

**ACADEMIC EXCELLENCE – THE COMBINED EFFORT OF PRINCIPAL,  
FACULTY, STUDENTS AND PARENTS**

**P.L.RAJAGOPAL\***  
**V.R.RAJEEV\*\***

\*Professor and Head, Department of Pharmacognosy and Phytochemistry, Academy of Pharmaceutical Sciences,  
Pariyaram Medical College, Kannur, Kerala, India,

\*\*Registrar, Kerala State Pharmacy Council, M.N.V.G Adiyodi Memorial Pharmacy Bhavan,  
Vanchiyoor, Thiruvananthapuram, Kerala, India

---

**Abstract**

Team work will always leads to success. If a person really put his effort on achieving his/her goal, the net result will be always positive. In an academic organization, each individual appointed will be having different job responsibilities. Even though there will be difference in their responsibilities, all of them must be having a single aim which makes name and fame for the organization. Updating of knowledge and willingness to improve are the two major factors to be taken care in this regard.

**Keywords:** Academic excellence, Principal, Faculty, Students, Parents

**Introduction**

The article is mainly focusing on the responsibilities of various individuals appointed in an organization. Since the article refers to the academic excellence in an institution, the appointed individuals include principal, faculties and supporting staffs. Along with the members in an organization, of course the students admitted and their parents also have to fulfill their responsibilities in order to achieve best results. In this article, an attempt has been made to compile the duties to be performed by the principal, faculty, students and their parents and the healthy relationship between these members can bring success in an institution. Not only the hard work and dedication of the members, but also the maintenance of strict discipline can improve the result in an institution. Discipline can be defined as the practice of training people to obey rules or a code of behaviour, using punishment to correct disobedience.

**Principal**

According to Sorensen and Machell, 1996, “The school principal should be a keeper of a collective covenant, rather than the custodian of the status quo. He or she must be a builder of relationships among a number of constituents including teachers, students, parents

and the community at large". As per Palaniuk, 1987, a principal is often defined as the person who is in a leading position in a school and possibly the most important member of the organization.

In a classroom, the faculty or teacher is the most important and valuable person in the life of a student, but it is completely the principal who is responsible for providing necessary infra structural facilities and high quality education for the students admitted solely by him/her. There are several qualities to be maintained by a principal, who really want to improve the institution. Usually the principals may vary in their administrative behaviors. A capable, able and eligible principle must be having a plan of action designed to achieve a long term aim, decision making capacity, punctuality, capacity to lead a group of people, diplomatic and more over personality. Good principals will consider certain issues in the institution are their own problems and they will never neglect , never run away from them and solve those issues successfully without affecting the overall atmosphere of the institution. A principal must always have two questions in his/her mind; like what challenges are there in the institution and what is the plan to meet those challenges.

A real principal has to show justice to the faculty, administrative staffs, students, and of course to the parents. When he/she full fills all most all basic and reasonable needs of these communities a successful institution will emerge out.

The total result and success is the sum total of the productive efforts of the people who serve in that institution. Principal must know the strength as well as weakness of his/her faculties and he/she must keep a personal relationship with these faculties in addition to professional relationship. The principal has to spend time in assisting the faculties in planning their academic arrangements in the institution. The principal also has to take care the frustration which may arise among the faculty members due to monitory benefits; work atmosphere etc. If these frustrations of the faculties are not recognized and solved, then it may cause both principal and teacher to give up before a goal that is in fact achievable. The principals who are staff development leaders continually communicate to the faculties of the institution about the major goals of that particular institution are. He/She should provide opportunities for parents and students to be involved in setting the goals. The principal has the ability to support and assist all faculty members within that institution as they grow toward achievement of their job targets and as these targets relate to the overall goals of the institution. The principal must be a good listener to his/her subordinates. If any one of the

faculty has to achieve a particular goal, the principal must be able to listen carefully in order to understand completely what hurdles the person needs to overcome and it is the duty of a principal to help the faculty in sorting out the issues and achieve the goals for the betterment of the institution.

