SIMPLE IDEAS, COMPLEX ORGANIZATION

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Surf the internet, dive into the oldest encyclopedia, and survey the greatest experts in field. No one would tell that there is a perfect organization. Anywhere around the world, there are thousands of established organizations yet conflicts and issues arise on a normal basis. Even the organization which nurtures and develops learners could not function in an absolutely smooth manner. Problems among its administration and management and conflict between its staff are very much common making it one among the most complex organizations in the whole terra firma. From having mismanaged plans to establishing wrong approach to co-members, name it and schools do have it. Not mentioning how parent-teacher relationship weakens and how student-teacher links become less sturdy. Surely, school has a very complex yet manageable system only if the team handling will invest on finding ways and intervention on how this organization could prosper as a foundation of learning and as a nursery for educational growth.

Lack of security, classroom mismanagement, unacceptable discipline approaches, members who are not into following orders, lack of projects for school improvement are among the prevailing issues in today's homes of educators and learners. Aside from lacking of educational materials and support from the government, the institution experiences internal conflicts due to miscommunication, bad attitude and lack of cooperation from its organizational team. Henkin, et al. (2000) stated in their published study that among the most significant key concepts in order to attain success when it comes to managing the school revolve around collaboration and teamwork among educators and staff as well as the parents. This is not being considered on a usual basis. Some conflicts are being worsened by lack of interests for support to their children,
differing opinions and perspectives and cultural differences. Some parents may not support an educator from a different ethnic group. Likewise, educators somehow put personal beliefs first hand in considering what way should they treat their students inside the classroom.

In addressing particular issues and conflicts for better management of the school, there is a great responsibility that the principal is shouldering. From connecting to her fellow teachers to reaching out to parents and to investing empathy to students' situation. All of these must be the priorities of a school’s administrator. They must not be contented that her school is doing well in academics and in extracurricular activities since those are not the primary gauge of whether the school is effectively managed or not. Moreover, it has to be noted that any organization has the leader whose job is also to monitor the whole system despite various seminars to attend to. Moreover, a school’s administrator must bear in mind that she must know the current state of the school and to find out the loopholes which are currently circulating. In the same manner, being members of the academe, educators must allot time in assisting the school’s administrator while they assesses the situations that cause problems. Besides, all conflicts can really be resolved through team effort just like how the previously mentioned authors discussed.

Hart (2019), meanwhile, said that in order to create intervention in resolving conflicts inside the school, there must be four resolutions to consider. These include peer mediation, process curriculum, peaceable classrooms and peaceable schools. All these resolutions could be simultaneously used or individually utilized depending on the case of conflict that has arisen. Aside from those, o effectively manages a certain organization especially schools, there must be guides on how to perform these and those and how could the management be able to prepare if ever conflicts arise and some problems began to affect the function of the organizations. Understanding school finances is one of the simplest step to attain smooth-sailing organization. Knowing how to effectively manage finances and finding out where to put expenses and where to invest in terms of programs
and projects must be the top priorities of the school administration. Planning and reporting with respect to the school charters must also be consistent so all the stakeholders will be informed and would be able to share insights and propose solutions. Through effective communications, moreover, dealing with complaints could no longer be a hard task to do for both parties can handle a calm conversation and could come up with the perfect answer without causing much trouble and without halting the organizational function. Understanding, involving itself in the list, must always be noted in everyone's mind since there must always be valid reasons for everything. Nevertheless, all the members must have fair share on the responsibilities so the management will not just be shouldered by few.

As what almost all the organizations are going through, school management has to walk through broken glasses to be able to reach the avenue of success. Working out plans and projects especially in such institution which takes good care of the youngsters' future will never be easy. Frankly, managing school is a difficult chore to comply for. However, everything can be achieved through teamwork and cooperation among parties involved. Communication and solidifying foundation through unified actions and strong planning from concerns to achievements and from projects to attained goals, can be effectively achieved using cooperation and teamwork.

References:

