One of the most critical factors in the success of any partnership is the alignment of goals. Nowhere is this truer than in education. According to Bill Goodwyn, when a teacher and a student are aligned on a specific learning goal, growth occurs. When parent and teachers are aligned to the goal of supporting students, the potential for achievement increases. When a school system’s teachers, principals, administrators and other stakeholders are aligned on broad organizational goals, the cornerstone for systematic success is in place.

Remember what we say to our students about values and education? Our country will not go anywhere even with the best objective, intention, technology and information unless we have the right values. The same holds true for our organization. It is nice to say that we are family, that we are a team. But a team does not share the same intensity of values will not function well. It is like going for a fast – break in basketball because we need to make the points. One is rushing towards the goal, other is just walking, the two may be chatting with each other by other is just walking, the two may be chatting with each other by the sideline and the fifth could not care less as he has a bet on the other team.

In other instances, perhaps the team members share the same urgency but for different reasons. We may want to deliver chairs quickly to the children, period. Others, who work in collusion with traders, want it done also but to gain enormous profits from the transactions. Same objective, different values.
Leaders are cognizant of the need to have a strong and positive school culture, built over time among a community with shared values. They are also under pressure to incorporate change to the routines within the school and sometimes to the culture itself. Complicating the role of these leaders as they try to protect shared values successful routines and implement new ones can be faculty turnover. (Berkowicz and Myers, 2015).

References:

