

Abstract

This study will identify and briefly explain the perspective of change. I will also discuss the peer-reviewed articles: Roger (1995) Diffusion of Innovative; Fullan (1991) Educational Change; and Ellsworth (2000) Condition of Change in their Professional Disciplines. The purpose is to gain knowledge and understand the concept of change in the educational research institutions.

Paper Overview

Change brings development. It is an aspect of our life. Those who make changes and accept them in their lives are successful. It is important to anticipate change; perhaps the outcome would be pleasurable if things go right. The three authors discussed change as unavoidable because it brings excitement. The authors believe that change helps organizations to explore and develop better opportunities to provide quality services to their customers. The article states, "Effective professional development should connect to and build upon the ongoing work of collaborative teacher work teams whose prime task is creating and modifying curriculum units that all teachers in the group actually teach (Bocala, 2012)." It is important that leaders of the organizations create a system of change to help discuss the process of transformation and implementation of their business improvement. Below is the perspective discussion of change from the three authors:

Roger (1995) Diffusion of Innovative

Based on the reading, diffusion is the process of communicating the actions for innovation to the members of the organizations. The author believes that diffusion creates awareness by examining the effects and aspect of the communication framework involved, to ensure the change is attainable. The article states, "College students' counselor, as part of college teacher team and a

worker at the first line of college ideological and political education, is playing a critical role in strengthening college students' ideological and political education (He, 2011).” I believe that Roger’s model provides instructive attributes that facilitate an innovative process of change by establishing and stabilizing affirmative relationships among people.

The authors also believe that change helps people identify and examine the existing problem between two or more individuals. It also helps recognize the distinctions between both people and the innovation course of action. By doing so, people would develop knowledge and understand the areas of needs for change. The Roger model for innovation is recommended as the best guide that provides and standardizes sequence of achieving success for change. The model for innovation is an initiative that helps people perceives new idea for change.

Fullan (1991) Educational Change

This model focuses on Fullan works of educational change. The focus of his works for educational change was to ensure that everybody within the organization participate in the process of change. The author believes that it is important to gain knowledge and understand the implications of change within the organization. By doing so, the organization would identify the issues and promote changes that address the needs of its operation.

The author also believes that employees of the organization would be the agents of change, because they know what changes are necessary for the organization to improve its performance.

The article states, “Educational leaders would support teachers by providing them with appropriate resources such as scheduled time and expert coaching, especially in the area of teamwork (Bocala, 2012).” If the leadership and the employees of the organization work together hand-in-hand to implement changes, the business will succeed. The author anticipated four broad phases of change: initiation is the process of introducing new technology for the development of

the organization; implementation helps to identify the need and achievement of change for the organization to grow; continuation is the process of moving forward with a decision about institutionalization of an innovation based on the reaction to the change; and outcome is a successful process of achieving goals for the change you made. These four broad phases help during the process of establishing change and implementing actions for change to achieve positive outcomes.

Ellsworth (2000) Condition of change

The author believes that the condition of change would be affected by the factors in the environment. The factors in the environment to consider when initiating and implementing the change are: availability of resources to support the operation; sufficient knowledge and skills for people to do the job; and participation for decision making to adopt change. The article states, “Changes in the teaching profession will only come about if we radically rethink schooling. Teachers are expected not to innovate, but to enact a prescribed curriculum (Bartell, 2011).” It is important to initiate the process of change by making sure that organizational leaders agreed and adopted the effects of change.

The condition of change would be overcome by encouraging and involving participants in the decision making course of action. It is significantly important that participants communicate their ideas and opinions regarding the process of implementing the innovation. By doing so, all parties involve participating in the process would also help monitoring the progress of the change.

My Perspective

Based on the three authors’ weekly assigned readings, I realize that a change would be achieved by making sure that organizational management boards and employees are voluntarily involved

to work together as a team. It is realistically important for the leaders to employ extraordinary communication method to make change achievable. The article states, “According to Strategic Management, teachers should work and learn together in teams that devote most of their energy toward examining student work, assessment data, instructional practice, and curriculum (Bocala, 2012).” Staffs should also be engaged in all aspects of implementing organizational change. The purpose of this assignment is to ensure that organizational leaders and staff recognize the progress of implementing change to attain positive outcome.

Works Cited

Bartell, C. A. (Fall, 2011). Teaching 2030: What We Must Do for Our Students and Our Public Schools-Now and in the Future. *Issues in Teacher Education*, Vol. 20, Iss. 2, pp. 110 - 115.

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He, Y. (Jul. 2011). Several Thoughts on Current Development of College Students Counselor's Work. *Asian Culture and History*, Vol. 3, Iss. 2, pp. 55 - 59.