



Academic Leadership- Functions and traits for 21st century

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Educational institutions are good or bad in a healthy and unhealthy, moral and physical condition the reaching or perishing as the headmaster is capable energetic or of high ideas for the reverse. great Masters make great schools and school rise to frame or sink two of security and head master has changed of them.

Academic leadership means to the ability to guide, influence, and inspire individuals and institutions to achievement of academic excellence, innovation, and continuous improvement in Teaching, Research, and Profession. This leadership is related to educational institutions and educational system like schools, colleges, and universities which aims at achieve the both institutional and Educational goals with the personal/professional development of Teachers Administrative structure, staff and students

Academic leadership is the *art and science of leading a learning communities*, ensuring that institutions not only meet Educational standards and goals but also nurture curiosity, creativity, and critical thinking in their teachers and students.

This leadership focuses on intellectual and educational growth, ethical standards, and the creation of knowledge. It combines scholarly expertise with administrative skills to ensure that academic programs are relevant, rigorous, and responsive to societal needs.

The academic leadership has rights to make plans and execute it by the distribution of authority, make decisions, and take action on which is found guilty of misconduct.

The concept of academic leadership is meant for both Educational Administration management and vision. It is about setting academic functions authorities, fostering a culture of initiating, and enabling faculty, staff, and students to achieve their overall development.

Important Traits- The school Academic leadership plays a multifaceted role in school management, encompassing leadership, administration, and academic and scholastic and co-scholastic roles . They are responsible for creating a fruitful and constructive and productive Teaching Learning environment, managing institutional operations, and ensuring the well-



being of teachers, students and staff. The academic also sets the school's vision, develops policies, and works with teachers and other stakeholders to achieve educational goals. so these are some important traits are needed in his personality and behaviour.

- Communication- Effective Communication skill of Academic leadership affects the leadership style and effectiveness.
- Integrity: Leaders with integrity act with honesty, fairness, and ethical principles, building trust and respect
- Emotional Intelligence- Emotionally intelligent leaders understand their own emotions and the emotions of others, allowing them to empathize, build strong relationships, and create a supportive environment for teacher's students and staff.
- Empowerment: Effective leaders distribute the responsibilities tasks and works and empower their teachers staff and students.
- Resilience: Resilient leaders are able to adapt to changing circumstances and overcome challenges
- Vision and Strategy: Effective academic leaders of various level have a clear vision for the future and they can develop strategic and plans and to achieve their goals. They communicate this vision effectively
- Inspiring- Effective leadership inspire others to work towards a common plan goal and purpose.
- Accountability: Effective leaders take responsibility for their actions and decisions as well the actions of their subordinates.
- Passion and Enthusiasm: Effective leaders are passionate about their work inspire and motivate their colleagues, teachers and students.
- Creative- Effective leaders are creative and have a positive approach and they give engaging work environment.
- Humanity: humility willing to learn from others, acknowledge their own limitations, and recognize the contributions of their team members.
- Adaptability:-Leader should be adaptable and flexible, able to adjust the strategies and approaches and Plans of the institutions.



Roles and functions of Academic Leadership-

- **Vision and Setting of Goals** – Establish a shared vision for the institution or department and aligning academic activities with that vision. Academic leaders set the tone for the school's environment culture, inspiring teachers, motivating students, and fostering a sense of community. They develop and communicate a clear vision for the school, aligning it with educational goals and community values.
- **Academic roles**-Construction of curriculum, Deciding the school Calendar, Time table, develop class schedules Making the constructive and positive teaching learning environment.
- **Administrative Management**:This includes monitoring daily operations, managing school budgets, allocating resources, Making of rules and regulations and ensuring compliance with regulations. They also manage staff, , and maintain school facilities.
- **Transformational Role** – Encouraging innovation in Teaching Learning process and curriculum design, pedagogy, and research.
- **Ethical Stewardship** – Upholding academic integrity, fairness, and transparency in whole system from admission to Examination.
- **Collaborative work**– Working with faculty, Colleagues students, community, and policy-makers to enhance educational quality.
- **Teachers, Student and Staff Support**- Leadership provide guidance and support to the teacher's students and staff, addressing disciplinary issues and fostering a safe and constructive inclusive and motivational learning environment. They also mentor and evaluate teachers, providing professional development opportunities.
- **Community Engagement**: Leadership build relationships with all the stake holders like parents, guardians and community for fostering communication and collaboration for the betterment of the institution.

Some other functions are

- Developing and implementing school policies: related to discipline, attendance, and academic performance.
- Organizing professional development programs for teachers and staff.



- Managing school budgets and resources.
- Ensuring a safe and secure Teaching learning environment in the institution.
- Communicating with parents and guardians about student progress and teachers and institutional initiatives.
- With ensuring the quality they represent the institution in the wider spectrum.

