

# CURRICULUM VITAE

FOR

**DR GEORGE. N. SHAVA**

## **PERSONAL DETAILS**

SURNAME : SHAVA  
FIRST NAME : GEORGE.N  
DATE OF BIRTH : 29 DECEMBER 1964  
PLACE OF BIRTH : ZIMBABWE, MBERENGWA  
NATIONALITY : ZIMBABWEAN  
GENDER : MALE

## **CONTACT DETAILS**

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ZIMBABWE

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## **EDUCATIONAL BACKGROUND**

- 1971 TO 1978 - PRIMARY EDUCATION (ZIMBABWE)
- 1979 TO 1982 - SECONDARY EDUCATION (ZIMBABWE)
- 1983 TO 1984 - 'A' LEVEL EDUCATION (ZIMBABWE)
- 1985 TO 1988 - TEACHER EDUCATION (ZIMBABWE) UCE
- 1994 TO 1999 - BACHELOR OF EDUCATION  
MANAGEMENT(UZ, ZIM)
- 1994 TO 2000 - FURTHER EDUCATION TR'S. DIPLOMA (ZIM)
- 2000 TO 2002 - MASTER OF EDUCATION:EDUCATION  
MANAGEMENT AND POLICY STUDIES. UNIVERSITY OF FORT HARE  
(R.S.A)
- PhD Education Management: Zimbabwe Open University 2012 .
- PhD Research Title: **Towards Achieving Quality Education Challenges  
and Opportunities, the Post Colonial Zimbabwean experiences.**

## **WORK EXPERIENCE**

- 1989 TO 1992 -TEACHING PRIMARY (BINGA).
- 1993 TO 1995-ACTING SCHOOL HEAD (BINGA)
- 1996 TO 1999 - SCHOOL HEAD(BINGA)
- 2000 TO 2001 - LECTURER – BULAWAYO POLY
- 2001 TO 2002 - GRADUATE ASSISTANT- FORT HARE
- 2003 TO 2004 - DISTRICT EDUCATION OFFICER-  
MBERENGWA
- 2005 TO JULY2011- LECTURER – ZIMBABWE OPEN  
UNIVERSITY –
- 2011 JULY TO DATE –SENIOR LECTURER (NUST).
- 2005 TO DATE -PART-TIME LECTURER – ZIMBABWE  
INSTITUTE OF MANAGEMENT.BULAWAYO
- 2011 AUGUST TO DATE- PART –TIME LECTURER –ZIMBABWE  
OPEN UNIVERSITY.

2013 EXTERNAL EXAMINER FOR M&D TSHWANE UNIVERSITY OF  
TECHNOLOGY AND THE ORANGE FREE STATE  
EXTERNAL EXAMINER FOR M&D UNIVERSITY OF THE FREE STATE

2012 APPOINTED AS CHIEF EXTERNAL ASSESSOR (EXAMINER)  
ZIMBABWE OPEN UNIVERSITY

2015 to Date, Post-Doctoral Research Fellow North West  
University

I HAVE TAUGHT THE FOLLOWING COURSES FOR UNDERGRADUATE,  
MASTERS AND POST GRADUTE DIPLOMA IN HIGHER EDUCATION

- RESEARCH METHODS.
- ADVANCED RESEARCH METHODS AND STATISTICS
- LEADERSHIP AND SUPERVISION IN EDUCATION
- MANAGING SCHOOLS
- QUALITY MANAGEMENT AND CONTROL IN EDUCATION
- HUMAN RESOURCES MANAGEMENT IN EDUCATION
  
- CURRICULUM DEVELOPMENT & MANAGEMENT
- EDUCATIONAL MANAGEMENT
- HISTORY OF EDUCATION IN ZIMBABWE

And many other courses in educational Studies and research with  
the Zimbabwe Open University and at the National University of  
Science and Technology

- I HAVE EXPERIENCE OF LECTURING IN COLLEGES AND  
UNIVERSITIES OFFERING COURSES IN EDUCATIONAL  
STUDIES, RESEARCH METHODS, HUMAN  
RESOURCES HISTORY OF EDUCATION, MANAGEMENT AND  
CURRICULUM MANAGEMENT, RELATED COURSES.
- I ALSO HAVE EXPERIENCE IN CONDUCTING AND SUPERVISING  
RESEARCH PROJECTS UP TO MASTERS LEVEL AND PHD
- I HAVE SUPERVISED MORE THAN 30 STUDENTS AT MASTERS  
LEVEL WITH ZOU AND NUST AND 3 PHD STUDENTS,  
CURRENTLY SUPERVISING PHD STUDENTS AT ZOU AND  
NUST
- CURRENTLY SUPERVISING 1 PhD ZOU STUDENTS
- 2 PhD NUST
- I HAVE BEEN APPOINTED AS AN EXTERNAL EXAMINER FOR  
PHD STUDENTS WITH UNIVERSITY OF THE ORANGE FREE  
STATE AND THSWANE UNIVERSITY OF TECHNOLOGY R.S.A  
I HAVE ATTENDED COURSES ON ADVANCED RESEARCH  
DESIGN IN NAIROBI KENYA

