

# Enhancing the Teaching and Learning Process



Developed from the Contents of  
Reginald Leon Green's

Practicing the Art of  
Leadership: A Problem-based  
Approach to Implementing the  
ISLLC Standards

Chapter 7

# Teaching and Learning

- To enhance teaching and learning in a school, the leader will often have to make some degree of change.



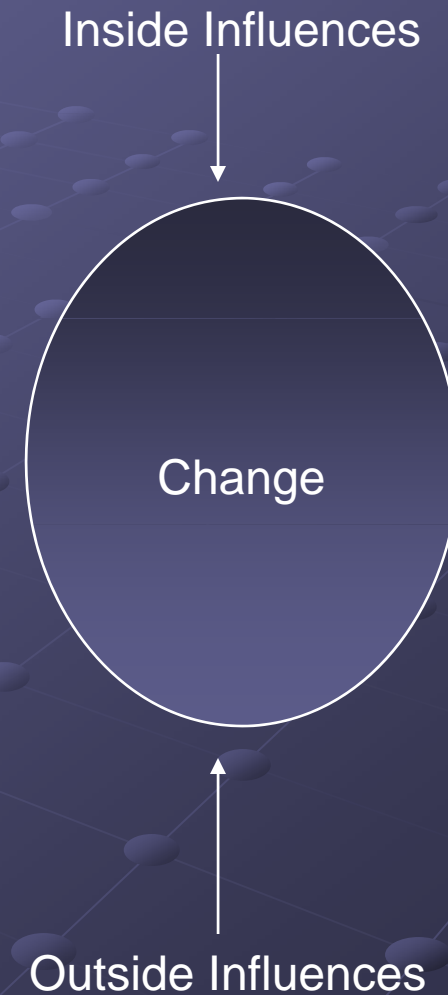
# Understanding the Process of Change

- Understanding the change process is a prerequisite to effectiveness.



# Understanding the Process of Change

- Change is a process, not an event; it can be planned or unplanned and can be influenced by forces inside and outside of the schoolhouse.



# Leading Change

- The change may be continuous (first-order), or it may be discontinuous (second-order) change.



# Leading Change

- Determining the order of the change is very important as it allows the leader to determine the extent to which the faculty and staff are ready for the change and what preparation is necessary before the change is undertaken.

# Steps in the Change Process

- Establishing a shared vision
- Determining the state of existing programs
- Conducting a discrepancy analysis



# Steps in the Change Process

- Build a capacity for change
- Acquire stakeholder participation
- Assess the needs of all students



# Steps in the Change Process

- Identify programs and activities that will address those needs
- Plan a quality professional development program
- Implement the new program strategies

# Steps in the Change Process

- Conduct formative and summative evaluations



# References

- Conley, D. (1997). *Roadmap to restructuring: Charting the course in American education*. Eugene, OR: University of Oregon (ERIC Clearinghouse on Educational Management).
- Sarason, S. (1996). *Revisiting the culture of the school and the problem of change*. New York: Teachers College Press.