



Journal of Liberal Arts and Humanities (JLAH)
Issue: Vol. 4; No. 4; May 2023 (pp. 29-36)
ISSN 2690-070X (Print) 2690-0718 (Online)
Website: www.jlahnet.com
E-mail: editor@jlahnet.com
Doi: 10.48150/jlah.v4no4.2023.a3

Lack of Education: Barrier within the course of Progression of Communities and Nation

Dr. Radhika Kapur

Abstract

In the present existence, individuals, belonging to all communities have the primary objective of pursuing educational goals. They have reinforced the viewpoint that through acquisition of education, they will be able to contribute efficiently in bringing about improvements in their overall quality of lives. The research studies have indicated when the individuals are not fortunate enough to acquire education, they will be overwhelmed by various types of problems and challenging situations within the course of leading to progression. Hence, within urban and rural communities, emphasis needs to be put emphasis on leading to progression of overall system of education. Hence, individuals need to ensure, they implement teaching-learning methods, teaching-learning materials and instructional strategies in a satisfactory manner. The lack of education enables the individuals to remain unaware in terms of various factors. As a consequence, they are overwhelmed by various types of problems in leading to up-gradation of their overall personality traits. Hence, they experience impediments within the course of putting into operation job duties, achievement of educational goals and leading to enhancement of overall living conditions. Hence, individuals need to recognize the meaning and significance of education. Therefore, one is able to understand that lack of education is a barrier within the course of progression of communities and nation. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of acquisition of education, problems within the course of achievement of educational goals and advantages of pursuing educational goals.

Keywords: Activities, Communities, Education, Individuals, Methods, Problems, Skills

Introduction

In the present existence, with advancements taking place, individuals, belonging to all communities, categories and socio-economic backgrounds have recognized the meaning and significance of education. They have formed the viewpoint that education is the instrument, which not only imparts information in terms of academic subjects and lesson plans, but also in terms of ways that are necessary in emerging into moral and ethical human beings and productive citizens of the country (Fasko, 2001). It is unfortunate that in some cases, individuals do not acquire the opportunities to get enrolled in educational institutions of all levels and pursue educational goals. There are number of reasons behind this, i.e. lack of teaching-learning methods, teaching-learning materials, instructional strategies, extra-curricular and creative activities and so forth. Hence, the individuals get overwhelmed by the problem of illiteracy. Therefore, it is well-understood, lack of education is unfavourable in leading to progression of the individuals, communities and nation as a whole.

The individuals, belonging to deprived, marginalized and economically weaker sections of the society are overwhelmed by the conditions of poverty, unemployment and homelessness. These are the social problems, which would give rise to impediments within the course of achievement of educational goals. In accordance to the Right to Education Act, 2009, children belonging to the age groups of six to fourteen years are given free and compulsory education. When education is provided free of cost, individuals are required to spend financial resources on factors such as, stationery, books, bags, uniforms, transportation expenses and so forth. On the other hand, when the individuals are overwhelmed by the conditions of poverty, they do not possess adequate amount of financial resources to pursue educational goals. As a consequence, the individuals are required to give up educational goals and discontinue their education prematurely. This is apparently understood that lack of financial resources would give rise to impediments within the course of acquisition of education. Therefore, it can be stated, when individuals are overwhelmed by the conditions of poverty, they experience number of problems within the course of pursuance of educational goals.

Understanding the Meaning and Significance of Acquisition of Education

In educational institutions of all levels, the students are required to work diligently in acknowledging certain factors. These are, acquiring an efficient understanding of academic subjects and lesson plans; carrying out jobs in accordance to expectations of educators and supervisors; participating in various types of assessment strategies satisfactorily; participating in various types of academic activities in a well-organized manner; achieving different types of educational goals and leading to up-gradation of overall system of education. In participating in different types of job duties, related to academics, the individuals are acquiring the opportunities of augmenting skills and abilities. In the personal and professional lives of the individuals, when they are putting into operation various types of job duties and responsibilities, they need to put emphasis on augmenting different types of skills and abilities. This is facilitated through acquisition of education. Therefore, one is able to acquire an efficient understanding of meaning and significance of acquisition of education, when they are rendering an important contribution in honing skills and abilities.

