



A Study Of Leadership Practices In Transforming School

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Abstract

Leadership is not an individual's attribute; it is basically a holistic vision. Effective co-ordination and collaboration between faculties, learners and parent of school management committee is essential for maintaining positive school culture. Continuous professional development of teachers, heads, principals and administrators is done by training. Democratic leaders promote high morale environment. Transformational leadership is needed for transforming society as it promotes motivation, inspiration and innovation. Curriculum should promote leadership so holistic development of learners could be done which in turn lead to development of nation. The National Education Policy focuses on Continuous professional Development of Heads and Principals. National Educational Technology Forum (NETF) would provide a digital platform for free exchange of ideas.

Keywords: Leadership, individual's attribute, holistic vision, co-ordination, collaboration, positive school culture, continuous professional development, democratic leaders, high morale environment, transformational leadership, motivation, inspiration, innovation.

Introduction

Leadership is not an individual's attribute; it is basically a holistic vision. Transformational leadership practices are needed in a conducive teaching and learning environment in creating positive school culture.

Effective co-ordination and collaboration between faculties, learners and parent of school management committee is essential for maintaining positive school culture. Linkage between transformational leadership and technology is needed for inculcating digital skills for digital transformation of schools.

Continuous professional development of teachers, heads, principals and administrators is done by training. Training improves the skills of teaching and learning resulting in enhancement of learner's achievement. Democratic leaders promote high morale environment and always promote motivation in school environment. Transformational leaders promote innovation and has great vision for society and nation as a whole. They motivate others to reach goal. During COVID-19 pandemic, principals and teachers played a digital leadership role.

Linking learning in and between training proved to be helpful for novice teachers to acquire professional skills. Transformational leadership is needed for transforming society as it promotes motivation, inspiration and innovation.

Review of literature

Defining Leadership

Leadership is basically an organised agency and collective vision and not managerialism or a personality attribute.

School leadership is an action to influence quality of teaching-learning at school rather than a bureaucratized position that manages the day-to-day affairs (Arora & Awasthi, 2021).

Conducive School Culture help in transforming school

Transformational leadership practices in school like setting up high expectations, community building, focus on learners learning can help in creating positive school culture. It can be characterized by high engagement and collaboration among faculties and learners (Sasan, Esculor & Larsari, 2023). Involvement of parents in school management and promoting effective co-ordination among faculties, learners and parents help in creating conducive environment for teaching and learning (Asante & Ayikue, 2022).

Technology helps in transforming school

Transformational leadership and technology integration is essential for transforming schools. Teacher should have positive belief about recent digital technology, possessing technical skill, digital infrastructure, use of digital skills and technologies in teaching (Schmitz, Antonietti, Cansoli, Cattaneo, Gonon & Petko, 2023).

Ongoing Professional Development essential for transforming school

Principal's Leadership strategies in school help in creating pleasant school climate. To strengthen the leadership of principal, heads and teachers, training program need to be organized. Ongoing professional development has great impact on learner's learning. School administration need to create environment so to enhance teacher's teaching methods and empower learners to enhance academic achievement. (Manangan, 2022).

School leadership is effective in influencing the quality of teaching and learning in schools and consequently has an impact on student achievement by improving working conditions of teachers, climate and environment of schools (Cruickshank, 2017).

Effective leadership style in school organization help in transforming school

Democratic leaders help in creating high morale environment and promote motivation. Instructional leadership involves planning practice, teaching improvement learning, collaboration and evaluation. Educational management practices explore career, equity, advocacy, strengthen school organization, support innovation of learning and supports advanced flexible learning technology (Mallillin, Atendido, Llonora, Mencias, Tecson, Tayamora & Samson, 2023). Transformational leadership exhibited by principal has a greater positive effect on teachers rather than transactional leadership to enhance positive school culture and strengthening organizational change process in school (Atasoy,2020). When teachers increase their effort in the use of strategic, instructional and cultural leadership styles, then academic excellence also improves (Maqbool, Zafeer, Zeng, Mohammad, Khassawneh & Wu, 2023).

Transformational school leaders help in transforming schools

Transformational school leaders play a major role in promoting innovation in education, restructuring by creating vision for future, constructing collaboration and empowering others to become leaders themselves. They inspire and motivate to reach towards a common goal, create positive growth and bring change within the education institution (Kareem, Patrick, Prabakaran, Valarmathi, Tantia, Kumar & Mukherjee, 2023). Increased motivation in staff and fostering positive culture in school leads to transformational leadership among school staffs (Paor, Lafferty & McNamara, 2023).

Schools in many countries switched to online models during COVID-19 pandemic. This changed principal's role as acquiring digital leadership when working with students and teachers remotely (Berkovich & Hassan, 2023).

Strong and unifying leadership is essential to reach maximum level of success. Any educational revolution should possess strong leadership to succeed (Tolentini, 2023).

