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Influence of Principal's professionalism and use the IT technologies on overall development of the institution

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Abstract: The overall development of the Institution is dependent on the approach and attitude of the principal. Influence of Principal's professionalism on overall development of the Institution is the aim of this paper. Professionalism means conducting oneself with responsibility, integrity, accountability and excellence. The predominant characteristic of Professionalism is the temperament of oneself to work in the public interest. In order to achieve overall development of the Institution the author has suggested an approach. By practicing professionalis, use the IT technologies for rejuvenate the institution with quick effective communication and suggested approach principals' can achieve overall development of their Institutions

Keywords: Professionalism; Principal; Achiever; Teacher; Student.

1. Introduction:

Professionalism means conducting oneself with responsibility, integrity, accountability and excellence. The predominant characteristic of Professionalism is the temperament of oneself to work in the public interest. The overall development of any institute is reflects by the achievements of the students. Achievements of the students reveal the inspiration and information levels of the teachers in that institute. The teachers and students achievements are the results of Principal's professionalism.

In this century, the globe has shrunk due to the developments in the field of communication and information technology, and liberalization in policies of most of the countries in the world. Due to this the global competition has increased. In the era of global competition, the manpower with professionalism is bound to progress, resulting into development their Institutions. The educational Institutions play vital role in developing manpower with professionalism. The Principal plays an important role as a head of an educational Institution and a leader of a learning

community in developing professionalism in their teachers at first and with help of them in their students. He must have his hand in the day to day activities of the Institution, and listen to what the constituents of Institution are saying and possess the temperament to work in the public interest. A principal with professionalism always leads by example and stays calm in difficult situations, thinks before act, and tries to prioritize the interests of the Institution in the process of overall development of the Institution. The Principal has to follow and propagate professionalism amongst his teachers and students.

2. Approach:

The overall development of the Institution is dependent on the approach and attitude of the Principal in imbibing values of professionalism amongst his teachers and students. To substantiate the approach mentioned in this paper, the author recollected his past observations in his life regarding the principals, with whom he was associated as a student, teacher, and an external observer, and influence of those Principals' professionalism on overall development of their Institution. As a student, he observed more than 25 principals in total, as a primary school, high school, college, post graduate and PhD student. As a teacher he observed 07 principals under whom he was worked as lecturer, assistant professor, associate professor, professor and vice-principal. As an external observer, he observed 15 principals, who are working as primary school, high school, college or professional college principals.

By summarizing his observations based on his experience regarding professionalism of principals towards the development of their institutions and correlating these observations with the findings in the literature, the author conceived that, a principal is required to influence with professionalism in the following attributes for overall development of the institution.

- Re-depict vision and mission of the Institution.
- Nurturing the Teachers to be achievers.
- Nurturing the students to be achievers
- Rejuvenate the Institution

2.1 Re-depict vision and mission of the Institution: The first priority of the principal of any institution is to have clear understanding of where they are and what they are trying to achieve (i.e. desired future). A vision provides an intellectual framework for Institution strategy, and it defines a strategic direction and presents a conceptual map of how an Institution moves from its current reality to a desired future state. So a vision expresses a desired future and provides guidance about what core to preserve and what future to stimulate progress toward. A well-conceived vision consists of two major components: core ideology and envisioned future (Collins et al., 1996). Core ideology provides

the bond that holds an organization together through time. For overall development of the institution, the principal first predict the future of the institution with the core ideology of professionalism and re-depict vision and mission of the Institution.

Mission has to do with the purpose of an Institution. Mission provides an orientation, not a checklist of accomplishments. It defines a direction, not a destination. It tells the members of an organization why they are working together, how they intend to contribute to the world. Without a sense of mission, there is no foundation for establishing why some intended results are more important than others (Senge, 1993). A mission inspires both the passion and the patience for the long journey. While vision inspires passion, many failed ventures are characterized by passion without patience (Senge, 1993). Therefore, for an extremely realistic and commanding motive of overall development of the institution, the principal must re-depict both a mission and a vision in accordance with his core ideology of professionalism. Principal has to conceive, set and implement the objectives to match re-depicted mission and vision of the institution.

2.2. Nurturing the Teachers to be achievers: The Principal's direct supporter is the teacher. Friedkin and Slater (1994) indicated that Principal influences student achievement through influencing teachers. Principal teaches, coaches, and promotes the professional development of teachers and his availability to his staff enhances motivation, self-esteem, sense of security, and morale (Blase and Blase, 1998). Principal has a positive effect on professional development when he offers a vision of learning, support collaborative change, and discusses professional research with their teachers. Teachers who work in a stimulating and supportive environment can reach higher stages of professional development (Phillips and Glickman, 1991). One of the foremost functions of the principal is that of setting goals and bench marks so that the objectives of the Institution can be met (Vann, 1990). In enabling the Institution to meet its objectives, the principal acts as an agent of change by developing professionalism in the Institution. The role Principal in developing professionalism in the Institution starts from the stage of selection of the teacher. At the time of selection the Principal should prefer to select the knowledgeable person in the required area of knowledge and skill. After the selection, principal should always monitor the teachers and motivate them to get updated with current research and developments in their subject and encourage them for research, by providing incentives for knowledgeable research work. There are many factors that play into a person being a good teacher with professionalism. Elements that contribute to the professionalism of teachers are Knowledge, Skills and Attitudes. Knowledge is an important element, which includes knowledge of the subject, knowledge of the teaching and learning process, knowledge of society and knowledge of policies in organization and education. The skills are ability to

communicate and discuss educational issues with a wider audience, ability to account the quality of work to the outside world, ability to conduct research within the practice of Institutions, ability to contribute to collaborative learning of professional communities and ability to translate the outcomes of educational research to innovations in the classroom/Institution.

