

On the Leadership Training and Promotion Strategies of School Management Team

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Abstract

The school management team is the school-level or middle-level managers involved in the school management activities. The management quality of the school management team is the key to the orderly and orderly development of a school. Schools should strengthen the quality and self-cultivation of cadres by establishing a new mechanism for the construction of management teams, and constantly improve the overall level of management teams to meet the needs of the development of higher education in the new historical period. Based on modern leadership concepts, this paper combs and constructs leadership from its connotation, functions and strategies, with a view to establishing a complete leadership system, which will provide some theoretical support for the reconstruction of school culture, the improvement of teachers' professional level and the healthy development of new curriculum reform.

Keywords

School; Management team; Leadership.

1. Introduction

Leadership theory is a theory with distinctive characteristics of the times, and its rise is closely related to the development of economic globalization, scientific and technological progress and the development of leadership theory. To some extent, leadership is understood as the quality and belief of leadership. This kind of leadership pays more attention to the superiority of leadership in the process of command. When playing the role of leadership, leadership is the main body [1]. Based on modern leadership concepts, this paper combs and constructs leadership from its connotation, functions and strategies, with a view to establishing a complete leadership system, which will provide some theoretical support for the reconstruction of school culture, the improvement of teachers' professional level and the healthy development of new curriculum reform.

2. The Meaning of Leadership

The development of leadership is closely related to the rapid development of society, the continuous progress of science and technology and the development of leadership theory. With the increasingly fierce social competition, leadership plays an increasingly important role in organizational management. In the process of leadership, being praised, understood, trusted and respected shows that the leadership team has good leadership. At present, the development of leadership is influenced by many factors, such as postmodernism and neoliberalism [2-3]. When leadership plays a leading role, it can exert the strength of the group and is a force to inspire people to move up. In modern times, the development of leadership theory is influenced by post-modernism, neo-liberalism and information technology. The study of leadership theory

has become a key topic in organizational behavior, and to some extent, it has redefined the connotation of leadership.

Flexible management, as a management mode that is most in line with the characteristics of the times, has been introduced into school management and played a positive role. However, if a high-quality leadership team does not give full play to the role of decision-making, command, control, supervision and coordination in the management process, the role of flexible management can naturally not be maximized [4]. Especially after the introduction of flexible management theory in schools, it is even more necessary for a high-quality leadership team to adhere to and implement the party's line, principles and policies and promote the healthy and rapid development of schools.

3. Elements of Leadership of School Management Team

3.1. Environmental factors of management

Specifically, a harmonious campus culture is conducive to the improvement of management efficiency and the formation of consistent values, codes of conduct or behavior patterns for school administrators. Leaders should be student-oriented and teacher-oriented, and coordinate school-running ideas, development goals, school orientation, work ideas and public opinion orientation in a rational understanding of the macro-strategic level of the school, all of which reflect the management ability of leaders [5-6].

The five-force model of leadership emphasizes that leaders need to have five abilities in the process of leadership (Figure 1), which are necessary for all leaders and for every member of a leadership team. If the five-force model is put into team leadership, the connotation represented by each element in the model has a focus; Among them, charisma means that team members need to constantly improve and improve their comprehensive quality to ensure the smooth implementation of team goals.

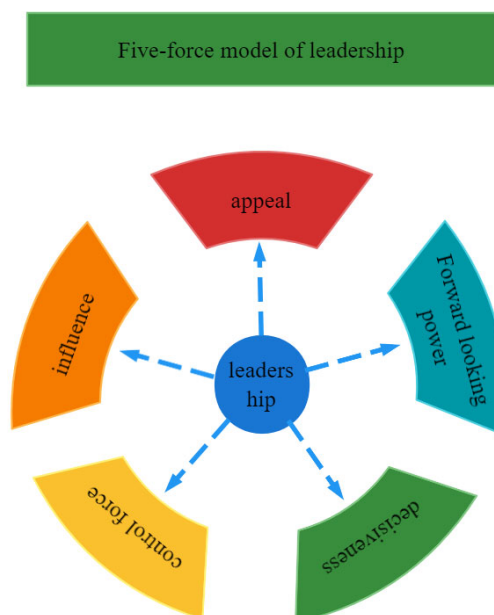


Figure 1. Five-force model of leadership

School management has both the commonness of management and its own particularity. Its particularity is embodied in the implementation of high-level management of groups whose knowledge literacy is obviously higher than that of the public in an environment of intensive knowledge, centralized information and open mind.

