BUILDING PEOPLE AS FUTURE LEADERS

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Being a school administrator entails a lot of responsibilities. These would include multiple tasks of supervising education and execution of curriculum, securing budget allocation and proper utilization, keeping documents and transmittals for records and the list goes on. But one major role of a school administrator is to build future administrators. This is to ensure that there is continuity of human resource that will be able to carry out tasks of superiors once there is a need or a vacant position. The sustainability of the trained individual is an important task a leader must take.

Building people and training them to achieve their full potential is not an easy task. There are a lot of problems that this mission entails and must be carefully taken into consideration. It's easy to delegate duties to teachers but then again may result in mishaps. Special assignments are given to teachers because these are the avenue of learning and training for further career advancement. But what if the teacher is not capable of executing the task assigned? This can be avoided if the school administrator knows and understands the capacity of the teachers he/she commands.

A simple suggestion may be that the school head may try to evaluate first the ability and capability of the teacher. This includes knowledge, skills, and aptitude. Aptitude is important because how a teacher values and strives to perform duties is a crucial factor to the success of the tasks provided.

The school head may opt to observe keenly how the teacher under his/her supervision performs. Simple visits to classrooms may give adequate clues or hints on the teachers’ potential. If the classroom is well organized and orderly then the teacher
display ability in management and organization. If the teacher is very good in public relations, this can be seen if the teacher is well in hosting programs and fluent in communicating to different levels of individuals then the teacher shows potential in correspondence. If the teacher has a well-structured classroom, well decorated and artistic in executing the lesson then he/she can be placed in plants and facility development. If the teacher is well informed, opinionated and assertive then he/she has the potential in planning and evaluation.

If the school head is able to determine the strengths of the teachers, then he/she will be able to delegate the tasks appropriately and may opt to provide training to develop their weaknesses. With these factors taken cared of then the school head will be able to produce good human resources capable of becoming future school leaders.

One of the greatest achievements and lasting legacy of a leader is being able to produce more leaders.

References: