The Role of School Managers in Realizing the Objectives of Document Fundamental Change in Education

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ABSTRACT: According to the notification document fundamental transformation in education, it has been started a few years at the national level. Achieving the goals of document requires proper preparation and work, in education, including an “efficient and effective management” in schools, so they can provide the maximum use of available resources and interact with other components of the active and effective, it is important to ensure success. This article seeks to explain the role of school managers, mentioned document focuses on achieving the goals and require serious attention of the authorities and planners to observe a set of dos and don'ts that govern the selection process will remind school managers; so can perhaps, at a minimum cost and achieve maximum productivity, effectiveness and efficiency in the movement for change started to improve education. Research Methodology described in this paper is a library of documents.

Keywords: Fundamental transformation document, Education, School managers.

INTRODUCTION

In the fifth five-year plan for the development of the country, the government is allowed to perform the fundamental transformation of the education system in the framework of laws. The program was inspired by the values derived from religious teachings and upstream documents, such as Constitution of the Islamic Republic of Iran, Imam Khomeini Guidelines and statements from the Supreme Leader, and the theoretical foundations of national education are documented. In this program, school is the main component of the educational system and the Institute for Supply Services and opportunities for education, local education system for the supply of dos and don'ts and formal education for students and the identity development and continuous growth of the students based on criteria system.

Education as a social and cultural institution plays key role in the training of production the social and cultural capital in the process of growth and development, so that the future is visible in the education mirror. In recent decades, highlighting human position as the most important and valuable social capital, cultural and spiritual community, the mission of the nucleus have more education and receiving serious attention from scholars and theorists of social, political and economic.

From the perspective of Islam human teachings, the educational system has the standing and unmatched and those involved in this system are responsible until the continuation of the prophets, fields of children and adolescents in the age of learning to drive savings, provided in worshiping God. So far, the education of the country, for various reasons, the ability to meet the needs of society in line with the aims and ideals of the Islamic revolution had and in manpower training, leading the Islamic Republic, is faced with the theoretical and practical problems. Freedom from defects and inefficiencies in education and access to dynamic, successful and effective, require profound and radical change in the agency's massive and decisive, to find the hidden retrieval and reproduction of all the factors of the system, be able optimal use of opportunities, resources, facilitate and accelerate the achievement of goals.
By understanding the importance of the issue by senior officials and education systems, evolution of the fundamental and long-term strategic plan for the development of a comprehensive, sustainable, in education the country, by a group of scholars and experts in education on 2011 in the Supreme Cultural Revolution Council to conduct an education.

No doubt, the implementation of large and decisive action must be taken until intelligent and informed in the shortest time and at the lowest cost, in order to have maximum efficiency and effectiveness. Program executives, for the realization mentioned purpose, to the mechanisms and associated requirements and should be able to use all the facilities and opportunities, education the existing to convert desirable education. In this regard, it is one of the key questions is how to manage the big move? Each of the factors contributing to the organization, how they can work towards achieving the goals set? What are the Effective management requirements in fundamental evolution document? How can I monitor the work process and to realization of the objectives evolution?

Given that, ultimately, implementation and facilitating the implementation of the provisions of a development plan document should be in schools with teachers and school administrators will take effort and enthusiasm, this article intends to answer to the questions implied above, to review skills needed for school managers, and how to play a role in keeping the program's mentioned in the document.

Importance and necessity

Environmental changes in the present age, with astonishing speed, have changed society. In the changing and turbulent world, individuals, organizations and institutions can hope to survive to understand and respond appropriately to changes. Education institution, with its own characteristics and complexity and breadth of its scope, the general rule is no exception and must meet the cultural, political, social and economic community. Achieve the effective development programs in the current changing world has become so complicated and problematic. The complexity of this specialty in institutions like education, the "man" and "human development" face, has doubled. Because the speed and magnitude of changes in such a way that the opportunity to design, develop and implement long-term programs is facing serious challenges (Senge, 2006).

