A Qualitative Study of Leadership Characteristics among Grade Chairpersons in Moises Salvador Elementary School

Elena T. Tan, Ma. Ed.
National Teachers College

Abstract:- This qualitative study investigates leadership characteristics among grade chairpersons at Moises Salvador Elementary School. Addressing a gap in research, the study aims to contribute insights for training and identification of effective leaders. Thematic analysis of semi-structured interviews reveals a dynamic blend of transformational and transactional leadership styles. Transformational traits include nurturing environments, vision-driven leadership, and empathy. Transactional characteristics involve teamwork, fairness, and consistency. The findings emphasize the diverse leadership styles and recommend tailored leadership programs, enhanced communication, strategic visioning, continuous professional development, structured feedback, recognition, and advocacy initiatives. Implementing these recommendations aims to foster a positive sense of place, enhancing the educational experience for students and teachers.

Keywords:- Leadership Characteristics, Grade Chairpersons, Elementary School, Transformational Leadership, Transactional Leadership.

I. INTRODUCTION

Grade chairpersons play a role, in schools as they oversee the instruction and assessment of their assigned grade level. Additionally they act as mentors and coaches to the teachers within their grade level. The effectiveness of grade chairpersons is vital for the success of all students.

While there is an amount of research on leadership in schools there is limited exploration into the specific leadership characteristics required for effective grade chairpersons. To bridge this gap in literature this study aims to investigate the leadership qualities exhibited by grade chairpersons, at Moises Salvador Elementary School.

➢ *Background of the Study*

Grade chairpersons play a role, in schools as they oversee instruction, assessments and provide mentorship to teachers. Although leadership in schools is well documented there is still a need to better understand the qualities that are essential for effective grade chairpersons. To address this knowledge gap a study was conducted at Moises Salvador Elementary School focusing on the nuanced leadership styles of grade chairpersons. By examining both transformational and transactional leadership characteristics

this study aims to provide insights for training programs and the identification of leaders, in elementary education.

➢ *Significance of the Study*

This study is set to make a significant contribution to the field of leadership in elementary schools. It will provide insights into the specific leadership characteristics that are necessary for effective grade chairpersons. This information can be used to develop training programs for grade chairpersons and to help school administrators identify and promote effective grade chairpersons.

➢ *Research Questions*

This will expound knowledge on the following research questions:

- What are the leadership characteristics of grade chairpersons at Moises Salvador Elementary School?
- How do grade chairpersons at Moises Salvador Elementary School use their leadership characteristics to improve student learning?

II. METHODOLOGY

This study will employ a qualitative research methodology. Semi-structured interviews will be conducted with grade chairpersons at Moises Salvador Elementary School to gather data. The interviews will focus on the leadership characteristics of the grade chairpersons and how they use those characteristics to improve student learning.

The data collected from the interviews will be analyzed using thematic analysis, which is a qualitative data analysis method that involves identifying and analyzing patterns in the data. The patterns that are identified will be used to develop themes that describe the leadership characteristics of grade chairpersons at Moises Salvador Elementary School and how they use those characteristics to improve student learning.

III. REVIEW OF RELATED LITERATURES

Leadership is a multifaceted phenomenon that has captured the attention of scholars for many years. While there is no one-size-fits-all definition of leadership, it is commonly accepted that it involves the ability to influence others in order to achieve a shared objective.

➢ *Effective Leaders Share a Number of Common Characteristics. these Characteristics Include:*

Effective leadership is built on a foundation of integrity. It includes elements such as honesty, transparency, and an unwavering dedication to ethical principles. Leaders who possess integrity consistently act with honor, even in situations where no one is observing their behavior. By demonstrating a strong moral compass, they gain the trust and respect of their team members

Developing self-awareness entails confidently recognizing and acknowledging one's strengths, weaknesses, motivations, and impact. It involves prioritizing personal development and unhesitatingly admitting mistakes while acknowledging limitations.

In today's world, credibility is one of the most important qualities a leader can have. It's the cornerstone of building trust and fostering effective collaboration. Credibility is earned through consistent actions that align with words. That's why credible leaders always keep their promises, take responsibility for their mistakes, and hold themselves accountable for their decisions. By doing so, they instill trust in their team members, paving the way for a successful partnership.

In consonance, courage is a non-negotiable trait for leaders who want to achieve great success.

It's the ability to confront challenges head-on, take calculated risks, challenge conventional norms and fight for their beliefs. Such leaders have a contagious energy that inspires their teams to push beyond the limits and strive for extraordinary results.

Effective and impactful leaders proactively foster a supportive and motivating work environment. They actively acknowledge and value the contributions of their team members, providing constructive feedback and promoting a growth mindset. Consistent and strategic positive reinforcement drives employee excellence and leads to a more engaged and productive workforce.

Today's fast-paced world demands innovation as the key to success. Top-notch leaders who are constantly searching for ways to improve processes, products, and services are the ones who stay ahead of the curve. They foster an environment of creativity and risk-taking, where fresh ideas are welcomed and nurtured to achieve tangible results. The ability to generate new ideas and solutions to problems is the hallmark of innovative leaders who leave a lasting impact..

