

Original Article

## Understanding the Goals of Educational Leadership

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### Abstract

In the educational institutions of all levels, there are certain goals of educational leadership. It is necessary for the individuals in leadership positions to be well-versed in terms of goals of educational leadership. After they have generated information in terms of these goals, the leaders need to put into operation the measures and strategies to achieve them. The job duties and responsibilities of the leaders and other members as well need to be wholeheartedly committed towards achieving them. When the measures and strategies are formulated, it needs to be ensured, they are advantageous to the members as well as to the overall system of education. The leaders need to make provision of information in terms of these goals to the other members as well. Furthermore, it needs to be understood that all the members of the educational institutions, irrespective of their job positions in the hierarchy need to work in co-ordination to achieve these goals. The development of mutual understanding is regarded to be of utmost significance in the generation of desired outcomes. Therefore, it is well-understood that it is necessary to acquire an efficient understanding of the goals of educational leadership and measures to achieve them. The main concepts that are taken into account in this research paper are, understanding significance of the goals of educational leadership, goals of educational leadership and measures to achieve the goals of educational leadership.

**Keywords:** Achievement, Awareness, Education, Educational Leadership, Goals, Leaders, Measures

### INTRODUCTION

In educational institutions of all levels, there are individuals in leadership positions. These individuals put emphasis on leading to up-gradation of educational leadership. The concept of educational leadership is regarded to be of utmost significance in achieving academic goals and in leading to up-gradation of the overall system of education. Hence, the meaning and significance of this concept needs to be acknowledged by leaders throughout their jobs. It is vital for the leaders to be well-versed in terms of goals of educational leadership. After they have augmented the knowledge and understanding in terms of these goals, the leaders need to put into operation the measures and strategies to achieve them. When the measures and

strategies are formulated, it needs to be ensured, they are favourable to the members as well as to the system of education as a whole (Vanteddu, 2020). The leaders need to make provision of information in terms of these goals to the other members as well. Furthermore, it needs to be understood that all the members of the educational institutions, irrespective of their job positions in the hierarchy need to work in co-ordination to achieve the goals of educational leadership.

In educational institutions of all levels, the four categories of academic leadership roles included boundary spanning, nurturing the skills and abilities among individuals, social contribution and operations. Furthermore, guidelines have been provided in this

field for leading to progression of Indian academic leadership (Educational Leadership, n.d.). The information is to be generated in terms of the methods and strategies. These would facilitate in leading to up-gradation of leadership functions. The leadership functions are the key that would lead to up-gradation of the system of education. Furthermore, it has been stated, the up-gradation of quality education is essential in the formation of sustainable human resource base. India has experienced a rapid increase in the demand and supply of educational institutions of all levels. Furthermore, it has been found out that leadership roles within the system of education has observed challenges concerning functional mechanism and performance. The leadership functions need to be developed to put emphasis on the issues taking place in terms of ethics, values and activism in the system of education. Furthermore, strategic influences at different scales have to be taken into account.

### **Understanding Significance of the Goals of Educational Leadership**

The research studies have indicated that goals of educational leadership are complicated to achieve. In other words, there are occurrence of various types of problems and challenges within the course of achievement of these goals. With advancements taking place and with the advent of modernization and globalization, the leaders are required to augment their knowledge and understanding in terms of modern, scientific and innovative methods. The utilization of these methods would facilitate the implementation of job duties in an efficient manner. After the leaders have augmented the knowledge and understanding in terms of these methods, they need to put them into operation in a well-organized and disciplined manner. When the goals are formulated and modern, scientific and innovative methods are utilized, it needs to be ensured, they are advantageous to the members as well as to the overall system of education. The leaders are

vested with the authority and responsibility of guiding and leading the members in the right direction. Therefore, it can be stated, leaders and the other members of the organizations acquire an efficient understanding of the significance of goals of educational leadership to a major extent. Leadership has a fundamental role to play in enhancing efficiency, productivity, discipline and quality vision set in the educational institutions of all levels. Furthermore, it has been studied that good governance is the key in leading to enhancement of efficiency. Focus of the research is on the effects, consequences, impacts, opportunities, problems and remedies of the education system. The individuals in leadership positions are required to augment their skills and abilities that are needed to promote good governance. This will be facilitating in promoting well-being of the community members as well. In the system of higher education within the country, the representation of women in top leadership positions in higher educational institutions has not risen. The University Grants Commission (UGC) in 2015 conducted a survey across 431 recognized universities in India. The research study revealed that only 13 universities had women vice-chancellors. Furthermore, it was found, six were women-only varsities. In the present, central universities that account for 54 have women vice-chancellors. Therefore, it can be stated, women should be given jobs and equal rights and opportunities in the system of education. Leadership has the potential to bring about changes in organizational culture and lead to success. Leadership effectiveness is directly associated with the ability to get work done. Furthermore, measures have been studied that aimed to bring about improvements in leadership effectiveness. Throughout the jobs of the leaders, they need to put emphasis on reinforcement of effectiveness. It is the key in leading to progression of the employees and up-gradation of overall structure of the educational