Motivation is one of the most important qualities that a principal must have. A great principal has to motivate his/her subordinates in research activities, presenting, publishing scientific papers and attending conferences, workshops, and seminars. Of course motivation in terms of money also will count the overall betterment of an institution which can be done by sanctioning salary increments and promotions. A capable principle knows how to extract the work from his/her subordinates and he/she will wisely execute that also. Being a true and faithful representative of the management, he/she has to help the faculties in getting financial benefits in time. Otherwise the faculties will be always busy in running behind the management for getting the same, which will definitely affect the routine works of the faculty members. If the staffs are not financially benefited in an organization, they will be always searching for better options. Hence a wise principal must take care of the staff stability in an organization, which is the key factor for the success of an institution. A principal must not implement divide and rule strategy and also must avoid partiality among the subordinates to achieve success.

A principal must evaluate the classes taken by the faculty members in the institution, which can improve the teaching habits and skills of faculties and the result status of the institution. In all most all institution principal and faculties will sit together and analyze the results by analyzing each student, which will be possible only after publishing the results of a particular batch of students in an institution. But great principles will first analyze his/her faculty members, rather students, well in advance of the examination by collecting the feedback. Later he/she will analyze the feedback and find out the strength and weakness of a particular faculty, which will help the faculty members to change or modify their teaching styles, through which the result of the candidates as well as the institution can be improved. While analyzing the results of a particular batch, if the pass percentage is less, most of the principals may have a tendency to blame on the staffs who taught them. At the same time if the pass percentage is more, the principals may give a general statement that the students admitted are having good caliber and the appreciation will never reach to the faculty members. This

practice will create disappointment in the mind of many real teachers. Hence the principal has to take care to congratulate both students and faculties during celebration. Encouragement will always boost up the work done by a person, whether it may be a student or a faculty.

Connors, 2000 says that the best administrators spend an intense amount of time in developing, improving, and investing in relationships. Positive relationships are the heart of what makes an institution extraordinary. The best leaders build environments of trust, respect, professionalism, caring, compassion, collaboration, teaming, advising, caring, and nurturing. As per Rieg, 2007, for a principal to build relationships with people and positively institution culture, it is necessary for the institution leader to be visible in the institution and community; with the multitude of responsibilities principals have, being visible is often difficult. Fullan 1997 said, "Principals are either overloaded with what they are doing or overloaded with all the things they think they should be doing." Thus we can say the teamwork, motivation, inspiration, leadership, vision and innovation habits of a principal can make an institution excellent.

### **Faculty**

Do you think, teaching is a passion rather profession for you? Do you think you can motivate students by guiding them properly? Do you have the ability to create innovative ideas and meaningful learning experiences for students? If so, teaching may be the right profession for you.

Teaching is a career where lifelong learning is highly regarded. Many professional institutions require their teachers to continue their education while they are teaching. In many cases, colleges require their teachers to complete a specific amount of professional development courses. Most institutions even offer salary points for each additional class taken. Continuing education can improve a teacher's instruction as well as student achievement. Continuing your education can also allow you to make career advancements within the field of education.

A faculty has major commitment toward his/her students, which will automatically fulfill his/her commitment towards the institution. A good lecturer must be a learner always. Teaching is important because most teachers reach more than a thousand students during their career as a teacher, and many reach more than ten thousand. Teachers change the world through their students in many ways. A teacher must be well experienced in

a plethora of fields, with an inherent rare human quality to listen and to render physical and mental courage on the onlooker. His/Her composure and maturity at crossroads must be truly inspiring. A great teacher must also have untiring patience, superb scientific judgment, wisdom, dedication, meticulous care and profound interest towards each student that he/she will come across. A good teacher must rescue his/her students in moments of diffidence, reducing the student's confusion to clarity, rendering confidence and encouragement in each step,

