EDCO 286: Theory of Organizational Change
Monday 4:00-6:45
Room: IRC 306
Spring 2011

College of Education Mission:
The mission of the College of Education is to prepare educators who will enhance the quality of education for all students in our culturally diverse, technologically complex global community.

Counselor Education Program Mission:
The mission of the Counselor Education program is to prepare guidance and counseling candidates who will enhance equity and excellence for all students.

EDCO Professional Dispositions
Disposition #1: Respect for all forms of Diversity
Disposition #2: Equity & Excellence for all Students
Disposition #3: Life-Long Learning
Disposition #4: Ethical & Professional Practice
Disposition #5: Democratic & Reflective Practice

Instructor

Steve Berta, MA, PPS, ASC, DPS, STC
Steve.Berta@sjsu.edu
Work # (408) 924-3630
Home # (831) 426-4203
FAX (408) 924-4137

Office Hours

Sweeney Hall/Office 416/Office Hours by Appointment

Course Description

This course is designed to give graduate students an overview of Organizational Change within school and community settings. We will look at models and skills needed to support change as it applies to: self; individual

students; classroom challenges; school site systems; and districts/ communities. Students will examine key concepts and skills that support change and apply these concepts and skills to various situations. Students will come to understand the importance of leadership in the change process and examine their own strengths in developing leadership skills. Students will learn to apply these concepts and skills in the design and planning of a change intervention.

Course Objectives

1. To develop an understanding and awareness of organizational change.
2. To acquire models, processes, and skills to support change for self, for students, staff and organizations.
3. To understand the importance of leadership in the change process and examine your own leadership skills.
4. To demonstrate a basic understanding that in every person and in every organization, something is working and change can be managed through the identification of what works and the analysis of how to build upon it.

Required Textbooks

Our Iceberg Is Melting:
Changing and Succeeding Under Any Conditions
John Kotter and Holger Rathgeber
St. Martin's Press

Developing The Leader Within You
John C Maxwell
Thomas Nelson Publishing

Recommended Reading

Leadership Secrets of Attila The Hun
Wess Roberts, Ph. D.
Warner Business Books

The Thin Book Of Appreciative Inquiry
Sue Annis Hammond
The Thin Book Publishing Company

The 21 Indispensable Qualities of A Leader
John C. Maxwell
Thomas Nelson Publishing

The World Is Flat
Thomas Friedman

Social Intelligence
Daniel Goleman
Bantam Books

Preparing Students For Their Future
Willard R. Daggett, Ed.D.
International Center for Leadership in Education

Schedule for Weekly Readings and Assignments

January 31: **Introduction & Course Expectations**

- Introduction to the course and to each other
- Review Syllabus
- Overview of Educational Change-Willard Daggett
- Discuss the Final Project

Assignment

- Introduction and Chapter 1 from Maxwell
  Complete action steps on page 17-18

February 7: **Leadership and Change**

- The definition of leadership
- Why is change difficult?
- Quickwrite on change experience

- Thomas Friedman's View of Educational Change P+C>IQ

Assignment

- Read chapters 2-3 from Maxwell
- Complete pages 26-27 and 47
- Be prepared for group discussion on the Pareto Principle
- Be prepared for group discussion on Integrety
- Bring in the Mission Statement from your work site

February 14: **Priorities and the Most Important Part-Leadership**

- The Pareto Principal and why lion trainers use stools
- Purpose and Mission Statements-Starting from the ending
- Congruence-Walking the Talk

Assignment

- Read chapter 4 from Maxwell
- Be prepared for group discussion on "what gets in the way of change"
- Be prepared for group discussion on the passion of change..."The Why"

February 21: **Creating Positive Change**

- What gets in the way of change?
- Passion and "The Why"

Assignment

- Read chapters 5 and 6 from Maxwell
- Be prepared for group discussion on Problem Solving
- Be prepared for group discussion on Attitude and Change

February 28: **Problem Solving and Attitude**

- If you want the rainbow you have to put up with the rain...
- Assessment and data collection...how do we know we're helping?

- Nelson Mandela-Leadership and Change
  Assignment
- Read chapters 7-8
- Complete page 127 and page 144
- Bring in Your Job Discription
- Be prepared for discussion on visions and goal

March 7: **Response to Intervention**

March 14: **The SST-A Change Model**

March 21: **PACT: People Acting in Community Together**

- The PACT Change Model

March 28: **No Class (Spring Break)**

April 4: **Exam**

April 11: **Support for Classroom and School Site Change**

- Classroom and school site strategies
- Change/Support for Special Need Students

April 18: **Cornerstone and Developmental Assets-Support for Change**

April 25: **College Going Culture-Needed School Change**

May 2: **Semester Review/Change Presentations**

May 9: **Change Presentations Presented**

Book Report, SST, and Community Visit Papers Due

Course Requirements and Grading

Course Requirements	Total Points
Attendance/Class Participation	10
School/Community Visitation	10
Exam	40
Book Report	10
Final Project	30
Total Points Possible	100

Lectures and Class Participation

I do ask that you function in the class as a professional. **Class attendance is very important. I ask that you be on time and come prepared.** If you are enrolled in EDCO 292 or working as a school counselor, teacher, or in an agency, your work experience that relates to organizational change will be important to our class discussions. As "real" material related to your work is confidential, any class discussion or examples must not be identifiable as to school, agency, or the particular people involved.

Academic Integrety Statement: Your own commitment to learning, as evidenced by your enrollment at San Jose State University, and the University's Academic Integrety Policy requires you to be honest in all your academic course work. Faculty are required to report all infractions to the office of Judicial Affairs.

Campus policy in compliance with the Americans with Disabilities Act: If you need course adaptations or accommodations because of a disability, or if you need special arrangements in case the building must be evacuated, please make an appointment with me as soon as possible to

discuss these accommodations. **Presidential Directive 97-03 requires that students with disabilities register with DRC to establish a record of their disability.**