

Educational change theory

[Education](#)



**ASSIGN
BUSTER**

The paper "Educational Change Theory" is a wonderful example of an education essay.

In backward design, change agents engage in the identification of the desired outcomes before deciding on what to do to bring about change. Secondly, they establish acceptable evidence before deciding on what to do. Thirdly, they plan to learn actions to attain goals. In education change, academic partners should function as facilitators rather than experts by providing advice, and professional growth to enable the understanding and enforcement of change. The project's strengths include cultural and organizational changes, collaboration, improved quality of education, and achievement of set goals. However, it involves many tests that are too involving and time-consuming (Albright, Clement, & Holmes 2012; House & McQuillan 2005).

Theories

First, there is theory X, which says that people are intrinsically lazy, hate work, and need close supervision. Second, theory Y asserts that people put more effort if work is meaningful, and aided by peers and leaders. Both theory X and Y are easy to comprehend but flawed, simplistic, and useless. Third, the top-down implicit theory says that change occurs through legislation or new policies. The bottom down theory argues that changes begin from the classroom, to teachers, to the school and finally to the government. The integrated theory involves internal, external, and personal segments. The most applicable theory is the integrated theory because it incorporates personal, internal, and external perspectives (Fullan 1994).

Three models

The schooling by design model involves backward design, which involves the identification of desired outcomes, identification of acceptable evidence, and setting action plans to achieve goals. The IDEAS model involves initiating, discovering, envisioning, auctioning, and

<https://assignbuster.com/educational-change-theory/>

sustaining. This implies that there is a need to plan, survey stakeholders, create a vision, develop an action plan, and monitor progress. Lastly, the strategic model involves envisioning, engaging stakeholders, articulating, implementing, and monitoring progress. The three models are similar as they involve envisioning and action planning. The most suitable model is the strategic model, as it encompasses crucial stages that enable success in a school setting. It involves all stakeholders in the decision-making and monitors progress (Wiggins & McTighe 2007).

History and Effects of Educational Change

The most significant thing that I have learned in educational change is that a successful change process occurs by the full involvement of all stakeholders. In a school context, these stakeholders include students, parents, teachers, community, government, and academic partners. For any change to be effective in this context, there is a need to fully involve the aforementioned stakeholders. Additionally, successful change happens through the identification of the desired outcomes, identification of acceptable evidence, planning, articulating, implementation, and monitoring of progress. This is essential in my context, as they ensure that success is achieved (Goodson 2001).