institutions. The University Grants Commission in its Policy Frame on Higher Education added 'Extension' to its list of mandated functions of higher education. Apart from the functions of teaching and research, it made the decision that universities, colleges and research institutions would extend their academic and technocratic resources to the communities. In the educational institutions of all levels, factors such as, teaching-learning methods, teaching-learning materials, instructional strategies, curriculum and discipline are fundamental. These have an impact on the overall system of higher education. These are the key in promoting student learning and facilitating achievement of educational goals. Individuals in leadership positions are required to put emphasis on reinforcement of positivity in all these factors.

### **Goals of Educational Leadership**

In educational institutions of all levels, there are individuals in leadership positions. These individuals put emphasis on leading to up-gradation of educational leadership. In leading to progression of educational leadership, the possession of information in terms of categories of academic leadership roles prove to be beneficial and favourable on a comprehensive basis. Furthermore, guidelines have been provided in this field for leading to progression of academic leadership. The guidelines need to be abided by all the members, irrespective of their job positions in the hierarchy. The leaders need to be wholehearted determined towards achievement of this objective. Hence, for this purpose, they are required to augment their knowledge and understanding in terms of goals of educational leadership (Mission Statements and Goals, 2018). Throughout the job duties of the leaders, they ensure, they augment their knowledge and understanding in terms of the goals. Within the course of time, there is a need to bring about transformations in these goals. When any changes are brought about, it needs to be ensured, these are advantageous to the members and

the overall system of education. Goals of educational leadership are stated as follows:

### **Making Wise and Productive Decisions**

The decision making processes is an integral part of the professional lives of the individuals. In educational institutions of all levels, leaders are vested with the authority and responsibility of making decisions in terms of various aspects. These are, teaching-learning methods, teaching-learning materials, instructional strategies, laws, rules, infrastructure, amenities, facilities and the overall environmental conditions. Within the course of implementation of decision making processes, the analysis is conducted in terms of the alternatives. After the analysis is completed, selection is made of the most suitable and worthwhile alternative. The wise and productive decisions have an impact on the overall system of education. These are the key in promoting student learning and facilitating achievement of educational goals. Individuals in leadership positions are required to put emphasis on reinforcement of positivity in all these factors. The leaders put into practice the decision making processes on one's own as well as provide opportunities to others to express their viewpoints. There are organization of discussion meetings, where other members are provided with the opportunities to express their ideas and suggestions. Therefore, the decisions made need to be wise and productive on a comprehensive basis.

### **Augmenting Self-Discipline**

Throughout the job duties of the leaders, they need to put emphasis on augmenting self-discipline. The concept of self-discipline facilitates the implementation of all types of job duties in a well-organized manner. Leaders are required to augment their potential to bring about changes in various aspects of the overall structure of the organizations and lead to success. The concept of self-discipline is directly associated with the ability to get work done and achieve desired goals. Furthermore, the measures

to bring about improvements in this concept need to be acknowledged throughout the job duties. One of the important factors that needs to be taken into account is, throughout the jobs of the leaders, they need to put emphasis on reinforcement of effectiveness. It is the key in leading to progression of the employees and up-gradation of overall structure of the educational institutions. Furthermore, self-discipline will be augmented. When the leaders are overwhelmed by any stressful situations, they will be able to cope with them in an efficacious manner. Therefore, in educational institutions of all levels, it is well-understood that reinforcing the concept of self-discipline has proven to be favourable on a comprehensive basis.

### **Promoting Self-Regulation**

In the field of education, there are occurrence of various types of problems and challenges within the course of implementation of job duties, achievement of educational goals and leading to enhancement of the overall system of education. The concept of self-regulation will enable the leaders to put into operation all tasks and activities in a well-organized and disciplined manner. It is of utmost significance for the leaders to convey information in terms of the concept of self-regulation among employees as well. The human resources are regarded as the assets of the organizations. They are required to utilize their educational qualifications, competencies and abilities to achieve desired goals and lead to enrichment. Hence, promoting self-regulation is regarded as indispensable. This concept is regarded as fundamental in generating desired outcomes, promoting well-being and goodwill of the employees and leading to up-gradation of overall structure of the educational institutions. When the leaders are overwhelmed by any types of problems and challenging situations, they will be able to cope with them in an efficacious manner. Therefore, it can be stated, self-regulation will prove to

be effective and advantageous to all the members, irrespective of their job positions in the hierarchy.

