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| Book Name: | [**Language, Literature and Education: Research Updates**](https://www.bookpi.org/bookstore/product/language-literature-and-education-research-updates-vol-1/) |
| Manuscript Number: | **Ms\_BPR\_6047** |
| Title of the Manuscript: | **Empowering Leadership of Change Management for Sustainability in High-Performance Educational Organizations** |
| Type of the Article | **Book Chapter** |

**PART 1: Comments**

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|  | **Reviewer’s comment****Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.** | **Author’s Feedback** *(Please correct the manuscript and highlight that part**in the manuscript. It is mandatory that authors should write his/her feedback here)* |
| **Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this****part.** | **The article aims to analyze the impact of empowering management on sustainable change in high- performing schools, seeking answers to the 3 questions described on part 2, entitled: The impact of the sustainability mechanism in high-performing educational organizations.****The author uses a mixed method in the research: a qualitative and quantitative approach, including the****structured interview addressed to the leadership of empowering change management and the semi- structured questionnaire to address the causal relationship of empowerment of change management leadership for sustainability in high-performance educational organizations. In qualitative research, it uses intentional sampling, involving people with extensive expertise and experience in the research topic. In quantitative research, the sampling method used is multi-stage random sampling to achieve good representativeness. The importance of factors such as: establishing a vision for creating the future of the organization, open communication between the organization's staff, continuous learning and teamwork, sharing power and participating in operations, and creating an organizational culture for sustainability is emphasized and the causal relationship that exists between them and empowering leadership.** |  |
| **Is the title of the article suitable?****(If not please suggest an alternative title)** | **The title is well thought out, refers to the content of the article, is specific and detailed. Contains the keywords.****A shorter title might be more elegant, but it wouldn't support the content of the article.** |  |
| **Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.** | **The summary contains a lot of information. It could more clearly highlight the objectives pursued, the methodology used and some of the results obtained. The introductory part is long, the sentences are long, the reader getting lost in so much information. A clear, concise, and on-topic description would****help to better focus attention. In the part of the description of the working methodology, perhaps a tabular presentation would have been more appropriate (sampling methods, work tools, statistical criteria).** |  |
| **Is the manuscript scientifically, correct? Please write here.** | **The topic of the article is relevant and topical in the context of today, with many changes in the field of education and the demands of modern society. The article has a coherent, logical structure, which makes it easy to read and follow. In this research, the author uses a mixed approach, which gives her seriousness,****complexity, comprehensive approach to the subject pursued. The interview is described step by step, and****the statistical analysis is supported by valuable, correctly calculated indicators (chi-squared, GFI, RMSEA).****The statistical data in Table 3 are then explained very correctly, showing the direct positive influences existing between the 6 variables studied and the leadership of change management.****The model shown in figure 1 is interesting but being small, it is not well seen. Perhaps an explanation would also be needed. There is also a lack of explanations regarding the colors and the importance of the model itself.****In the discussion part, the author emphasizes that empowering leadership plays a crucial role in changing the organization. This style of leadership is the basis of the development of organizations, if modern methods of operation, strategic planning are used to determine the vision, clear objectives, etc.****The conclusions reached by the author of the article are also supported by the results of other authors, who appeared in the references.** |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.****-** | **The cited references are numerous and valuable. Perhaps it would be useful helpful to use references, articles from recent international studies on change management and sustainability within educational organizations.****For example:****Rieg, Gatersleben and Christie (2021)** – *Organizational Change Management for Sustainability in Higher Education Institutions: A Systematic Quantitative Literature Review, which analyzes human processes and factors in the sustainable change of higher education units (UK),***Scholarly Article (2023)** *– Leadership actions that enable or constrain accommodation of education for* |  |

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|  | *sustainable development (Sweden) etc.* |  |
| **Is the language/English quality of the article suitable for scholarly communications?** | The language used in this article is scientific language and specific to the researched field.However, the sentences are very long, understanding them can be a little harder for those who have another mother tongue. The text could be restructured into shorter sentences, but is not mandatory.My personal opinion is that English is the most suitable for these types of articles. Many notions, concepts and much of the information are found in this language. |  |
| **Optional/General** comments | This article makes a significant contribution to understanding the role and importance of this type of leadership in high-performance educational organizations. Also, the results presented can be the starting point for further research in this field.Personally, I believe, that the clarity of the work can be improved by creating additional graphics, but also, this is just an opinion and its not mandatory. |  |

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| **PART 2:**  |
|  | **Reviewer’s comment** | **Author’s Feedback** (It is mandatory that authors should write his/her feedback here) |
| **Are there ethical issues in this manuscript?**  | *(If yes, Kindly please write down the ethical issues here in details)* |  |

**Reviewer details:**

**Ferencz Irma, Romania**