

***EDUCATIONAL ADMINISTRATORS NEEDS TRAINING
PROGRAMME***

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The success of any institution or organisation largely depends upon the effectiveness with which it is managed and administered by its executive. The schools or colleges, also, are a kind of organisation, namely, educational organisation, which aims at imparting education to the growing generation and to prepare it for the future world. These organisations aim at developing certain values in students and ensuring an all-round development of their personality. An educational organisation can achieve its aim only when it is administered effectively.

The chief executive in the educational organisation is the principal. Since the principal is the head of the institution, it is he who manipulates all other elements in order to achieve pre-determined objectives. If the principal is ineffective, the institution he works will be ineffective. To make the institution effective it is necessary to ensure that the principal has the training to adjust with his environment. It is essential that he should know the basic components of administration which can be gained only through a proper training programme.

At present, any teacher having a post-graduate degree with a teachers' training diploma and ten years of teaching experience may become the principal of a school. But it is a proven fact that teaching and administration are two different things. A good teacher may not be a good educational administrator.

Although any educational administrator is a teacher first, it does not ensure that a teacher will also be an effective educational administrator. In most of the cases, we see that most of the educational administrators are efficient but not effective, doing only routine job and anyhow retaining their position. They have no insight of guiding and implementing new ideas.

Any system, particularly educational, which is directly related to society, cannot flourish without creative and properly trained executives, which our educational system is at present lacking. Most of our educational executives do not know what they can do and what they can not. They have the false notion that running a school up to 6 or 7 periods, is the work for which they have been employed, and that this can easily be done by anyone. The number of effective educational administrators are very few and they prefer to work in private institutions having lesser job security.

The government is also reluctant to have a proper care of educational institutions. Increase of pay and perks will no way fare better in our schools or colleges. We have now to think for a proper training programme for our educational administrators and also for in-service short term refresher courses to fit with the coming generation demand.

The design of such a course is a matter of national debate. The investment in terms of money and time that a trainee will have to make in order to get such training will have to make in order to get such training will not have appropriate returns for the time being. However, a much strongest argument against this concept is the geometric increase in our numbers.

A generalist type of training will be unsatisfactory. The needs of a school headmaster will be obviously different from that of his counterpart at a college. Again, the problems faced at school and college levels are markedly different from each other.

The problems of number can be minimised by using multiplier effect, which is a mode of training programme in which a relatively smaller group of people is given training for a certain period in how to train the rest. These resource persons are used at a later stage to train another set of administrators.

Starting of evening sessions, vacations sessions, and other short-term sessions conducted by reputed management institutions will be more effective. Today, it is often demanded that a principal must understand the mass psychology of students, teachers and communities and provide leadership of thought by an imaginative approach. He must look into the future, not in the past. This can only be gained through a proper training programs designed to suit the needs of the present environment.

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