



## THE REVIEW OF SUITABLE TRAINING PROGRAMME FOR ASPIRING PRINCIPALS IN EDUCATION

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**Abstract-** Education system is the kind of arrangement, which consisted at least a teacher and one learned in school setting. Education system must be intentional, in which teacher actively participates in transmitting student learning. In system of education includes all kinds of institutions that are related with giving education to students who are in K-12 and in higher education. In context of students, education system consisted the elementary school, middle, high and college or university level (Educational reform 2013). In broader term, education system denotes the economic and social factors that build public schools at the federal, community and at the state level. For achieving best education practices, the coordination of individuals and functioning of institutions and processes are required. A robust education system plays very important role in building a brighter kind of future for the nation's students to become professionals as a citizen. It contributes in adding values in citizens for achieving high career opportunities for giving one of their best contributions (Malakolunthu & Rengasamy 2012).

**Keywords:** Education, Training Program, Aspiring Principals

### I. INTRODUCTION

This nation with the top-notch education standards, become the favourite nation for the international students. Its educational institutions are counter under the top 200 universities at the worldwide level. In this nation, there are most 100 well-known universities that provides tertiary education in differ 151 courses (Facts and details 2019). It has been analysed that education system of this nation is properly structured by planning each aspect properly in order to give proper education from the beginning of their life. it has been analysed that for improving education system, it is required to provide professional training and professional development that is significant ingredient for achieving innovation and beneficial teaching. Teaching development program should be given in their due importance in curriculum as it plays significant role in student's performance and in development (Confeld 2016). Teacher learning or training is a continuous or never-ending process that helps in promoting the teacher's teaching skills and gets mastery over the novel knowledge, achieving proficiency that assist in improving learning of student positively.

For achieving the proper knowledge and understanding of education and frame a training program, it is required to acknowledge culture of nation as well as schools. It has been analysed that school culture and climate are intangible, but it is very much important within school environment (Omar, Majid & Hamzah 2015). It provides the safe, supportive and in encouraging, inviting for students and staff members for allowing in student's academic achievement to evolve potentially.

### II. RESEARCH BACKGROUND

According to (Malaysia 2020), education system in Malaysia starts at the preschool up to the university level. For setting education, government undertakes all kind of accountability for achieving a sound educational system. In Malaysia, the pre tertiary education comes under the Ministry of Education department and tertiary or higher education come under the Ministry of higher education. The main aim of government is making Malaysia a centre of excellence in context of education .This paper will consisted the thorough understanding about the educational system of Malaysia in order to grasp some important aspects in order to imply in other nation too. For doing, this paper will include the various aspects nation's education system,

school administration that includes teaching and learning. In addition to, it will include the nation's culture in regard of education in order to achieve potential knowledge and information about education system. Finally, it will include the school culture and leadership training for educational leaders that will assist in designing training program for aspiring principals in their nation.

### III. LITERATURE REVIEW

In words of (WENR 2014) in Malaysian market, primary education has duration of six year and secondary education has five years in which three years for lower secondary and two years for the upper secondary education. As it takes eleven years of free education for developing kids properly. As per the education system, the minimum age for getting admission in the first year of primary education is eleven year old. In this nation, primary education is obligatory for all children's aged in between the 7 to 12 years. For getting admission, the common entrance examination takes place at the end of the primary, lower secondary and at the upper secondary level of school. It has been analysed that enrolment in primary level of education has been nearly universal while the secondary enrolment has expanded frequently in the recent decades. There are kinds of schools at the primary level that includes national schools, ethnic, private and international schools.

In view of (Reza 2016) in Malaysia after completion of secondary education system, Students can opt and pursue one to two years of post-secondary education. For children's it is preparatory course for pursuing the higher education at the university level. The basic kind of entry requirement in the first year of Bachelor's degree is accumulation of 12 years of primary and secondary education. As per the research and data, Malaysian government provides 95% of primary and secondary education and 60% of tertiary education along with the private sector. Malaysian Qualification agency ensures that quality education should be provided for all public and private educational institutions. Under the "vision 2020" initiative that is set by government, Malaysia seeks towards becoming the high-income nation by year 2020. One of their efforts in achieving goal of education and development for the quality graduates is with the net tertiary enrolment ratio of 40%.

