

# Action reflection

Education



Action Research Reflection Project Insert Here Insert Affiliation Here Action Research Reflection Action research is 'learning' by 'doing' process (Reason, 2010). A group of people identify a problem, they then propose a solution and try to resolve the problem, they then see how successful their attempts were, and then they try again if not satisfied. Action research process starts with diagnosing or identifying a problem. Alternatives to solve the problem are then thought of. One course of action is then selected after careful consideration, after which the consequences of implementing that action are considered. Lastly, learning is captured and institutionalized. The most important part of an action research process is 'reflection'. Action research process gives you a chance to reflect on your own performance and make improvements. For organizational development, action research process consists of three basic steps: unfreezing, changing and refreezing (Educational Action Research, 2011). Action research process is basically adopted in real world situations rather than in experimental setups. This is because this process aims to solve the real world problems by taking actions.

It is important to do careful planning before starting with action research. This prevents the group to divulge from what needs to be done, saves time and prevents giving rise to any disappointments and dissatisfactions. While researching for a problem, it should be made sure that the problem is both to the point and meaningful (Donna Kalmbach Phillips, 2009). In the data collection phase, the data should be organized in such a way that it becomes easy to deduce trends from it. Based on the data interpretation, a plan for change should be developed. It is important to implement one action at a time. But several actions are implemented simultaneously, it will be difficult

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to assess which action was responsible for the outcome and hence, reflection will become difficult (Mertler, 2009).

Action research process has two main goals: Stimulating Learning and Making a difference. Action research as a process is both collaborative as well as participative and hence it is often called “ Collaborative Enquiry”.

This process can be adopted across all levels of education. Because of the flexibility this process offers, it can also be adopted in work setting (Stringer, 2008). This process helped me reflect on what I did and also improved team communication. This process leads to empowering of all the team members.

With the help of action research process, I discovered that being participative; open to change, and being a good communicator as three essential skill sets which can help me grow not even personally but professionally as well.

Action research as a process is not free from challenges. The following challenges are involved (Jack Whitehead, 2008) :

- 1) One of the challenges of action research is in engaging different members of the group because in the start, there is always some resistance to change.
- 2) The other challenge is measuring the performance since different members of the group may rate the performance differently.
- 3) Action research is tougher than the traditional research, since this process not just involves researching, but going ahead and taking responsibility for action.
- 4) Ethical considerations.
- 5) Stakeholder conflict is another challenge in action research process.

There are four most important things that I would recommend to students

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who are entering the process:

- 1) It is important to do some prior preparation so that the challenges in the action research process are minimized.
- 2) It is good to know the methodology or at least what you intend to do before you start off.
- 3) Look out for data and information which challenges you present analysis.
- 4) Developing a timeline.

#### References

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