



# Enhancement of Teacher's Leadership at Higher Education Institutes



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## Introduction

Higher education institutes are the backbone of any country with relevance to knowledge production, industrial revolution, community engagement and intellect harnessing. Pakistani HEIs however, are lacking all these elements. The students here are not producing any new knowledge and their research or practice doesn't directly or indirectly affect the industry, society or even the community. Among many other reasons (such as lack of infrastructure as well as lack of industry in Pakistan), one major reason is teachers at Pakistani higher academia are not teachers by choice. Many of them are unable to find meaning in their jobs. The focus of the present project was to develop a sense of "Teachership" among them through teacher leadership program. More specifically, their personal, professional and psychological skills were targeted so that their jobs become more meaningful to them and bring more positive outcomes to them as well as to the students.

### Objectives of the Project

- The capacity building of teachers at higher academic institutes through teacher leadership program
- The enhancement of personal and professional skills of teachers at higher academia
- To help teachers improving and enhancing their emotional and psychological wellness
- To harness teachers at HEIs using new and innovative methods in teaching so that students become more creative, active and original thinkers
- To target teachers' existing teaching philosophy and making them to think and act in new ways through cognitive, relational and task crafting techniques

### Project Impact

- Innovative and interactive teaching techniques
- Inspire teachers to question their existing teaching philosophies
- Harnessed teachers at higher academia to rethink about their jobs with more meaning to their jobs
- Enhanced psychological capital of teachers so that they become more resilient and stronger in face of adversities
- Boosted psychological and emotional wellness of teachers at higher academia to make them better teacher and better problem solver at universities
- Harnessed them to think out of the box through techniques of cognitive crafting
- Make them extract more meaning from their jobs
- Make them take more proactive efforts through task and relational crafting
- Strived to harness teachers become not only teachers but "Teacher Leaders"

### Feedback from the Participants

#### Methods

- A series of workshops were arranged with the expertise of national and international experts in following domains:
- Enhancement of emotional and psychological wellness
- Development of psychological capital
- Boosting the use of job crafting techniques in terms of cognitive, task and relational aspects
- Encouragement to use interactive teaching methods (such as collaborative learning)

#### Expectations for Future

- Collaborating stakeholders for policies regarding interactive teaching techniques and harnessing students to innovative thinking
- Making more projects targeted at enhancement of teacher leaderships skills at higher academia
- More linkage with other colleges, universities and other higher academic institutes



I have attended the two sessions of this teachers' leadership training workshop and found it most relevant with me. It will surely help me out in executing my job responsibilities in more efficient, more motivated and lively manner

Dr. Iram Iqbal, Assistant Professor Department of Mathematics, Govt. Ambala Muslim Graduate College Sargodha



This teacher leadership workshop has empowered me to take an active role in shaping my teaching experiences. I am ready to customize my roles, tasks, and relationships to align with my strengths, interests, and values. It has enhanced my job satisfaction, engagement, and overall well-being, ultimately fostering a more fulfilling and productive work life.

Dr. Asma Khizar, Assistant Professor Department of Education University of Sargodha



The series of workshop was really a wonderful experience for me. I learnt a lot from this workshop. After attending this workshop I feel myself groomed enough to call myself a "Teacher Leader"

Sughra Alam, Lecturer Department of Political Science, Govt. Graduate College for Women Chandni Chowk Sargodha



I am privileged enough to be a part of this series of workshops. This workshop has enhanced my personal as well as professional abilities. I feel my job as more appealing, more interesting and personally more meaningful after this workshop

Dr. Sher Muhammad, Associate Professor, Department of Political Science Department of University of Sargodha

