

Original Article

Educational Leadership Values: Indispensable in leading to Up-gradation of the Educational Institutions

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ABSTRACT

In educational institutions of all levels, the individuals in leadership positions are vested with the authority and responsibility of carrying out the functioning of the overall educational institutions appropriately. The leaders need to be well-versed in terms of values. These are the key in doing well in one's job duties and responsibilities, achievement of professional goals, meeting the expectations of individuals in leadership positions and in leading to up-gradation of the overall structure of the educational institutions. The values need to be reinforced throughout the implementation of one's job duties. Apart from possession of adequate information in terms of their job duties and responsibilities and methods and procedures, the leaders need to utilize the values in generating the desired outcomes. The acknowledgement of values are regarded to be of utmost significance in emerging into moral and productive human beings and enhancing one's career prospects. The leaders are vested with the authority and responsibility of supervising their subordinates and leading them in the right direction. Hence, they need to impart them information in terms of the educational leadership values. Therefore, it is understood on comprehensive basis that educational leadership values are necessary in leading to progression of individuals and the overall educational institutions. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of educational leadership values, educational leadership values and advantages of implementing educational leadership values.

Keywords: Educational Institutions, Educational Leadership Values, Functioning, Goals, Job Duties, Leaders, Objectives, Up-gradation

INTRODUCTION

In educational institutions of all levels, there are individuals in leadership positions. These are, heads, directors, principals, professors, supervisors, and teachers. They are vested with the authority and responsibility of carrying out the functioning of the overall educational institutions in an efficacious manner. The leaders need to be well-versed in terms of values. Apart from possession of adequate information in terms of their job duties and responsibilities and

methods and procedures, the leaders need to be informative in terms of values. The values are regarded to be of utmost significance in doing well in one's job duties, achievement of desired goals and in leading to up-gradation of the overall structure of the educational institutions. The values need to be reinforced throughout their jobs (Fishtree, 2015). The communication processes are regarded as the key. These need to take place in an adequate manner. The individuals need to treat each other with respect and

courtesy and make use of polite and decent language. It takes place in a verbal and written form. The effective communication processes are regarded as the lifeline to carry out job duties successfully.

The leaders are required to inculcate various traits within the course of putting into operation their job duties and responsibilities. These traits are, morality, ethics, diligence, resourcefulness and conscientiousness. These traits have proven to be beneficial to the individuals on a comprehensive basis. They are not only able to carry out their job duties and activities successfully, but also acquire appreciation and reverence from others. As a consequence, they will be able to incur the feeling of job satisfaction and retain their jobs (Values, 2022). In the case of all areas related to the overall structure of the educational institutions, the leaders are required to conduct the analysis in terms of the alternatives available. After the analysis is conducted, the selection is made of the most suitable and worthwhile alternative. It needs to be ensured, the alternatives prove to be advantageous to the individuals on a comprehensive basis. Furthermore, they should be enriching to the educational institutions. In the process of analysis, the leaders may work on their own as well as obtain support and assistance from other members.

The leaders need to reinforce values clarification. In other words, when the values are clear, the leaders will be able to emerge into principled human beings. They need to convey information in terms of values to the other members. These need to be put into operation throughout the job duties of the members. The values are to be acknowledged within the course of putting into operation all types of job duties and responsibilities. When the individuals are working and dealing with others, the implementation of values will facilitate in generating the desired outcomes. The learning is regarded as a lifelong process. It takes place throughout the lives of the individuals. Within

employment settings in educational institutions of all levels, the individuals need to learn from their actions. The individuals in leadership positions are adults. They are aware and differentiate between appropriate and inappropriate aspects. Hence, they ensure that they put into operation positive actions. Positivity in actions will be enriching and will render an important contribution in generation of desired outcomes. Therefore, it can be stated, in educational institutions of all levels, the concept of action learning needs to be reinforced on regular basis.

