



EDU C490

Managing Change in P-12 Education

The Center for Teaching Excellence
University of Virginia's College at Wise

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Office Hours: Online course, please email
Grading: 3 hour undergraduate college credit

I. Course Description:

This course introduces a range of change models, and recent developments in change theory and research as it applies to P-12 education. It will develop your ability to manage both planned and unplanned change. It deals with change as a process and examines a range of strategies teachers and administrators can use to successfully manage change. The course focuses on the skills needed to manage transitions and the psychological, structural and cultural issues people face when dealing with change.

II. Course Structure and Objectives:

- Introduction to Change: A brief history of educational change
 - By covering this topic teachers will:
 - understand the evolution of the educational system.
 - Change topics will focus on: leadership, gender equality, racial equality, inclusion of students with disabilities.
- The nature of change
 - By covering this topic teachers will:
 - have a systematic understanding of the essence of the organizational change
 - become acquainted with the types of organizational changes and the factors that exercise influence in the school or system.
- Change management: theories and practices
 - By covering this topic teachers will:
 - become familiar with the basic theoretical models for organizational change management
 - become familiar with successful practices in the organizational change management.
- John P Kotter's "eight steps to successful change"
 - By covering this topic teachers will:
 - know the grounds for the appearance of John Kotter's change management theory
 - analyze the actual steps of John Kotter's process model for change management will get familiar with actual analytical management methods of John Kotter's process model.
- Change management and organizational structure
 - By covering this topic teachers will:
 - have systematic understanding of "organizing" the management function essence
 - become familiar with the types of organizational structures

- analyze the link “management of change and organizational structure”.
- Change strategies
 - By covering this topic teachers will:
 - know various definitions of organizational change planning
 - become familiar with the process of organizational change planning
 - become familiar with the types of strategies for organizational change.
- Change resistance
 - By covering this topic teachers will:
 - be able to understand the resistance to change and what factors impact effective management.
 - acquaint themselves with the reasons and methods for overcoming the resistance to change.
- Effective communication
 - By covering this topic teachers will:
 - identify the various models of communication
 - recognize what purpose communication serves in the organization (functions of communication)
 - identify ways that leaders use the patterns of effective communication to achieve the institutional goals, change management included.
 - know in what way communication influences the behavior of people and groups within the institution
 - will have ideas about solving the various communication problems (including making communication problems)
 - be able to plan and manage patterns for effective institutional communication.
- Conflict management
 - By covering this topic teachers:
 - identify various views on conflict nature
 - will be able to describe conflicts through the criteria of process, behavior, and communication models
 - will be able to discuss problems of behavior in conflict situations
 - will know about existence of tools for identification of behavior styles in conflict situations
 - will become familiar with various opportunities and formats for influence over the parties for the purpose of resolving conflicts as a change management strategy.
- Managing the stress of change
 - By covering this topic teachers will:
 - Identify key factors that create stress in an organization
 - Identify stress that exists as a result of leadership and how it impact the change process.
 - Develop strategies that lessen stress during the change process.
- Change management in P-12 education
 - By covering this topic teachers will:
 - know the change management process model in P-12 education
 - become acquainted with the characteristics of the process stages of the change management in P-12 education