

## TRAITS NEEDED FOR EDUCATIONAL ADMINISTRATION

*By*

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**Article Appeared in Hindustan Times Dated 27<sup>th</sup> November 2000**

The success of any institution largely depends upon the effectiveness with which it is managed and administered. The educational organizations, aim at developing certain values in students and ensuring an all-round development of their personality.

The chief executive in an educational organization is, the principal. Since the principal is the head of the institution, it is he who manipulates all the other elements in order to achieve predetermined objectives. If the principal is ineffective, the institution will be in a state of mismanagement. To make the institution effective, it is essential that he should know the basic components of administration that can be gained only through a proper training Programme.

At present, any teacher having a post graduate degree with a teacher's training diploma and ten years of teaching experience is eligible to be a principal. But it is a proven fact that teaching and administration are two different things. It's not essential that a good teacher will prove to be a good educational administrator also, in most of 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 institution, which is directly related to society, cannot flourish without creative and trained executive. And there is shortage of such people in our educational institutions. Most of our educational executives are not clear about the things they can't do. They have a false notion that managing the school during the school hours, is the work for which they have been employed. The number of effective educational administrators is very few. They also prefer to work in private institutions having lesser job security. The government is busy in things of less importance. Increase of salary and perks will in no way improve the condition of our schools and colleges. We should have a proper training Programme for the educational administrators. Short-term course should be organized from time to time, for the already serving teachers; the design of such courses 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 its own advantages.

A general type of training will be unsatisfactory. The needs of a school headmaster will obviously differ from that of his counterpart at a college. Again, the problem faced at school and college levels are markedly different from each other. The number of people who require such training is also very high. Using multiplier effect, which is a mode of training Programme in which a relatively smaller group is given training for a certain period in how to train the rest, can minimize the problems of number. These resource persons are used at larger stage to train another set of administrators.

Starting 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 his imaginative approach. So, it is in the interest of all of us that our future generation gets, more creative and imaginative people rather than the people who themselves are confused.