As per analysis of (Maria, Shahbodin & Pee 2016) at the tertiary level, institutions provide the higher education that grants students the degree, diploma course, certification and many more. In Malaysia, the degree of Bachelor degree is of 3 years and both the government and private institutions for attracting the large amount of foreign students provide such courses. As per evaluation of (Yunus, Abdul & Rashid 2016) for giving education to students, it is very much potential to acknowledge the required set of linguistics that assist in transmitting knowledge to others in potential manner. In context of Malaysian education system, BahasaMelayu is the primary language of instruction for the Malaysian public sector schools. For enhancing the area of knowledge and versatility, in 2003 government of Malaysia introduced English and respective policies for science and mathematics; however this policy was dismissed in year 2011. Primarily English taught as the second language to both primary and secondary schools. In addition to, in Chinese and Tamil national kind of primary schools, BahasaMelayu use as a second language and English taught as the third language potentially.

As per examination of (Azman 2012) public universities, the language that used for instruction in Bachelor degree program is BahasaMelayu. Mostly graduate studies conducted in English language as an instruction.

**Academic year:** In words of (K & Annamalai 2019) in Malaysia, education runs from January to November. While talk about subjects that are usually taught over semesters rather than year system. In some universities there are third semester of 8 to 12 weeks, which assist students in completing their program in shorter.

**School structure:** According to (Asmawi & Jaladin 2018) in Malaysia, school system is structured as per the 6+3+2+2 model. In this model six years are for compulsory education that takes place in the age of seven by

following the three years of lower secondary education and two years for the upper secondary and two years for the pre university senior secondary

### **Role of citizenship:**

As per (Samokhvalova 2017) element of citizenship in the education system of Malaysia is very much important for establishing a sovereign nation, specifically for a nation that has many races and ethnicities. Citizenship education is very obligatory for managing or measuring the plural society such as Malaysia. Education plays a very important role in the giving a proper shape to the citizen competence. There are some other factors too that give shape to the citizenship competence but education is very dominant factor. In Malaysian context, the goal has been application of varied subjects such as Moral education, economics, educational history and many more in the secondary schools standard curriculum (Bandu, Awang & Ahmad 2017).

## **IV. REVIEW AND FINDINGS**

Schools are very important source of transmitting the knowledge and information to the students, (Wazir, Ujang & Amri 2017). There are rare kind of qualities that are found in schools in order to achieve desirable goals and objectives. The characteristics of the class room interaction of English language teachers in Malaysia is take place by focusing on accuracy of language an discourse within the school and class room. The characteristics of teaching and learning are closely related with each other. In the class room teachers do not only guide but also work as the facilitator and counsellor. They work as the model of target language and monitor correct learner's performance. As per the studies, it has shown that characteristics of the teachers denote the characteristics of classrooms as well as schools in potential manner. In Malaysia, interaction is salient kind of interaction in which both the teachers and students come into the contact for sharing knowledge and information especially in language classrooms.

It is very much important for an individual as well as organization to understand the Asian nation's education system as it proves very much effective in taking decisions regarding the schooling of yourself and family members, (Faiz Mohd Yaakob & @Nordin Yunus 2016). Whether an individual moving to the Kuala Lumpur or any other Malaysia's city they find differ education system however, it looks similar to the places in U.S, UK and around the Europe.

According to (Bahrum, Wahid & Ibrahim 2017) total education system of Malaysia is broken down into the pre-school, primary education and secondary education and post-secondary education. As in most of the places of Malaysia, education is free up to the level of post-secondary. In the characteristics of schools consist of using grading scale as in Malaysia grading system is not quite track to other system. In Malaysia, exams are sometime work as the benchmark that helps in assisting the student intelligence and its accuracy level. Whether in another time they used to determine whether students are ready to get advance level of their academic level.

**Primary school achievement test:** In words of (Ganapathy 2015) the UPSR test used to verify that whether students are ready to advance the secondary education. It can be possible by the assessing their Malay comprehension, Writing, English comprehension, English writing and science and maths. Majorly the Chinese schools opts the test for students in writing and comprehension while for Tamil students uses the Tamil writing for comprehension.