Lesson planning is considered to be one of the good qualities of a lecturer. He/She must well plan the topic which is communicating with the students. Conducting class tests, theory viva and discussions can improve the results in an institution. A lecturer must have the capacity to identify the weakest students rather the best student in a class and his/her aim must be always to train those weak students in a particular subject that he/she handles. We can appreciate a lecturer only when the weakest students in an institution or a class perform better. Even though spoon feeding habits are not advisable, but in a professional course, for the candidates of first year it can be experimented for slowly picking up of the curriculum. Clearing the doubts of students in their own mother tongue also has to be considered in the case of weak candidates, but is not possible in many times. A teacher, in the opening of the class itself must say that, this is an easy subject and if you put little effort you all can perform well in the examination. This habit of a lecturer will give positive energy to students and thereby they will start showing interest on that particular subject, no matter how tough the subject is. In a class room, it is always better to avoid statements like; "this is a tough subject", "I don't know how you will pass"?, which will unnecessarily cause tensions in students mind, and such tension will never ever help him/her in learning that particular subject. So by giving and creating positive energy in students mind, a faculty can make dramatic excellence in the academic track of weak students. *So no students will fail due to lack of confidence.*

Thus ultimately we can say that if a student is impressed on the lecturing of a particular lecturer then he/she will be automatically shows interest on that subject which will reflect in the result also. Conduct of class test after completion of each topic will helps the students in appearing for the final examination without any fear because the students will be very familiar to the questions which can be asked in the examinations. Conduct of unit tests also helps the students to manage the timings during examination. *So no students will fail due to lack of time.*

The positive and negative behaviors exhibited by teachers determine, to a great extent, their effectiveness in the classroom and, ultimately, the impact they have on student achievement. Several specific characteristics of teacher responsibilities and behaviors that contribute directly to effective teaching. The teacher is the representative of the content and the institution. How a teacher presents himself/herself makes an impression on administrators, colleagues, parents, and students. Often a student links the preference to a particular subject to a teacher and the way the subject was taught. A teacher who exudes enthusiasm and competence for a content area may transfer those feelings to the students. The teacher's personality is one of the first sets of characteristics to look for in an effective teacher. Many aspects of effective teaching can be cultivated, but it is difficult to effect change in an individual's personality. The place where an educator or faculty communicates with the students can be called as a class room. A good teacher must be aware of class room management and organization. The good teacher must check whether the furniture in the class room is in order, he/she should record the attendance of the students; he/she also should start and end the class in time. A good teacher also must aware, how to communicate with the students. In many colleges, teachers are required to submit weekly lesson plans; these plans typically note different learning styles or needs, and the variety of instructional approaches that will be used. It is important to note, however, that a lesson plan is not an end at all; it is merely a description of what should be occurring in the classroom. Thus, a good plan doesn't guarantee high quality instruction, but a poor plan most certainly contributes to ineffective instruction. A good teacher must monitor the progress and potential of each student in a class. A good teacher always respects his/her students. In a class room each students will be having their own view and ideas and a good teacher must allow students to express their views freely and also to teach how to respect and listen the ideas of others. Faculties can generate improvement hours by restricting the lunch hours to train the weak students in a class. Since the extra hours are within the college hours, faculties need not to spend their time during vacation and holidays at the institution. Thus we can say that a good teacher must teach from his/her heart. *So no student will fail due to lack of knowledge.*

It is the duty of each faculty members to support their principal and colleagues to create an atmosphere which is suitable for peaceful working. As a part of discipline, principals may have to implement strict rules in an institution, being a sincere faculty; he/she has to obey the same without criticizing. However healthy criticisms can also be done, if it can improve the status of the organization.

