

CREATING A CULTURE OF EXCELLENCE THROUGH TRANSFORMATIONAL LEADERSHIP

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Today, a school is not supposed to be just a center of teaching but rather a dynamic community where there should be continuous learning, innovation, and excellence. In such a changing world, the concept of transformational leadership is vital for determining the dynamics of the development of schools.

Transformational leadership in education is based on the creation of changes through visionary work, motivation, and good relationships. Unlike conventional leadership that concentrates on control and compliance with rules, the main idea of transformational leadership is to elevate all school participants through collaboration and empowerment of teachers.

The key feature of this type of leadership is the presence of a strong vision. Successful educational leaders have to set goals which should exceed simple academic achievements and involve the development of characters and promotion of life-long learning. When teachers and other interested parties see this vision and appreciate it, then it becomes much easier to make decisions for creating excellence within the whole school.

Empowerment is another crucial element that characterizes transformational leadership. When school leaders trust their teachers and give them opportunities for growth and recognize their efforts, they motivate them to work harder. Empowered teachers have confidence in applying new approaches, using technology and meeting the needs of learners, thus raising the standard of teaching.

Collaboration is another element that is valued by transformational leaders in building a successful school. They create favorable conditions for cooperation, discussion and decision making. Such approaches as Learning Action Cells (LAC), mentorship programs and professional learning communities enable exchange of experience and development of teaching. Through collaboration, school is brought together and able to react to challenges.

Creation of a positive culture is yet another essential feature of transformational leadership. It helps to create an atmosphere of respect, trust, inclusiveness and high expectations in a school. As a result, both teachers and learners feel motivated to perform well. Positive school culture serves as the basis for excellence.

Also, transformational leadership promotes flexibility and resilience. In any situation of changes in education – be it reform in curricula, new technology, or anything else – a good leader will always lead their school confidently and with stability. This way, they encourage their community not to see changes as an obstacle but an opportunity for development.

In the end, a culture of excellence is not achieved suddenly. It is a product of continuous effort and good leadership which motivates people to strive for excellence.

Finally, schools that practice transformational leadership not only create successful students but also empowered teachers and a culture of excellence.

References: