PUBLIC ACCOUNTABILITY: SCHOOL ADMINISTRATORS’ ADHERENCE TOWARDS EXCELLENT SERVICE

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Behind every great staff of teachers in any school is an equally great school principal who successfully manages and leads the activities of both students and staff members. The school heads as managers and leaders are responsible in the overall operation of the school and lead its staff in achieving vision, mission, goals and objectives set. The tremendous scope, variety of competencies, and necessary skills of managing the school make their functions more complex, diverse, and challenging. These functions of school heads as educational leaders and managers are essential to the areas of management such as the vision, mission, and goals of the institution, curriculum and instruction, budgeting, school plant and facilities, community relations, and the school improvement plan. The identification of competencies needed to function on these areas brings forth the challenges faced by principals everyday where accountability, challenges, and integrity as leaders and managers remain at stake. The competencies in these areas of management greatly affect the effectiveness and efficiency of the performance of the school as a whole.

With so many works and expectations to school principals, many questions arose, but then it boils down into one point of question, what makes really a good principal? Is it when a principal is capable of observing 100% of his teachers in day or in a week? Or when a principal is capable of turning the school environment that is beautiful and conducive to learning? Or when the principal is capable of making the school popular because of the different awards received by the school both academic and non-academic contests of DepEd? Or when all his teachers are promoted during his time. There are no short nor fixed answers to the questions.
posed. There are, however, issues that point to the answer, most which relate to the principle of accountability.

According to Bovens (2014), accountability is one of those golden concepts that no one can be against. It is used in a political discourse and policy documents because it conveys transparency and trustworthiness. However, its evocative powers make it also a very elusive concept because it can mean many different things to different people in different situations.

Meanwhile, according to Kapit Bisig (2018), principals are public officials that are accountable to people that they are serving which can be remove from the office as provided by the law which is also stated in the 1987 Philippine Constitution, Article XI: Accountability of Public Officers stated that Public office is a public trust. Public servant must at all times be accountable to the people. They need to serve them with utmost responsibility, loyalty and integrity.

As we see and realize the importance of accountability to us public officials, it is imperative to have deeper understanding of accountability. What does it really mean? According to Inc.(2014), there are truths about accountability that we need to understand and learn to increase the accountability levels in every organization. It is said that accountability starts with you as a leader. If a school head wants to see a culture of accountability in his school, he has to model the behaviour that he wants to see in his organization. If he wants see his teachers to take ownership, then he has to be seen to take ownership. When a school head wants to see his people to be committed then he must be committed first. This only means that a school head needs to walk his talk. If he wants others to follow him. He must be the first one to be accountable in all the decisions he has made.
On the other hand, accountability cannot be delegated. Authority and responsibility can be delegated but never accountability. As a school head, you can delegate responsibilities to your subordinates but whatever outcomes that will result still the school head will be liable accountable into it. Accountability is something that has to be accepted for that person or a school head to feel accountable and to have him take ownership.

Indeed, accountability matters in an organization. As a school administrator you are accountable to everything. You're accountable for any failures and successes that your organization may have out of your decision. Accountability comes as part of the job description you have taken.

Accountability is something that has to be worked at all times. There has to be a clear procedure on how it's going to be implemented and validated. It will start with you, and it has to apply at all times and to everyone. When you can do that it will surely help you as a leader create a culture of accountability where the organization will start to hold itself and others accountable which will have a massive impact on performance and results of the organization.

References


https://www.inc.com/gordon-tredgold/7-truths-about-accountability-that-you-need-to-kno.html