

THE ORGANIZATION OF EDUCATIONAL LEADERSHIP

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Abstract: *In many education systems, school principals are required to become leaders, to unite teachers around a school project, to develop teaching practices, to promote the development of professional skills and even to stimulate a dynamic of organizational development. The goal of management is the unit's good reputation for retaining or attracting the best students. The paper helps schools define strategic plans by setting goals for them to achieve their efficiency and quality goals. Emphasis is placed on human resource management - working conditions, teacher pay, in particular - and on their professionalisation. Another view is based on promoting an institutional culture that fosters change, innovation and creativity. The idea is that the principal or teachers can share the same vision on the strategy to be implemented. The most efficient professionals must lead by example and train their colleagues. Today, it has been proven that leadership is essential for pedagogical innovation, that schools have an overwhelming role to play in improving student learning. Thus, schools that share the same perspectives, the same educational standards, that feel collectively responsible for the academic success of their students create a favourable climate for improving teaching practices.*

Keywords: *leadership, strategies, vision, human resources management*

JEL classification: M12, I21, I25

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