

The Relationships between Team Roles and Middle Leadership of School Teachers

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Abstract

Team roles are considered as one of the crucial agents of school success. School middle leaders play a critical role in school improvement. The present study investigated the relation between the Belbin Meredith's nine "Team Role" personality dimensions of serving middle leaders in primary and secondary schools and their expectations. Job roles expectation of school middle leaders and to explore if there is a fit of in-serving school middle leaders' actual team roles and the job expectations. Overall results illustrate that there is a significant difference between the team roles of serving junior teachers and senior teachers holding middle leadership position in schools, in particular the role of Monitor Evaluator. The findings have numerous implications for research and practice in teacher development and school improvement in particular teacher development perspective. It is clear that teachers should make effort to develop towards certain team roles characters for better career development.

Keywords: Belbin Team Roles, Middle leadership in schools, Teacher Team work, Teacher leadership, School teachers