ON SCHOOL PRINCIPAL REASSIGNMENT
Irene M. Oligo, Teacher I
Pastolan Elementary School

Strong leadership, which is inspiring and motivating, occurs when a school principal knows how to commit himself in attaining goals of the organization. He brings out the best to his teachers. He wants the best for the pupils. So what happens to school when it loses a great leader? What if the school head was reassigned or transferred to other school? What are the effects of principal reassignment?

Cleef (2015) mentioned that principal turnover affects student achievement. According to the report, principals account for about 25 percent of a school’s total influence on student academic performance. Unfortunately, the report also suggests that low-income students are likely to experience the effects of principal churn at greater rates than others. The report shows that high achieving principals tend to migrate to schools with higher income levels, higher achieving students, and fewer minorities.

Meyer (2011) also stated that principal turnover has the potential to impact seriously school morale and values as teachers attempt to adjust to new administrators and their possible shifts in focus. In an era of mandated school improvement, teachers in schools with new administrators have to deal not only with changes in district, state and/or provincial policies, but also with adapting to the new principal.

In addition, if the former school principal was able to gain the trust of the stakeholders, the newly designated school head needs some time to rebuild positive momentum. In reality, there are teachers and even parents who have been too much loyal to the former one. It becomes a challenge to the incoming school head to have a harmonious relationship with the stakeholders both internal and external.

It is also believed that change is gradual (or should be gradual). There is no such thing as magic when it comes to changing the culture and increasing the achievement of a particular school. Everything takes time. In the same manner, stable leadership matters. Keeping school leaders in a place for multiple years and improving their performance can have a positive effect on teachers and pupils. Frequent reassignment of school heads may lead to discontinuity of some priorities set...
by the former school head. Teachers may also experience stress in dealing with different leaders. Of course, they have to adjust to the management styles of the new one.

Certainly, the success of the school does not only depend on the school principal. It is a collaborative effort. Two heads (or more) are absolutely better than one. Teachers need not to be timid on what they can offer. Whether the school head is going to be replaced, they have to supportive enough and think of the welfare of the children. Negativity in every aspect won’t help at all. Since the only constant thing on Earth is change, everyone should expect the unexpected yet remain optimistic on what the world has to offer.

Reference:

Meyer, Matthew (2011) Principal Succession and the Micropolitics of Educators in Schools: Some Incidental Results from a Larger Study, St. Francis Xavier University

http://tntp.org/blog/post/the-real-impact-of-principal-turnover