Training help in transforming teachers

Linking learning in and between training practice and school leading practice proved to be beneficial for professional development of novice school leaders'. Education provides novice school leaders with tools of data gathering, analysis and critical reflection and it helps them to take decisions for their local practice and reduce risks of becoming puppets and performers of others' agendas. Integrating training practices and school leading practice provides good conditions for school leaders to develop their abilities and communication skill and promotes them to take decisions both internally and externally. (Liljenberg & Wrethander, 2020).

Transformational leadership vs Transactional leadership

Transformational leadership inspires and motivates followers, whereas transactional leadership is based more on reinforcement (Aarons, 2007).

ACCORDING TO NATIONAL CURRICULUM FRAMEWORK 2023

For mobilizing resources from the community, systematic efforts would be needed under the leadership of the school principal or a committee in which selected parents and students could also be members.

Role of subject in promoting leadership

Quality education in mathematics and mathematical thinking will thus be indispensable for India's future and indeed or ensuring India's leadership role in these critically important and emerging fields.

Providing an enabling environment for promoting leadership

It is the responsibility of the school, from the management and leadership to the teachers and other school workers, to provide an enabling environment and opportunities and encouragement for practicing values and developing dispositions.

Fundamental capacities for social engagement

Co-operation, teamwork and leadership are fundamental capacities for social engagement.

Teachers and principals as role models

A nurturing school environment and culture of this type can be developed through the leadership of teachers, principals and other school functionaries who can act as role models to students.

New Curriculum

It should enable India's continued ascent and leadership on the global stage in terms of economic growth, social justice and equality, research and knowledge creation, scientific and technological advancement, environment sustainability, and cultural preservation and vibrancy.

ACCORDING TO NATIONAL EDUCATION POLICY 2020

Universal access to quality education requires leadership

Providing universal access to quality education is the key to India's continued ascent, and leadership on the global stage in terms of economic growth, social justice and equality, scientific advancement, national integration, and cultural preservation.

Mathematics learning promoting leadership

It is recognized that mathematics and mathematical thinking will be very important for India's future and India's leadership role in the numerous upcoming fields and professions that will involve artificial intelligence, machine learning and data science etc.

Continuous Professional Development of principals and leaders

School Principals and school complex leaders will have similar modular leadership/management workshops and online development opportunities and platforms to continuously improve their own leadership and management skills, and so that they too share best practices with each other.

Such leaders will also be expected to participate in 50hours or more of Continuous Professional Development modules per year, covering leadership and management, as well as content and pedagogy with a focus on preparing and implementing pedagogical plans based on competency based education.

Vertical mobility of teachers based on merit will also be paramount; outstanding teachers with demonstrated leadership and management skills would be trained over time to take an academic leadership positions in schools, school complexes, BRCs, CRCs. BITEs, DIETs as well as relevant government departments.

NETF- NATIONAL EDUCATIONAL TECHNOLOGY FORUM

An autonomous body, the National Educational Technology Forum will be created to provide a platform for the free exchange of ideas on the use of technology to enhance learning, assessment, planning, administration and so on, both for school and higher education. The aim of the NETF will be to facilitate decision making on the induction, deployment and use of technology, by providing to the leadership of education institutions, state and central governments and other stakeholders, the latest knowledge and research as well as the opportunity to consult and share best practices.

Appointment of outstanding and qualified experts to leadership positions

The new suggested regulatory regime, with clear separation of roles and transparent self-disclosures, empowerment and autonomy to institutions, and the appointment of outstanding and qualified experts to leadership positions will help to enable a far smoother, quicker and more transparent flow of funds.

Objectives

To analyse the leadership practices in transforming school

To analyse the National Curriculum Framework 2023 bases on leadership

To analyse the New Education Policy 2020 based on leadership

Methods

Secondary data was used, including the recent reports and literature of government.

Result and analysis

Leadership is not an individual's attribute; it is basically a holistic vision. Transformational leadership inspires others and promotes motivation. Curriculum should promote leadership so holistic development of learners could be done which in turn lead to development of nation. The National Education Policy focuses on Continuous professional Development of Heads and Principals. National Educational Technology Forum (NETF) would provide a digital platform for free exchange of ideas.

Discussion:

Transformational leadership practices need to be inculcated in every school so as to develop the country. Curriculum need to be adapted and modified according to the level of learners promoting leadership. Multidisciplinary and Holistic development could be achieved by transformational leadership. New Education Policy need to be implemented so continuous professional development of principals, heads and administrators could be done. Digital platform should link all tribal areas, villages and cities for exchange of ideas.

Conclusion

Transformational leadership is needed for transforming society as it promotes motivation, inspiration and innovation. Curriculum should enhance co-operation and collaboration. Continuous Professional Development is required for principals and heads to enhance professional skills which leads to transformation. Digital platform would help in exchange of ideas and promoting innovation.

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