

Innovation in Educational Management and Leadership:

High Impact Competency for Asia Pacific School Leaders

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The aim of the research is to identify the High Impact Competencies for Asia Pacific School Leaders. An instrument named KOMPAS[®] (Kompetensi Pemimpin Sekolah or School Leadership Competencies) will be employed for the research. This is an extension of a research conducted by Institute Aminuddin Baki for Malaysian School Leaders in 2008. KOMPAS[®] consists of 26 competencies grouped into six domain namely the 'Policy and Direction', 'Instructional and Achievement', 'Change and Innovation', 'People and Relationship', 'Resource and Operation' and 'Personal and Effectiveness'.

1.0 Research Objectives

- 1.1 To validate the suitability of KOMPAS[®] to the Asia Pacific School Leaders
- 1.2 To group the competencies of the Asia Pacific school leaders based on the predetermined domain.
- 1.3 To determine the present level of competencies of the Asia Pacific school leaders according to their perception.

- 1.4 To determine the competencies needs level of the Asia Pacific school leaders according to their perception.
- 1.5 To determine the future competencies for the Asia Pacific school leaders in the next 3 – 5 years based on the perception of high-ranking MOE officers in the respective countries.
- 1.6 To determine the strategic needs competencies of the Asia Pacific school leaders based on the perception of high-ranking MOE officers in the respective countries.
- 1.7 To identify the high impact competencies required by the Asia Pacific school leaders.

2.0 Scope of the Research

- 2.1 The **focus of the research** is to validate the suitability of KOMPAS[®] to the Asia Pacific School Leaders and to identify their high impact competencies requirement.
- 2.2 The **goal of the research** is to assist the policy maker in determining the training and development needs for School Leaders in the Asia Pacific countries.

3.0 Approach

This research uses the descriptive quantitative research methodology. A cross-sectional survey approach will be used to collect the data. Respondents will be identified through stratified systematic random sampling by the local education authority. Selected respondents will be asked to answer the web-based KOMPAS[®] which can be assessed through Institute Aminuddin Baki website. Data will be analysed using the SPSS to determine the reliability and validity of the instrument in the context of the Asia Pacific School Leaders. Descriptive statistics will be used to describe the Asia Pacific school leaders' competencies mastery and needs while the composite score derived from multiple respondents will be used to identify the high impact competencies required by the Asia Pacific school leaders.

Keywords: Educational Leadership, Competency