### **Utilizing Pioneering Methods**

Goals of educational leadership are difficult to achieve. In other words, there are occurrence of various types of problems and challenges within the course of achievement of these educational goals. With advancements taking place and with the advent of modernization and globalization, the leaders are required to augment their knowledge and understanding in terms of pioneering methods. The various types of these methods are, utilization of graphs, charts, maps, pictures, models, designs, tools, equipment, devices, machinery and various types of technologies. The utilization of these methods would facilitate the implementation of job duties in an efficient manner. After the leaders have augmented knowledge and understanding in terms of these methods, they need to put them into operation in a well-organized and disciplined manner. When the goals are formulated and pioneering methods are utilized, it needs to be ensured, they are advantageous to the members as well as to the overall structure of the organizations. The leaders are vested with the authority and responsibility of guiding and leading the members in the right direction. Therefore, all members need to utilize these methods within the course of implementation of job duties and responsibilities.

### **Implementing Time Management Skills**

Time management skills need to be put into operation in the personal and professional lives of the individuals. The leaders are overwhelmed by number of job duties and responsibilities in their professional lives. Some are more time consuming, whereas, others can be completed in less amount of time. Hence, it is of utmost significance to implement time management skills. These skills would enable the individuals to assign priorities to the tasks. The tasks, which are more important are carried out first, whereas, the tasks,

which are less important are put into operation after the completion of more important ones. Procrastination is avoided. When the goals are formulated and time management skills are utilized, it needs to be ensured, they are advantageous in the completion of all job duties as well as to the overall system of education. The leaders are vested with the authority and responsibility of guiding the members in terms of these skills. One of the important aspects that needs to be taken into account is, individuals are required to create a balance between personal and professional lives. Therefore, it is well-understood, implementing time management skills will enable individuals to take out sufficient amount of time for all tasks and activities.

#### **Augmenting Knowledge and Understanding regarding various areas**

Throughout the job duties of the leaders, they are required to augment their knowledge and understanding regarding various areas. The leaders need to be wholeheartedly determined towards putting into operation this task. Hence, for this purpose, they are required to augment their competencies and abilities in terms of ways to achieve goals of educational leadership. Throughout the job duties of the leaders, they ensure, they augment their knowledge and understanding in terms of laws, rules, methods, approaches, strategies, procedures and so forth. Within the course of time, there is a need to bring about transformations in goals and methodologies. When any changes are brought about, it needs to be ensured, these are advantageous to the members and the overall system of education. The leaders are required to augment their knowledge and understanding in terms of pioneering methods. The utilization of these methods would facilitate the implementation of job duties in an efficient manner. After the leaders have augmented knowledge and understanding in terms of these methods, they need to be implemented satisfactorily. Therefore, augmenting knowledge and

understanding regarding various areas is regarded as an indispensable goal of educational leadership.

#### **Honing Professionalism**

Throughout the job duties of the leaders, they need to put emphasis on honing professionalism. When they are professional in their conduct, this is facilitating in the implementation of job duties in a regimented manner. Leaders are required to augment their potential to guide the other members, make use of their competencies and abilities and lead to success. The concept of professionalism is directly associated with the competencies to put into practice various types of job duties. Furthermore, the methodologies to hone professionalism needs to be acknowledged on regular basis. One of the important factors that needs to be taken into account is, throughout the jobs of the leaders, they need to put emphasis on reinforcement of proficiency and expertise. These are fundamental in leading to progression of the employees and up-gradation of overall structure of the educational institutions. Furthermore, professionalism will be honed. When the leaders are overwhelmed by any stressful situations, they will be able to augment their abilities to work under stress. Therefore, in all types of situations and instances, honing professionalism is a goal of educational leadership, which needs to be acknowledged by all members.

#### **Developing Motivation**

The leaders need to develop motivation among themselves and among other members of the workplace. The development of motivation stimulates the mind-sets of the individuals towards doing well in one's job duties and responsibilities, achieving educational goals and carrying out the overall functioning of the educational institutions in a satisfactory manner. This aspect is the key in promoting student learning and facilitating achievement of educational goals. Individuals in leadership positions are required to put emphasis on

implementation of all the factors that would prove to be effectual in developing motivation. These are, giving of rewards, such as, certificates, trophies, gifts, increase in pay, promotional opportunities and additional job duties that would be facilitating in enhancing their career prospects. Furthermore, individuals are encouraged to participate in tasks and activities that would be facilitating in augmenting their skills and abilities. The leaders need to possess an approachable nature and an amiable attitude. When the employees are overwhelmed by any types of dilemmas, leaders are required to listen to their concerns and provide effective solutions. Therefore, developing motivation is a goal of educational leadership, which needs to be paid attention to by leaders on regular basis.