The management quality of the school management team is the key to the orderly and orderly development of a school [7]. A good school can't do without a good management system and a good management team, so it requires the school management team to have certain leadership and be able to give full play to the identity of managers in management.

3.2. Information environment and resource construction ability

As a school administrator, the construction of information environment and resources can not be ignored in the planning of school development. Defining the current situation of information environment and resources construction in our school is conducive to further proposing the school development outline and timely revising and adjusting the school policies and measures [8]. Managers promote teachers and students to keep up with the needs of social development through various school activities, and use information technology to promote the formation of campus culture with personality development, self-development, informal learning, learning-oriented schools and lifelong learning concepts.

The school management team is the school-level or middle-level managers involved in the school management activities. The management quality of the school management team is the key to the orderly and orderly development of a school. Executive leadership and leadership are not antagonistic, they are interrelated and interdependent, and cannot be distinguished by simple dichotomy [9]. Although administrative leadership and leadership have different fields of work, the work of administrative leadership will inevitably affect teaching. The main difference between administrative leadership and leadership lies in the difference in orientation and degree.

The establishment of information planning is a process of continuous circulation and improvement, which is constantly changing with the challenges and goals that school administrators constantly encounter in the process of information development in our school. This is a dynamic process, which needs the cooperation and mutual understanding of school administrators to be successfully completed.

4. Leadership Training of Management Team and Its Promotion Strategy

4.1. Establish a harmonious campus culture

The harmonious development of school campus culture is conducive to improving the efficiency of school management, standardizing students' behavior and making managers and students form consistent values. This requires leaders to have a certain level of leadership, be able to play a leading role, rationally understand the development strategy of the school, and abide by the people-oriented management concept. The people-oriented management here is not only student-oriented, but also teacher-oriented. Administrative system and code of conduct are "hard" and "soft" codes of conduct within administrative organizations, and are important components of organizational culture, which embody and strengthen the group values of organizations. Reasonable rules and regulations and codes of conduct play a decisive role in the formation of leadership.

As micro-leaders, teachers' professional growth and the formation of learning community play an important role in the development of superior leadership and their own leadership functions. Teachers frankly meet each other, share teaching resources, discuss issues related to teaching reform together, and establish a teacher learning community that learns from each other based on the common belief of promoting their own development and improving teaching quality. Under the influence of the excellent leadership of the principal, teachers engage in teaching activities with passion [10]. Therefore, leaders should establish a common vision with all group members, so as to urge people to work towards a common goal.

4.2. Establishment of lifelong learning experience center

As the middle management team of the school, the words and deeds of team members will affect others. In the process of team development, we should not only pay attention to the overall quality of the team, but also pay attention to the personal quality of the members. The "barrel principle" tells us that the overall height of a whole or system depends on the weakest. Education is also changing into a borderless knowledge exchange situation. As an indispensable part of the school organization, the management team should devote itself to putting the future development of the school in the first place. In order to better adapt to the changes in the information age, every school should establish a team with the concept of "lifelong learning", thus leading the development of school education and creating a learning campus.

By strengthening the leadership of the school management team, the school can improve the comprehensive ability of managers and improve the management system and level of the school. The leadership ability of management team directly affects the management of proofreaders and students. The improvement of leadership can make students better adapt to the management of the school, improve their self-discipline ability, promote the development of the school and cultivate high-quality talents for the society. The leadership of the school management team can effectively use the software and hardware resources of the school and establish a lifelong learning experience center with the color of the school. The experimental diagram of lifelong learning experience center is shown in Figure 2:

