EFFECTIVE SCHOOL MANAGEMENT

School as an organization

- To promote pupils’ learning, within a curriculum acceptable to its stakeholders, or as prescribed by the law.
- These ends should be met efficiently and effectively.

- Tensions between:
  - Social vs economic values
  - Prof autonomy vs managerial control
  - Individuality vs hierarchy
  - Structural authority vs participative decision making
  - Educational good of the many vs self interest of the view

- Broader values as reference to judge the dilemmas
A SYSTEMATIC APPROACH TO CHANGE

- Preliminary diagnosis
- Determining the future: what & how
- Characterising the present: e.g. Mission, nev mapping, readiness & capability; force field analysis
- Identifying the gaps
- Managing the transition
- Evaluating & monitoring the change
HOW TO GAIN QUALITY IN AN EFFECTIVE SCHOOL
TRANSITION MANAGEMENT

A SUITABLE TRANSITION MANAGEMENT

- Authority
- Respect
- Interpersonal skills
- Time

- MANAGEMENT OF CHANGE
- TRANSFORMATIONAL LEADERSHIP, not just TRANSACTIONAL
DEVELOPING A PLAN

- PURPOSEFUL
- TASK SPECIFIC
- TEMPORAL
- INTEGRATED
- ADAPTABLE
- COST-EFFECTIVE
GAINING COMMITMENT

- IDENTIFY TARGET INDIVIDUALS
- DEFINE CRITICAL MASS
- ASSES THE PRESENT LEVEL OF COMMITMENT
- DEVELOP PLAN FOR GETTING COMMITMENT FROM CRITICAL MASS
- DEVELOP MONITORING PLANS TO ASSESS PROGRESS
- USE OF POWER
- INVOLVEMENT
- PROBLEM SOLVING ACTIVITIES
- EDUCATIONAL ACTIVITIES
- TREATING HURTING SYSTEM
- REWARD SYSTEM
- ROLE MODEL
- COLLABORATION MECHANISM
- PERSUASION
WHAT COMMITMENT MEANS?

- ALLOCATION OF RESOURCES
- UTILIZATION OF RESOURCES

- GOING TO THE RIGHT DIRECTION?
- GAINING THE EXPECTED RESULTS?