#### **Forming Cordial and Amiable Terms and Relationships with others**

All the members of the educational institutions are required to form cordial and amiable terms and relationships with others. This is the key to do well in one's jobs, achieve educational goals and carry out the overall functioning of the educational institutions in an appropriate manner. This aspect is the key in promoting student learning and facilitating achievement of educational goals. Individuals in leadership positions are required to put emphasis on reinforcement of positivity in the implementation of this task (Educational Leadership, n.d.). The leaders need to take into account various aspects in this case, i.e. communicating with others in an effective manner, treating each other with respect and courtesy, providing equal rights and opportunities to others, not discriminating on the basis of any factors, listening to problems of others and providing effective solutions and forming pleasant environmental conditions within the workplace. There are organization of discussion meetings, where other members are provided with the opportunities to express their ideas and viewpoints.

Therefore, it is believed that forming cordial and amiable terms and relationships with others is fundamental to carry out functioning of the overall educational institutions in a regimented manner.

#### **Focusing on promoting Good Governance**

Focusing on promoting good governance is regarded as one of the primary goals of individuals in leadership positions. This goal puts emphasis on all the aspects of the overall structure of the educational institutions. Leaders have a fundamental role to play in enhancing proficiency, competence, productivity and discipline in the educational institutions of all levels. Furthermore, the concept of good governance is the key in leading to enhancement of efficiency. Focus of the leaders is on the effects, consequences, impacts, opportunities, problems and remedies of the education system. The individuals in leadership positions are required to augment their skills and abilities that are needed to promote good governance. This will be facilitating in promoting well-being of not only the overall system of education, but community members as well. In promoting good governance, the leaders are required to guide and lead the other members in the right direction. The members need to develop mutual understanding in achievement of the goal of good governance. Therefore, it is understood on a comprehensive basis that promoting good governance is necessary in carrying out the overall functioning of the educational institutions in a satisfactory manner.

#### **Measures to Achieve the Goals of Educational Leadership**

The individuals in leadership positions have an important role to play in achieving the goals of educational leadership. They need to augment their knowledge and understanding in terms of measures. Putting into operation effective communication processes is regarded to be of utmost significance in the augmentation of knowledge and understanding. The leaders make use of various sources to generate

awareness in terms of various aspects. The internet is utilized on a comprehensive basis (Coggins& McGovern, 2022). Within the course of implementation of the measures, one of the important aspects that needs to be taken into account is constructivism needs to be reinforced. Furthermore, these measures should prove to be advantageous on a comprehensive basis. Measures to achieve the goals of educational leadership are, implementing effective communication processes; conducting research through various sources; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; possessing the abilities to work under stress and forming positive viewpoints in terms of various aspects. These are stated as follows:

#### **Implementing effective Communication Processes**

Effective communication processes are the key that need to take place among superiors and subordinates and colleagues. These take place in a verbal and written form. Putting into operation effective communication processes is regarded to be of utmost significance in leading to up-gradation of knowledge and understanding. Furthermore, the leaders and other individuals will contribute significantly in providing solutions to various problems. The exchange of ideas and viewpoints takes place through the communication processes. The individuals are required to make provision of factual information. The leaders are vested with the authority and responsibility of guiding their subordinates in the right direction. The subordinates need to listen to them and abide by the laws and rules. There are organization of discussion meetings. In these meetings, the other members are provided with the opportunities to express their ideas and viewpoints. Hence, effective communication processes are facilitated. Therefore, implementing effective communication processes is regarded as one

of the indispensable measures to achieve the goals of educational leadership.

#### **Conducting Research through various Sources**

Conducting research through various sources is regarded as one of the essential areas that need to take place throughout the job duties of leaders. The leaders make use of various sources to generate awareness in terms of various aspects. These are, books, articles, reports, projects, and other reading materials. Furthermore, the internet is utilized on a comprehensive basis. It is regarded as one of the prominent sources that is making provision of information in terms of various aspects. In the present existence, the individuals are having an internet connection in their mobile technologies and are making use of them on a comprehensive basis. Furthermore, the individuals are able to obtain answers to their questions and clear their doubts. When the individuals are to augment their knowledge and understanding in terms of various types of modern, scientific and innovative methods, they are to make use of the internet and various other sources. Therefore, conducting research through various sources is one of the significant measures to achieve the goals of educational leadership.

