

Designing an Empowerment Model for Developing Professional and Ethical Competencies of Primary School Managers

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1. Round 1

1.1. Reviewer 1

Reviewer:

Assuming a literature review section follows, it should thoroughly examine the current state of knowledge regarding the development of professional and ethical competencies in educational leadership. Include a synthesis of theoretical and empirical studies on empowerment models in educational settings, highlighting gaps that your research aims to fill.

The document suggests the development of an empowerment model but does not detail the methodology used for its design. Describe the research design, including how data were collected (e.g., interviews, surveys, literature review) and analyzed to inform the development of the empowerment model. Clarify the criteria used to ensure the model's relevance and applicability to primary school managers.

The proposed empowerment model should be clearly defined with a well-articulated theoretical basis. Early in the paper, introduce a conceptual framework that outlines the components of the empowerment model, including the specific professional and ethical competencies targeted. Explain how these components are expected to interact and contribute to the overall empowerment of school managers.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:

For the model to be practical, it must come with a clear implementation strategy. Provide detailed guidelines on how the empowerment model can be adopted by schools, including steps for assessing current competency levels, implementing empowerment initiatives, and measuring progress.

The model's effectiveness should be empirically validated. Discuss any pilot studies or implementations of the model in actual school settings. Present findings on changes in professional and ethical competencies among school managers after applying the model, including any challenges encountered and how they were addressed.

Given the focus on ethical competencies, the discussion should delve deeply into what these competencies entail and how they are developed through the model. Elaborate on the ethical dimensions included in the model, such as integrity, fairness, and respect, and discuss methods for cultivating these traits in school managers.

The conclusion should succinctly summarize the empowerment model's contributions to the development of primary school managers' competencies. Highlight the practical benefits of the model for educational leaders and policymakers, emphasizing improvements in school management and student outcomes.

Authors revised the manuscript.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.