Understanding the Meaning and Significance of Educational Leadership Values

Throughout the jobs of the leaders, they are required to augment skills and abilities in terms of various types of methods, procedures, techniques and approaches. The possession of information in terms of these would be facilitating in doing well in one's job duties and in generating the desired outcomes. Augmenting skills and abilities is an educational leadership value, which is primarily focused upon in terms of the implementation of job duties and responsibilities. The methodologies and procedures that are utilized to carry out the job duties are required to be put into operation in a well-ordered and regimented manner.

The pioneering methods need to be put into operation in carrying out job duties efficiently. In some cases, these can be completed in less amount of time, whereas, in other cases, they can be completed in more time. Hence, depicting the traits of effectiveness, uprightness and truthfulness is one of the significant advantages of implementing educational leadership values. Therefore, the individuals acquire an efficient understanding of the meaning and significance of educational leadership values, when they are honing their traits and competencies in terms of methodologies and strategies.

The individuals in leadership positions and other members are required to obtain answers to their

questions, clear their doubts, concentrate on their job duties in a well-organized manner, exchange ideas and viewpoints, augment knowledge and understanding in terms of various aspects, provide solutions to various types of problems and develop motivation towards their job duties and responsibilities. These factors need to be recognized throughout their jobs. One of the important aspects that needs to be taken into account is, the individuals need to make provision of factual information. Hence, implementation of effective communication processes are facilitating on a comprehensive basis.

The individuals need to treat each other with respect and courtesy and make use of polite words and decent language. When the leaders are wholeheartedly determined towards doing well in one's job duties, achievement of desired goals and in leading to up-gradation of the overall structure of the educational institutions, they are required to interact with the individuals in leadership positions. Furthermore, in order to generate the desired outcomes, they need to communicate in an appropriate manner with the leaders of other educational institutions as well. Hence, there are organization of seminars and workshops on regular basis in educational institutions of all levels. Therefore, it is well-understood, the individuals acquire an understanding of the meaning and significance of educational leadership values, when they are facilitating in the implementation of communication processes in a well-organized manner.

The leaders and the other members are required to inculcate various traits within the course of putting into operation their job duties and responsibilities. These traits are, morality, ethics, meticulousness, inventiveness and carefulness. The leaders guide their subordinates in terms of ways that are necessary in leading to enhancement of these traits. Furthermore, the leaders need to recognize their meaning and significance throughout their jobs. These traits have

proven to be beneficial to the individuals on a comprehensive basis. When the individuals are working on any projects or assignments, carrying out fieldwork or are working and dealing with other individuals, these traits are facilitating in generating the desired outcomes.

The conduct of the subordinates should be such that they are able to meet the expectations of the individuals in leadership positions. The leaders and other members are not only able to carry out their job duties and activities successfully, but also acquire appreciation and reverence from others. As a consequence, they will be able to incur the feeling of job satisfaction and retain their jobs. As a consequence, educational leadership values need to be reinforced. Therefore, in educational institutions of all levels, all the members acquire an understanding of the meaning and significance of educational leadership values, when they are rendering an important contribution in reinforcement of the traits of morality, ethics, meticulousness, inventiveness and carefulness.

Educational Leadership Values

In educational institutions of all levels, there are goals and objectives, which the individuals are focused upon achieving. These are, promoting student learning; making provision of infrastructure, amenities and facilities; bringing about improvements in teaching-learning methods, teaching-learning materials and instructional strategies; organizing seminars and workshops; leading to up-gradation of extra-curricular and creative activities; utilizing modern, scientific and innovative methods; formulating laws and rules; implementing effectual assessment strategies; creating an amiable and pleasant environment within the workplace and leading to up-gradation of the overall system of education. When the leaders are wholeheartedly committed towards achievement of these goals, they need to put into practice the leadership values (Educational Leadership and Policy

