , more qualified than me just because they are Vaish ? Till date I am personally shocked but such level of incompetence. In Mauritian Politics for reason very strange the Prime Minister has been from Vaish caste. I am apolitical so it is not exactly my concerned. But saying that someone is more qualified than me a Babuji, just because the person is from the Vaish caste is a serious malpractice, favoritism and casteism is not acceptable in employment sector. **(iii) political opinion:** My Political opinion has always been that I am apolitical and whoever is in power does not make any difference for me **(iv) religious belief** Born Hindu babuji but I also pray Jesus Christ and I cannot be discriminated on the basis of religious belief. In Politics some Tamil declare themselves as General Population to get those best loser posts, but I do not do any Politics and whatever religion you are cannot influence the application for a post like Deputy Rector, Rector **(v) antisemitism** Due to the persistent persecution I am victim, I have always said that I feel like those Jews who were persecuted, harmed, harassed and murdered in Gas Chambers that are considered as crime against humanity **(d) cronyism (e) persistent harassment, conspiracies Isaias 54:17.** My life was marked with hardship and the world adding insult to injury with more harassment and persistent annoyance, and conspiracies but the work of evil will not succeed. **(f) unprovoked unjustified premeditated violence on educator**, slaps, elbow kicks, punch at the back of head, sitting behind me in bus and giving kicks to the head with phone, rocks thrown at visage, spitting at my visage, racist insults **(g) caress from colleagues, victim blaming, false minutes of meeting (h) Interference in studies ,stealing money, wasting time (i) dishonest merchants** with undisplayed prices and insurances premeditatedly paying only half **(j) kicks from bus workers ticket machine (k) pubic hair in food, intoxication**

What are the Core prerequisites qualifications and skills needed for the post of Deputy Rector and Rector ?

(i) Work experience

For anyone who wish to postulate for the posts of Deputy Rector the candidate must first of all be working in a State Government school and either be a Senior Educator or an Educator who possesses a PGCE and reckon as least 15 years of teach experience in State Secondary Schools/State Colleges. A Candidate who wishes to apply for post of Rector must either be an Administrator (Education) or a Deputy Rector who reckons at least three years of service in substantive capacity in the grade.

(ii) Academic Qualifications

A rector must possess a BSc Hon, PGCE, PGDELM, MBA

(iii) Apart from academic qualifications;

Some soft skills are required such as **(a) organizational skills (b) leadership skills (c) motivational skills (d) communication skills.** A rector should also have the capacity to meet **deadlines** for scheduled tasks such as meetings, documents submission, inventory, staffs requirements, daily replacements. The Rector also had the task to set up **time table.** A rector can have the power to delegate tasks. Delegation implies collaboration and inclusion of the staffs in the school management committee. Delegating task empowers the team and motivate the staffs to work harder , improving productivity towards the set common objectives.

III. FINDINGS

Management duties of the Rector include (i) To be responsible for the overall management of a State Secondary School/State College including Pre-Vocational Education Stream. (ii) To prepare School Development Plans. (iii) To prepare school time-tables with due respect to optimal utilisation of human resources. (iv) To monitor the rate of absenteeism of students and staff and come up with corrective measures. (v) To devise strategies to maintain overall discipline at school level and beyond school premises regarding participation of students in co-curricular and extra-curricular activities. (vi) To be responsible for all internal examinations. (vii) To ensure that all school/college related data, records, files and correspondence are collected, maintained and updated. (viii) To ensure that the standards of Occupational Safety and Health in schools/colleges are properly maintained. In terms of **Curriculum and pedagogical duties** (i) To plan, organise and monitor educational activities, including sports and co-curricular activities of the school/college and to report thereupon to the Director of the Zone, as and when required. (ii) To keep abreast of current educational thinking and developments, relevant to secondary schooling in order to promote good practice. (iii) To develop a high standard of cultural and social values. (iv) To monitor and review the special learning needs policy for all students. (v) To oversee the implementation of the curriculum such that it responds to the needs of students with varying abilities of learning. The Rector has also to **Monitor performance** (i) To monitor and to report on performance of personnel and students and to provide necessary assistance and support. (ii) To seek through close collaboration of parents and the Zone Directorate, ways and means for the effective assessment of student progress, both formative and summative. (iii) To oversee progress in all areas of School Performance through agreed indicators and monitoring progress towards their achievement. **Resource management** (i) To be responsible for the overall provision, auditing and maintenance of equipment,

materials and furniture. (ii) To develop and implement a yearly performance schedule for the school/college infrastructure, in collaboration with the Directorate. (iii) To ensure optimum utilisation of human, financial, material and infrastructural resources of the school/college to continuously improve the quality of education and secure value for money. (iv) To seek opportunities for contributing to the sustainable development of the school environment. **Staff management** (i) To lead, inspire and ensure the development of staff to secure excellence in teaching, learning and pastoral care. (ii) To ensure that newly appointed staff have appropriate induction and support. (iii) To prepare schedule of duties of non-teaching staff, allocate and clarify responsibilities assigned and provide necessary technical assistance. Other responsibilities includes (a) To establish effective liaison with different stakeholders. (b) To be accountable to the Director of the Zone for the effectiveness of the school/college (c) To use ICT in the performance of his duties.(d) To perform such other duties directly related to the main duties listed above or related to the delivery of the output and results expected from the Rector in the roles ascribed to him.

IV. CONCLUSION

A rector must have certain prerequisites skills and qualifications but must also be a leader. A leader aspires, motivate, lead by example and drives the organization towards the common aim.