**Lower secondary evaluation:** In words of (Zain, ' Hadi & Hamid 2020) students in three distinctive tracks use such kind of evaluation or examination while they move into the upper secondary school. These tracks are the academic areas such as while focusing on the science or art. Technical and vocational stream that consisted a wide range of subject matters and religious stream.

For acknowledging the schooling characteristics, it is very much potential to accumulate knowledge and information about the schooling structure:

School structure in Malaysia is almost same to the structure of US, UK and European nations, (M.Mat NorP & Bahri M.Yusoff 2017). In this nation schools technically beings at the age of four with the pre-school, however, it is not regarded in the real grade system and not required for children of Malaysian schoolchildren's. After that, they have to go through the following procedures:

Level equivalent	Student age	Malaysian form
Kindergarten	5 to 6	
Primary	7 to 12	
Lower secondary	13 to 15	Forms 1 to 3
Upper secondary	16 to 17	Forms 4 to 5
Post-secondary	17 to 18	
University	18 plus	

**Cost of education in schools:** From the year 2012, government schools for the residents of Malaysia are completely free. In this typically includes the grade level from the kindergarten to the high school graduate, (Zainudin, Muhamad Hizam Sheikh Khairuddin & Ismai 2018). However, in some regions of this nation there are public preschools are available. In free education of schools consist of using of textbooks through school journey and extra curriculum activities and sports activities are take separate kind of cost. On other hand, cost of private education is very high in which parents are often accountable for taking or securing their textbook and other attributes.

**Multicultural elements in National education curriculum:**

In opinion of (Yusof 2015) the Malaysia, the curriculum and other related activities are embedded with the cultural diverse aspects. It assists not only to students but also to the teachers in understanding the values, traditions and customs of other individuals who are belong with other culture. The curriculum content are summarized in varied areas that are subject that consisted the case study of history subject matters, Pedagogy that consisted the teaching and learning activities that are directly related with moral education. Materials of education, it consisted the textbooks of history and Islamic education. In addition to assessments of students, co curriculum activities and various kinds of competences programs for teachers so that they can contribute their best efforts in potential manner. In Malaysia, all national education system has the common, local curriculum, medium of instruction and examination methodology. In national educational curriculum included the core, compulsory and elective subject matters. It is stipulated in the school education that comes under the nation's culture education policies and framework. It denote towards the role of school curriculum towards achieving the holistic development of individual mentally, in physical manner and emotionally by imparting the general knowledge and skills.

**Policies frameworks education law and experts:**

In the nation culture, consist of the policies and procedures that help in transmitting the education up to the students by considering their development and social perspective in mind in potential manner, (Ibrahim , Muslim & Buang 2011). In that regards the perspective of education is completely differ in the education system of Malaysia as it bring and collaborate people and their thinking process for achieving desirable goals and objectives in potential manner. There are majorly two kinds of reports that are found in context of the education policies that say about multiculturalism. As per the report of Razak and Rahman that are majorly source for the 1961 education act that depicts about elements of multiculturalism. In national culture of Malaysia, consist of three major goals that are promoting national unity, producing human resources that are required for national development and effectively development of Malaysian society (Yusof 2015).

**Multiculturalism:** Definition of unity: Unity that is also observed in the culture of Malaysia, it has been analysed that teachers and students work for achieving their common goal. For giving proper education to students, administration work collaboratively to remain competitive in market.

While talk about specifically about culture of Malaysia, in regard of religion there are 60% belong from Islam and population are majorly Muslim. However, this nation has also Hindu and Buddhist population.

Chinese Malaysians also follow Taoist and Confucianism customs and beliefs. The multiculturalism in religion directly affect to the education of this specific region.

It has been analysed that social conventions are also directed by religion and culture by differ kind of norms in among the Malays Muslim, Indian Hindus and Chinese. The culture of this region is living with peace and giving respect to others, (Salleh 2014). Such kind of aspects that prevail in their culture and religion, are transmit to students by including in their curriculum. As it has been observed that Malaysia follows the multiculturalism approach in its school curriculum by including three aspects that is stand along subject that consisted moral, Islamic, citizenship and civics. In academic carrier subjects consist of local studies, historical subjects and language. In academic carrier subjects consist of sports and game events. All these aspects in their curriculum show the diversity and overall development of a student.

