**University of Management and Technology**

**Course Outline**

Course code: **ELM 503**

Course title: **Educational Leadership Theories and Practices**

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| --- | --- |
| Program | M. Phil ELM |
| Credit Hours | **3+0** |
| Duration | One Semester |
| Prerequisites |  |
| Resource Person | Ayesha Afzal |
| Counseling Timing  (Room# Dean Office/ ) |  |
| Contact | Mobile No: 03224299144  Email: ayeshaafzal@umt.edu.pk |

**Resource Person’s Signature …………………….**

**Chairman/Director signature………………………………….**

**Dean’s signature…………………………… Date………………………………………….**

**Learning Objective:**

**ELM 503: Educational Leadership Theories and Practices**

**Course Description:**

This course is core course of leadership and management area of specialization. The aim of the course is to develop knowledge base of the participants in the area of leadership and management. The participants study, compare and contrast various views about leadership and management. Classical and contemporary theories pertaining to leadership will enable the participants to better understand the construct “leadership”.

The course assumes that every individual has leadership potential and that leadership qualities can be developed through experience and reflection. Through class activities we will create opportunities for practice, application and documentation of leadership experiences. Success in this course requires demonstrated mastery of theoretical concepts, capacity for collaborative work and the thoughtful reflection upon and integration of theory and experience.

**Learning outcomes:**

After studying this course, the participants will be able to:

1. Explore the history of leadership theory, movement, and styles.
2. To debate the evolution of management versus leadership.
3. Compare and contrast various approaches defining leadership like trait, skill, style and situational.
4. Distinguish different theoretical approaches underpinning leadership like contingency, path-goal.
5. Know leadership from different perspective
6. Become familiar with the personal leadership tendencies
7. Propose course of action a leader may use in addressing organizational problems.
8. Apply all major interpretive frameworks of leadership to real life-situations
9. Use this new-found understanding of leadership to device one’s own conceptual approach to the subject

**Learning Methodology:**

* Lectures as provided in the Weekly Semester Activities
* Assignments related to the studied topics
* Case Studies inside and outside Pakistan
* Presentation on allocated topics
* Discussion with experts

**Grade Evaluation Criteria**

Following is the criteria for the distribution of marks to evaluate final grade in a semester.

**Marks Evaluation Marks**

|  |  |
| --- | --- |
| Quiz | 10 Marks |
| Assignment | 10 Marks |
| Class Attendance | 5 Marks |
| Class Participation | 5 Marks |
| Individual Presentation | 10 Marks |
| Mid Term examination | 25 Marks |
| Group Presentation | 10 Marks |
| Final examination | 25 Marks |

**Evaluation of participants’ performance:**

Relative grading as per policy of the UMT.

**Recommended Text Books:**

# Introduction to Leadership: Concepts and Practice 4th Edition by [Peter G. Northouse](https://www.amazon.com/s/ref=dp_byline_sr_book_1?ie=UTF8&field-author=Peter+G.+Northouse&text=Peter+G.+Northouse&sort=relevancerank&search-alias=books)

# Northouse, P.G. (2015). *Leadership: Theory and Practice* (Seventh Edition). Thousand Oaks Ca: Sage.

# Bush, T. (2011). Theories of Educational Leadership and Management (4th Edition) London: Sage.

**Suggested readings:**

1. Robinson, S. (2012). School and System Leadership: Changing roles for primary head teachers London: continuum
2. Daft, Richard, L. (2011) *The Leadership Experience* 5th edition. Cengage learning.
3. Yukl, G. 2005. *Leadership in Organization* (6th edition). Upper saddle River, NJ: Prentice Hall
4. Gill, R. 2006 Theory and practice of leadership. London: Sage

**Journals**

1. School leadership & Management <http://www.tandfonline.com/toc/cslm20/current#.UkINsRDMgI8>
2. International journal of leadership in education <http://www.tandfonline.com/toc/ted120/current#.UkIN_hDMgI8>
3. Journal of educational management and history <http://www.tandfonline.com/toc/cjeh20/current#.UkIOQRDMgI8>
4. Journal of Higher education Policy & Management <http://www.tandfonline.com/toc/cjhe20/current#.UkIXJRDMgI8>

Note: All these journals are available within digital resource accessed through LRC web page.

**Calendar of Course contents to be covered during Spring Semester 2021**

**Course Code: ELM 503**

**Course Title: Educational Leadership Theories and Practices**

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| --- | --- |
| **Week** | **Topic/ Activity** |
| 1 | Introduction of the course and Participants  **Lecture 1. Introduction**  Leadership definition, evolution of leadership, assigned vs. emergent leadership |
| 2 | **Lecture 2.Trait approach**  Description, integrity, personality models and leadership, emotional intelligence |
| 3 | **Lecture 3. Skills Approach**  Description, how does skill approach work? Strength, criticism, application |
| 4 | **Quiz I** |
| 5 | **Lecture 4. Style Approach**  Description, how does style approach work? Strength, criticism, application |
| 6 | **Lecture 5. Situational Approach**  Description,  How does situational approach work? Strength, criticism, application |
| 7 | **Lecture 6. Contingency Approach**  Description,  How does contingency approach work?  Strength, criticism, application |
| 8 | **Midterm** |
| 9 | **Lecture 7 Charismatic Leadership**  How does charisma work?  Strength, criticism, application |
| 10 | **Lecture 8 Transformational leadership**  Description,  How does Transformational leadership approach work?  Strength, criticism, application |
| 11 | **Lecture 9 The Role of Instructional Leadership in Schools**  Description,  How does Instructional Leadership work?  Strength, criticism, application |
| 12 | **Lecture 9 Women Leadership**  Description,  How does Woman Leadership work?  Strength, criticism, application |
| 13 | **Lecture 9 Ethical Leadership in Schools**  Description,  How does Ethical Leadership work?  Strength, criticism, application |
| 14 | **Presentations** |
| 15 | **Final Term** |