Every school or academe has a head who is called as the “Principal” or the “Instructional Leader”. They have their own methods to plan and strategize how they will manage the institution. They have uniqueness in the way they craft a curriculum for their academe. Principals and administrators of an educational institution paves the way for innovations in strategies on management depending on the climate of the environment.

As one of the instructional personnel, I became interested on what could be “management practices of instructional leaders”. I wanted to know the perceptions of the teacher together with their school head regarding the following: planning, organizing, leading, controlling, research and community linkages and networking. I wondered how it will have an impact to the success of the academe.

As stated in the study of Flores (2016), an instructional leader must be perceived to be responsible and accountable in setting goals and objectives for the school because “a school plan ensures and reflects the characteristics of the school and the community”. Moreover, it is right and just to identify the characteristics of the school which they manage in order to create a successful improvement plan and annual implementation plan. In starting any plan and analysis process the principal or the administrator should have clear goals and objectives. It was further explained in the study, that the instructional leaders should assure that they have coordinated plan of activities for the academe to use the resources available around them. Organizing is a systematic process of structuring, integrating, coordinating task goals, and activities to resources in order to attain objective. Based on Flores (2016), she stated that it is important for instructional leader to consider different resources like staff, learning,
materials, facilities, source of financial needs and other assets that are needed in order for the school to function effectively. One way of developing people is to “Assign work to be performed by the right persons.” This will help an individual grow to his/her full potential. The ability to motivate, facilitate, coordinate, lead, communicate, manage conflict and get along with others are the characteristics which a principal or an administrator should possess (Arnett, 2010). The use of influence to motivate school personnel to achieve organizational goals is called as “leading”. Principals and administrators must collaborate with the teacher to achieve the goals and purposes of the given activity. Friend and Cook (2009) stated that a successful collaboration requires allocated time and specified goals or outcomes. This means that in every task that you will give to your staff you should explain to his/her your objectives why you have chosen him/her to do the task for him/her to be informed about what he/she will do.

Reward for learners is effective for them to actively participate during the class likewise to the teachers as noted on the study of Flores (2016) that a principal or an administrator should have a reward for their subordinate. This will be given and awarded based on the teacher’s performance. This adds motivation and eagerness for them to work well. On the other hand, controlling means monitoring school personnel’s activities, determining whether the organization is on target toward its goals, and making correction as is necessary. This must be done in order to guide the staff of the academe into the right track path and direction. Flores (2016) further added that we should enrich teacher’s insight into methods of group thinking” because it may help the administration to come up with a brilliant idea or plan for the school. Assets are important because it pertains to the entire property of a person or an institution such as staff and teachers, facilities, equipment and others. It is righteous to spend wisely the assets that an academe has. Hence, proper documentation of data to track the information about students, personnel including properties of school will serve as a guide of the next administrator and to know what are the deficiencies in terms of properties and needs of the learners.
Action research is important in the field of education because there is always a room for improvement when it comes to teaching and educating the learners. It is encouraged that every teacher must conduct an action research to solve the problem which they encounter inside the classroom. It challenges the teacher to identify a problem that the education institution is facing and let them have a solution for it through research and studies.

Community Linkages and Networking involves the relationship between school and local communities. This is an interaction between the academia and the local government unit. They should craft a strategy and methods hand in hand to cater the student’s needs and interests. The academe must share to the community the activities that they are going to do in order to gather and collect sponsors.

Flores (2016) recommended the following: every principal and administrator to enroll in post graduate studies to enhance their skills on planning, organizing, leading, controlling research and community linkages. The instructional leaders should be given seminars and trainings in organizing and research; they should continue growing professionally because their educational qualification affects their management practices; instructional leaders should continue to establish a structure of good working relationships that allow organizational members to interact and cooperate to achieve organizational goals and objectives.

“Management is about arranging and telling. Leadership is about nurturing and enhancing.” — Tom Peters
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