After victory of Islamic Revolution and the cultural nature, the need for comprehensive and profound evolution in the educational system is more crucial than ever. For this reason, from the early days of the revolution, made fundamental changes in the education system and the agenda of senior officials and plans and programs developed and implemented many changes, each for some reason failed to respond to society's expectations. As a result, after three decades of victory of Islamic Revolution, the need still remains a serious charge and Leader and responsible institutions and policy in the field of culture and science has become acceptable and application experts and administrators and teachers educated country. In response to this public demand, "documents education basic evolution", developed, approved and implemented to education has been served. In education, the employment of qualified individuals and optimal use of opportunities for document evolution realization of the objectives of high sensitivity, and an inevitable necessity and human use of the most efficient and most flexible ways to achieve this seems to be necessary.

Acquaintance with concepts

Fundamental change and transformation: Fundamental change to describe organizational change is applied in the inner values, aspirations and behavior of individuals to external change processes, strategies, actions and linking systems. In this evolution, the organization simply does not do anything new, but the ability to learn new ways to do things well. In fact, the ability creates constantly changing. Focusing on the internal and external, arises from the fact that in large industrial organizations are grappling with time, change strategies, structures and systems are not sufficient, the thought that the strategies and structures are created, change (Senge, 2006).

Meaning of "fundamental transformation in the education is providing "deep and radical evolution, a comprehensive, systematic and systematic, prospective, based on the teachings of revelation and theology, and in accordance with the Iranian Islamic culture" (Navid Adham, 2012).

Management: There are several definitions for management : "Management is efficient and effective process utilization of human and material resources, based on a value system has been recognized, through planning, organizing, mobilizing resources, guidance and control operations are carried out to achieve the objectives "(Rezaeian, 2009).

Change and transformation Management: Change management is a planning activity in the organization; the organization is run by top management and organization effectiveness and health through planned changes and increase behavior in the organization. Change management in organizations is one of the most difficult tasks of leading managers, because change is not achieved overnight, even if the change is simple. For acceptance the staff it requires time. Change management is the systematic process of planning, organization and change, the point of disrupting the status quo until achieve the standby mode, the desirable future state. When the change begins, the organization is not in the past and not in the future, while the work should be continued.

Effective and efficient management: In the management literature, the effectiveness is defined as doing the right things and efficiency is doing things correctly. Concept of effectiveness is in efficiency meaning. Efficiency has
quantitative aspects and effectiveness has qualitative aspects. Efficiency means less time or energy for the work that has been done. Level of efficiency, is deposited directly into the hands of managers. Increase efficiency leads to improve productivity and contribute effectively to the achievement of organizational goals. Effectiveness is measuring the effectiveness of taken actions to achieve predetermined goals. "Peter Drucker" defined efficiency as doing right thing and effectiveness as doing thing correctly. Efficiency represents the ratio of inputs to outputs and effectiveness ratio is the relationship between outputs and objectives.

**Features of school in the fundamental transformation document**

By virtue of the provisions of the document fundamental transformation in education and in the prospect of a 20-year horizon of the country, the school will become a place where students actively enjoy it and leaving it are reluctant. In this school, students not only in education but also in terms of their moral and religious education are participated. Therefore, the student is center of attention and centered activities. In other words, in this school, student-centered approach, combined with the policies of the central and teacher-centered emphasis and attention. In this school is trying to teach while science, more practical and scientific opportunities, to strengthen life skills, for students created, and in general, have the skills necessary for a successful life in the society, with regard to Islamic values and social change, to the students be trained.

Acquired moral virtues, such as faith, virtue, greeting, righteousness, self-struggle, fighting against oppression, knowledge, wisdom, modesty, courage, justice, honesty, sacrifice, with attention to health, vitality and strengthen, patriotism and honor to the noble and enduring values of the Iranian Islamic, full responsibility, social participation, the collective spirit and general business professional competencies and skills, underlying employment and entrepreneurship, promotion types and degrees of rationality in all aspects of education, comprehensive, integrated and balanced, honoring the achievements of science and human experience, within the framework of Islamic criteria, for access to scientific authority in the world, takes place in the school. School is a safe place and enriched educational programs for all students and its role, in addition to the knowledge and skills of students in their preparation, according to current and future expectations of the community. In the design of this school, to the Islamic architecture - Iranian identity and indigenous, colorful and attractive, the use of appropriate educational furniture, in the layout classes will be given. School organizational culture, interact effectively with teachers, principals, students interact with each other, the relationship between teachers and students to produce new thinking and innovation. Also, pay attention to all aspects of a student's personality and the relationship between teacher and student relationship is friendly and full of love. Such school, along with social changes, transformed the structure of organization. Obviously, the creation of this school is not immediate and may be in an environment of a lifelong learning society. However, such evolutionary movement, never ending. Because, expectations and needs constantly change and commensurate with their skills and their roles have changed it, defines the new education. Therefore, the school was part of the society and ready to keep pace with technological and social changes in their and has always the ability to update and "modernization".