The students, belonging to all grade levels acknowledge that within the course of acquisition of education, they are able to acquire the opportunities of honing communication skills and interactive abilities. When the students are wholeheartedly committed towards doing well in their studies and achieving educational goals, they need to put emphasis on honing communication skills and interactive abilities. In acquiring an efficient understanding of academic subjects and lesson plans, the students are required interact with educators and classmates. As a consequence of putting into operation effective communication processes, the students are contributing efficiently in augmenting their knowledge and understanding in terms of different types of academic subjects and lesson plans; exchanging various types of ideas and viewpoints; obtaining answers to all types of questions and clarifying their doubts. In addition, they will be able to reinforce their contacts. Therefore, an understanding of meaning and significance of acquisition of education is acquired, when individuals are able to contribute significantly in honing communication skills and interactive abilities.

Through acquisition of education, individuals are able to prepare themselves satisfactorily. They are able to augment their knowledge and understanding in terms of different factors that would be facilitating in leading to up-gradation of one's overall standards of living. These factors are, being well-versed in terms of job duties and responsibilities; being well-informed in terms of different types of methodologies and procedures; making wise and productive decisions; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; coping with various types of problems and challenging situations in a satisfactory manner; possessing an approachable nature and an amiable attitude; augmenting different types of skills and abilities; depicting the traits of helpfulness and co-operation; reinforcing the traits of honesty, efficiency and truthfulness and having a pleasant personal appearance. The acknowledgment of all these factors will be facilitating in the achievement of this goal in a well-organized manner. Therefore, individuals will acquire an efficient understanding of meaning and significance of acquisition of education, when they will recognize all the essential factors.

Problems within the course of achievement of Educational Goals

The individuals are different from each other in terms of number of factors, i.e. caste, creed, race, religion, gender, age groups, educational qualifications, occupations, cultures, personality traits, communities and socio-economic backgrounds. In spite of these differences, they experience problems within the course of achievement of educational goals. These problems are experienced in a major or minor form (Leithwood, Louis, Anderson, & Wahlstrom, 2004). When the individuals are wholeheartedly committed towards achievement of different types of educational goals, they need to be well-versed in terms of measures to overcome the problems. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in the implementation of these measures. The problems can be solved on an individual basis or through obtaining support and assistance from other members, i.e. family members, relatives, friends, educators, supervisors and so forth. Therefore, it is necessary to acquire an efficient understanding of the problems within the course of achievement of educational goals. These are stated as follows:

Lack of Teaching-Learning Methods

The teaching-learning methods are referred to the methods, which are put into operation by the educators in imparting information among students in terms of academic subjects and lesson plans. On the other hand, these are utilized by students as well in understanding the concepts. Furthermore, they are able to obtain answers to all types of questions and clarify their doubts. In some of the educational institutions of all levels, these are not in a well-developed state. There are occurrences of impediments within the course of putting these into practice in a well-organized manner and promoting student learning. As a consequence, the educators and students are unable to work in collaboration with each other in understanding academic subjects. Furthermore, there will be occurrences of dilemmas within the course of pursuance of educational goals and leading to up-gradation of overall structure of the educational institutions. Hence, it is well-understood, lack of teaching-learning methods is unfavourable in bringing about improvements in the overall system of education. Therefore, lack of teaching-learning methods is regarded as one of the critical problems within the course of achievement of educational goals.

Scarcity of Teaching-Learning Materials

The teaching-learning materials are regarded to be of utmost significance in imparting information among students in terms of academic subjects and lesson plans. Furthermore, these are utilized by students as well in understanding the concepts. The different types of teaching-learning materials are, books, articles, reports, projects, other reading materials, charts, graphs, shapes, images, pictures, technologies, internet and so forth. When these will not be available or will be scarce, it is apparently understood that there will be problems in pursuing educational goals and leading to up-gradation of the overall system of education. In educational institutions of all levels, the educators need to ensure, the teaching-learning materials are adequately available. These need to be within classroom settings as well as with educators and students. The management of financial resources needs to take place in an adequate manner in making provision of different types of teaching-learning materials. The lack of financial resources will prove to be a major barrier within the course of up-gradation of different types of teaching-learning materials. Therefore, scarcity of teaching-learning materials is one of the severe problems within the course of achievement of educational goals.