Empathy is the ability to understand and share the feelings of others. Leaders who possess empathy have a deep understanding of their team members' needs and viewpoints. They establish a secure environment for honest communication and emotional assistance, resulting in strong bonds and a feeling of inclusiveness among the team.

Respect is treating others with dignity and consideration, valuing their contributions and individuality. Respectful leaders listen actively, acknowledge different viewpoints, and avoid making assumptions or judgments. They create a culture of mutual respect, fostering collaboration and teamwork.

Effective communication is the ability to convey ideas clearly, concisely, and appropriately for the audience. Effective leaders are skilled communicators, both verbally and in writing. They tailor their communication style to the situation and ensure that their message is understood.

Learning agility is the ability to adapt and learn new things quickly and effectively. Leaders who possess the ability to learn agilely, are receptive to novel concepts, adaptable to change, and are always on the lookout for chances to enhance their personal and professional skills. They foster an environment of continual learning, enabling their teams to stay ahead of the game.

These essential qualities, when combined, enable great leaders to effectively guide, inspire, and motivate their teams towards achieving common goals. They cultivate an atmosphere that promotes positivity and productivity, making every individual feel appreciated, esteemed, and empowered to achieve their maximum potential.

On the side note, leadership is absolutely crucial in shaping the educational landscape. Research consistently demonstrates that leadership is second only to classroom instruction among all school-related factors that contribute to student learning. Great leaders establish a climate of continuous learning and creativity in their educational institutions, enabling a supportive atmosphere where various methods of teaching and learning can prosper. They enable and encourage their team members to take ownership of their work and contribute to the growth of the organization. They empower and inspire educators to adopt innovative teaching practices, providing opportunities for continuous professional development and ensuring that instructional decisions align with the overarching goal of enhancing student learning.

Leaders with a clear vision and a commitment to excellence cultivate a learning environment that is both supportive and challenging. They make an effort to embrace and promote a wide range of viewpoints, cultivating a shared sense of accountability to help each student achieve their maximum potential. By providing teachers with the necessary resources and support, leaders empower them to become more effective educators, leading to improved student outcomes.

The impact of leadership on student success is particularly evident in schools with the greatest needs. In such environments, proficient leadership can act as a driving force for change and pave the way towards a culture of elevated standards and a dedication towards achieving academic brilliance. Transformational leaders inspire teachers to take risks, embrace new ideas, and implement

innovative practices that have a direct impact on student learning.

Successful educational leadership goes beyond the boundaries of the classroom and involves the entire school community. Leaders who foster collaboration and engagement among teachers, parents, and guardians create a supportive network that enhances the learning experience for all students. They recognize the importance of parental involvement and actively seek out ways to engage parents in the educational process, creating a partnership that promotes student success.

Thus, leadership is a critical factor in shaping the educational landscape and influencing student learning outcomes. Effective leaders create a culture of learning and innovation, empower educators to become more effective practitioners, and foster a supportive environment that promotes student success. Their impact is particularly evident in schools with the greatest needs, where they can serve as catalysts for transformation. As the educational landscape continues to evolve, the role of leadership becomes increasingly important, ensuring that schools remain vibrant centers of learning and growth for all students.

IV. RESULTS

The leadership styles of grade chairpersons at Moises Salvador Elementary School demonstrate a blend of transformational and transactional leadership characteristics, reflecting their ability to inspire, motivate, and support their teachers while also establishing clear expectations, providing feedback, and addressing challenges.

➤ *Transformational Leadership*
Transformational leadership is evident in the statements of the Kindergarten, Grade 4, and the Grade 5 Chairpersons.

Wherein, the Kindergarten Chairperson made an emphasis on creating a nurturing and supportive environment aligns with the transformational leader's focus on inspiring and motivating followers.

"I believe in creating a nurturing and supportive environment for my teachers, just as we strive to do for our students. I encourage open communication and collaboration, ensuring that my teachers feel comfortable approaching me with any questions or concerns."(Kinder Chairperson).

Accordingly, the Grade 4 Chairperson's leadership style is vision-driven and fosters innovation. This reflects their ability to inspire and empower their team to work towards achieving a common goal.

"I motivate my teachers with a well-defined perspective towards the future and encourage them to adopt innovative teaching techniques and advanced technologies to enrich the learning experience of our students." (Grade 4 Chairperson).

Herein, the leadership approach of the Grade 5 Chairperson focuses on building strong relationships and creating a supportive atmosphere, which is in line with the transformational leadership style characterized by empathy and understanding.

"As a leader, I prioritize empathy and support for my teachers. I encourage open communication and active listening to address any concerns." (Grade 5 Chaiperson).

➤ *Transactional Leadership*
Transactional leadership characteristics are also apparent in the interviews. In consonance, the Grade 1 Chairperson made an emphasis on teamwork and mutual respect highlights the transactional leader's focus on fostering a collaborative environment and providing clear expectations.

