

## THE TRANSFORMATIONAL LEADERS IN SCHOOL

by:

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What is a transformational leader? Who are these individuals in the school?

A transformational leader, based on the website of Wikipedia, is the one whose behavior influences teachers to perform beyond their perceived capabilities. It inspires people or teachers to achieve unexpected or remarkable results. It also encourages positive change on the behavior of the teachers or the group as a whole. Indeed, transformational leaders in the school are the ones who influence teacher to change for the better. An example of it is when a leader, let us say head teacher or a school principal, was able to influence a teacher to regularly prepare and submit daily lesson plan. Another glaring instance is that when a leader was able to inspire and encourage teachers to organize and lead a program or activities. It means to allow teachers to make their own decisions while performing the assigned task. Similarly, transformational leaders are the ones who set standards for the job or the ones who set themselves as a role model to their teachers or followers. This means that school leaders have to demonstrate behaviors that are worth emulating for, such as going to school on time, submitting reports on the specified date, and even a simple following the dress code of the DepEd or the Department of Education. These ways, leaders were successful in transforming teachers' behaviors into a positive one.

In addition, transformational leaders typically have to exemplify four distinct behaviors, also known as the four I's. This was developed by Bernard Bass in 1985 along with his colleague Bruce Avolio (Towler, 2019). It includes inspirational motivation, idealized influence, intellectual stimulation, and individualized consideration.

Inspirational motivation is when school leaders inspire teachers to achieve the goal. They encourage teachers to become productive when it comes to task, and allowing them to produce quality outputs. Idealized influence occurs when leaders act as a role model to the organization. It means leaders have high commitment to the group and demonstrate ethics in every task and decision. Intellectual stimulation is happening when leaders create opportunities to grow for the teachers. It encourages teachers to become creative and innovative in many ways, like being creative in accomplishing a task and being innovative when it comes to making instructional materials. Individualized consideration takes place when school leaders show care and support among their teachers and in the department. School heads in this behavior show willingness to mentor their teachers. They also focus on developing teacher's potential.

At the end, transformational leaders are the ones who transform teachers and the organization or group to become a responsible individual and a group that performs with utmost effort and dedication to the calling.

#### *References:*

[https://en.wikipedia.org/wiki/Transformational\\_leadership](https://en.wikipedia.org/wiki/Transformational_leadership)

Towler, A, (2019). The qualities of transformational leaders and what distinguishes them from transactional leaders. CQ Net