#### **Inculcating the Traits of Morality and Ethics**

Throughout the job duties of the leaders, they are required to inculcate the traits of morality and ethics. These traits are the key to carry all tasks and activities successfully. The leaders are required to possess essential knowledge and understanding regarding various areas. The leaders need to be wholehearted determined towards putting into operation their job duties in an efficient manner. Hence, for this purpose, they are required to reinforce the traits of morality and ethics and augment their competencies and abilities in terms of ways to achieve goals of educational leadership. Throughout the job duties of the leaders, they ensure, they acquire an efficient understanding in

terms of laws, rules, methods, approaches, strategies, procedures and so forth. Inculcating the traits of morality and ethics will facilitate in implementing all these factors in a satisfactory manner. Furthermore, these traits are necessary in incurring the feeling of job satisfaction and acquiring reverence. Therefore, it can be stated, inculcating the traits of morality and ethics is a vital measure to achieve the goals of educational leadership.

### **Implementing the Traits of Diligence, Resourcefulness and Conscientiousness**

Implementing the traits of diligence, resourcefulness and conscientiousness is regarded to be of utmost significance in carrying out all tasks and activities successfully, achieving educational goals and leading to up-gradation of the overall structure of the educational institutions. The leaders and the other members are required to recognize the meaning and significance of these traits throughout their jobs. One of the major benefits of these traits is, the individuals are able to overcome impediments and prevent them from assuming a major form. Throughout the job duties of the leaders, they are required to reinforce these traits. These have proven to be advantageous in generating the desired outcomes, incurring the feelings of pleasure and contentment and retaining one's jobs. When the leaders are putting into operation manageable or complicated job duties, they are required to reinforce these traits. Furthermore, the leaders are required to impart information in terms of these traits to other members as well. Therefore, it is understood in educational institutions of all levels, implementing the traits of diligence, resourcefulness and conscientiousness is a crucial measure to achieve the goals of educational leadership.

### **Possessing the Abilities to work under Stress**

It is apparently understood that stressful situations are an integral part of the professional lives of the individuals. The leaders and other members are

required to possess the abilities to work under stress. Furthermore, they need to augment information in terms of job duties and methodologies. Leaders are required to enhance expertise, competency, efficiency and discipline in the educational institutions of all levels. Furthermore, possessing the abilities to work under stress is the key in leading to enhancement of efficiency. Focus of the leaders is on the effects, consequences, influences, prospects, complications and remedies of the education system. The individuals in leadership positions are required to augment their skills and abilities that are needed to cope with stressful situations in an adequate manner. As a consequence, individuals will be able to do well in their jobs and generate the desired outcomes. Therefore, possessing the abilities to work under stress is a measure to achieve the goals of educational leadership, which needs to be acknowledged by all the members throughout their jobs.

### **Forming Positive Viewpoints in terms of various Aspects**

Problems and stressful situations are an integral part of the professional lives of the individuals. Within the course of implementation of their job duties, there are problems in terms of various aspects, i.e. methodologies, procedures, techniques, infrastructure, amenities, facilities and the overall working environmental conditions. The leaders and other members are required to form positive viewpoints in terms of various aspects. These are fundamental in doing well in one's job duties, achieving academic goals and in leading to up-gradation of the overall system of education. Hence, the meaning and significance of positive viewpoints needs to be acknowledged by leaders throughout their jobs. It is vital for the leaders to be well-versed in terms of the factor that they need to develop mutual understanding with other members. These aspects need to be taken into account by leaders and other members throughout



their jobs. Therefore, forming positive viewpoints in terms of various aspects is a measure to achieve the goals of educational leadership, which has proven to be beneficial to the members as well as the overall educational institutions.

## CONCLUSION

The leaders need to be well-versed in terms of goals of educational leadership. Furthermore, they need to implement the measures to achieve them. Goals of educational leadership are, making wise and productive decisions, augmenting self-discipline, promoting self-regulation, utilizing pioneering methods, implementing time management skills, augmenting knowledge and understanding regarding various areas, honing professionalism, developing motivation, forming cordial and amiable terms and relationships with others and focusing on promoting good governance. Measures to achieve the goals of educational leadership are, implementing effective communication processes; conducting research through various sources; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; possessing the abilities to work under stress and forming positive viewpoints in terms of various aspects. Finally, it can be stated, implementing goals of educational leadership is essential in promoting student learning and leading to enhancement of the overall system of education.

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