

Unit 7 Assignment
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March 31st, 2011
EAD 801 – Dr. Dwan V. Robinson

As a leader, one must consider aspects of moral and ethical leadership and how to lead their team successfully. There much more at stake than simply guiding an institution to be effective. Both in word and deed, employees look up to the actions of their supervisors. A leader must have the skills necessary to connect with their employees, contribute to a hopeful future, and provide guidance towards a prosperous institution.

Hope is considered to be effective for an organization to thrive. It requires both faith that knowing something is possible, and taking action to make it happen. Sergiovanni states “Why should leaders be hopeful? Because the evidence suggests that hope can change events for the better” (page 113.) Simply having a more positive outlook on a situation can change both attitude and action. It can also have a trickle down affect when employees see their supervisors act one way or maintain a certain attitude. When employees look up to their supervisor for guidance, they want to see hope that things are going well or that they can change to go better. Hope also serves as the optimistic approach to any obstacle or setback. Knowing that there is something that will be change to improve the current system is encouraging. Leaders who can incorporate hope in their lives and daily activities in an institution will influence increased production and morale.

If leaders want to lead their team to be successful, they must first set the example in word and in deed. The only way that teachers and administrative staff know how to act is to follow the culture set by the leadership. “As an administrator, the leader has access to organizational structures and processes that affect the core work of teaching and learning” (Starratt page 128.) Leadership will affect employees in every action they take or do not take. Every employee must be treated with the respect they deserve as both a citizen and employee. The leader has the means

to access and impact the daily routine of activities at the institution. There is a responsibility and accountability that must be maintained by all members.

There are a number of ways that educational leaders can achieve buy-in from their employees and from other organizations while ensuring excellence. I think creating good morale among team members is the most important ideal. When employees feel trusted and have their work recognized and praised, they are more likely to feel comfortable and want to improve their work quality. It all boils down to the type of culture that wants to be created in the school. The leadership team has the responsibility to implement the vision and see that it is carried out through all of the team members. This, in turn, must continue to filter down from the teacher to the student. The student is what ultimately sets the standard for the school as the community looks inward at the institution. At the end of the day, institutional leaders must remember that all employees are humans, citizens, and staff contributing to society and the common good of the student.

Educational leaders must decide what is ethically and morally important to them and never sway from it. It takes character to stand up for what is right and what they think is important. Their employees will see that courage and feel called to respond in a way that is meaningful, intentional, and beneficial for the student. While leaders can implement change and monitor productivity, their goals should be maintaining employee morale and contributing to a hopeful future.

Fullan, M. G. (2002). Moral purpose writ large. *School Administrator*, 59(8), 14-16.

Sergiovanni, T. J. (2006). The virtues of leadership. *The Educational Forum*, 69, 112-122.

Starratt, R. J. (2006). Responsible leadership. *The Educational Forum*, 69, 124-133.