Setbacks in Instructional Strategies

The instructional strategies are referred to the strategies, which are put into operation by the educators in imparting information among students in terms of different types of academic subjects and lesson plans (Educational Leadership, 2015). The educators need to put these into operation to make sure that students are able to acquire an efficient understanding of the academic concepts and lesson plans. Furthermore, the educators are vested with the authority and responsibility of ensuring that students are able to obtain answers to all types of questions and clarify their doubts. In some of the educational institutions of all levels, these are not in a well-developed state. In other words, the educators experience challenging situations in putting these into operation in a well-ordered and regimented manner. As a consequence of occurrences of setbacks in different types of instructional strategies, there are occurrences of obstacles within the course of putting these into practice in promoting student learning. As a consequence, the educators and students are unable to render an important contribution in the achievement of different types of educational goals. Therefore, setbacks in instructional strategies is a disadvantageous problem within the course of achievement of educational goals.

Lack of Communication Skills

In educational institutions of all levels, when the students are wholeheartedly committed towards doing well in their studies and achieving educational goals, they need to put emphasis on honing communication skills. In acquiring an efficient understanding of academic subjects and lesson plans, the students are required to communicate with educators and classmates. As a consequence of putting into operation effective communication processes, the students are contributing efficiently in augmenting their knowledge and understanding in terms of academic subjects and lesson plans; exchanging various types of ideas and viewpoints; obtaining answers to all types of questions and clarifying their doubts. In addition, they will be able to lead to an increase in motivation and concentration levels. On the other hand, when the students are overwhelmed by seclusion and introversion, do not take pleasure in communicating with others and are keeping to themselves. As a consequence, they experience barriers.

These are within the course of acquiring an understanding of academic subjects and lesson plans; achieving different types of educational goals and promoting enrichment of overall system of education. Therefore, lack of communication skills is an adverse problem within the course of achievement of educational goals.

Lack of Extra-Curricular and Creative Activities

The research studies have indicated that students, belonging to all grade levels lead to an increase in motivation levels towards learning, when there is availability of different types of extra-curricular and creative activities. These are, artworks, handicrafts, singing, dancing, role playing, playing of musical instruments, yoga, meditation, taekwondo, judo, karate, and various types of sports. The mind-sets of the students get stimulated, when they are encouraged to participate in these activities. On the other hand, lack of extra-curricular and creative activities leads to a decline in motivation levels among students towards learning. In some cases, the students do not feel comfortable within educational institutions and drop-out before their educational skills are honed. The students form the viewpoint that due to lack of different types of extra-curricular and creative activities, they will not acquire the opportunities to augment their creative skills. The individuals enhance their career prospects as well in participating in different types of extra-curricular and creative activities. Hence, when these will not be available, it will be disadvantageous to the students on a comprehensive basis. Therefore, lack of extra-curricular and creative activities is an unfavourable problem within the course of achievement of educational goals.

Being overwhelmed by Social Problems

The individuals, belonging to deprived, marginalized and economically weaker sections of the society are overwhelmed by different types of social problems, i.e. poverty, unemployment and homelessness. These problems would give rise to impediments within the course of getting enrolled in educational institutions of all levels and achievement of educational goals. When the individuals are overwhelmed by the conditions of poverty, they do not possess adequate amount of financial resources to pursue educational goals. The social problem of unemployment also renders an important contribution in impeding the financial positions of the individuals. Furthermore, homelessness is the social problem, which has detrimental effects on the overall living conditions of individuals. When the individuals will not have proper homes to live, they will experience impediments within the course of achievement of desired goals and objectives. As a consequence of prevalence of these social problems, the students are required to give up their hopes and aspirations and discontinue their education prematurely. Hence, there are occurrences of challenging situations within the course of achievement of educational goals. Therefore, being overwhelmed by social problems is a detrimental problem within the course of achievement of educational goals.

Scarcity of Financial Resources

The financial resources are the monetary resources. These are the key in making purchases of various items; bring about changes in various aspects; pursue different types of educational goals and lead to up-gradation of overall system of education. The scarcity of financial resources would give rise to impediments within the course of achievement of educational goals. When the individuals are overwhelmed by the problem of scarcity of financial resources, they will be overwhelmed by dilemmas and challenging situations within the course of pursuance of educational goals. As a consequence, the individuals are required to give up hopes and aspirations and discontinue their education prematurely. The individuals may have dreams to go to foreign countries and acquire education, but scarcity of financial resources compel them to give up their dreams. Hence, this is understood on a comprehensive basis that lack of financial resources would give rise to impediments within the course of acquisition of education. Therefore, scarcity of financial resources is a problem within the course of achievement of educational goals, which has been primarily acknowledged by the individuals, belonging to economically weaker sections of the society.

