

To European and national policymakers in education.

ESHA calls to Action: Educational Leadership needs your attention and efforts. 1 Oktober, 2024

Call for Strengthening Educational Leadership Across Europe

School Heads have a pivotal role in the development and innovation of education. They are crucial to support and appoint teachers and staff. Realizing quality education requires strong and visionary educational leadership. This is often a forgotten factor in policy. Investing in leadership is an effective way to enhance educational objectives. This needs your attention and effort!

With a focus on professional development, support structures, recruitment strategies, work-life balance, collaborative governance, demographic challenges, and innovation, the European School Heads Association (ESHA) urges policymakers to prioritize initiatives that will empower educational leaders and enhance the quality of education across Europe.

ESHA, as the voice of educational leaders across Europe, has, together with its members, outlined specific expectations regarding action points for policymakers. These expectations are intended to serve as a roadmap towards achieving resilient and visionary educational leadership. We strongly urge policymakers to consider and implement these recommendations as we work together to nurture the potential of every learner and shape a brighter future for generations to come. We want to ensure resilient and forward-thinking educational leadership. Through a synthesis of insights and perspectives from diverse educational contexts, we have identified critical challenges and articulated clear expectations for policymakers to address. The current educational challenges are embedded in:

- Professional development
- Clear role definitions and support structures
- Recruitment and retention strategies
- Work-life balance
- Collaborative governance models
- Demographic challenges
- Innovation and digitalization

In response to the evolving needs of primary schools, secondary schools and preschools, ESHA presents a set of expectations aimed at fostering stronger leadership practices and ensuring the continued excellence of our education systems.

These expectations reflect the collective wisdom and experiences of our member organizations, providing a roadmap for action to navigate the complexities of educational leadership in the 21st century:

1. Investment in Professional Development:

- We expect policymakers to prioritize investment in continuous professional development programs for educational leaders, focusing on enhancing leadership skills, pedagogical knowledge, and organizational management.

2. Clear Role Definitions and Support Structures:

- We expect policymakers to establish clear role definitions for educational leaders and implement robust support structures to alleviate administrative burdens and provide necessary resources for effective leadership.

3. Recruitment and Retention Strategies:

- We expect policymakers to develop comprehensive recruitment and retention strategies to attract and retain qualified leaders, including competitive salary packages, career advancement opportunities, and recognition of the importance of leadership roles.

4. Focus on Work-Life Balance:

- We expect policymakers to prioritize work-life balance initiatives for educational leaders, including measures to regulate working hours, promote well-being, and prevent burnout through access to support networks and resources.

5. Collaborative Governance Models:

- We expect policymakers to promote collaborative governance models that involve stakeholders in decision-making processes, foster partnerships between schools, communities, and educational institutions, and ensure accountability and transparency in leadership practices.

6. Addressing Demographic Challenges:

- We expect policymakers to address demographic challenges affecting the education sector by implementing targeted strategies to attract and retain leaders in regions facing shortages, as well as supporting diversity and inclusion initiatives to ensure equitable access to leadership opportunities.

7. Embracing Innovation and Digitalization:

- We expect policymakers to embrace innovation and digitalization in educational leadership by providing training and resources to effectively leverage technology for administrative tasks, communication, and professional development, while ensuring a balanced approach that prioritizes human connection and pedagogical excellence.

ESHA emphasizes the importance of dialogue and cooperation with political decision-makers on regional and national level to strengthen educational leadership across Europe.

The European School Heads Association (ESHA) is a member umbrella organisation of school leaders' associations across 28 European countries connecting roughly 125000. (www.esha.org).

Kind regards, on behalf of the member organisations of the European School Heads Association:

Albania



SINDIKATA E PAVARUR E ARSIMIT TË SHQIPËRISË
Independent Trade Union of Education of Albania

Belgium



Bulgaria



Croatia



Croatia



Cyprus



Denmark



Denmark



Estonia



Finland



Finland



England, Wales and
Northern Ireland



France



France



Georgia



Germany



Germany



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Ireland



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Norway



Skolelederforbundet

Portugal



Serbia

Društvo direktora škola Srbije

Scotland



Slovenia

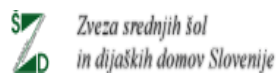


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