

UNLEASHING THE IMPACT OF HUMANITARIAN SKILLS ON TEACHER PERFORMANCE

by:

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The role of a school administrator is critical in ensuring that the school operates smoothly and that all stakeholders, including teachers, students, parents, and the community, are satisfied. One of the essential skills that a school administrator should possess is humanitarian skills. These skills involve empathy, compassion, and a deep understanding of the needs of others (Foster, 2019).

The presence of a school administrator with strong humanitarian skills creates a positive work environment for teachers. When a school administrator shows empathy and compassion toward the teachers, it creates a sense of belonging and appreciation among the teachers (Smith & Zeff, 2018). Such a positive work environment is essential for enhancing teachers' work performance since they feel valued and appreciated, thus motivating them to work even harder. When motivated, teachers are likely to put in extra effort to ensure their students excel academically and socially.

Moreover, the school administrator with strong humanitarian skills is better placed to understand the needs of teachers. Such an administrator is better positioned to identify and address teachers' challenges in their personal lives and work (Liu & Xie, 2021). For instance, if a teacher is going through a difficult time at home, a school administrator with strong humanitarian skills can empathize with him/her and offer support. This support may come in various forms, such as counseling or time off work. By addressing the needs of teachers, a school administrator can create a conducive work environment that promotes high performance among the teachers.

In addition, it is in the hands of school administrators to enhance communication and collaboration among teachers. When a school administrator shows empathy and compassion toward teachers, it creates a sense of trust and openness (Foster, 2019). Teachers are more likely to communicate effectively with school administrators who understand their needs and concerns. Effective communication is critical in addressing any issues in the school. Additionally, when teachers feel valued, they are more likely to collaborate, thus enhancing their work performance.

Empathy has been identified as a critical component of effective teaching, particularly in the Philippine context, where many students face social and economic challenges (Nabong, 2018). However, the role of empathy in teacher performance is often overlooked and undervalued. By incorporating these skills into teacher training programs and professional development opportunities, teachers can enhance their ability to connect with and support their students, resulting in improved academic achievement and social-emotional well-being. By unleashing the power of empathy in action, we can help create a more compassionate and inclusive educational system in the Philippines (Gonzales & Estefanio, 2019).

The effect of school administrators' humanitarian skills on teachers' work performance cannot be overstated. A school administrator with strong humanitarian skills creates a positive work environment for teachers, understands their needs, and enhances teacher communication and collaboration. Such an administrator promotes high work performance among teachers, ultimately leading to academic and social excellence among students. It is, therefore, essential for school administrators to develop and strengthen their humanitarian skills to promote high work performance among teachers.

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