

Developing & Implementing Goals of Educational Leadership

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Perspective Article

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ABSTRACT

The profession of educational leadership has improved significantly. Educators have a better understanding on how and in what ways, educational leadership has contributed in student achievement. An increasing base of knowledge from research and practice has depicted that the primary job of the educational leaders is to put emphasis upon student achievement by formulation of challenging, caring and supporting environmental conditions that are conducive to student learning. They develop and support teachers, create constructive working conditions, allocate the resources in an efficient manner, formulate appropriate organizational policies and systems and get involved in other kinds of in depth and meaningful work, outside the classroom setting. The meaningful work that educational leaders are involved in outside of the classroom and educational institution, has emphasis upon the activities and tasks that are implemented within the institution.

INTRODUCTION

Educational leadership has become a priority in education policy programs worldwide. It plays a crucial role in refining school outcomes by influencing the motivations and capabilities of the teachers, as well as the school climate and environment. Operative educational leadership is vital to improve the efficiency and pertinence of education ^[1]. Educational leadership responsibilities should be adequately defined through an understanding of the practices that are required to make an improvement in teaching and learning. In many countries, the school administrators and the principals have heavy work- loads, they are over-burdened with work. Most of these individuals are reaching the retirement age and it is difficult to find leaders with capabilities and competencies. Educational leadership functions can contribute in making provision of guidance on the main characteristics, tasks and responsibilities of proficient leaders in the field of education The recruitment of educational leaders should be based on important characteristics. They should possess appropriate educational qualifications, capabilities, competency.

The recruitment of educational leaders should be based on important characteristics. They should possess appropriate educational qualifications, capabilities, competency, proficiency, effective decision making skills, leadership skills, and resourcefulness. It is up to the leaders to carry out the tasks and functions in an appropriate manner to achieve the desired goals and objectives of the educational institution. The increase in the responsibilities and accountability of educational leadership are creating the need for the distribution of leadership. This is within the schools and outside the schools. The policy makers and the practitioners need to make sure, the roles and responsibilities associated with the improved learning outcomes are at the centre of the educational leadership practice. With the impact of leadership skills, the individuals are able to strengthen the roles of management and administration. The individuals are able to adequately guide, direct and control the operations of the institution with the impact of effective leadership skills proficiency, effective decision making skills, leadership skills, and resourcefulness. It is up to the leaders to carry out the tasks and functions in an appropriate manner to achieve the desired goals and objectives of the educational institution ^[2]. The increase in the responsibilities and accountability of educational leadership are creating the need for the distribution of leadership. This is within the schools and outside the schools. The policy makers and the practitioners need to make sure, the roles and responsibilities associated with the improved learning outcomes are at the centre of the educational leadership practice. With the impact of leadership skills, the individuals are able to strengthen the roles of management and administration. The individuals are able to adequately guide, direct and control the operations of the institution with the impact of effective leadership skills ^[3].

Goals of Educational Leadership

Leading to the empowerment of other individuals to make significant decisions is regarded to be the primary goal of the leaders

when the accountability mechanism includes, providing the members of the community, with the opportunity to speak about their issues and concerns ^[4]. The other goals of educational leadership Creating and sustaining a competitive school This is a goal for district and school leaders when they find themselves in competition for students, for example, in the education sector that include alternatives to public schools such as charter, magnet and private schools, which are supported through tuition tax credits. The educational institution has to conduct its operations so that it is able to maintain a good status within the community. Empowering others to make significant decisions - This is a primary goal for the leaders when accountability mechanisms include making provision of greater voice to the members of the community, as in the case of school councils, in which parents also have a say, encouragement of data informed decision making should be a part of this goal. The leaders are required to generate capability amongst the individuals, so that they are able to make significant decisions, which may prove to be beneficial to the institution even in the long term ^[5]. Providing instructional guidance - This is an important goal for the leaders in almost all districts and schools with the main objective to advance student learning. But it takes on a distinctive feature in the framework of more unambiguous grounds for assessing the work of educators, as, for example, in the formulation of professional standards and their use for purposes of continuing professional development and evaluation of the personnel.

Developing and implementing strategic and school improvement plans

When the schools are required to put into practice the school improvement plans, as in most school districts in the present existence, school leaders are required to develop the skills associated with productive planning and the implementation of such plans ^[6]. Almost all district leaders need to be capable in large scale strategic planning processes. Supporting, evaluating and developing teacher quality Educational leaders have to be capable enough to adapt the teaching programme to the local requirements of the teachers. The leaders have to implement measures to promote teamwork amongst the teachers and get engaged in teacher monitoring, evaluation and professional development. The teachers should be effectively trained and should possess the knowledge about how to meet the needs of the students, hence, important goal of the educational leaders is to support, evaluate and contribute in the development of teacher quality. Application of teaching and learning principles ^[7].

Strategic financial and human resource management

The human resource management is considered to be the imperative area, which the educational leaders are required to take into account. Policy makers can improve the financial management skills of educational leadership teams by providing training to the educational leaders, instituting the part of a financial manager within the leadership team, or providing financial support services to the educational institutions ^[8]. In addition, educational leaders should be able to have an impact on the teacher recruitment decisions to progress the match between the candidates and the requirements of the educational institutions Use of Audio-Visual aids in teaching. The teacher can take the help of scientific devices. The Topic of presentation in the classroom can be made interesting by involving more students' participation. Television is a more popular device as compared to radio, because television it provides both audio and visual experiences. Many difficult concepts can be made easy and interesting by the use of audio-visual teaching aids. The knowledge of psychology is necessary to plan and teaching aids appropriately ^[9].

Educational Leadership Values

The values and standards of educational leadership have been stated as follows Defining Vision, Values and Direction Efficient educational leaders have a strong and clear visualisation and set of values for their educational institutions. These are comprehensively influenced by their actions as well as the actions of others, and recognized a clear sense of direction and purpose for the school. These were collective, clearly understood and supported by the staff members. They acted as a standard against which all new developments, policies or ingenuities were established ^[10].

CONCLUSION

Educational leadership is primarily associated with enhancement of student learning and their growth and development. The other areas that educational leaders have to take into consideration are, mission, vision, values and standards of the educational institutions, ethics and professional norms, equity and cultural responsiveness, curriculum and the instructional systems, teaching-learning methods, usage of technology, performance appraisal systems, creation of the community that may work in co-operation towards the care and support of the students, building up of the professional capacity and skills of the school personnel, building up of the professional community of the teachers and the staff members, promoting meaningful engagement of the families and the community, supervising the administrative, technical, clerical, and managerial functions in an effective manner with the support and assistance from the other people and formulation of measures that would lead to improvement of the school.

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