

Strategies for the Improving of Servant Leadership for Establishing a Culture of High Performance for Primary School Principals in Beijing

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Abstract:-Primary in Beijingto provide the Strategies for the Improving of Primary in Beijing Strategies Improving of Primary in Beijing. by using content analysis.

Research results

1.Current situation Servant leadership of Primary School Principals in seven aspects high.agapao, trust, Humility, Altruism, Empowerment, service.

2.Strategies for Improving Servant Primary in seven 16 3 measures for agapao, 2 measures for humility, 3 measures for altruism , 2 measures for vision, 2 measures for trust, 2 measures for empowerment, and 2 measures for service.

3.Strategies the Primary School Principals seven with values between 4.00 and 5.00, Strategies the Primary School Principals.

Keywords-Servant Leadership, Primary School Principals.

1. Introduction

It has also been translated as servant leadership. Who makes high-performance has led research on impact leadership their own sake.

In this servant focus on follower growth, it is correlated with academic relevance. Begin base their leadership styles more on servant leadership, for has shown leadership improves the academic environment, but also, "Applying the principles, values, and practices of servant leadership to teaching and learning can have a profound impact on the impact of learning and the learning experience of students and teachersperformance instructional approaches focus just unique looking at in service help to reach highest. Focusing on setting can improve.

Idea applied to field primary and secondary school education management to promote the concept of service in elementary school education development and to awaken the "service" consciousness of Primary School Principals, which is also of certain value to the study of educational leadership theory and can provide some basic reference for the development and improvement of educational theory.

2. Research Questions

1. Status establishing a high-performance culture among Primary School Principals in Beijing?
2. What are the improvement strategies for establishing a high-performance culture for servant leaders in Beijing Primary School Principals?
3. What is improvement strategies establishing a performance culture for servant leaders in Beijing Primary School Principals?

3. Literature Review

3.1 primary school in Beijing, China

Su-Ling. (2003). The Positioning of the Principal's Role and its Service Function. In the practice of school management, principals who position themselves in the role of a servant have a strong motivation to serve.

Ren Xiuqiong. (2008). A study of servant principals in primary and secondary schools (Master's thesis, Fujian Normal University).

3.2 Leadership Theory

Chao, Yu-Fang & Wang, Ching-Gang. (2012). The history and development of leadership trait theory.

Dong, Linping, and Zhang, Wenxian. (2006). A study of charismatic leadership theory in foreign organizational contexts.

Xueying Liu, LipingXie, & Hui Lu. (2013). The practice and effectiveness of using path-goal theory to enhance the competency of new nurse leaders.

Zheng. (1990). A review of leadership power change theory.

Du, Hong, and Wang, Chongming. (2002). Research and Application Prospects of Leadership-Membership Exchange Theory.

Most important focus is on serving their followers.

Yukl, (2002). Transformational leaders are more concerned with keeping their followers engaged and supporting organizational goals.

Stone, Russell & Patterson, (2004). focus followers differentiating leader.

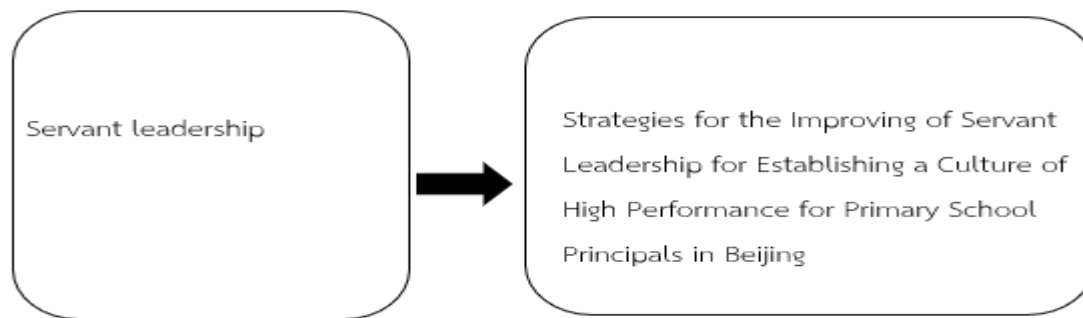
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3.4 Related Research

Greenleaf, (1970) Greenleaf formally introduced the concept Servant Leader his book.

4. Framework

Figure 1 Research Framework



5. Objectives

1. Primary in Beijing.
2. To provide the Strategies for the Improving of Primary in Beijing.
3. Strategies Improving of Primary in Beijing.

6. Research Methodology

6.1 Population and Sample

6.1.1 Population

1504 Primary School Principals in Beijing, China

6.1.2 Sample

The sample groups

310 Primary School Principals in Beijing, China

Research Instruments

in the first step, research/analysis and summary of the literature, including relevant concepts, theories and research both nationally and internationally, and design of a questionnaire.

in the second step, interviews with experts who currently have knowledge and expertise in leadership theory. Access to the first round of in-depth interviews with 10 primary school principals.

step three, summaries and analyses the information gained from this round of interviews.

in the fourth step, distribute questionnaires, collect 300 valid questionnaires, summaries and analyses to propose guideline strategies.

in the fifth step, invite experts to comment on the guideline strategy.

7. Research Results

Table1 value the servant leadership in Beijing primary school principals across the seven structures

(n=310)

	servant leadership in Beijing primary school principals across the seven structures	$\bar{x}$	S.D.	Level	rank
1	Agapao	4.38	0.81	High	1
2	Humility	4.20	0.84	High	4

3	Altruism	4.15	0.84	High	5
4	Vision	4.22	0.86	High	3
5	Trust	4.27	0.80	High	2
6	Empowerment	4.09	0.78	High	6
7	Service	4.06	0.85	High	7
Total		4.20	0.81	High	

Table1,The current situation servant leadership Beijing primary school principals across the seven structures high.