"My leadership style is centered on fostering a culture of teamwork and mutual respect. I believe that effective leadership requires empowering my teachers to take ownership of their responsibilities and encouraging them to share their ideas and expertise." (Grade 1 Chairperson).

Additionally, the Grade 3 Chairperson embodies fairness and consistency which aligns with the transactional leader's focus on establishing clear goals, providing regular feedback, and rewarding success.

"I prioritize fairness and consistency in my leadership style. I set clear expectations and provide regular feedback to support my team's growth. Creating a supportive environment where everyone feels valued and respected is important to me."

➤ *Balance of Transformational and Transactional Leadership*
Grade 2 Chairperson's leadership style demonstrates a blend of transformational and transactional leadership. Her commitment to leading by example exemplifies the transformational leader's focus on personal integrity and role modeling, while their emphasis on providing resources and professional development opportunities reflects the transactional leader's focus on providing rewards and support.

Hence, the Grade 6 Chairperson's leadership style demonstrates resilience and determination, aligning with the transformational leader's ability to motivate followers to persevere through challenges. However, their emphasis on advocating for teachers' needs also suggests elements of transactional leadership.

V. ANALYSIS, DISCUSSION AND RECOMMENDATIONS

Insights into the leadership qualities exhibited by the grade chairpersons at Moises Salvador Elementary School are revealed by the findings of this study. The findings reveal a combination of transformational and transactional leadership styles among these individuals. The chairpersons of Kindergarten, Grade 4 and Grade 5 demonstrate transformational leadership traits by prioritizing a nurturing and supportive environment being guided by a vision and emphasizing empathy and understanding in their leadership approaches.

The Kindergarten Chairperson places importance on communication and collaboration aligning with the motivational and inspirational focus of a transformational leader. Similarly the Grade 4 Chairpersons emphasis on vision and innovation aligns with their ability to articulate a vision and encourage thinking. Additionally the Grade 5 Chairpersons style of leadership characterized by empathy and active listening corresponds to the leaders emphasis on building relationships and fostering an atmosphere.

Conversely during interviews it became apparent that transactional leadership characteristics are observed in chairpersons approaches to leading. Specifically the Grade 1 Chairperson emphasizes teamwork and mutual respect as aspects while reflecting leaderships focus on collaboration and clear expectations. Likewise the Grade 3 Chairperson highlights fairness, consistency along, with feedback. All components of transactional leadership that ensure well defined goals are met while providing support.

It's fascinating how the leadership style of the Grade 2 Chairperson incorporates a mix of both transactional aspects. This leaders dedication to leading by example resonates with the leaders emphasis, on integrity while their focus on offering resources and opportunities for professional growth demonstrates the commitment of transactional leadership, to providing rewards and support.

Furthermore, the Grade 6 Chairperson's leadership style demonstrates resilience and determination, characteristic of transformational leadership. However, the emphasis on advocating for teachers' needs suggests transactional leadership elements, showcasing a multifaceted approach that responds to both inspirational and practical dimensions of leadership.

Given the diverse leadership styles observed among grade chairpersons, there are several recommendations for enhancing leadership effectiveness and cultivating a positive organizational climate at Moises Salvador Elementary School:

➢ *Leadership Development Programs:*
Implement leadership development programs that cater to both transformational and transactional leadership skills. This can include training sessions, workshops, and mentorship opportunities to enhance leaders' abilities to inspire, motivate, and provide clear expectations.

➢ *Communication Enhancement:*
Foster a culture of open communication and collaboration across all grade levels. This can be achieved through regular meetings, forums, and platforms that encourage the exchange of ideas and concerns, reinforcing the transformational leaders' emphasis on openness.

➢ *Strategic Visioning:*
To foster a shared sense of purpose and direction among teachers, it is important for leaders to clearly articulate and communicate their vision for the grade levels they oversee, ensuring that this vision is aligned with the overall goals of the school.

➢ *Professional Development Opportunities:*
Provide resources and support for continuous professional development, ensuring that teachers have the tools and knowledge to embrace innovative teaching approaches and technologies, as emphasized by the Grade 4 Chairperson.

➢ *Feedback Mechanisms:*
Establish structured feedback mechanisms for teachers, aligning with transactional leadership principles. Regular evaluations and feedback sessions can contribute to a balanced and supportive environment, promoting fairness and consistency.

➢ *Recognition and Rewards:*
Recognize and reward exemplary performance among teachers. This can include acknowledging achievements, providing opportunities for advancement, and creating a positive feedback loop to motivate and incentivize continued success.

➢ *Advocacy for Teachers' Needs:*
Advocate for resources and support to address the needs of teachers. Collaborate with school administrators and external stakeholders to ensure that teachers have the necessary tools for success.

By embracing these recommendations, Moises Salvador Elementary School can cultivate a leadership environment that combines the inspirational qualities of transformational leadership with the practical elements of transactional leadership, ultimately contributing to a positive sense of place within the institution.

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