



SIGNIFICANCE OF ENHANCING TEACHERS' LEADERSHIP ABILITIES IN FOSTERING A POSITIVE SCHOOL ENVIRONMENT

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Research purpose. The goal of this presentation is to outline and assess how leadership abilities and willingness to embrace change influence the shaping of organizational culture within an educational setting. Additionally, it seeks to emphasize, through empirical studies, the importance of enhancing teachers' leadership skills.

Research Methodology. To analyze the leadership abilities of preschool teachers within the framework of the competence approach, a study involving preschool teachers was carried out. This study uniquely allowed for a more extensive range of written questions and a larger pool of participant responses. The survey was administered online. The data collected from the survey was statistically processed to ensure validity using predictive analytics and statistical software (IBM 81 SPSS v.22), with results deemed significant if p (statistical significance) < 0.05 . The survey took place from 1st January 2023 to 30th January 2023 and included 271 participants from various regions across Latvia, all of whom were preschool teachers.

Results / Findings. Data from a recent survey paints a bleak picture. Only a small fraction, 7 individuals (2.6%), view these changes as beneficial. In stark contrast, 49 respondents (18.1%) express complete dissatisfaction with the ongoing modifications. Furthermore, 136 participants (50.2%) feel more than dissatisfied, while 79 individuals (29.2%) express slight satisfaction. Evidently, the prevailing sentiment among respondents is discontentment with the reforms and transformations in Latvian education, particularly the introduction of competency-based learning in the curriculum.

Originality / Practical implications. The growth of leadership abilities can be hindered when employees believe these skills are only vital for those in managerial roles. Therefore, it is crucial for the educational institution's leader to promote the harnessing of staff potential.

Key words: growth of every employee, leadership skills, organizational culture in educational institution, openness to change, teacher leadership