## **Students**

Through comprehensive reading and precise writing a student can achieve academic excellence. A good student must have a pleasing nature. He/She should know how to show respect others. He/She should be neat, punctual, regular and attentive. He/She should have the capacity to remember, recollect and reproduce the things that he/she learns with in a stipulated time. Good hand writing is an added advantage to a good student, through which he/she can prove his/her academic excellence. Reading is always a part in everyday student life. To become a good student, you should always take time to read. Try to read some books with certain topics in advance so that when the time comes, you are able to grasp the information quickly because you have read it ahead of time. Innovation, interest and curiosity are also considered to be the ideal characteristics of a good student. A good student is one who shows respect, regard and faith on a teacher and follows the instructions of the teachers seriously with complete dedication. Discipline in managing the time is an important factor that every good student must possess. If a student doesn't know how to manage time then he/she may not able to achieve the goals. A student should have an attitude and willingness to learn new subjects in his curriculum even if the subjects are not interesting.

## **Parents**

Parenting is the art of promoting and supporting the physical, emotional, social, financial, and intellectual development of a child from infancy to adulthood. Parenting refers to the aspects of raising a child aside from the biological relationship. Good parenting rarely comes naturally; it takes years of hard work, and even then we all make mistakes. Parenting tests you on every level: emotionally, physically, financially, and even spiritually. Though there are no short cuts to good parenting, there are qualities you can cultivate to improve your parenting dramatically. A good parent must always keep in touch with the institution where he/she admits his ward. He/She should periodically analyze the progress in their studies and results. The parent also must help their wards in choosing friends wisely.

## **Conclusion**

The healthy competition between the faculty members to become the best teacher in an institution will improve the overall results of the students admitted. The principal or we can say the captain of an institution must create a tensionless work atmosphere to the faculty

members and to the students to achieve their goals. Parents must financially and emotionally support their wards. Last but not the least the effort of supporting staffs in an institution also plays an important role in building up of best results in an organization. Thus it is the combined effort of dedicated principal, faculty, students, parents and supporting staffs which make an academic excellence in an institution.

### **Acknowledgement**

We are thankful to the principal and faculties of various professional colleges in Kerala for sharing their views and experiences which helps us to complete this article. We are also thankful Mr.Vivek Devarajan, Associate Professor in Pharmacology, Academy of Pharmaceutical Sciences, Pariyaram Medical College, Kannur, Kerala for the valuable contributions, suggestions and corrections which he made in this article.

### **References**

1. Connors, Neila A. 2000. If you don't feed the teachers they eat the students: Guide to success for administrators and teachers. Nashville, TN: Incentive Publications.
2. Davies, Martin 2000. The Blackwell encyclopedia of social work. Wiley-Blackwellp. 245.
3. Educational leadership 1977 by the Association for Supervision and Curriculum Development. 384-386.
4. Fullan, Michael. 1997. What's worth fighting for in the principal ship. New York: Teachers College Press.
5. James Huges 1977, The Principal as Staff Development Leader. Educational Leadership, By the Association for Supervision and Curriculum Development.384-386.
6. James Stronge 2011, Qualities of effective teachers, Workshop Materials, Kentucky Association of School Administrators, November 30.
7. Maria Orlando 2013, Nine Characteristics of a Great Teacher., EdD in Philosophy of Teaching, .
8. Palaniuk, S. 1987. Administrators in the classrooms: Where else? Education, 107(3):272-275.
9. Relationship Building: The First "R" for Principals Sue A. Rieg, Ed.D. Associate Professor Indiana University of Pennsylvania Joseph F. Marcoline, Ed.D. Associate Professor Indiana University of Pennsylvania Eastern Education Research Association Conference Paper February 2008:1-14.
10. Rieg, Sue A.2007. Young children's perceptions of school administrators: Fostering positive relationships. Jalongo, Mary R. (Ed.) Enduring bonds: The significance of interpersonal relationships in young children's lives. New York: Springer.
11. Sorenson, D. & Machell, J. 1996. Quality schools through quality leadership. (Paper Presented at the Annual National Conference on Creating the Quality School, Oklahoma City, OK).