Studies, 2022). The implementation of leadership values would facilitate in achievement of goals. Furthermore, the individuals will provide solutions to various types of problems in a well-organized manner. Educational leadership values are stated as follows:

Implementation of Effective Communication Processes

The implementation of effective communication processes is regarded as the key. These need to take place in an adequate manner among leaders and subordinates and among colleagues. Within the course of putting into operation job duties on daily basis, the communication processes need to take place regularly. The individuals are required to obtain answers to their questions, clear their doubts, exchange ideas and viewpoints, augment knowledge and understanding in terms of various aspects and provide solutions to various types of problems. One of the important aspects that needs to be taken into account is, the individuals need to make provision of factual information. Hence, implementation of effective communication processes are facilitating on a comprehensive basis. The individuals need to treat each other with respect and courtesy and make use of polite and decent language. It takes place in a verbal and written form. The effective communication processes are the lifeline to put into practice all types of job duties and responsibilities in an appropriate manner. Therefore, implementation of effective communication processes is an educational leadership value, which renders an important contribution in promoting reinforcement of values.

Inculcation of Traits

The leaders are required to inculcate various traits within the course of putting into operation their job duties and responsibilities. These traits are, morality, ethics, diligence, resourcefulness and conscientiousness. These traits have proven to be beneficial to the individuals on a comprehensive basis.

When the individuals are working on any projects or assignments, carrying out fieldwork or are working and dealing with other individuals, these traits are facilitating in generating the desired outcomes. Furthermore, the subordinates are able to meet the expectations of leaders. The leaders and other members are not only able to carry out their job duties and activities successfully, but also acquire appreciation and reverence from others. As a consequence, they will be able to incur the feeling of job satisfaction and retain their jobs. These traits are not only regarded as significant in the conduct of the individuals, but also in the implementation of various types of tasks and activities. Therefore, it is well-understood, inculcation of traits is an educational leadership value, which needs to be reinforced throughout the jobs of leaders and other members.

Augmenting Competencies and Abilities

Augmenting competencies and abilities is an educational leadership value, which is primarily focused upon in terms of job duties. The methodologies and procedures that are utilized to carry out the job duties are required to be put into operation in a well-organized and regimented manner. Throughout the jobs of the leaders, they are required to augment competencies and abilities in terms of methods, procedures, techniques and approaches. The competencies and abilities, which need to be augmented are, possessing the abilities to work under stress; overcoming dilemmas in an appropriate manner; implementing time management skills; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; putting in efforts to one's best abilities; conducting research through utilizing sources; depicting the traits of efficiency, honesty and truthfulness; honing analytical, critical thinking and problem-solving skills and utilizing various types of technologies and internet. These are considered as

efficacious in the implementation of various types of tasks and activities. Therefore, augmenting competencies and abilities is an educational leadership value, which needs to be paid attention towards by all the members on regular basis.

Providing Equal Rights and Opportunities to all

The individuals are different from each other in terms of number of aspects, i.e. caste, creed, race, religion, ethnicity, gender, age groups, educational qualifications, competencies, abilities, personality traits, cultures and socio-economic backgrounds. The employees are employed in different job positions. They get recruited and selected on the basis of their educational qualifications, competencies, abilities and work experience. The interaction needs to take place in an effective manner and individuals should be treated with respect and courtesy. But equal rights and opportunities need to be provided to all the individuals. Furthermore, it needs to be ensured, there is not any discrimination on the basis of any factors. The leaders are required to formulate the laws and rules and these need to be abided by all the members, irrespective of their job positions in the hierarchy. When equal rights and opportunities are provided, the members develop motivation towards the implementation of their job duties and responsibilities. As a consequence, the mind-sets of the individuals get stimulated. Therefore, it is understood on a comprehensive basis that providing equal rights and opportunities to all is an educational leadership value, which has proven to be advantageous to the overall system of education.

