

## CONTINGENCY AS AN OVERLOOKED FACTOR IN SCHOOL LEADERSHIP

*by:*

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Young people in today's generation, particularly Millennials and Gen Z, are very optimistic. They continue to see the bright side of things and are quite hopefuls for the future. But unpredictability is a reality that no one can avoid. There would always be a situation that will seem inevitable. If an unpleasant unflattering event arises, how would the leaders handle it?

When dealing with unfavorable events, people frequently become so overwhelmed that they fail to notice things. They make spontaneous decisions only to settle a problem they are dealing with because they are overly anxious to fix things that were not initially anticipated. A contingency plan of action is intended to assist you in properly responding to a major event that may or may not occur. It should be constantly examined and maintained up to date, and it should contain things like preventative measures and recovery procedures. A contingency plan is incredibly helpful if something goes wrong, just like an emergency plan. Potential issues can be identified, and then steps can be taken to stop them from occurring. A plan will also include detailed instructions on what to do in the event of an emergency. Additionally, having a written plan will ensure that anyone can handle an emergency even if the primary responsibility holder is not present (Stones, 2016). According to the events that occurred, the lack of a contingency plan presents a challenge to everyone. Contingency is typically an overlooked aspect of school leadership. However, it came as a big surprise to everyone because no one anticipated such a severe pandemic. In contrast, humans are constantly aware that typhoons, earthquakes,

volcanic eruptions, erosion, and many other natural disasters will occur; they simply do not know when.

A contingency plan will undoubtedly aid the school in managing effectively and implementing measures for the welfare of its employees. An example, a speaker was invited to a school event, and many school heads and administrators were invited. However, the speaker unexpectedly had to cancel at the last minute due to an emergency, which could have created an undesirable situation that could have been avoided with the help of the contingency plan. To prevent the event from coming to a complete standstill, the plan includes a backup speaker or plan B. Simply having a pandemic contingency plan in place at the school might reduce dropout rates and keep students, as well as the parents, and other stakeholders from becoming unduly concerned.

Instead of taking a "one size fits all" posture, the contingency model offers an alternate strategy that acknowledges the variety of school environments and the benefits of tailoring leadership approaches to specific circumstances (Tsolka, 2020). No matter how one chooses to see life as positive as it could be, planning ahead of time would not be harmful to anyone. As the saying goes by Pooja, "not having a contingency plan or never performing risk analysis and mitigation activities is like not having an insurance plan for yourself".

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