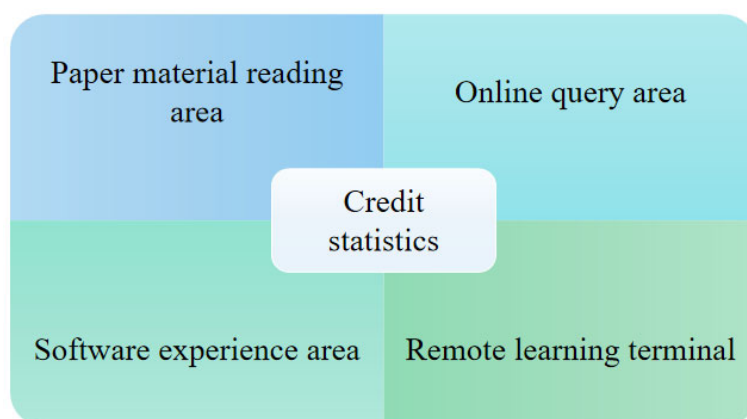


Figure 2. Experimental diagram of lifelong learning experience center

As can be seen from the center map of lifelong learning experience, due to the limitation of its own resources, schools can increase or decrease their own map areas, and the application of credit accumulation can also jointly formulate corresponding rules and regulations. According to their own situation, the relevant rules and regulations of the experience center are more effective and humanized. It can also be used by teachers and students. The establishment of lifelong learning experience center in schools can help school managers to constantly establish and practice the theory and thought of lifelong learning, stimulate their interest in learning, thus improving work efficiency and striving to build a learning school in line with the development trend of information.

4.3. Improve the level of ideological and political quality construction

School management cadres not only participate in the formulation and implementation of school-running ideas, school-running ideas and school-running plans, but also participate in the organization of school tasks, and their ideological and political quality directly determines the school-running ability. For example, formulate and implement the system of cadres' regular contact with teachers and students, the system of cadres' attachment to colleges for exercise,

and strengthen the contact between management cadres and teachers and students and grassroots units. Linking all the separated links together, the coordination of this coordination and the research of this research will jointly promote the solution of the problem.

Schools are relatively independent in society, and the promotion of their posts lies in getting a bigger service platform for management cadres. It is the correct view of power to give full play to talents, realize ambitions and enjoy the happiness brought by career progress on this platform. Only when management cadres exercise at the grassroots level and have experience in working and serving at the grassroots level can they better make up for the lack of practical experience, unfamiliarity with social conditions and public opinion, and enhance the development potential of cadres.

In order to promote the all-round development of school work and the full implementation of flexible management mode in schools, we must first fully understand the specific problems encountered by school leaders in flexible management and solve the ideological and cognitive problems of the leaders. Therefore, in order to ensure the high quality of the development of higher education, we must cultivate a group of leaders with excellent ideological style and high practical level, that is, leaders with high moral quality, good theoretical quality and strong professional ability.

4.4. Optimize the structure of the leadership team

The ability of management team leaders can be reflected through the daily standardized management system of the school. The school management system should be as perfect as possible, and the leaders should manage and lead the students through the system. Perfecting the school management system plays a vital role in improving the leadership ability of the management team. Reasonable structure can produce efficiency that the whole is greater than the sum of parts, while unreasonable structure will produce internal friction and weaken combat effectiveness. The optimized leadership team structure should be a three-dimensional combination of members with different age structure, knowledge structure, intelligence structure and psychological quality structure, so as to strengthen the coordination and complementarity among members of the leadership team, which is conducive to clearly dividing and stipulating the responsibilities of each member within the leadership team.

School rules and regulations are norms in origin, principle, entity, procedure and moral discipline, which standardize the operation of working mechanism and try to realize entity justice on the premise of ensuring procedural justice. Therefore, in order to improve the flexible management mode of schools and promote the all-round development of higher education, it is necessary to strengthen the construction of middle-level management team. It is also possible to implement a system of regular rotation and exchange of cadres in the construction of middle-level management teams, so that middle-level cadres, especially those working in human, financial, material, enrollment, infrastructure and other departments, can receive exercise in a complex and difficult environment, and increase the intensity of cadres' recommendation, exchange and post-employment training outside the school.

5. Conclusions

The development of leadership is closely related to the rapid development of society, the continuous progress of science and technology and the development of leadership theory. With the increasingly fierce social competition, leadership plays an increasingly important role in organizational management. In the process of leadership, being praised, understood, trusted and respected shows that the leadership team has good leadership. A good school can't do without a good management system and a good management team, so it requires the school management team to have certain leadership and be able to give full play to the identity of

managers in management. At present, the requirements of the school for the professional background of managers are decreasing day by day, at the same time, the requirements for their comprehensive quality are constantly improving. School management requires cadres to show distinctive characteristics of the times and occupations in their work, which is the basic requirement for school management cadres in the new social environment.

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