### **Leadership training for educational leaders**

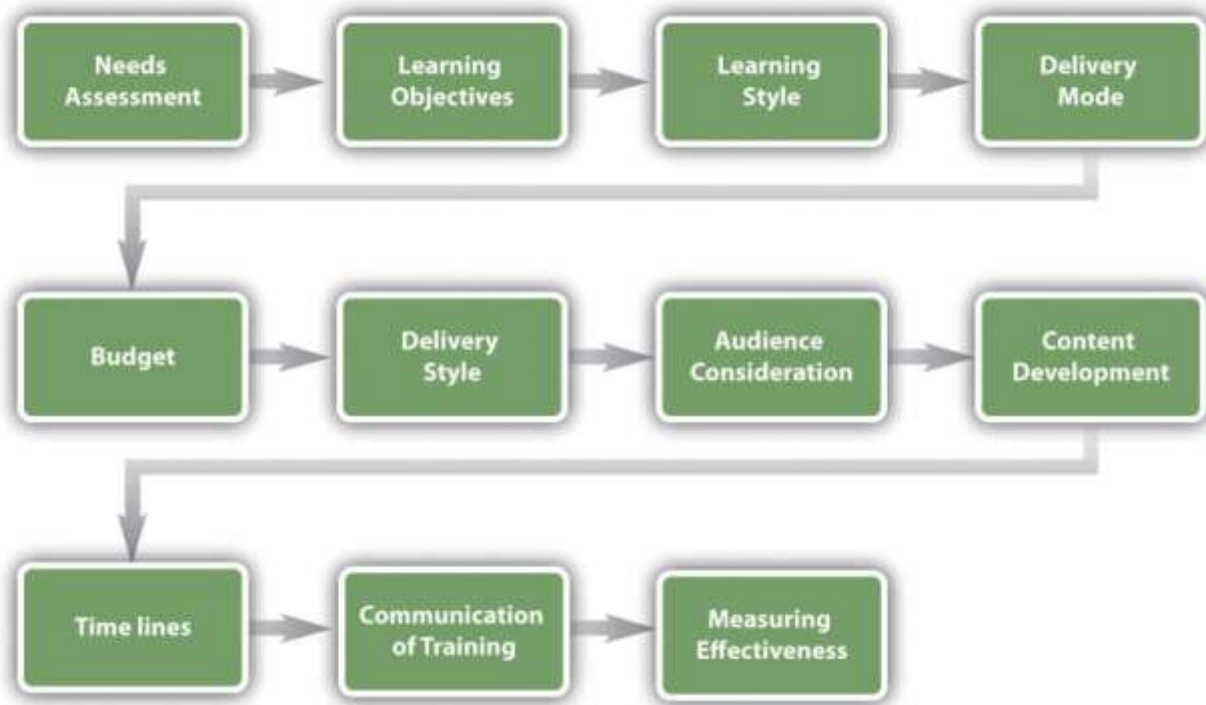
In the era of increased accountability, researchers have taught that school leaders are very much important and crucial for improving the instruction and in raising the student achievement (Gigliotti & Ruben 2017). Effective school leaders rely on work by focusing on core issues related with teaching and learning and for school improvement. In Malaysia, there are number of schools which is facing the shortage of educational leaders and there are number of factors behind it such as retirement and principals that choosing the option to leave this profession due to pressure of job and lack of incentives. In addition to, potential leaders are opting not to apply for opening that creates a shortfall of applicable candidates.

In words of (Bowers 2017) Leadership is most critical part for achieving success, mediocrity or failure and it is widely accepted phenomenon. It is no less the case with higher education, where the leaders and its leadership style plays a critical role in academic and in administrative effectiveness. It is fact that higher education is facing myriad challenges that includes decrease in public assistance, constant conflict in opinions and situation in regards of purpose of higher education. In addition to, various opportunities that are presented by the advance technology of teaching and learning and shifting of global economy that create major challenges in front of organization as well as individual in potential manner. In tumultuous environment, there are pressing requirement to pay attention on the leadership development within the collage and at university level.

