

THE IMPORTANCE OF TRANSFORMATIONAL LEADERSHIP IN SCHOOL

by:

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Transformational leadership relates to specific behavioral traits/ programs that leaders engage in to achieve better organizational performance and outcomes. It is a collaborative effort between leaders and followers to enhance both morale and motivation. According to Burns, transformational leadership is a leadership method that inspires followers to perform beyond existing levels of excellence and performance by transforming their attitudes, ideologies, and behaviors. Transformational leadership has been shown to improve work performance, dedication, and satisfaction. The success of transformational leadership on teachers reflects teachers' willingness to go above and beyond their duties in order to provide students with a quality education.

According to Bernard Bass, transformational leaders demonstrate transformational leadership behaviors in interacting with staff or subordinates. They promote idealized influence, motivational engagement, individual consideration, and cognitive stimulation. Leaders who communicate high-performance expectations in an empowering and enthusiastic manner are inspiring. Individualized consideration entails coaching, mentoring, and giving transformative feedback. Intellectual stimulation encourages leaders to scaffold followers in embracing new ways of improvement as well as reassessing values and beliefs. The leader encourages followers to contribute innovative thoughts and accepts mistakes. Evidence suggests that transformational leadership behaviors have a notable and inclusive impact on subordinates and followers within institutions. Transformational leadership impacts school leaders' capability to foster change in restructuring school initiatives suited for dealing with school demands. Transformational leadership has the potential to improve school leaders' ability to

implement the necessary school modifications while meeting accountability and performance improvement.

Schools are exposed to heightened pressure and accountability in terms of student performance and school development. As a result of its emphasis on preparing employees to learn new things, creating and strengthening new organizational norms, and establishing new meanings and ways of thinking, transformational leadership is deemed appropriate for school settings. Its advantages as a tool for helping leaders build new guidelines that reshape school culture are numerous. Transformational leadership is a style that focuses on changing employees' attitudes, developing a fresh vision of reality, and generating fundamental changes in the organization. Fostering group goal acceptance promotes cooperation among school members and assists them in working toward common goals. Individualized professional assistance promotes leadership behavior centered on respect for members concerning their personal feelings and needs. Providing cognitive stimulation aids in the establishment of behavior that challenges members of the school leadership team to re-examine some of their inferences about their work and reconsider how it can be executed. Keeping high-performance expectations is behavior that exhibits the school leadership team's expectations for excellence, quality, and high performance.

Transformational leadership demonstrated by principals is essential for continuous school improvement. It also maintains principals' engagement in making a shared vision a reality. The transformational administration of a "common goal" is at the heart of the principal's role as a transformational leader. Transformational leadership is largely centered on forming ideas and creating a common goal for the improvement of an institution. Furthermore, transformational leadership has been linked to improved academic performance as well as success in empowering students, assisting them in transforming self-interest, and embracing change.

Teachers value transformational leadership approaches in principals and see transformational leaders as positive examples who promote trust in everyone. When school heads demonstrate transformational leadership, teachers are more optimistic about their educational settings, especially when it occurs in the form of psychological empowerment, which enables teachers and principals to build a cooperative and trusting relationship. Leaders who use transformational leadership behaviors are highly respected by teachers because they give teachers support and encourage reflection. They are viewed as polite, highly motivated, and effective disciplinarians focused on generating responsible students. When principals demonstrate transformational leadership, particularly in knowledge stimulation and vision building, teacher commitment increases.

Transformational leadership empowers leaders by providing teachers with psychological empowerment, which makes them feel valued for their accomplishments. Transformational leadership approaches, such as individualized support, have a greater impact on student achievement. It also has a significant effect on teacher commitment, fulfillment, and effectiveness. Transformational leadership behaviors have been found to have a positive effect on teachers' willingness to work toward enhancing teaching approaches and efficiency in managing classrooms.

References:

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