

EFFECTIVE CHANGE MANAGEMENT IN SCHOOL LEADERSHIP

by:

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It is said that change is the only permanent thing in this world, because change is inevitable. In the context of school leadership, change happens when the school administrator has been replaced due to retirement, resignation or transfer of assignment of the previous one. When this happens, everyone at the school must be ready to face any changes that the new administrator will embed to the school culture.

However, managing change is not as easy as it is said. The process of change management can be difficult due to possible resistance of the stakeholders, if the process is not properly done. The new school leader must guide the stakeholders through a transition in a way that minimizes resistance and maximizes positive impact.

Clear communication is an effective strategy for change management. School heads must explain the intentions of the change, which part of the system or culture must be change and the reason for that, its expected outcomes and potential benefits for both teachers and learners.

Fullan (2016) shared that the success of educational change requires shared understanding and vision. Because when stakeholders understand the rationale of the change being introduced, they are more likely to adopt it.

Another strategy is capacity building. If in case the change to be introduced to the existing culture needs resources such as for adoption of new digital technology, school personnel may need the appropriate support to follow the new system such as upskilling or training activities.

Kotter (2012) expounded that provision of professional development, coupled with mentoring intervention and the time they need, strengthens their confidence and competence. The conduct of capacity building activities assures that change is supported with the tools needed for higher rate of success.

Next strategy is collaboration. Effective school leaders must engage stakeholders in arriving with relevant decisions, making them co-owner of the process and solution.

Leithwood (2020) demonstrated that when school personnel are involved as partners in reform, resistance decreases and sustainability improves.

Lastly, school administrators should apply monitoring and evaluation. When applying a change in technology, policy, or management, school heads must not forget to conduct monitoring of the progress of the activities and must gather feedback from stakeholders to gauge their satisfaction with the changes made at the school.

Strategies for change management in school leadership include clear communication, capacity building, collaboration, and monitoring and evaluation. School heads must ensure that whatever change applied to the school, it should be inclusive and sustainable.

References:

Fullan, M. (2016). *The New Meaning of Educational Change*. Teachers College Press.

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