## **V. DISCUSSION**

For giving proper education and learning to principals, it is required to provide full fledge training and development program by accessing their needs. In context of Malaysia region, it has been observed that principals facing a number of challenges in providing proper education such as in managing work life balance fail in meeting the student's mental health needs, facing issues in addressing toxic employees and their demand (Rokhman 2019). In addition to, sometimes they require the special kind of educational services and need to bring creativity for retaining employees in organization. By considering all these issues, it is required to frame a structure-training program for the principals that assist in achieving desirable goals and objectives potentially.

It is required to frame an effective training program by considering the value of training program potentially, (Clausen et al. 2019). In such situation, the plan is to invite the principals and higher authority of Malaysia in the common ground or specified place for the specified time. After inviting the principals, it is required to provide lectures from the guest faculty, presentation and videos that collaboratively contribute in developing the creative thinking and professionalism that is very important to improve the education level. In regards, it is very obligatory to plan the training and related attributes in systematic. By using the help of experts, administration can be properly scheduled each activity and give knowledge to principals for their off the job training program. For providing, the knowledge of overall development of oneself and others proves very much effective in achieving the objective of education potentially.



*(Figure 1: Training design development project, 2020)*

### **Importance of leadership training:**

Leadership training proves very much effective in shaping the vision for achieving the academic success for all the students. It creates a climate that is hospitable in nature for transferring better education to children in order to achieve desirable outcomes. Leadership training helps in cultivating leadership skills in others that is very much important in taking effective participation in educating people by improving the instruction process (Moreno 2012). Leadership training assist in managing individuals, data and processes that foster school improvements that is very crucial for overall development of education ad students as well.

### **Developing programs for trainers:**

It is very much important for an organization as well as individual to develop the training program by considering the viewpoints in order to remain competitive in market place. In this training program for development of trainers, educators add modules that can enrich the course materials with fresh, new and proven models. It helps in focusing on the efforts for delivering the program by ensuring the maximum investment of training in potential manner.

### **Programs for people manager:**

Training program for the people managers proves very much effective by developing team that should be the first priority. With the effective use of training and related packages, that assists managers in delivering the best course materials in structured, organized and easy to use way in order to get potentiality.

## VI. CONCLUSION

From the above paper, it has been summarized that education is very important for an individual as well as nation and its development. With the help of education, an individual can be able achieve growth and development by improving overall personality as a citizen. It is very crucial to develop the educational program that helps in developing an individual as the responsible person and can contribute in nation's culture, social and economic aspects. It has been evaluated that the education program of Malaysia nation is very well developed as it not only helps in giving academic education to their children's but also provides the proficiency in other sectors too. For giving education, the culture and related attribute plays very crucial role. From the above study, it has been analysed that Malaysia is multiculturalism nation; people dwell and come to take education from various nations that enhance cultural diversity. In such situation, it is major accountability of nation and education administration to provide adequately acknowledges the differences of their culture and accordingly provides education to them. While an individual come from other nation, if gets the positive behaviour from the side of host nation, then s/he should behave in ethical manner.

For giving education to children's, it is very important to build environment of classrooms and schools in which children can groom one's overall. It has been analysed that in Malaysia teachers with the collaboration of students work for the development of all categories individuals development so that they can contribute in nation's development. For giving proper education, the role of curriculum plays very crucial role, by adding aspects that not only contributes in development in socially but also in morally. In educational sector, the role of leader is very prominent. For giving proper education, it is expected from them that they behave in professional manner. In Malaysian education system, there are some challenges are founded, such as leaders not able to behave in professional manner that hinders in solving problems related with students and teachers. In that regards, training and development programs provide a framework by which, professionals can adequately achieve knowledge and information by accessing the problems that are existed in education sector. For framing the effective training program, it is crucial to pay attention on the important aspects of it such as objective, delivery mode and style, target audience, sources of information and many more. By accumulating all these information, administration can be able to provide one of best education to principals, as they are the leaders of the schools and Universities. It has been evaluated that Malaysia is multi-cultural nation, for delivering the best education; it is required to acknowledge the culture of this nation. This nation is full of individuals that come across from diverse backgrounds, in that regards to make the education meaningful, it is needed to acknowledge the diversity and accordingly transmit to the students. As overall development of education, system is very crucial to maintain the position on Malaysia in the list of best universities and highly standardized education system.

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