Problems in Assessment Strategies

After the educators have imparted information among students in terms of different types of academic subjects and lesson plans, they are required to implement assessment strategies.

These have the primary objective of finding out whether students have acquired an efficient understanding of academic subjects and lesson plans or are overwhelmed by setbacks. Furthermore, they also generate awareness in terms of whether they are putting into operation teaching-learning methods and materials in a well-organized manner or are required to bring about improvements. The various types of assessment strategies are, class assignments, homework assignments, tests, exams, competitions, quizzes, presentations, seminars, workshops and so forth. The students participate in these on an individual basis as well as in groups comprising of two or more. The various types of problems in assessment strategies are related to academic subjects, lesson plans, methodologies, procedures, strategies, techniques, scarcity of technical, material and information resources, and so forth. Furthermore, due to feelings of apprehensiveness and vulnerability, the students experience setbacks and discontinue their education. Therefore, problems in assessment strategies is a problem within the course of achievement of educational goals, which has been acknowledged in educational institutions of all levels.

Dilemmas in participating in Academic Activities

In educational institutions of all levels, the educators are required to encourage the participation of students in various types of academic activities. The primary objective is to ensure, students are able to acquire an efficient understanding of academic subjects and lesson plans. The educators are vested with the authority and responsibility of making all types of academic activities pleasurable. The students should feel pleasurable and contented in participating in these. Furthermore, these need to be facilitating in the achievement of educational goals. The different types of academic activities are, assignments, tests, exams, competitions, quizzes, presentations, seminars, workshops and so forth. The students participate in these on an individual basis as well as in groups comprising of two or more students. The various types of problems in participating in academic activities are related to academic subjects, lesson plans, methodologies, procedures, strategies, techniques, scarcity of technical, material and information resources, and so forth. Furthermore, due to feelings of apprehensiveness and vulnerability, the students experience setbacks and discontinue their education. Therefore, dilemmas in participating in academic activities is a problem within the course of achievement of educational goals, which has been recognized by educators and students.

Participating in Economic Activities

The individuals, primarily belonging to economically weaker sections of the society have one of the primary goals of bringing about improvements in their financial positions. When they are wholeheartedly committed towards achievement of desired goals, they participate in various types of economic activities. The economic activities are the ones, which render an important contribution in bringing about improvements in one's financial positions. These are, production of various items, i.e. artworks, handicrafts, garments, jewellery, food items and so forth; carrying out other talents, i.e. singing, dancing, playing of musical instruments, role playing and so forth; working in various places, i.e. tea stalls, garages, eateries, restaurants, etc.; seeking employment opportunities in various types of organizations and agencies and so forth. When the individuals are participating in various types of economic activities, they are unable to get enrolled in educational institutions of all levels. Hence, there are occurrences of various types of problems and challenging situations within the course of achievement of educational goals. Therefore, participating in economic activities is a problem within the course of achievement of educational goals, which has detrimental effects in leading to up-gradation of knowledge, competencies and abilities.

Implementing Household Responsibilities

Implementing household responsibilities is a problem, which deprives individuals from pursuing educational goals. This is more prevalent in rural communities as compared to urban communities. The individuals, belonging to all communities are required to implement household responsibilities, i.e. cleaning, washing, preparation of meals, gardening, fetching water, repair work, electric work, painting, plumbing, carpentry and overall management of the households. The individuals carry these out on their own as well as through obtaining support and assistance from others, i.e. domestic helpers and service providers. The implementation of various types of household responsibilities may be more time-consuming or can be completed in less amount of time. Furthermore, they are required to take care of needs and requirements of family members.

When the individuals are engaged in the implementation of various types of household responsibilities, they are unable to get enrolled in educational institutions. Hence, they are overwhelmed by the problem of illiteracy. Furthermore, there are occurrences of various types of problems and challenging situations within the course of achievement of educational goals. Therefore, implementing household responsibilities is a problem within the course of achievement of educational goals, which has been unfavourable to girls more as compared to their male counterparts.

