Chapter 3
Training for Educational Leadership

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ABSTRACT

Training plays a significant role in educational leadership (EL), as it provides a knowledge base training to enhance the quality of teaching in educational institutions. Education leaders should have professional expertise and in-depth knowledge to enhance student learning outcomes and foster continuous development. Training programs also allow educational leaders to manage inclusive and diverse classes successfully. Further, it offers techniques for encouraging student participation and teamwork and creating a welcoming and encouraging learning environment. The objectives of this chapter are to understand the role of training in EL, identify potential challenges and opportunities for educational leadership training, understand the importance of training for EL in promoting quality hybrid learning, explore relevant leadership theories and frameworks for the promotion of quality hybrid learning, propose effective strategies to manage problems related with hybrid learning, and provide relevant recommendations in improving the quality of training of EL in a hybrid model.

INTRODUCTION

In educational leadership, García, Díaz & Ubago (2018) stated that training has significant importance in shaping the behaviours and attitudes of teachers to become successful leaders promoting innovation in their leadership styles in providing quality

education to students in schools and colleges. Additionally, teachers are primarily responsible for establishing a positive environment for students to improve their learning outcomes. By providing adequate teacher training, academic institutions can enhance their knowledge and teaching skills to overcome potential problems teachers can face in teaching students.

Adequate training is also helpful in enabling teachers to develop their analytical skills apart from teaching. However, adequate training is essential for teachers and top management of schools and colleges, such as superintendents, principals, and vice principals, who can make strategic plans and allocate essential resources efficiently. If they lack training, they cannot make effective decisions about providing quality education to students, which eventually affects their overall reputation (Mincu, 2022). For instance, teachers with adequate training can utilise new approaches and techniques to teach their students efficiently, increasing knowledge and improving their learning abilities.

In addition, adequate training is also efficient in enabling teachers to be empowered to understand new opportunities and trends related to teaching. Teachers with adequate training know practical teaching activities and the competencies to promote student-centric learning methods. By doing that, they can support students to provide valuable feedback regarding the effectiveness of teaching methods (Mahalat, 2021). For example, well-trained teachers can adopt unique teaching strategies, including project-based learning, to actively improve students' interests and engage in the classrooms.

García, Díaz & Ubago (2018) stated that adequate training also helps teachers consider the significance of emotional intelligence and communication skills. Effective communication enables teachers to establish strong relationships with students. This established a strong classroom culture that eventually promoted a positive environment for students to learn new things, enhancing their knowledge and learning abilities. Besides that, teachers lacking adequate training cannot effectively communicate with students to listen to their problems regarding learning, which can potentially reduce satisfaction levels among students.

Adequate training also helps teachers in enabling them to stay ahead in terms of adapting to technological advancements related to education. These include making effective data-driven related decisions and utilising advanced technologies to teach students effectively. By doing that, they can resolve problems and foster inclusivity (Mahalat, 2021). For instance, well-trained teachers can use data analytics to identify students struggling in learning and then implement effective measures to support and guide them to learn effectively.

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