Leadership and management are important in any organisation. Although they are separate and perform different functions, they are both crucial for the advancement of the system and the achievement of organisational goals (Hallinger et al. 2018; Harris et al. 2015; Harris et al. 2014).

The dynamics of the education system is no different from any organisation that requires leaders and managers to drive the institution forward. In Figure 1.1, Fullan (2009a) divides the system into three interconnected levels: state, district, and school community. In this tri-level context, “instead of leading with accountability, capacity building is at the heart of the strategy” to develop the education system (Fullan 2009a, p. 7).

Figure 1.1: Tri-level Model of Education System