

# Correlational Analysis of Servant Leadership and School Climate

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## Abstract

The purpose of this mixed-method research study was to determine the extent that servant leadership was correlated with perceptions of school climate to identify whether there was a relationship between principals' and teachers' perceived practice of servant leadership and of school climate. The study employed a mixed-method approach by first administering two validated quantitative instruments: Laub's (1998) Organizational Leadership Assessment (OLA) measured the perceived servant leadership in the schools and Hoy, Tarter, & Kottkamp's (1991) Organizational Climate Description Questionnaire-Revised (OCDQ-RE) measured the school's climate. These instruments were administered to a randomly selected sample of 231 full-time teachers and 15 principals working in a Catholic school board in Ontario. Upon completion of the quantitative data analysis, focus group interviews were conducted with 10% of the sample. The data revealed a significant positive correlation between servant leadership and school climate

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## First Page

437

## Last Page

466

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The principal servant leadership, school organizational climate, and teachers' job involvement are the crucial factor for individual and school development. Principal servant leadership stems from servant leadership, was introduced in 1970 by Greenleaf entitled The Servant as Leader, emphasized the importance of a leader's motivation to serve or to lead as an identification of servant leadership (Black, 2010). Some research like Hsieh and Lai's (2012) target at Taiwan 568 junior high school teachers to conduct a survey, finding that there is a positive relationships among principals' servant leadership, teachers' organizational citizenship behavior and teachers' teaching effectiveness, and the former two variables can predict latter. The ASSC School Climate Assessment Instruments (SCAI) have been rated the most effective school climate surveys. Because of the innovative design, sound theoretical framework and comprehensive content, the SCAI is capable of providing the most clear and usable information about the climate and function level at your school. Why the SCAI is the most effective. "As consultants coaching schools on real transformation, the SCAI instrument is by far the best tool. Correlational Analysis of Servant Leadership and School Climate. Servant Leadership and School Climate, 13(4), 437–466. <https://doi.org/10.1080/13632430220143024>. [7] Brohi, N. A., Abdullah, M. M. Bin, Khan, A. M., Dahri, A. S., Ali, R., & Markhand, K. H. (2018). Does Servant Leadership Style Induce Positive Organizational Behaviors? A Conceptual Study of Servant Leadership, Psychological Capital, and Intention to Quit Relationship. *Journal of International Business and Management*, 1(1), 1–15. [9] Brohi, N. A., Pathan, T. G., Khuhro, M. A., Mahmood, S. A., Akhtar, M. S., & Tee, K. K. (2016).