

Educational Leadership, Planning and Organization

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Abstract

Throughout this course we have analyzed and discussed many different aspects within education. I will mainly be focusing on three of those topics and the facets within them: leadership, planning and organization. The consistent theme between these subject matters will be the balance that they must have in order to support an effective structure. My beliefs are that these components of education all work in unison with one another, moreover, they possess a complimentary relationship wherein they bring about a sense of stability within a business.

In my fifth-grade writing class we are currently working on compare and contrast. In this genre we challenge our students to explore the differences and similarities of two items, ideas or people; after gathering information from several sources. I believe we have been tasked with a similar assignment during this class. This whole course has been a process of gathering, analyzing and reflecting on information given to us through readings, videos and discussions. Upon reflecting, I have realized that leadership, planning and organization within education functions most successfully when balanced. When these three components within a school are working, a school can truly operate effectively.

It is said that leaders are not merely born but can be created over time. I wonder then, what is the formula that makes a person into a great leader? Scott Williams discusses in his video, "Top 10 Differences Between a Manager and Leader", that it was the influence of a past leader that made him a great leader. His leader believed, encouraged, challenged and corrected him when he needed it. I think that a great leader is made by exposing themselves to a plethora of experiences and finding balanced judgement based on those past events. It then becomes their decision to approach events as a leader or manager; furthermore, to decide which frame they will consider when passing judgement. The more I reflected on the facets of a leader vs manager, I realized that each style has qualities that are vital; schools need managers and its staff needs a leader. A school needs to run like a business and adapt with times, but the staff needs to buy into that transformation through someone they trust.

This is where that balance shifts into how effectively a leader can plan and have their followers trust in that plan. Strategic planning is about setting expectations for the future and centered around achieving effectiveness as a school. That is only half the battle when considering a leader also must rely on their staff to follow these expectations. As a leader, I

think simplicity is key when setting and communicating your desired results to your staff. As stated in “Making Strategic Planning Work”, we need to ask the important questions where are we now and where are we going, which keeps leaders focused on the future, while still learning from the present and past. When introducing a strategic plan there is always the likelihood that some may be resistant to adapting. It is up to the leader to make sure that all their staff supports the mission and vision by maintaining open dialogue.

Organizational change is a main part of strategic planning and leaders need to prepare their staff by informing them on what alterations will be taking place. Whether the forces of change come from an internal or external factor, it is essential that the leader keep a transparent line of communication. Making changes in the workplace without consulting your team can cause a lasting rift between administrators and other staff members. I think that one of the most important things a leader can do when asking for organizational change is having reasons backed by data. Decisions are made best when there is not a point to argue against them; a leader should not decide based on their own personal gain or merely an opinion, rather with clear and concise data.

At every level in education there are many different facets that come together to be effective at what you do. I think that being balanced in these domains is an important step when attempting to achieve this effectiveness. Being a leader that can successfully plan and have followers trust in the organizational change is vital to a school’s effectiveness. That is why I believe that balance is a key trait that a leader must possess in order to thrive in their role in education.

References

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