Conducting Analysis of Alternatives

In the case of all areas related to the overall structure of the educational institutions, the leaders are wholeheartedly determined to promote their enrichment. In some cases, there is more than one alternative available, when jobs are to be implemented. The analysis is to be conducted in terms of pros and cons of alternatives. The individuals in leadership

positions are vested with the responsibility of conducting the analysis in terms of all the alternatives available. After the analysis is conducted, the selection is made of the most suitable and worthwhile alternative. It needs to be ensured, the alternatives prove to be advantageous to the individuals on a comprehensive basis. Furthermore, they should be enriching to the overall structure of the educational institutions. In the process of analysis, the leaders may work on their own as well as obtain support and assistance from other members. The assistant professors and other staff members are provided with the opportunities to express their ideas and viewpoints in terms of various aspects. Therefore, conducting analysis of alternatives is an educational leadership value, which is carried out by individuals through working in collaboration.

Reinforcing Values Clarification

The leaders need to reinforce values clarification. In other words, when the values are clear, the leaders will be able to emerge into principled human beings. The individuals should not feel perplexed in terms of values. Furthermore, the reinforcement of clarity will prove to be advantageous to the individuals on a comprehensive basis. The individuals in leadership positions are not only determined to promote student learning and lead to up-gradation of the overall system of education, but they need to emerge into ethical and productive human beings. The leaders need to convey information in terms of values to the other individuals. These need to be put into operation throughout the job duties of the individuals. The values are to be acknowledged within the course of putting into operation all types of job duties and responsibilities. When the individuals are working and dealing with others, the implementation of values will facilitate in generation of desired outcomes. Hence, leaders and other members are required to recognize the meaning and significance of values. Therefore, reinforcing

values clarification is regarded as one of the indispensable educational leadership values.

Promoting Action Learning

The learning is regarded as a lifelong process. It takes place throughout the lives of the individuals in personal and professional spheres. Within employment settings in educational institutions of all levels, the individuals need to learn from their actions. Throughout the jobs of the leaders, they are required to generate information and augment their knowledge and understanding in terms of various areas. In other words, learning will be facilitating in doing well in one's job duties and in generating the desired outcomes. When the individuals are engaged in learning, they will contribute significantly in overcoming impediments. The individuals in leadership positions are adults. They are aware and differentiate between appropriate and inappropriate factors. Hence, they ensure that they put into operation positive actions in all activities and functions. The acknowledgment of positivity in actions will be enriching and will render an important contribution in generation of desired outcomes. Hence, it can be stated, in educational institutions of all levels, the concept of action learning needs to be reinforced by leaders and other members on regular basis. Therefore, promoting action learning is one of the significant educational leadership values.

Honing Professionalism

The leaders are required to be professional in their conduct. There are occurrence of various types of problems and challenges in their professional lives. The various aspects in terms of which problems take place are, job duties, responsibilities, methods, procedures, technologies, materials, tools, equipment, machines, and the overall working environmental conditions. In some cases, the leaders do not feel satisfied with the job duties of their subordinates, in such cases as well, they need to be professional in

working with them. Throughout the jobs of the leaders, they are required to generate information and augment their knowledge and understanding in terms of various subjects and concepts. In other words, learning will be facilitating in honing professionalism. When leaders will be informative in terms of their job duties and strategies that are needed to do well in them, they will render an important contribution in honing professionalism. As a consequence, the leaders will augment their abilities to cope with all types of stressful situations. Therefore, honing professionalism is an educational leadership value, which has been favourable in doing well in their jobs and in achieving educational goals.

