

# **The New Professionalism in Educational Leadership and Management**

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## **I. Understanding the elements of New Professionalism in Educational Leadership and Management.**

Professionalism in the concept of Educational Leadership and Management is undergoing a metamorphosis due to the changing educational demands all over the world. New Professionalism in Educational Leadership and Management entails the following: -

- Creates appropriate professional standards concerned with quality assurance and accountability.
- Raising skills and increasing consistency.
- Greater freedom for high performers
- Sharing commitment
- Re-defining relation between stake holders.

## **II. Multicultural and Intercultural Competencies towards New Professionalism in Educational Leadership and Training.**

- From individualism to collaboration, from survival to empowerment are some of the trends that promote new professionalism.

### **A. Multiculturalism**

- Our school has signed a Memorandum of Understanding (MoU) with two schools in Singapore, Kuo Chuan Presbyterian Primary School and Jing Shan Primary School in 2005. Exchange/visits of students and teachers helped the two schools to evolve common projects in the form of a 'Twinning Programme'.
- The teachers from Singapore presented their system of Appraisal and Dossier management that gave us new insight into assessment system.

- New Professionalism calls for better professionalism through technology. Video Conference is held between our school and school in Singapore and USA. Organising events that need international liaisoning is are perspective of New Professionalism.

### **B. Inter Cultural Competence**

- The Salwan Education Trust organizes in-service training programme for professional development of its members (11 schools run under the aegis of the Trust).
- Best practices of each of these schools is discussed in order to develop core competency of each school.
- Since students achievement is affected by culturally hostile learning environment, from food served in the school cafeteria to academic tasks assigned everything that happens in a school has a cultural context.

### **C. Association:**

For any concept to be accepted and adopted associations act as a strong body to disseminate ideas and professional ideology. The Gurgaon Progressive Schools Council strive to increase (i) Capacity Building due to changing socio-ecoframe work. (ii) Frequent meeting with 20 members schools that come under the purview of Gurgaon Progressive Schools Council (GPSC) galvanizes the process of New Professionalism in Education Leadership and Management.

### **D. Navtika:**

A journal in Early Childhood Education initiated an awareness both at the national and international level to review Early Childhood Education and thereby assimilate a new professional approach on Early Childhood Education

## **III. Major Findings**

### **A. Multiculturalism and New Professionalism in Educational Leadership and Management**

- Enhances co-ordination and communication within diverse groups to ensure the needs of a changing society. Assurance and adoption of different perspectives helps to build New Professionalism.

**B. Inter-culturalism**

- The service office procedures set by the Salwan Education Trust regulates different dimensions of the organization so that the level of self-awareness and self-concept in tune with changing times is augmented.

**C.** Association like the GPSC ‘VOICE’ rather than ‘Echo’ the objectives of New Professionalism.

**D.** Navtika – The journal lends an element of professionalism in education specially in Early Childhood Education.