

Chapter 39: Principal-Teacher Relationships

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Abstract: This paper will explore how building a strong principal-teacher relationship affects student achievement and builds a positive school culture. A review of the literature showed that the principal needs to follow a system of education that treats all of the teachers equally. Also, the principal must give the teacher positive feedback, encouragement and needed materials. When a principal meets all of the teachers' needs the education of students will be better. In conclusion, when I return to the Kingdom of Saudia Arabia, I will gather survey data from teachers and principals to help create a workshop on improving their relationships.

1 Principal-Teacher Relationships

This research paper will discuss the importance of a good relationship between teachers and the principal. Because there are many issues between principals and teachers, this will negatively affect students and their ability to get a good education. The focus question of this research paper is "How will building a strong principal-teacher relationship affect student achievement and build a positive school culture?" This research is necessary and as a current principal I see many issues that cause problems and want to improve the relationships between teachers and principals.

2 Literature Review

The relationship of the school principal and teachers is very important to achieve educational goals. Goals can only be reached in cooperation with others, and if there is not a good relationship between the school principal and teachers, these goals cannot be achieved. Moye, Henkin, and Egley (2005) state "Studies of interpersonal trust related to schools consider the trust factor in terms of operational success, productivity, student achievement, positive climate, productive communication, participative decision making, and teacher-principal relationships" (p. 261). If the principal and staff have these components, they will be able to achieve their goals collaboratively.

The relationship between the principal and a teacher should be based on trust and respect to achieve these educational goals. According to McCormick (2004), "A principal demonstrates individual concern when she or he approaches each teacher individually with respect and fairness; is accessible to teachers; supports, encourages, and recognizes individual efforts; and provides direction and guidance based on individual needs and development" (p.23). Therefore it is very important for the principal to build the kind of relationship described with each teacher to reach their educational aims.

However, there are some mistakes committed by the school principal or supervisor that he may not know about and can affect the relationship between teachers and the principal. Dembowski (2019) points out "some of these mistakes include principals over-emphasizing student outcomes, not helping the teacher when needed, being too occupied at work, and constantly criticising" (p. 3). These mistakes may negatively affect relationships, which will make education less effective.

Within the classroom, the principal can shape its environment to make education more effective. Gaston (2018) writes, "One of the main roles that a principal has is to make sure all

classrooms have a purposeful, positive atmosphere, in which teachers and students feel valued and work together in a safe and supportive environment” (p. 45). When the principal makes an inviting classroom, the teachers will work better with students, which could lead to more student achievement.

3 Discussions

The relationships between teachers and principals are currently weak, and I want them to be strong and friendly. Building a strong principal-teacher relationship affects student achievement and builds a positive school culture. I want to encourage positive and strong relationships between the principal and teachers which will help the school achieve its goals.

In my research, I learned that when teachers and principals have a good relationship, the school is better and achieves its goals. To have a good relationship, you should discuss with teachers and have them help identify the goals. As a principal you should work for equality among all the teachers.

In my school immersion experience, I have seen good relationships between the principal and teachers. The principal meets with teachers to discuss what the teacher needs in order to help the teacher. Every two weeks he discusses what the teacher needs. For instance, if the teacher needs materials such as a blackboard, etc. the principal gives it to the teacher.

After attending a district principals’ meeting, I learned about how they collaborate for curriculum needs. In particular, they talked about needs in the area of science. I also learned about professional learning communities through my ASU workshop and how that can help teachers.

4 Conclusions

The author of this paper concludes that the principal’s respect of teachers and teachers’ respect of the principal gives everyone more confidence. The principal must discuss decisions with teachers.

One way I learned to really help teachers is to get them courses outside of the school. Professional development courses would be most helpful. In particular, teachers need help with classroom management and how to manage students' behavior.

Another way to help teachers is to provide prizes or incentives for when goals are met. I can recognize teachers by giving them their own work space. I believe this is most important. Also, the principal can interview and select his own teachers which do not happen in my country.

First, we need to find out how teachers and principals feel about their relationships. I will create and give surveys to both groups. Based on the results, I will create and deliver a workshop for teachers. I think a strong principal-teacher relationship is most important to push education and improve the Kingdom of Saudi Arabia and help achieve its goals. When you look at countries that have the best education, the teacher-principal relationship is an essential component of effective education systems.

<u>What steps or actions need to be done?</u>	<u>Who will do this step or action?</u>	<u>Timeline</u> When will you do this step? How long will it take to complete this step?	<u>What do I need to do this step or action? Other teachers, Staff, supplies and materials, Time, PLC time</u>	<u>Date completed</u> ✓ and write date when completed

Create a 3-hour course for teachers and principals about how we can build stronger relationships.	Muath	November Third Week	Computer, websites, worksheets, Smartboard	<input type="checkbox"/>
Analyze survey results.	Muath	December Second Week	Computer, word processor, Excel	<input type="checkbox"/>
Share the results of the surveys with teachers and principals.	Muath	January Second Week	Google Site, presentation, report, PowerPoint	<input type="checkbox"/>
Deliver a 3-hour course for teachers and principals about how we can build stronger relationships.	Muath	March Third Week	Computer, websites, worksheets, Smartboard	<input type="checkbox"/>

References

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- [3] Gaston, R. T. (2018). How principal-teacher relationships create a culture that enables successful student learning. ProQuest Dissertations & Theses Global., (2170709521). Retrieved January, 24, 2020 from <https://eric.ed.gov/?id=ED595969>.
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Plan of Action Worksheet

The Results and Interpretation and Conclusion are to be completed in Saudi Arabia

Results and Interpretation

Make sense of the data to answer the question “so what?”

Organize using webs, graphs, charts, numbers etc.

Make observations about the data. Non-judgmental statements of facts.

- Search for themes and patterns
- Ask questions ● Look for gaps
- Display the data

Interpret, summarize, and describe the findings. Share the results.

Conclusion

Now that you have analyzed your data...

- What have you learned?
- How do you feel about what you have learned?
- How do your conclusions differ from what you thought you would learn?
- Do the conclusions seem believable?
- What actions might you take based on your conclusions?
- What new questions emerge for you from the data?
- Who else might be interested in these conclusions?
- What are strategies to share your conclusions with others