Promoting Family Well-being

In some cases in rural households, in order to take care of needs and requirements of family members, the individuals are unable to get enrolled in educational institutions. Hence, there are occurrences of various types of impediments within the course of achievement of educational goals. The girls are discouraged from pursuing educational programs, as there has been prevalence of the viewpoint that they have to eventually get married and go to marital homes. Within marital homes, they are required to take care of the needs and requirements of their family members. They are required to take care of their health, physically and psychologically and carry out all types of household responsibilities in a well-organized manner. When individuals are engaged in tasks, related to promoting family well-being, they are unable to get enrolled in educational institutions. Hence, they are overwhelmed by the problem of illiteracy. Furthermore, there are occurrences of various types of dilemmas and challenging situations within the course of achievement of educational goals. Therefore, promoting family well-being is a problem within the course of achievement of educational goals, which has affected primarily rural women.

Advantages of Pursuing Educational Goals

Individuals, belonging to all communities, categories and socio-economic backgrounds have formed the viewpoint that education is the instrument, which not only imparts information in terms of different types of academic subjects and lesson plans, but also in terms of traits of morals, ethics, diligence and conscientiousness. These are necessary in achieving desired goals and objectives (Ferrari, Cachia, & Punie, 2009). Furthermore, individuals are able to render an important contribution in leading to up-gradation of their personality traits and overall standards of living. The individuals work meticulously, when they are wholeheartedly determined towards achievement of educational goals. Furthermore, they are well-versed in terms of advantages of pursuing educational goals, i.e. augmenting knowledge, competencies and abilities; incurring the feelings of pleasure and contentment; forming an effective social circle; promoting a normal mind-set; leading to enhancement of personality traits and leading to up-gradation of one's overall standards of living. These are stated as follows:

Augmenting Knowledge, Competencies and Abilities

In educational institutions of all levels, the individuals are required to work hard in acknowledging certain factors, i.e. acquiring an efficient understanding of academic subjects and lesson plans; carrying out jobs in accordance to expectations of educators and supervisors; participating in various types of assessment strategies; participating in various types of academic activities; achieving educational goals and leading to up-gradation of overall system of education. In participating in different tasks and activities, related to academics, the individuals are acquiring the opportunities of augmenting knowledge, competencies and abilities. In the personal and professional lives of the individuals, when they are putting into operation various types of job duties and responsibilities, they need to put emphasis on augmenting knowledge, competencies and abilities. This is facilitated through acquisition of education. Therefore, augmenting knowledge, competencies and abilities is regarded as one of the indispensable advantages of pursuing educational goals.

Incurring the feelings of Pleasure and Contentment

In educational institutions of all levels, the educators are vested with the authority and responsibility of encouraging the participation of students in various types of academic activities and assessment strategies. Within the course of implementation of decision-making processes, wise and productive decisions need to be made. One of the important aspects that needs to be taken into account is, the decisions made need to be favourable to the students as well as to the overall structure of the educational institutions.

When the students are encouraged to participate in different types of tasks and activities, they augment information in terms of number of factors. In addition, they will contribute efficiently in leading to up-gradation of motivation and concentration levels. Furthermore, the students, belonging to all grade levels are able to render an important contribution in pursuing educational goals and promoting enrichment of overall system of education. Therefore, incurring the feelings of pleasure and contentment is one of the significant advantages of pursuing educational goals.

Forming an Effective Social Circle

The students, belonging to all grade levels acknowledge that within the course of acquisition of education, they are able to acquire the opportunities of forming an effective social circle. When the students are wholeheartedly committed towards doing well in their studies and achieving educational goals, they need to put emphasis on honing communication skills and interactive abilities. In acquiring an efficient understanding of academic subjects and lesson plans, the students are required to communicate with educators and classmates. As a consequence of putting into operation effective communication processes, the students are contributing efficiently in augmenting their knowledge and understanding in terms of different types of academic subjects and lesson plans; exchanging various types of ideas and viewpoints; obtaining answers to all types of questions and clarifying their doubts. In addition, they will be able to reinforce their social circle. Therefore, it is understood on a comprehensive basis that forming an effective social circle is an expedient advantage of pursuing educational goals.

