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GROWTH OF A SCHOOL

THE ORGANISATIONAL AND FUNCTIONAL GROWTH OF A
NEWLY ESTABLISHED CATHOLIC GIRLS' HIGH SCHOOL
FORMED THROUGH THE AMALGAMATION OF TWO SCHOOLS.

Positive Factors in Establishing the New
School and Guidelines for the Successful
Establishment of Other Similar Schools.

by

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A field study report submitted in partial
fulfilment of the requirements for the
degree of Master of Education in the
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A B S T R A C T

Observation has been made of an amalgamation of two Catholic Girls' Schools with the twofold aim of:

- i) identifying the elements that have contributed positively to the functional organisation, and
- ii) formulating guidelines to assist future amalgamation planners.

The three core elements of High Morale, Effective Communication and Efficient Decision-making were found to be strongly operative and apparently - as evidence indicated - were facilitated by:

- i) principal's attitude and behaviour towards Staff,
- ii) administration being open to query and advice,
- iii) principal-staff commitment to the task and expressed goals of the school.

While these factors contributed to the success of the organisation functionally, specific activities, in some cases exclusive to Catholic schools, were seen as valuable also. Opportunities for spiritual support and community building were used positively and effectively.

The findings indicated that the organisational procedures employed were sound and, that in distinguishing amalgamation planning from single-school planning, the basic need is to foster a unity of purpose and mutual acceptance of persons with persons' rights.

TABLE OF CONTENTS

	<u>Page</u>
ACKNOWLEDGEMENTS.....	iv
LIST OF FIGURES.....	ix
 <u>CHAPTER</u>	
1. THE PROJECT	1.1
Introduction.....	1.1
Background of the Study.....	1.2
Purpose of the Study	1.6
Specific Problems	1.8
Basic Assumptions made in the Study	1.9
Delimitations of the Study	1.9
Significance of the Study	1.10
2. REVIEW OF RELATED LITERATURE	2.1
Introduction	2.1
Organisational Theory	2.1
Administrative Theory	2.2
Human Relations Concept	2.2
Decision-making	2.3
Educational Administration	2.5
Communication	2.8
3. THE SETTING	3.1
Background	3.1
Towards Amalgamation	3.3
Organisational Procedures	3.3
Advisory Board	3.5
Pastoral Committee	3.6
Parents Teachers & Friends Assoc ..	3.6
Into operation	3.9

<u>CHAPTER</u>	<u>Page</u>
4. METHODS AND PROCEDURE OF SURVEY	4. 1
Direct Participant Observation.....	4. 1
Direct Questioning	4. 3
(a) Interviews.....	4. 3
(b) Questionnaires	4. 5
Indirect Observation	4. 11
5. PRESENTATION AND ANALYSIS OF DATA	5. 1
Introduction	5. 1
Questionnaires	5. 1
Questionnaire 1: Staff	5. 1
Teacher Dimensions	5. 4
Questionnaire 2: Staff	5. 9
Questionnaire 3: Students	5. 12
Questionnaire 4: Parents	5. 25
Questionnaire 5: Staff	5. 29
Interviews	5. 34
6. SUMMARY FINDINGS AND CONCLUSIONS	6. 1
Morale	6. 1
Staff	6. 2
Students	6. 6
Communication	6. 9
Decision-making	6. 12
7. RECOMMENDATIONS	7. 1
BIBLIOGRAPHY	B. 1
APPENDICES	A. 1

APPENDICES

Appendix 1: Pastoral Care Programme	A. 1
Appendix 2: Organisational Climate Description Questionnaire	A. 2
Appendix 3: Staff Questionnaire	A. 7
Appendix 4: Student Questionnaire	A. 9
Appendix 5: Parent Questionnaire	A. 11
Appendix 6: University of New England Organisational Climate Description Questionnaire	A. 13
Appendix 7: Staff Experience of Principal-Staff Relationships	A. 19
Appendix 8: Staff Experience of Staff-Staff Relationships	A. 20
Appendix 9: Staff Experience of Student-Staff Relationships	A. 21
Appendix 10: Staff Reaction to Aspects of the College	A. 22
Appendix 11: Student Perception of Impact of the College on Personal and Academic Levels - <u>Year 7</u>	A. 23
Appendix 12: Student Perception of Impact of the College on Personal and Academic Levels - <u>Year 8</u>	A. 24
Appendix 13: Student Perception of Impact of the College on Personal and Academic Levels - <u>Year 9</u>	A. 25
Appendix 14: Student Perception of Impact of the College on Personal and Academic Levels - <u>Year 10</u>	A. 26
Appendix 15: Student Perception of Impact of the College on Personal and Academic Levels - <u>Year 11</u>	A. 27
Appendix 16: Student Perception of Impact of the College on Personal and Academic Levels - <u>Year 12</u>	A. 28

APPENDICES (Cont'd)

Appendix 17: Student Opinion of Fellow-Students of the College	A. 29
Appendix 18: Student Opinion of Atmosphere of the College	A. 30
Appendix 19: Student Opinion of Teachers in the Classroom Situation	A. 31
Appendix 20: Student Opinion of Teachers Outside Classroom Situation	A. 32
Appendix 21: Advantages Foreseen by Parents in the new College	A. 33
Appendix 22: Advantages Evident as seen by Parents in the new College	A. 34
Appendix 23: Aspects of new College that Parents find Pleasing	A. 35
Appendix 24: Aspects of new College that Parents find Displeasing	A. 36
Appendix 25: O.C.D.Q. Items in Order of Four Dimensions	A. 37
Appendix 26: Interview: Chairman of the Advisory Board of the College	A. 40

LIST OF FIGURES

Fig. 1. The Administrative Process - Core Elements	2.10
Fig. 2. Summary of Survey Methods	4.13
Fig. 3. Comparison of Schools' Organisational Climates with each other and with Open Climate	5.3
Fig. 4. Staff Assessment of Personal Interaction with * Principal * Staff * Students * College in general	5.10
Fig. 5. Comparison of Years' Perception of <u>Personal</u> Impact of College	5.14
Fig. 6. Comparison of Years' Perception of <u>Academic</u> Impact of College	5.16
Fig. 7. Students' General Opinion of Fellow-students in College	5.18
Fig. 8. Students' General Opinion of Atmosphere of the College	5.20
Fig. 9. Students' General Evaluation of Teachers in the Classroom Situation	5.22
Fig. 10. Students' General Evaluation of Teachers outside the Classroom Situation	5.24
Fig. 11. Parent Opinion on Advantages Foreseen and Advantages Evident	5.26
Fig. 12. Parents' Expression of Pleasure and Displeasure	5.28
Fig. 13. Comparison of "Twain" College Climate with Open Climate and Previous Climates	5.31
Fig. 14. Parent-Teacher Nights Attendances: comparison of First and Third Terms	5.41