**The role of management and leadership in fundamental transformation document**

The Manager is an important part of the function of school leadership is more visible and more important executive functions. He is someone willing to the schools, teachers and students. Also, a macro-perspective view, interested in change and guidance to suit changing conditions, a person with high efficiency, ethics and transparency in the implementation of Community Affairs, driving abilities of human capital, reinforcing the participation of individuals and guiding activities until achieve the objectives in the higher levels. He, in addition to statutory authority, has moral authority as well. Their selection, only on the basis of management experience rather, based on predetermined criteria and qualifications in a fair process. Therefore, he is model for colleagues and students, and also enjoys great popularity.

In line with the need to select qualified individuals for management education in the formal education system, any letter states that: "Studies and researches, experiences and ideas consensus of experts, emphasizes the need to provide a system of leadership and management, according to the requirements and conditions of the cultural, social and economic training is formal. Leadership and management systems, while having sufficient intelligence, capable of all the forces of change, both for the and efficiently and effectively to human, financial, physical, information, time, lead management processes and common goals and objectives. "Curriculum Development, Teaching and Research, styles, and techniques of management and appropriate and timely changes in school organization, below are examples of leadership and management of the education system are considered. The efficiency and effectiveness of development cooperation and increasing competition, regulation, establish solidarity, cooperation and synergy, changing organizational culture (knowledge, attitudes and skills) and the development of individual and organizational creativity, the tasks of management and leadership training. Also, religion, orientation and Educational Justice, accountability, meritocracy, seeking partnerships, research-oriented, holistic approach, transparency and continuity of principles for the selection of managers (Haji Babaei, 2012)

In school desirable, fundamental transformation document is the great art of management, environment and constructive relations through which learners can be effective, with learn about them and others, enabling continuous improvement and development of conceptual models to provide their own. In other words, students in this school, not
only from teachers, content and learning environment, but also learn from each other and cause a wide network of learning. Also, production of professional knowledge, which aims to explain the reasons and belief's embedded in layers of human action, developing germ learning, and promote dialogue with others, learning during surgery, intraoperative thinking and planning as learning is; Another important Background that in this school should always be doing. Therefore, learning and thinking during operation requires a fundamental evolution in the mindset of people, reconstruction of continuous learning, continuous reflection behavior, and the gradual improvement of procedures and move the basis for the exploration of subjective assumptions and continuous testing of individual and social experience. Such learning, learners will seep into the hearts and minds, knowledge and behavior change is caused, to their ability to communicate effectively with the outside world of the mind and in this way, new horizons to put before them; also, the ability of learners to develop the skills, creativity and innovation.

In such schools, in order to avoid infringement, school manager regulations in line with the provisions of the upstream documentation; Flexible and consensus has developed and properly informing the audience. In conclusion, while stressing the observance of discipline, student welfare and comfort are significant. School manager, all education programs based on the process of group activities and projects, until process of active learning, project-oriented and research-oriented, based on thinking, analysis and research, in group learning process and student organizations, educational programs and extracurricular activities play an important role (Haji Babaei, 2012).