Fluent in English, Zulu Xhosa and Ndebele  
Highly computer literate

**Research output:**

Shava. G.N. (2016). Challenges and Opportunities Related to Achieving Quality Distance  
Education in Zimbabwe. *Progressio*, Vol No 38, (2): 33-46

Shava. G.N (2016). Enhancing learner achievement through professional development. *South African Journal of Higher Education* Vol 30 (6):56-72

Shava GN & Ndebele C (2016) Enhancing Learner Achievement through Effective School Leadership: Experiences from Selected Rural Schools in South Africa. *International Journal of Education Sciences*, 14(3):205-216

Shava. G.N & Jan Heystek. (2015). Achievement of Educational goals through effective school leadership. Experiences from a District in Zimbabwe. *Journal of Educational Studies* Vol 14(2) 1-24

Nkangbeza. D. and Shava ,GN. (2016) A survey of the role of shared supportive leadership in creating professional learning communities in schools. *International Journal of Innovative and Applied Research* (2016), Vol 4 Issue (5):45-52

Shava, G.N., Nkengbeza,D., Ntabi., M.L., and Maemeko, E.L. (2016). Challenges of achieving quality teacher education: the case of secondary teacher education colleges in Zimbabwe. *Journal of Innovative and applied Research* (2016). Vol 4 Issue (6): 35-44

Shava, G.N. (2015) Educational leadership and learner achievement: Contemporary issues. *Zimbabwe Journal of Science &Technology*, Vol 10: 26-39

Shava, G.N. (2015) Professional Development, a major strategy for higher education student success, experiences from a university in Zimbabwe. *Zimbabwe Journal of Science &Technology*, Vol.10:1-14

Shava G.N. and Ndebele,C. (2014) Towards achieving quality distance education, challenges and opportunities: The case of the Zimbabwe Open University. *Journal of Social Science*39(3): 317-330

Shava, G.N and Ndebele, C. (2014) Woman in distance education senior management positions; challenges and opportunities, a case study of the Zimbabwe Open University. *Journal of Social Science*39(3): 317-330

Shava, G.N. (2013)Barriers to access and equity to higher education, the Zimbabwean experiences. a concept paper, *Published in the SASE 40th Annual Conference Proceedings* p421

Shava, G.N. Dlodlo, M. and (2013) Quality Higher education, Challenges and opportunities. A concept paper. Presented at HELTASA conference Pretoria on 27-29/ 2013 November ,Published on line on

<http://www.unisa.ac.za/contents/conference/Heltasa2013/doc/Full%20paper%2033.Shava.pdf>.

### **Papers pending publication**

Shava G.N (2015) Choosing Qualitative Research paradigm. A Primer for Distance Education Researchers. Reviewed and accepted for publication (Journal of Social Science. Kree)

Shava. G.N. & Ndebele. C.(2015).Challenges facing women in school leadership positions, experiences from a district in Zimbabwe. Submitted to Prime journal of Social Science

Shava, G.N. and Dlodlo .M, (2015). The role of Professional Development in Enhancing Quality Teaching and Learning in Higher Education. Accepted for publication by editor@jeteraps.scholarlinkresearch.com

### **Research papers submitted for review and publication 2016**

Shava, GN and Ndebele C. (2016) So few women in leadership positions: Women in Higher Educational leadership and parenthood, experiences from a university in Zimbabwe. Submitted to Pakistan journal of Social Sciences for review and publication

Shava, G.N (2016) Distributed leadership in schools: Contemporary issues in Educational Leadership. Submitted to *Zimbabwe Journal of Science and Technology* for review and publication in April 2016

Shava, GN and Heystek,J (2016) Urgency and Structure; Principal's ability to change underperforming schools towards sustainable improvement and development in South Africa. Submitted to *Africa Education Review* for review and publication. Accepted for publication

Shava, GN and Heystek,J (2016) Instructional leadership, its role in sustaining school improvement in South African Schools. Submitted to *Education as Change* for review and publication.

Shava, GN. (2016) Principal leadership and school performance: An integration of transformational and Instructional leadership in South African Schools submitted to *South African Journal of Education* for review and publication.

Shava, GN. (2016). Leading school wide achievement: integrating leadership models to enhance the performance of learners in South African Schools. Submitted to *Journal of Educational Studies* for review and publication

Shava, GN. And Heystek, J. (2017) Principal leadership and school improvement

; Experiences from South Africa School contexts. Submitted to *Journal of Education* for review and publication

Currently working on several papers on Educational Leadership Curriculum Development in Higher Education in Zimbabwe and South Africa for presentation in conferences in South Africa and internationally.

- Challenges of achieving quality education in the South African Primary Schools context
- Effects of school leadership in enhancing learning outcomes in South African rural Schools.
- Challenges of achieving quality higher education in Zimbabwe
- The Growth and quality of Doctoral programs at a university of Science and Technology in Zimbabwe

My research focus is on Higher Education Teaching and Learning, Professional Development, Education leadership.

I am a member of the Southern African Universities Teaching and Learning (SAULT) which focuses on research on Academic Development and Teaching in the Southern African Region.

## **REFERENCES**

### **PROF. JAN HEYSTEK**

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### **PROF. CLEVER NDEBELE**

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