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11. Implication

Research and development (RD) is a valued approach in field outside of education (Hallinger, 2009). Among the steps used in most RD's are 1) identified a problem, 2) sought information through synthesis and new research, 3) developed tools that applied knowledge, 4) use in practice, 5) evaluate result 6) improve tools and contribute back to knowledge. The study had indeed completed two cycles of RD and able to provide important data for stakeholder in planning an accurate training and development program for school leaders.

IAS had taken a step further in intensifying the uses of KOMPAS[®] among the school leaders by developing the application online. With the help of IAS's own system programmer KOMPAS[®] is now accessible through www.ias.edu.my/kompas. School leaders are able to assess their competency proficiency and need based on the result obtain immediately after administering the instrument. They are also able to plan for their own professional development either by attending courses in IAS or by other training institutes. Beginning 2009, IAS had launch 53 high impact courses based on the eight high impact competencies shown in Figure 10. A continuous review will be made towards updating KOMPAS[®] as the competency of the school leaders is generic in nature and might vary in time.

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