What is effective Leadership- The functions of academic leadership generally revolve around guiding an educational institution (or a unit within it) toward achieving its mission while fostering excellence in teaching, research, and service. The qualities that make these functions effective can be grouped into key areas

- Outstanding leaders have a vision for their organizations.
- Vision must be communicated in a way which secures commitment among members of the organization
- Communication of vision requires communication of meaning
- Attention is given to institutionalizing vision if leadership is to be successful
- Make a conscious effort to listen to their teacher, student and staff.
- Provide a clear vision
- Fair and act with integrity
- Committed to diversity and inclusion
- Recognise the good work and efforts of their employees to provoke their good work.
- Allows the employees autonomy in the way they work and think mean give trust to their teachers, students and staff.
- Communicate clear sets of personal and Educational values which represent their moral purposes for the Academic institutions.
- Readiness and active and impartial in work and behaviour

Academic Leaders for 21st Century- The academic leadership for 21st century refers to the range of responsibilities, influence, and functions an academic leader has within an educational institution covering teaching, research, institutional development, and community engagement to meet the challenge of present need of the education and society;



- Student-centred Leadership with promoting student engagement, success, and well-being. Ability to ensure diversity, equity, and inclusion in academic area and environment is needed.
- Encouraging experiential learning, internships, and extracurricular development in school or institutional curricula.
- Visionary Guidance with clarity of purpose and goals with deciding clear academic goals aligned with institutional mission.
- Strong Foresight for understanding anticipating the present need and future educational trends, challenges, and opportunities.
- Innovation and positive mindset for encouraging new teaching methods, research approaches, and technology adoption.
- Technological Advancements and Digital Integration in teaching Learning and Examination process.
- Adapting to rapid change as per the changing scenario
- Ensuring equitable access
- Navigating cybersecurity and privacy concerns of individual and institutional level
- Ensuring upgraded and advanced facilities in the institution
- Monitoring and understanding the diverse student Needs and providing the teaching learning environment to ensure equity
- Addressing learning gaps of students
- Ensuring facilities in the institution for supporting student mental health and well-being.
- Preparing Students for the Future with developing 21st-century skills and navigating an uncertain future
- Promoting lifelong learning facilities for teachers and Students
- Fair and perfect Decision-making as per the need and situation.
- Communication & Collaboration with every level of education system and supportive system.
- Ensuring student outcomes with 21st century skills for their entrepreneurship.



- Seeking societal and parental Involvement for the better and smooth functioning of the institutions.
- People-Centered Leadership with Mentorship skills for guiding faculty, researchers, and students to reach their full potential and strength.
- Empathy and support – Understanding diverse needs and challenges of the academic community.
- Conflict management with understanding the reason of conflict and taking smart steps with managing disagreements constructively to maintain harmony between faculties student and staff.
- Academic and Intellectual competency having deep subject knowledge and understanding of academic standards and norms.
- Commitment to the quality in teaching learning environment of the institution with holding high standards in teaching, assessment, and research.
- Ethical leadership with professionalism – Promoting honesty, fairness, and transparency in all academic dealings.
- Strategic planning with the competence with ensuring the availability of resources, curricula, and faculty development with institutional goals. Long-term planning for aligning academic programs with institutional mission and societal needs and teachers and students development.
- Efficient decision-making for the institutions with informed, timely, and inclusive decisions.
- Resource management capabilities with ensuring effective use of budgets, facilities, and academic resources for the teachers students and staff.
- Active listener with Engaging meaningfully with students, faculty, and stakeholders to solve the problems and conflict and promote harmony.
- Transparent communication in working that reflects keeping everyone informed and prepared about the rules policies and changes.
- Team building nature to Foster a culture of collaboration within and across departments among teachers students and staff.



- Ability of upgraded and innovative evaluation procedure with using assessment and research results to improve programs and initiatives and functioning.
- Professional development competency with encouraging ongoing learning for both leaders and their teams.
- Administrative and Operational Duties with monitoring and deciding budgets, resource allocation from various levels.
- Ensure compliance and collaboration with institutional, national, and international regulations to get support and authorization.
- Prepare innovative and progressive reports and maintain transparent communication with stakeholders;
- Competency to ensure stakeholder Engagement to Build partnerships with industry, community, and academic networks.
- Ability to represent the institution at conferences, boards, and public events and national and International forum
- Advocate for academic needs to governing bodies and seek support and guidance.
- Ability for quality assurance and continuous Improvement to monitor performance indicators for academic programs.
- Promoting a strong and effective research culture while securing funding and partnerships for research projects.
- Ensuring ethical and impactful scholarly output from teaching learning environment.
- Ethical & Cultural Leadership with upholding academic integrity and ethical research practices in the institutional environment.
- Promoting a culture of respect, diversity, and inclusivity in the teaching learning and research environment.
- Acting as a role model for teacher students staff and society in intellectual and professional conduct.
- Ensuring facilities like libraries, laboratories, and digital platforms for the teachers staff and students.



- Managing time and workload distribution among teachers and staff to maintain harmony and maximum and appropriate use of resources.

Academic leadership is needed to guide, motivate, direct, inspire, organize, and sustain an institution's mission and functioning while adapting to challenges and improving teaching learning and research outcomes.

