

# THE LEADERSHIP CHALLENGE **research**

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THE MOST TRUSTED SOURCE ON BECOMING A BETTER LEADER

<b>TITLE</b>	Exemplary Leadership of the Department of Education - Mati City Division
<b>RESEARCHER</b>	Asterio Gulle Olandria College of Governance, Business and Economics University of Southeastern Philippines (Obrero, Davao City) Unpublished Doctoral Dissertation: April 2009
<b>OBJECTIVE</b>	The study determined the profile, extent of practice in exemplary leadership, the most admired leader attributes and best practices of instructional leaders in the Department of Education – Mati City division.

## **METHODOLOGY**

The primary data were collected using questionnaires from the 55 school heads (87% response rate) and 259 stakeholders in 55 of 63 schools of Department of Education Mati City division. Participants completed either the Self or Observer version of the Leadership Practices Inventory. Internal reliabilities (Cronbach alpha) for this study for the *Self* version were .81 Modeling, .87 Inspiring, .82 Challenging, .77 Enabling and .84 Encouraging, and were .91 Modeling, .92 Inspiring, .90 Challenging, .92 Enabling and .92 Encouraging for the *Observer* version. The typical school head was from an elementary school (82% -- versus high school), female (67%), between 41-60 years of age (72%), married (93%), originally from the Visayas group of Islands (66%), Christian (89%), and with 2-10 years of administrative experience (61%).

## **KEY FINDINGS**

Self scores on the five leadership practices were all reported as higher in frequency than the scores from Observers. The rank order for school heads was Enable, Encourage, Model, Challenge and Inspire, while from the viewpoint of their constituents it was the same for the first three (Enable, Encourage and Model) and then reversed for Inspire and Challenge. Comparing Self and Observer responses revealed considerable agreement, especially for Challenge and Inspire. Self responses were near the very top of the range, and Observers scores were equally high compared with the Kouzes/Posner normative database.

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