



## Institution Justice in School Leadership 學校領導中的制度正義

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制度建設是學校領導的核心，而制度正義則是學校制度建設的價值基礎。學校的制度正義包括制度本身的正義與制度運行的正義，其中，學校制度本身的正義是一種關於教育“善”的實質性規定，是一種重在弘揚教育之“善”的、理想的實質主義正義；學校制度運行的正義，是一種關涉教育“善”的現實實現、與具體學校情景緊密相聯的形式主義正義。學校領導，須從教育“善”出發，建立健全公平、平等、正義的學校制度，促進和保障學校教學與管理事務的平等、公平與公開，協調和平衡學校成員間的利益關係，激發和維護學校成員個體的道德與責任自覺，從而在學校領導過程中落實制度正義，實現教育的本體價值。

The institutional construction is the core of school leadership, and institutional justice is the value basis of school institutional construction. The school institutional justice including the justice of the school institution and it's operation, among them, the justice of the school institution is a kind of substantive regulation for "good" education, a kind of idealized justice to carry forward the "goodness" of education, a kind of essence of justice. The justice in the operation of school institution involves the realization of the "goodness" of education in the education reality, a kind of formalism justice related to the specific school scenes. The school leader should establish and perfect fair, equally and justice school institution based on the "goodness" of education, and realize the justice of school institution and the ontological value of education in the process of school leadership, promoting and protecting the equality, fair and open of the teaching and management affairs in the school life, coordinating and balancing the interests among the school members, arousing and maintaining the individual moral and responsibility consciousness.