Possessing the abilities to Work under Stress

There are some job duties that are manageable, whereas, there are occurrence of complications in the case of other job duties. Hence, it is of utmost significance for the individuals to possess the abilities to work under stress. This will be facilitating in honing confidence levels and overcoming the feelings of apprehensiveness and vulnerability. Throughout the jobs of the leaders, they are required to generate information and augment their knowledge and understanding in terms of various types of procedures, methods and strategies. With advancements taking place and with the advent of modernization and globalization, it is necessary to be informative in terms of modern, scientific and innovative methods. The utilization of these methods would facilitate the implementation of job duties in an efficacious manner. The leaders are required to convey to the other members that job duties can be difficult and stressful, but when they augment their abilities to cope with stressful situations, they will be able to do well in their jobs and achieve educational goals. Therefore, possessing the abilities to work under stress is a meaningful educational leadership value.

Promoting Well-being and Goodwill

Promoting well-being and goodwill is regarded as one of the indispensable aims of the leaders. They focus on putting into operation their job duties in a manner that would promote well-being and goodwill of all the members and the overall system of education (Bussey, 2006). Throughout the job duties of the leaders, they are required to generate information and augment their knowledge and understanding in terms of various types of procedures, methods and strategies. When they are putting them into practice, they need to ensure, these are useful on a comprehensive basis. The leaders are required to possess an amiable nature and an approachable attitude. When the members are overwhelmed by any types of problems and challenges, they approach the leaders. In such cases, leaders need to ensure, they make provision of adequate information in terms of measures. Furthermore, problems need to be prevented from giving rise to impediments within the course of generation of desired outcomes. As a consequence, the functioning of the overall structure of the educational institutions is carried out in an appropriate manner. Therefore, promoting well-being and goodwill is a useful educational leadership value.

Advantages of Implementing Educational Leadership Values

In educational institutions of all levels, the leaders and other members need to work in collaboration with each other in the implementation of educational leadership values. The values are regarded to be of utmost significance in doing well in one's job duties, achievement of desired goals and in leading to up-gradation of the overall structure of the educational institutions. The values need to be reinforced throughout the implementation of job duties. When the leaders assign job duties to the subordinates, they need to ensure, the subordinates are informative in terms of values (O' Scanail, 2020). The leaders usually form the viewpoint that when they will acknowledge the

meaning and significance of educational leadership values, they will enhance the reputation of the educational institutions within community. The leaders and other members need to be well-versed in terms of advantages of implementing educational leadership values. These are, developing mutual understanding; depicting efficiency, honesty and truthfulness; augmenting proficiency and expertise; forming positive viewpoints regarding various aspects and leading to up-gradation of the overall system of education. These are stated as follows:

Developing Mutual Understanding

In educational institutions of all levels, the leaders and other members need to work in collaboration with each other in the implementation of various tasks and activities. There are some job duties, which are carried out on an individual basis, whereas, in the case of others, they are required to work in co-ordination. Hence, development of mutual understanding is regarded to be of utmost significance. When leaders and other members are informative in terms of educational leadership values, they will be able to benefit on a comprehensive basis. When the members are overwhelmed by any types of problems and challenges, they approach the leaders. In such cases, leaders need to ensure, they make provision of adequate information in terms of measures. In other words, they need to be assisted in doing well in their job duties and in generating the desired outcomes. One of the important aspects that needs to be taken into account is, communication processes need to take place in an effective manner. Therefore, developing mutual understanding is regarded as one of the indispensable advantages of implementing educational leadership values.

Depicting Efficiency, Honesty and Truthfulness

The individuals in leadership positions are required to depict efficiency, honesty and truthfulness. These traits are regarded as fundamental in doing well in one's job

duties, achievement of desired goals and in leading to up-gradation of the overall structure of the educational institutions. These traits need to be reinforced throughout one's jobs. The communication processes are regarded as the key. These need to take place in a satisfactory manner. Depicting efficiency, honesty and truthfulness is an educational leadership value, which is primarily focused upon in terms of all types of job duties and responsibilities. The methodologies and procedures that are utilized to carry out the job duties are required to be put into operation in a regimented manner. Throughout the jobs of the leaders, they are required to augment competencies and abilities in terms of methods, procedures, techniques and approaches. The pioneering methods need to be put into operation in carrying out job duties efficiently. In some cases, these can be completed in less amount of time, whereas, in other cases, they can be completed in more time. Therefore, depicting efficiency, honesty and truthfulness is one of the significant advantages of implementing educational leadership values.