Table 2The Improving of Primary in Beijing

Strategy	How
Optimize Agapao	1. Be student-centred 2. Prioritise time with students 3. Foster a greater sense of belonging among students and teachers
Optimize Humility	1. Stay sincere 2. Give credit to others for success
Optimize Altruism	1. Inspire others to grow 2. Serve others 3. Creating conditions for others
Optimize Vision	1. Unity and cohesion 2. Putting students at the centre of their vision
Optimize Trust	1. Caring and listening to students' problems 2. The power of role models
Optimize Empowerment	1. People and relationships matter 2. Nurturing the growth of others
Optimize Service	1. Service to students 2. Leadership through service

According to **table 2**, the researcher provided the Strategies Improving Primary School in seven 16 3 agapao, 2 measures for humility, 3 measures for altruism , 2 measures for vision, 2 measures for trust , 2 measures for empowerment, and 2 measures for service.

8. Research Conclusion

8.1 Conclusion

Strategies Improving of Primary in Beijing conclusion.

Primary in Beijing.

The Strategies for the Improving of Primary in Beijing.

Strategies of Primary in Beijing.

The current situation for Primary in Beijing.

Primary School Principals seven agapao trust, Vision, Humility, Altruism, Empowerment, and service.

Agapao was model and serving others permeates the organization.

Trust was effective listening and open communication, followed by supported in difficult times.

Humility was put needs followed be job demonstrate by being honest with your shortcomings.

Altruism was demonstrating service mindset, and prioritize the wellbeing of students.

Empowerment was implementing nonhierarchical.

Service was requiring use other constructs, and lowest level.

The Strategies for the Improving Primary in Beijing.

Strategies for the Improving for Primary in seven 16 Agapao, 2 measures for humility, 3 measures for altruism, 2 measures for vision, 2 measures for trust, 2 measures for empowerment, and 2 measures for service.

Agapao consisted of 3 measures: 1) Be student-centred, 2) prioritise time with students, 3) Foster a greater sense of belonging among students and teachers.

Humility consisted of 2 measures: 1) Stay sincere, 2) Give credit to others for success.

Altruism consisted of 3 measures: 1) Inspire others to grow, 2) Serve others, 3) Creating conditions for others.

Vision consisted of 2 measures: 1) Unity and cohesion, 2) Putting students at the centre of their vision.

Trust consisted of 2 measures: 1) caring and listening to students' problems, 2) The power of role models.

Empowerment consisted of 2 measures: 1) people and relationships matter, 2) Nurturing the growth of others.

Service consisted of 2 measures: 1) Service to students, 2) Leadership through service.

Strategies the for Primary in Beijing.

Strategies Primary School Principals seven with values between 4.00 and 5.00, Strategies the Primary School Principals.

The adaptability and feasibility of Agapao was at high level ($\bar{x}=4.45$).

The adaptability and feasibility of Humility was at high level ($\bar{x}=4.28$).

The adaptability and feasibility of Altruism was at high level ($\bar{x}=4.29$).

The adaptability and feasibility of Vision was at high level ($\bar{x}=4.66$).

The adaptability and feasibility of Trust was at high level ($\bar{x}=4.47$).

The adaptability and feasibility of Empowerment was at high level ($\bar{x}=4.51$).

The adaptability and feasibility of Service was at high level ($\bar{x}=4.76$).

8.2 Discussion

Strategies improving Primary in Beijing.

Primary in Beijing

The Strategies for the Improving of Primary in Beijing

Strategies the of Primary in Beijing.

Discussion on Agapao : The results of the interviews with primary school principals demonstrate create which Agapao Love is defined as recognising have an on organisation demonstrated reason. Primary schools more appreciation.

Discussion on Humility: results of the primary schools is the helps build a high-performing culture in schools. Humility is defined by modest gentleness lack characterised genuinely valuing.

Discussion on Altruism: results the interviews with primary school principals concluded that altruism approach to leadership, with or without personal recognition and promotion, helps to build a high-performance culture. a selfless other personal it is based on rather than the structure the leader helps, supports and empowers subordinates to realise.

Discussion on Vision results of the builds continuous thrives through that adds organisation, sustains withstands challenges context goal the organisation is driving force on.

Discussion on Trust: results of primary school headteacher on organisations the delivery of the establishment of a person's ability critical organisational as leaders.

Discussion on Empowerment: The results of the primary school headteacher interviews concluded that empowerment was associated with, and that high performance was established promotes a sense of worth. Empowerment, being delegating actually delegating so that they their importance significance roles contributions. Values fairness emphasises responsibility complete achieve 1998.

Discussion on Service: results of the with primary indicate structure of an important becoming the efforts to build a high-performance culture. morally to "giving of oneself to serve others". This means that the leader is focused on placing the primary interest in others rather than personal gain. Thus, gifts caring, possessions put responsibility to serve team they lead. Servant leaders must collaborate responsibility teamwork.

9. Recommendations

Implications (How the findings can be applied to implementations by the related persons agency)

Strategies Primary in Beijing are as follows:

1. Agapao Principals should be care about their students and embrace practices and systems to prioritise time and attention.
2. Humility Principals should be give credit to the team as a whole, not the individual, as well as being willing to take responsibility when things go wrong.
3. Altruism Principals should be use deep listening and discourse to solve problems with employees and inspire their growth.
4. Vision Principals should be ensure that students are at the centre of their work and purpose, and with this sense of purpose comes the need for students to be at the centre of their work and purpose.
5. Trust Principals should be reinforced, caring for students, listening to them and understanding their confusion.
6. Empowerment Principals should be ability to gain insight into the core values of others so that they can be of value.
7. Service Principals should be service-focused support for students, staff, schools and communities to assist them in accessing the resources they need.

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