

Abstract

This paper will discuss the relationship between comprehensive school reform, site-based management, and systemic change. It will also draw the important connection to ensure that school leadership implements strategies to improve and support students' achievements. The application is to make sure school administrators, teachers, parents and communities work together to develop teaching methods and learning opportunities for students.

Assignment Overview

Based on the weekly reading, I realize that the relationship between comprehensive school reform, site-based management, and systemic change is to ensure that school districts have strategic visions to improve quality education for every student. It is critical that school boards share decision-making processes by creating a safe environment on the institution campus. I believe that everybody working for the school should implement changes to support learning activities for students.

Comprehensive School Reform (CSR)

The Comprehensive School Reform (CSR) program was signed in law in 2002 to improve entire schools and raise student achievement supporting the act No Child Left Behind. The purpose of CSR is to assist educational institutions by employing and implementing strategies for school improvement. The article states, "These reforms must help all children to meet challenging State academic content and achievement standards (Laihee, 2011)." The aim is to ensure that a child with low academic performances receive a special teaching program to help meet his/her academic challenges.

I believe that the CSR act has a strong focus on approaches that support the operation of entire school. The CSR grant was issued only to schools that meet quality educational standards to perform. Below is a list of school requirement to implement a CSR program:

- Helps identify resources to support and sustain quality for students;
- Provides ongoing professional development for school administrators, teachers, parents and students;
- Employs proven strategies for educational purposes;
- Helps funds schools who need financial assistance to support long term goals.

Site-Based Management

The Site-Based Management is a noteworthy initiative program that holds schools' administration accountable to practice democratic process during decision-making. This is a systemic school reform that helps by improving schools' teaching instruction and curriculum to ensure that schools achieve successful educational outcome. The article states, "The primary goal is typically the same: to shift authority away from the district administrative hierarchy and into the hands of school groups such as teachers and parents that are more closely connected to the school and, theoretically, better equipped to meet the specialized needs of students (Rowan, & Miller, 2007)." I believe it is vital to involvement every employee during decision making process on the school campus to improve the organization commitment.

The purpose of Site-Based Management is to improving students' achievement by focusing on school curriculum and implement strategic learning goals. The article states, "In order for schools to move forward in the change process toward site-based management, it is imperative to have buy-in from school board members, central office administration, building-level administration, teachers, and teachers unions (Clevinger, 2010)." I think that a change

would occur if all the school administrations, teachers, parents and students work together by continuing to participate in the decision-making process and ongoing professional development.

Systemic Change

The Systemic Change is a program that involves all parts of the organization or group of people to know how to coordinate areas that need change for the institution to achieve goals. The goal for this reform is to ensure that all parties in the organization work together to continuously improve their results. The article states, "In the field of education, systemic change practices offer tools that can help educators and leaders to remain effective in the rapidly changing context (Clevinger, 2010)." By doing so, the organization would implement a systemic change to transform educational system for a better establishment.

The aim for systemic change is to provide an overview for educational improvement as well as developing an action learning plan to address items for measuring success. The impact of this reform is to ensure that all parts of the whole organization are involved to assess progress and revise actions needed to attain goals. The article states, "Systemic change offers an opportunity to enact change while moving beyond thinking about individuals and individual organizations, single problems and single solutions (Laihee, 2011)." I believe the focus of systemic change is to restructure the organization by transforming the mission, goals, functions and implementation of actions to accomplish business success.

Conclusion: My perspective

The connection and relationships between comprehensive school reform, site-based management, and systemic change is they both recognize fundamental change as a way to improve quality learning for all learners in our global society. It is imperative to ensure that the aspect of change is by knowing what to expect and what direction to take to accomplish our

vision. The article states, “It is important for everyone to be involved in building a collective vision for the school and to understand the potential benefits that may result from implementation of site-based management (Rowan, & Miller, 2007).” I believe that change reform would be effectiveness and efficient by involving school administrators, teachers, faculty members, parental group and student body during the process of decision-making.

Works Cited

- Clevinger, V. A. (May, 2010). How Four Reform Initiatives Helped Develop Attitudes Regarding Change in Two Middle Schools in East Tennessee. *Dissertation*, pgs 155.
- Laihee, M. (May. 2011). Examining the Implementation of District Reforms Through Gap Analysis: Making Two High Schools Highly Effective. *Dissertation*, pgs 153.
- Rowan, B., & Miller, R. J. (Jun, 2007). Organizational Strategies for Promoting Instructional Change: Implementation Dynamics in Schools Working With Comprehensive School Reform Providers. *American Educational Research Journal* , Vol. 44, Iss. 2, pp. 252 - 297.