SCHOOL PRINCIPAL: THE LEADER AND THE VISION

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Leading people is one of the enormous challenges that tests the competence of a school principal who should be transferred or reassigned from one school to another every five years as stipulated in DepEd Order No. 7, s. 1999. Once transferred, the first year is usually the hardest. Being new to the school, the atmosphere would already give intuition and a feeling of the kind of school culture that exists consequently makes someone feel anxious.

Accordingly, a school principal should be able to lead teachers with different profile of intelligences, characters, personalities, sets of values and work habits. However, though a school head has already been in the service for years, once reassigned, it would mean another journey of adjustment in dealing with people. What is the best strategy to employ to a large number of teachers to induce them buy his vision? Yet, the new set of teachers surely has background already of the kind of image he has built and he is known. Next question is, is the image fed to them positive or negative? Consequently, while the principal is still in shock of change he asks this to himself, where do I begin?

Initially, it would be best to embrace change. Accept and like the circumstance and learn to like the people or the workforce as a whole...your new family. After all an effective leader do not back out. Respectively, as a newly installed school head in a particular school, the present assignment requires to accomplish a certain mission and this would require competence as a leader. Generally, it is believed that everything happens for a reason and for sure it is for the common good.

John Maxwell a leadership expert, speaker and author quoted, “People buy into the leader before they buy into the vision.” Therefore a school principal as a school leader serves as the vision itself on what the school as an institution will evolve into. School head’s actions, words,
and work habits matter. If they could notice that vision in you nevertheless they would certainly or gradually buy you and the vision. Thus, be the kind of leader that would encourage the team to follow and lead them where they ought to be.

Most of experienced school principals are already expert on how to win the support of teachers. Even so, others still face a great challenge as they are transferred to a new school assignment and the novice would still need to learn from experience.

According to Maxwell (2013) vision is transferred both emotionally and logically. For those school principals or leaders who still believe like a neophyte in the circumstance whenever being transferred to a new school or for amateur school leaders who do not know where to begin, here are some elements that can be considered to emotionally transfer a vision and successfully lead the workforce:

1. **Credibility.** As a school principal you should be the one that could be trusted. Wherefore, be trustworthy. When you are trustworthy you are honest or truthful. Furthermore, be sincere in dealing with all the members of the school community. And most of all, be transparent because you are entrusted with the resources of the school.

2. **Passion.** It has been said that the only way to do great work is to love what you do. Thereupon, have the people recognize and feel your love for work. Accordingly, once they have sensed that your heart is in your vision, certainly, they would buy you and your vision.

3. **Relationship.** When you work as a team, create a feeling that you are one great family. Likewise, show that you care for each other. When you treat them as family members it would also be an advantage to work with common goal and delegate tasks considering every member has role to play and everyone should be responsible to get things done. Besides, building a good rapport is essential.

4. **Timing.** Timing needs to be considered in making decisions. Right decisions at the wrong time is still wrong decision. Also, right decision should match with the timing.
5. **Felt need.** This is making our subordinates feel that they are part of the organization. Moreover, they are valuable in the realization of the vision. Their contributions had made a difference. So, when the work is done everybody will claim the credit, “we did it ourselves.”

Inclusively, a school principal should have credibility, passion in his work/ vision, good rapport with the teachers, timing in making decisions and knows how to make people around him felt the need to realize the vision to ensure that teachers would buy him as a leader and his vision.

References:


