MANAGEMENT PLAN FOR SCHOOL ADMINISTRATORS USING THE GROWTH MINDSET MODEL OF DWECK (2016)

by:
Jerome C. Matic
Teacher II, B. Camacho National High School - SHS

Every educational institution aims to develop their subordinates in terms of career growth. These career growth could enhance the skills and knowledge of teachers and other workers that belongs to an educational institution. This article aims to utilize growth mindset as a tool for developing a management plan for my school that could further use by the school administrators for the continuing professional development of their teachers. Being a teacher, I think that professional development is important to improve our skills and knowledge in teaching methodologies and pedagogies. Because it is vital in improving the quality of instruction for molding the future professionals of our country and not only for the students but also for the teachers career growth in terms improving their own self and their family.

According to Dweck (2016), growth mindset emphasize that abilities and skills of a person may develop in terms of good strategies, hard work and asking assistance from their leaders or mentors. As stated on Moore (2016), growth mindset as a continued learning that helps to improve the success of a person, learn from criticism, accepts lessons and inspiration from the colleagues. These concepts that are stated in growth mindset are consider a tool in developing a management plan for an educational institution. In line with this, growth mindset could further enhance the professional development of teachers in which they will more work hard and efficiently, welcome changes and challenges and persevere them to face problems that could make them successful individuals or contributors in an educational institution.
Herewith, school-based management is important in handling the situation of the school. In my own perception, a management plan framework is vital to assist the career growth of teachers in terms of using the concept of growth mindset by Carol Dweck. Below is management plan framework that can be utilize for the career growth of the teachers.

In management plan, the first thing to do is to gather facts and evidences that could enhance the professional development of the teachers, second make a SWOT analysis in which it will identify the internal and external issues of teachers on career growth, third is to review the inputs given by the stakeholders, fourth is to make strategic matrix in utilizing growth mindset that can be recommended for a possible solution, last is to review the strategic matrix and implement the school-based management plan.
Furthermore, to conclude this management plan using growth mindset in which could be a possible tool for learning and growth that is more collaborative and innovative for teachers. The concepts given by growth mindset could assist a quality and premium employees that tend to be more ethical and knowledgeable in terms of teaching-learning process.

References: