

# Organizing for success: from inequality to quality

Education



Organizing for Success: From Inequality to Quality Darling-Hammond reports, " the bureaucratic school created at the turn of the 20th century was not organized to meet these needs for intellectual development or for individual responsiveness. Most of today's schools were designed... not to educate all students well but to batch process a great many efficiently, selecting and supporting only a few for thinking work" (p. 237).

Darling-Hammond's point in the above statement is valid to a certain extent in that most American public schools today are not providing adequate education to students to develop as intellectuals or even meet the current criteria for real world workplaces. Instead, many are barely meeting white collar employment needs. In private schools, which can be afforded by a few, administrators are meeting the requirements of developing individuals into think tanks, leaders, innovators and prepare them for so called " thinking work". This kind of inequality has become prevalent in almost all states of America predicting a future of mediocre workers not capable of taking executive positions.

If the school administrations and the government want the future of America to progress and secure its old leadership position among other world countries, it would have to revise its current education policy and develop successful school systems that support innovation, professional development, and skills enhancement (Darling-Hammond, 2010, p. 264). Involving school administration, educators, and community in this process would enable the government to carry the project forward to the receiver level (students and employers). It would be like an investment into the future where knowledge, skills and philosophy for progress would be transferred to the deserving.

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The current status quo can be changed; it only needs the farce firewalls, and red tapes to be removed. The current organizations need to "allow space for successful innovation.... they must, over time, allow innovators to help change the rules as well as avoid them." (Darling-Hammond, 2010, p. 275). Strategy is needed for deregulation, innovation and creation of new education systems.

#### Reference

Darling-Hammond, L. (2010). *The Flat World and Education: How Americas Commitment to Equity Will Determine Our Future*. Teachers College Press