Unit educational manager, with proper planning establishes school lessons on society. Parents have the opportunity to actively participate in this type of school and can even schedule a regular basis to discuss their child’s classroom observation and in managing and implementing educational programs and curriculum, they play significant roles. This school has the capability to modernize and update their expectations and the social institutions that have indicated a positive reaction. Predicting the use of new technologies and benefit from its positive effects on learning and teaching is one of the school manager areas of interest. School under the office of the Manager, all intelligently managed, and all of the terms and multimedia electronic-learning is provided to students in classrooms. In this school emphasis on student participation in the classroom, but some educational activities outside of school by teachers and computer software to control and are reported (Haji Babaei, 2012).

**Views and tasks expected of the school manager, in the school desirable fundamental transformation document**

1. The belief in the need for fundamental change in the education system;
2. Deep and thorough familiarity with the provisions and objectives contained in the document fundamental change;
3. Planning and dynamic range of opportunities for students in the school, in order to achieve immaculate life;
4. Identify potential capacity of families and the local community to provide educational opportunities for students and benefiting from it;
5. Coordination and partnership opportunities for teachers and students to understand and improve their position in the hierarchy of training to achieve immaculate life;
6. The required resources, monitoring and evaluation and continuous improvement programs, in order to achieve the desired goals fundamental change in the document;
7. Create conditions favorable to the realization of the potential capacities of students at three levels: product, outputs and outcomes;
8. The opportunity to participate in various services and the quality of public institutions, to achieve goals;
9. Participation in social activities at different levels, to improve school performance, in line with the objectives set;
10. The Committee is composed of potential schools to participate in the implementation, evaluation and proposals for reform programs;
11. Utilization of executable models of dynamic, flexible, effective and intelligent management of the school;
12. The crisis management and trauma care procedures and processes in school (Navid Adham, 2012)

**DISCUSSION AND CONCLUSION**

Comprehensive plan and document the development of fundamental science education, it is essential to emphasize that schools continue to operate in the traditional way, we can prepare graduates for life tomorrow and to achieve this the wise and mighty graduate students have committed, requiring change in all aspects of education, including teaching and learning in schools, because of the position they are in the system.

Educational Centers has been established on four pillars administrator, teacher, student and educational programs and curricula. These schools, established on the basis of the authority and participation and have components are coordinated with each other, transformative aspects of school education on the basis of documents provide fundamental transformation of education in society. In the meantime, managerial and knowledgeable, experienced and skilled manpower in the school can use, providing useful content and comprehensive planning, and flexible, convenient and joyful physical space and adequate equipment and appropriate technology, the key roles will play. In schools under
these management of the enterprise, critical and comprehensive approaches such as training; research-oriented, team and project activities, religious education, life skills education and citizenship education, preservation of national identity, promoting the use of new technology skills, futurism and future, confidence and self-esteem, active participation of students in their learning and strengthen accountability, the culture of lifelong learning. Cognitive skills, enjoy learning environment and school education, political education, vocational education and vocational training, foster creativity and innovation, contribution to the family, civil and social institutions and government affairs and problems in school, according to the central order patterns, attention to physical training and sports activities for the health of the soul and body of students, attention to, providing strong advice to establish effective communication with parents, students and takes them into consideration. Admin duties such as schools, can be programmed to determine the prospects and opportunities are diverse and dynamic, for every student to understand and modify their position, according to local requirements, identify potential families and communities in the provision of educational opportunities and taking advantage of it, opportunity to coordinate the participation of teachers and students to understand and improve their position during training, to achieve substantially pure existence, Resources, the principle of justice, education, monitoring and continuous improvement programs, in the realization of the potential capacities of students at the product level, outputs and outcomes, creating opportunities for the participation of NGOs in providing a variety of services and quality, in order to achieve the goals of education, participation in social activities at various levels to improve the performance of the school and the community, for the purposes of education mentioned.

Given that development of basic education in a dynamic process, dynamic and complex and to work together as a team and clever and wise management at all levels of the organization, and in particular, the level of school management needs; It looks like it should act so that the education system to do this in order to select and train with who can mobilize resources, optimal use of opportunities and threats, strengths and limitations, and control, field goals contained in the document provide fundamental change.

In the end, it is suggested that a comprehensive program of teacher training in the country and principles to be developed; So that in the long run, people capable and interested in the teaching profession, education, and those from poor absorption of the incident and turned in desperation to the job, gradually rolling out education.

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