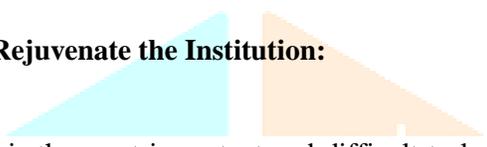
Teaching learning process of an Institution reflects the ability of the Principal. To improve the knowledge of the teaching and learning process of a teacher in his Institution, the principal should provide basic infrastructure and a safe environment for exchange of thoughts. Having exchange of thoughts about beliefs, vision, mission, student work, and the student outcomes are all powerful tools for improving teaching and learning in the institute. With this kind of encouragement and stimulating and supportive environment, all teachers can succeed and develop their own personal style of professionalism.

Teachers who work in a stimulating and supportive environment can reach higher stages of professional development and emerge as proud and informed teacher. A proud and informed teacher is an asset to the Institution and delivers his maximum might for overall development of the institute. Thus, the professionalism and behavior of the principal significantly influences the individual achievements of teachers. The individual effectiveness of teacher and collective efficacy the teachers will improve the students' achievements, resulting into a better overall performance of the Institution.

2.3: Nurturing the students to be achievers: The students' achievements are the measure for the performance of the Institution. In order to achieve the effective students' accomplishments, the principal needs to concentrate mainly on teachers trust on the students and also the 'parents and environment at the home of the students'.

2.3.1. Teacher's trust on the students: Teacher's trust on the students will make students more confident and committed in achieving the targets. Teacher must not keep any prejudice towards students on the basis of their looks, clothing, speech etc. To trust the students, the teacher needs to be more confident of his/her self about his/her instructional knowledge and method of teaching. If a teacher is confident about his profession and possesses professionalism, he/she can make wonders in molding the students in achieving their targets irrespective of quality and level of the students. In making or recruiting the teachers with right attitude and professionalism, the role of the Principal, thus is very critical. If the Principal possesses the right attitude and professionalism, he can motivate his teachers, build confidence and imbibe professionalism in them. Confident teachers with professionalism trust their students and mould them as achievers of the Institute.

2.3.2. The parents and environment at their home: In India, mother is considered as the first teacher of any individual. The foundation of ethical values, good habits and discipline are laid in the child hood by the parents by nurturing these qualities and providing conducive environment to imbibe these qualities in their wards. The Principal and teachers can easily mould these students with said inbuilt qualities as achievers. The Principal should know the family back ground of the students and regularly keep in touch with the parents of students and share the information of the student for the benefit of the student. Depending on the outcome of the interactions, principal should suggest their parents “to give special attention to their wards and if required, try to create conducive environment in the house for the development of the student”. At the same time Principal should direct his teachers to put special attention on these



2.4. Rejuvenate the Institution:

This is the most important and difficult task of the Principal while developing the Institution. To rejuvenate the Institution, every constituent of the Institution must work hard to achieve the common goal of the Institution that is overall development of the Institution. Teacher’s achievement is the individual goal of the particular teacher. Student achievement is the individual goal of that student. The goal, overall development of the Institution is not an individual goal; it is the collective goal of all the constituents of the Institution. To achieve this, all the constituents, the Principal, teachers and students should realize the goal as their collective goal. To convert these efficiency levels of the individual levels as efficiency levels at collective level, the Principal as a leader of the Institution should takes lead and develop confidence in his constituents by practicing the professionalism and use the IT technologies for rejuvenate the institution with quick effective communication and publicity.

By practicing the professionalism: Principal will influence most of his teachers and students to observe professionalism and improve the potency levels of the people and convert these potency levels of the people at collective level for overall development of the establishment. Professionalism is not an easy skill to develop; since it is the made-up of many different skills, all intricately blended together it may take years of experience to come near perfection. The head of the Institution has to provide a safe environment for all those, who are determined to practice and strengthen these skills and for those, who are interested to practice and strengthen these skills, it is necessary to encourage them. The people with less confidence and determination need an environment where they feel safe enough to make mistakes, learn from their mistakes, and have opportunities to try again. If anything happens the other way, the principal takes the responsibility and creates confidence amongst the constituents to work at collective level and

leads the Institution towards overall development of the Institution. This will fill energy in the all the constituents of the Institution and Rejuvenation of the Institution takes place.

Use the IT technologies for rejuvenate the institution: In the era of global competition it is necessary to know what is going on around us in the area of our concern and social media revolution provides the individuals and institutions to propagate their strengths and achievements more effectively and at quick pace.. The youth of today connects very quickly to the information propagated through the Social media like Facebook, twitter, orkut, MySpace, Skype etc. The information propagated through these technologies can reach audiences all over the world among the different groups of people.

Social media have the potential to fundamentally change the character of our social lives, both on an interpersonal and a community level. Collaboration through online mode becomes easy if it is facilitated by social media technologies. For instance, learners can collaborate on team projects Social media can be effective for building social authority; individuals or organizations can establish themselves as experts in their fields, and then they can begin to influence these field(Baruah,2012). s. The principal of the institution can effectively use the IT technologies for rejuvenate the institution with quick effective communication and publicity.

3. Conclusion:

Professionalism means conducting oneself with responsibility, integrity, accountability and excellence. The predominant characteristic of Professionalism is the temperament of oneself to work in the public interest. By practicing professionalism, use the IT technologies for rejuvenate the institution with quick effective communication and and suggested approach principals can achieve overall development of their Institutions. Principal of the Institution can influence teachers and students to practice professionalism by practicing the approach mentioned in this paper. After inculcating professionalism in the institution, the need of the principal as a leader shrinks and all the constituents in the institution will work for the development of the institution with actuated attitude and impetus. This facilitates the principal to spare his valuable time on other activities of institutional development. This will increase the pace of development of institution.

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