Leadership Philosophy

I will lead a school that will embrace lifelong learning, promote the development of positive relationships among students, faculty, staff, and administrators, foster academic achievement, embrace diversity and respect for one another, adaptability, open communication, and life success. This school will mirror my values of lifelong learning, encouraging relationships, academic excellence, personal and professional growth, respect, diversity, collaboration, open communication, organization, creativity, work ethic, community, and responsibility. In guiding my school, I would make sure to exercise a participatory leadership style where mutual decision making and collaboration is. I will embrace the human development theory where people are at the heart of the organization. I will use whole school reform in my organizational change efforts. Whole school reform is a strategy of school reform that is based on increasing school autonomy, supporting school leaders, collaboration, adaptability, and in essence building a learning community.

I believe in creating an inspiring vision and a mission statement that exhibits the values of the university. A vision should be empowering and excite members to do great things. I will be a moral leader who is kind, respectful, and genuine. I will deliver on my promises and represent everything I believe in. It is important that in my vision, I describe where our school is now, where I see it in the future, and how we are going to get there. I want the vision to be a mutual, shared vision among every school community member. The mission statement will be revised and thoughts and ideas from the school community will be included in the new mission statement.

I believe schools that are informed, energetic, and thoughtful are successful schools. Schools need to have a positive climate and a supportive culture. Respect and open communication is key to this. David Perkin’s smart schools are a great example of the type of school I would like to lead. The values of smart schools – being informed, energetic, and thoughtful – are what I would strive for in guiding my school. I believe it is important for administrators, staff, faculty, and students to be on the same page and for policies to be developed with everyone’s input. The members should take ownership in the school and want to participate and express their desires in improving the school environment. I also believe the energy of the school is what builds morale and school spirit that is so important in improving the climate of the school. Having respect for each other, diversity, open communication, and holding academic excellence in the highest regard are important elements in leading a school.

I believe that behavior is a function of the interactions between people and an organization, which, in turn, helps shape the school climate and culture. A school’s culture and climate affects the individuals that make it up. The organization as a whole is also affected by the interactions of its members. I believe in creating an environment where faculty and staff are motivated through rewards/recognition, challenges, and personal and professional growth. It is important to have a positive school climate and culture through incorporating positive personnel relations, building motivation and morale, and having respect and appreciation for every member of the school community.

Trust, respect, and confidence in my fellow school community members, encouraging open communication, and emphasizing collaboration in decision-making is crucial for a positive leadership position. The best way for an organization or a person within that organization to accomplish a task is through collaboration, open communication, and a well-organized structure. I believe in participative decision making. As a leader of a university, I will make sure to
include faculty, staff, and students in important decisions. If they cannot be a part of the actual decision-making, I will make sure they know what is going on at all times and keep the lines of communication open for any concerns they may have. Participative decision making allows for better decision and enhances the growth and development of an organization’s participants. Participation creates “mental and emotional involvement” and “buy in” to the idea. This involvement motivates the participants and creates energy, creativity, and initiative.

I believe the moral/transformational leadership philosophy is the best way to lead the school community to positive change. It focuses on morals and virtues and aligning individual goals and values with the organization. Transformational leaders inspire their constituents and empower them to bigger and better things. I want to be this type of leader that encourages others and gains others respect and trust. Moral leaders use intrinsic motivation and belief in self to increase satisfaction and performance. I hope to inspire others to look to the future, want to do good for the world, and move them to positive social change.

I would incorporate aspects of the human relations theory to bring about positive change on campus. It is good to have a chain of command and a clear “leader”, but I believe too many of these “top administrators” have too much power and are too busy to help the lower departments they are in charge of. The “bureaucracy” of it all sometimes doesn’t work out for the best for individual offices or departments on campus. Students suffer as well because they mostly interact with these smaller departments. If something needs to be a changed, and it takes too long to make a change because of the “bureaucracy,” then there will be unrest. When staff is ignored, they start to feel disconnected and unappreciated. The human relations movement stresses positive personnel relations, motivation, and morale. I believe these values are very important to a university.

As a leader, I am committed to lifelong learning, encouraging relationships, academic excellence, personal and professional growth, respect, diversity, collaboration, open communication, organization, creativity, work ethic, moral leadership, community, and responsibility. At the heart of the school community is the people who make up the organization, the individuals are the most important pieces to the success of a university. I will not be a perfect leader, I will make mistakes, but I will stay true to my values and what I believe is best for the university.