

**TEAM-EFFORT: A MODEL FOR DEVELOPMENTAL APPROACH TO
ORGANIZATIONAL PERFORMANCE OF SCHOOLS IN RWANDA**

NGAMIJE Jean.

University of Lay Adventists of Kigali (UNILAK), P.O.BOX 6392 Kigali, Rwanda

Email: jeannngamiye@yahoo.com

Abstract:

This study aimed to design a team-effort administration model of high schools in Rwanda towards a developmental approach to organizational performance. The study used the field/descriptive survey approach. Data were obtained from 182 administrators, teachers and staff from 12 Adventist high schools. The development of the proposed model for team-effort administration for Adventist high schools in Rwanda had seven stages. The data were statistically treated using the following statistical tools: percentage, frequencies, and weighted mean averages. All statistical tests made in this study used a confidence level alpha .05.

Based on the results, the conclusion of the study is as follows: A team-effort in high schools in Rwanda requires sex, age, position in the school, and education attainment for demographic profiles; grouping, team building, and team performance for team management to attain organizational performance in terms of vision, participative safety, climate of excellence and support for innovation.

The adoption of the evolved model of team-effort for Adventist high schools and institutionalization of team-effort model development process were recommended.

Key words: Team-effort administration, organizational performance, participative safety, climate for excellence.