Promoting a normal Mind-set

An aimless life is a meaningless life. Hence, all individuals, irrespective of their communities, categories and socio-economic backgrounds have different types of goals and objectives to achieve. These are, acquisition of good-quality education; augmenting knowledge, competencies and abilities; enhancing career prospects; getting engaged in employment opportunities; bringing about improvements in financial positions; promoting good health and well-being, physically and psychologically; honing skills and abilities; taking out sufficient amount of time for all tasks and activities; leading to enhancement of personality traits and leading to up-gradation of one's overall standards of living. In order to achieve all types of goals and objectives, the individuals form the viewpoint that through acquisition of education, they will be able to prepare themselves in a well-organized manner. Hence, a normal mind-set will be promoted, when individuals will be able to achieve one or more of their goals and objectives successfully. Therefore, promoting a normal mind-set is an advantage of pursuing educational goals, which has been acknowledged by individuals, belonging to all communities, categories and socio-economic backgrounds.

Leading to enhancement of Personality Traits

Leading to enhancement of personality traits is regarded as one of the major goals, towards which individuals are focused towards, irrespective of age groups, occupations, communities and socio-economic backgrounds (Adams, 2005). When the individuals are well-prepared in terms of different types of methods and approaches that are facilitating in achievement of educational goals, they will render an important contribution in leading to enhancement of their overall personality traits. The important aspects that needs to be taken into account are, possessing an approachable nature and an amiable attitude; augmenting skills and abilities; depicting the traits of helpfulness and co-operation; reinforcing the traits of honesty, efficiency and truthfulness and having a pleasant personal appearance. The strengthening of all these factors will contribute efficiently in promoting enrichment of overall personality traits. Through acquisition of education, individuals are able to generate awareness regarding these factors. Therefore, leading to enhancement of personality traits is an advantage of pursuing educational goals, which has proven to be favourable to students, belonging to all grade levels.

Leading to Up-gradation of one's overall Standards of Living

In the achievement of the goal of leading to up-gradation of one's overall standards of living, there are various factors that need to be taken into account, i.e. being well-versed in terms of job duties and responsibilities; being well-informed in terms of methodologies and procedures;

Inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; coping with various types of problems and challenging situations satisfactorily; possessing an approachable nature and an amiable attitude; augmenting different types of skills and abilities; depicting the traits of helpfulness and co-operation; reinforcing the traits of honesty, efficiency and truthfulness and having a pleasant personal appearance. The acknowledgment of all these factors will be facilitating in the achievement of this goal in a well-organized manner. Through acquisition of education, individuals are able to prepare themselves satisfactorily. Therefore, leading to up-gradation of one's overall standards of living is an advantage of pursuing educational goals, which has been acknowledged by individuals on a comprehensive basis.

Conclusion

Individuals do experience problems in acquisition of education. Problems within the course of achievement of educational goals are, lack of teaching-learning methods, scarcity of teaching-learning materials, setbacks in instructional strategies, lack of communication skills, lack of extra-curricular and creative activities, being overwhelmed by social problems, scarcity of financial resources, problems in assessment strategies, dilemmas in participating in academic activities, participating in economic activities, implementing household responsibilities and promoting family well-being. Advantages of pursuing educational goals are, augmenting knowledge, competencies and abilities; incurring the feelings of pleasure and contentment; forming an effective social circle; promoting a normal mind-set; leading to enhancement of personality traits and leading to up-gradation of one's overall standards of living. Finally, it can be stated, acquisition of education is vital in leading to progression of individuals, communities and nation as a whole.

Bibliography

- Adams, K. (2005). The Sources of Innovation and Creativity. National Centre on Education and the Economy. Retrieved April 16, 2023 from <http://www.fpspi.org/pdf/innovcreativity.pdf>
- Educational Leadership. (2015). Cambridge International Examinations. Retrieved April 16, 2023 from <http://www.cie.org.uk/images/271192-educational-leadership.pdf>
- Fasko, D. (2001). Education and Creativity. *Creativity Research Journal*, 13(3 & 4), 317-327. Retrieved April 16, 2023 from <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.474.5171&rep=rep1&type=pdf>
- Ferrari, A., Cachia, R., & Punie, Y. (2009). Innovation and Creativity in Education and Training in the EU Member States: Fostering Creative Learning and Supporting Innovative Teaching. Retrieved April 16, 2023 from http://ftp.jrc.es/EURdoc/JRC52374_TN.pdf
- Leithwood, K., Louis, K.S., Anderson, S., & Wahlstrom, K. (2004). How Leadership influences Student Learning. Retrieved April 16, 2023 from <http://www.wallacefoundation.org/knowledge-center/Documents/How-Leadership-Influences-Student-Learning.pdf>