Augmenting Proficiency and Expertize

The leaders are required to augment proficiency and expertize. There are occurrence of various types of problems and challenges in their professional lives. The various aspects in terms of which dilemmas occur are, tasks, activities, techniques, measures, methodologies, technologies, materials, tools, equipment, machines, work pressure, lack of time and the overall environmental conditions within the workplace. In some cases, the leaders do not feel satisfied with the job duties of their subordinates, in such cases as well, they need to communicate with them in a polite and decent manner. The negative feedback needs to be given in a constructive manner. Throughout the jobs of the leaders, they are required to generate information and augment their knowledge and understanding in terms of various subjects and concepts. In other words, learning will be facilitating

in augmenting proficiency and expertize. When leaders will be informative in terms of their job duties and strategies that are needed to do well, they will render an important contribution in reinforcing proficiency and expertize. Therefore, augmenting proficiency and expertize is a vital advantage of implementing educational leadership values.

Forming Positive Viewpoints regarding various Aspects

The tasks and activities that are needed to achieve educational goals and in leading to enhancement of educational institutions are in some cases not manageable. In other words, there are occurrence of various types of problems and challenges. It is comprehensively understood that throughout the jobs of the leaders, they are required to generate information and augment their knowledge and understanding in terms of various subjects and concepts. Furthermore, they are required to form positive viewpoints regarding various aspects. When the job duties are cumbersome or when there is work pressure, the leaders need to reinforce positive viewpoints. These will be facilitating in doing well in one's job duties and in generating in desired outcomes. The leaders need to convey to the other members as well that formation of positive viewpoints regarding various aspects is facilitating on a comprehensive basis. As a consequence, the mind-sets of the individuals will be stimulated towards implementation of all types of tasks and activities. Furthermore, there will be formation of cordial and amiable terms and relationships with each other. Therefore, formation of positive viewpoints regarding various aspects is a crucial advantage of implementing educational leadership values.

Leading to Up-gradation of the overall System of Education

Leading to up-gradation of the overall system of education is regarded as one of the primary goals of

the leaders and other members. Throughout the jobs of the leaders, they are required to generate information and augment their knowledge and understanding in terms of various subjects and concepts. In other words, the tasks and activities need to be facilitating in augmenting ability and expertise. The human resources are the assets of the educational institutions. They are required to make use of their educational qualifications, competencies and abilities in leading to up-gradation of the overall system of education. Furthermore, leaders and other members need to form positive viewpoints in terms of their job duties, individuals, whom they are working and dealing with and the overall system of the educational institutions. The individuals in leadership positions are required to communicate in an appropriate manner with the leaders of other educational institutions as well. Hence, there are organization of seminars and workshops on regular basis in educational institutions of all levels. Therefore, leading to up-gradation of the overall system of education is an advantage of implementing educational leadership values, which needs to be acknowledged by the individuals throughout their jobs.

CONCLUSION

The educational leadership values are indispensable in doing well in one's job duties, achievement of desired goals and in leading to up-gradation of the overall structure of the educational institutions. Educational leadership values are, implementation of effective communication processes, inculcation of traits, augmenting competencies and abilities, providing equal rights and opportunities to all, conducting analysis of alternatives, reinforcing values clarification, promoting action learning, honing professionalism, possessing the abilities to work under stress and promoting well-being and goodwill. Advantages of implementing educational leadership values are, developing mutual understanding; depicting efficiency, honesty and truthfulness; augmenting

proficiency and expertise; forming positive viewpoints regarding various aspects and leading to up-gradation of the overall system of education. Finally, it can be stated, implementation of educational leadership values will prove to be advantageous to the members and the overall system of education.

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