

Leadership in Education

Munmi Bora

MA in Education with NET, Dibrugarh University

ABSTRACT:

Leadership is a most important factor in education. It is a central concept of understanding and organizing in educational institutions. Its promoting team spirit and developing a healthy and positive work climate for better effective performance. Educational leadership is the act of influencing others in educational setting and the need for some type of actions to achieve goals. When they play a deputed responsibility concerning that responsibility, they are affected and they are leading. Though educational leadership abstractly done responsibility, in practice it is not necessarily the responsibility for the functioning of the educational system in which influenced is exercised. They develop and support teachers, create positive working environment, formulate appropriate organizational policies and system of improve quality education. Educational leadership is primarily associated with enhancement of student learning and their growth and development.

KEYWORDS: Leadership, Education, Student, Quality.

INTRODUCTION:

In very simple terms leadership can be defined as the skill of a person to influence and individual or a group of people towards the achievement of a goal in a given time and situation. A leader is the one who tries to influence the employee and group of people towards the set goals, objectives and purpose of the organization and this act of influencing the people is called as leadership. The leadership has included three components i.e., a leader, followers and situation. The relationship between, followership and the situational and organizational context within which interaction between the leaders and the followers for the achievement of the desired organizational goal.

According to George -R-Terry "Leadership is the activity of influencing – people to strive willingly for group objectives."

According to Philip A. Woods (2005) carried this concept further. According to him leadership is not just a set of free – standing actions i.e., it is not a linear process flowing from leader to the follower but it is a collective entity which comprises of the impetus and direction that emerges from the group which is more than the sum of its parts (the individuals) who make up a group or organization. The leadership of a group or organization comprises of the direction, impetus and energy which arises from the circulation of initiatives.

Schermerhorn defines Leadership, namely "leadership is the process influences other people and the process makes it easy for someone or groups effort to accomplish their goals."

So, we concluded that leadership is the ability of an individual to influence, motivate and enable others to contribute towards the effectiveness and success of the organizations of which they are members.

In educational context "the ability of an accomplished person to influence others to achieve an objective. Leadership in its core is about paving a path for people to take part for something extraordinary

to be realized. The term effective leadership refers “to the ability of successfully integrating and expanding the available resources within the internal and external environment to reach organizational and societal goals.” Leadership is a process of influence leading to the achievement of desired purposes. Successful leaders develop a vision of academic success for all their students based on personal and professional values. And aspire to maintain a responsive, healthy and safe learning environment.

A competent leader has the ability to persuade others or interested parties to support and advanced an organizational objective. The principal is a powerful individual who participates in the and management of the school. One of the principal’s many primary roles is that of a leader. As a leader in education, the principle deals with the community, teachers, staff, students, on a daily basis. One aspect of the success of the principal is how to make decision.

The main purpose of educational leadership is to guarantee academic success through processes, training and material improvements. regrettably, without the assistance and cooperation of all parties, including the children, parents, teachers, legislators and even the general public, this success cannot be ensured or even achieved. From business standpoint, educational leadership is a method of quality control and academic management. Leadership is at the key of quality education. There is growing belief that educational leadership is the one of most important factors explaining learning outcomes.

There is different type of leadership----

1. Feudal type: leader and follower relationship similar to relationship between God and his subject.
2. Paternal type: Organization create a family environment leaders treated as family member. Leader employee relationship similar to father and son relationship.
3. Dictatorial type: Leader dominant and dictates employee. Employee have no role in decision making in organization.
4. Participatory type: Leader adopts a flexible approach towards the employees and allow to participate in decision making.
5. Developmental type: Leader believes in the massive potentialities of the employees for improvement.
6. Bureaucratic type: Leader is range by fixed rules, regulations, and guidelines and expect their employee follow this manner.
7. Manipulative type: Leader manipulates the employees in order to attain their personal goal.

A leader adopted a leadership style which is combination of their personality, life experience, level of emotional intelligence, family dynamics, and way of thinking. In order to improve their effectiveness, leaders should be able to assess how their style of leadership relates to the many qualities mentioned above. A leader’s behavioral approach to directing, inspiring and influencing their subordinates is referred to as their leadership style. A leadership style determines how leaders implement plans and strategies to accomplish given objectives while accounting for stakeholder expectation and the wellbeing and soundness of their team.

Objective of this study:

1. To know about the impact of leadership quality in education.
2. To understand the how to improve leadership quality.

Research Methodology:

Research Design – Exploratory research design is used for the purpose of this study.

Sources of data – The study is based on secondary data such as relevant books, publications, journal, websites, magazine etc.

IMPORTANCE OF EDUCATIONAL LEADERSHIP:

- Educational leaders have a strong and clear vision and set of values for their educational institutions. They act as a standard against which all new development, policies or ingenuities were established and comprehensively influenced by their action as well as the action of others.
- Educational leaders identified the need to improve the conditions in which the quality of teaching can be made best use of and learning and performance of the student can be enhanced.
- Educational leaders with determination and gradually redesigned their organizational structures, refined the roles and prevalence leadership at times and in ways that encourage larger staff involvement and ownership.
- Educational leaders continuously looked for new way to improve teaching, learning and obtainment. They provided a safe working environment for the teachers and others staff members to try new methods and strategies that might be more operative.
- Educational leader emphasis upon the improved by the curriculum as a way of developing and improving achievement. In order to improve access and learning opportunities for all students, they made modification to the curriculum.
- Educational leader contributed to the enhanced the teacher quality. They provide teacher training, organization of workshop.
- Enhanced both the relationship inside and outside the educational institutions. Inside means good understanding and relationship amongst member within the institution and cope up with the internal and external environment. Outside means develop positive relationship between wider community.

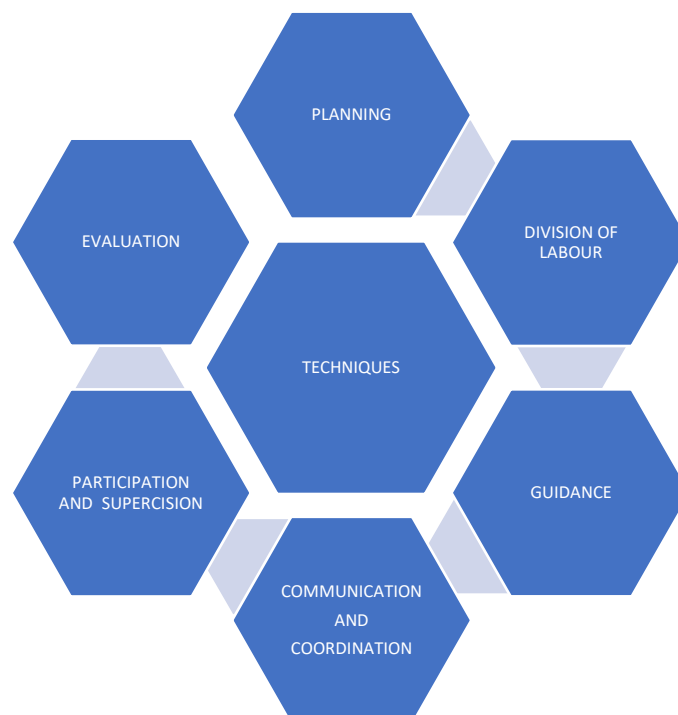
In educational institutions, it is vital for the teachers and leaders to make sure that students perform well and are able to achieve their goal. Besides the growth and development of the students, it is vital for the educational leaders to promote a caring, considerate, supportive, amiable and an approachable environment.

How to improve of leadership quality in education:

- To develop the knowledge, skill, disposition needed to be a visible and accessible effective leader that promotes a vision, mission, values, beliefs and goals for 21st century. The leaders are required to generate capability among the individuals, so that they are able to make significant decision, which may prove to be beneficial to the institution even in the long term.
- To improve knowledge of best instructional and school practices that collecting and using student and other formative assessment data and instructional improvement and develop the skill needed to formulated annual school improvement plans through collaboration with all the stakeholders. To demonstrate knowledge of 21st century curriculum, instruction and assessment that result in an environment of accountability and high standard for all students.

- To facilitate a programme of study that enhance the students understanding of the role of school culture contributes to school performance, student learning, and the achievement of collective goals.
- To develop professional learning communities which empowers teachers with distributive leadership. Support collaborative environment which improvement plan and focus on 21st century student learning.
- To improve leadership skill in budgeting, staffing, problem solving and communicating in order to meet the 21st century needs of every classroom.
- To facilitate the development of the external leadership skill needed to empower parents, community and other stakeholders to take shared responsibility for students and school success.
- To develop the democratic leadership skills and work environment to facilitate social cohesion, effectively promote collaborative design, sharing evaluation and engaging instruction participative decision that ensure student learning.

leadership is the successfully influence and support a team or group of people is the ability of effective leadership. Effective leadership is the ability of a leader to execute an institution's vision and create a working environment that allow employees to contribute meaningfully to the achievement of the goal. Following are the important technique to be followed for effective leadership:



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 standard of the educational institutions. Leadership can be understood as a process of influence based on clear values and beliefs and leading to a vision for the institutions. The vision is articulated by leaders who seek to gain the commitment of staff and stakeholders to the ideal of a better future for the institutions, its learners and stakeholders. Of all the factors that contribute to what students learn at school, present evidence led us to the conclusion that leadership is the most important

factor of classroom instruction. Furthermore, when it comes to situations where it is most required, effective leadership makes the biggest difference. There is a common belief that relationship is vital for effective organizational and societal functioning and success. However, we conclude that leadership is the ability to direct a group of people in realising a common goal. This is done by people applying their leadership attributes. Leaders create commitment and enthusiasm amongst followers to achieve goal. Leadership is achieved through interaction between leader, follower and environment.

In 21st century leader developed the quality of education requires quality managerial skill as well as. The ability to communicate in the organization, decision making and improve and progress the institution amid competition for an increasingly advance and modern education. So, we concluded that an effective leadership promotes a positive view of the leader and ensures that team members and comfortable speaking to the leader.

REFERENCES:

1. Sefi Peleg. Leadership's function in the Education system. Educational journal. Vol. 1, No. 1, 2012.
2. Bush Tony. Educational Leadership and Management: theory, policy and practice. Vol 27(3)391-406. 2007.
3. Kaniati Amalia, Aan Ko Mariah, Sumarto, Kholifatul Husna Asri. Leadership in Education. ICREAM 2017.
4. Sabar Mahal at. Educational Leadership and Management, vol 20, 2023
5. Arora V.P.S. * Pathak Devendra * Goswami V. K. * Agarwal S.S. * Marwah Sanjib. Higher Education Leadership & Management. 2016
6. Edited by Chit pin Stephanie and Evers W. Colin. Making changes in Educational Leadership. Taylor & Francis Ltd.
7. Dawar Heena. UGC NET/JRF. 2023
8. <https://www.oecd.org>
9. <https://www.ncert.govt.in>
10. <https://www.igntu.ac.in>
11. <https://egyankosh.ac.in>