

Case Reflection

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This particular case brought up a variety of vantage points I had never thought about. In some ways I have developed a radical view about leadership selection in schools. The articles pointed out many of the positives in the leadership of Big Mountain. In spite of those I do not think this is the best format for educational leadership in many schools in America. Nevertheless I picked up some great leadership information from this case study.

The first positive point is a leader having open communication with ones followers. Even if a leader cannot do what other want, a leader should still listen to their suggestions. In some cases a leader could possibly get ideas from subordinates that could be practiced. Also without getting input from others a nice friendly working environment cannot be established. Without having relationships with all groups of people an organization will not achieve to the highest level possible.

A second positive point I took from the articles is that leadership must be authentic in principal and practice. Authenticity is developed based upon an individual's character and personality. A leader must guide others utilizing their own personal strengths. Due to the fact that all people have different strengths then unique leadership styles will develop. Therefore the leadership approach that works for me might not work for someone else. Most importantly we as leaders cannot be afraid to be ourselves. Sometimes jobs can transform into a mold and we forget who we are. If we allow a job to completely control our demeanor then our leadership is not authentic.

The third lesson I took from this article is that we as followers when given the opportunity must participate. Unfortunately all organizations have people that are anti

leadership or feel as being an active participant in the school climate is a waste of time. The fastest way a leader can be turned away from open communications is lack of interest from employees. As followers we need to lead by following the leader with a positive attitude and open mind. When asked contribute and do all things as followers to make the school the best.

The radical thoughts I have on leadership stem from my background as a history major. In America today we get to at least vote on the leaders of our country. However many do not realize that does not mean that we are going to get our way. In education I think teachers should have some determination in the process of selecting principals. At Big Mountain essential they had three branches of government. The superintendent much like the president makes many of the critical decisions on his/her team. The principals are essentially the vice presidents or Presidents staff. The chairs of the department are like the House of Representatives. Unfortunately all the chairs are male which jades the effectiveness of their representation. The teachers are essentially lobbyists or citizens depending on how the individuals participate. In my opinion the teachers need to have voice in the election of those offices so the want to serve those in office.

In closing leaders who work hard, earn credentials, and volunteer for duties deserve decision-making power. If an employee does not like the way a school system is run then he/she can control their responsibilities as well as possible. On the other hand they can go themselves and earn the required degrees and become an administrator. Unfortunately all organizations are filled with apathetic, negative leeches that only care about themselves or getting what they want. Regardless of who the leader is the leeches

would complain and not comply. What is best for the common good in many cases but not all circumstances is more important than individual desires. In the end it comes down to the same old saying lead, follow, or get out of the way. Based upon the motivation of this class I am going to be a leader.