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EDU 5743 Planned Change
Spring 2015
Richard Bernato, Ed.D

REFLECTION:

Course Description

“Building upon knowledge of classical and contemporary theories of organizational behavior in social institutions, this course examines several analytical frames of reference as constructs for understanding organizational culture. These frames are then overlaid on written case studies and simulations of social organizations in order to more effectively transfer applicable theories and strategies of planned change. Those “lenses” which are specified and explicated by individuals and teams within the course place a major emphasis on improving leadership practice.”

Planned change sounds easy. You want to make a change? Make a plan and then do it. Simple, right? Through this course, Dr. Bernato led our cohort through the necessary stages and steps to recognize when and where change is necessary, what things needed to be considered before storming in to make a change, and how to actually implement the change in a way that brings together people and ideas for cooperative success.

EDU 5743 provided me with great insight into strategic planning and reflective leadership. During class discussion, assigned readings, and group projects, I was able to recognize that how we look at a situation will determine our actions in addressing the issue and/or achieving a goal.

This course is now even more meaningful to me as my own school district recently replaced four key positions in upper administration. I find myself coming back to our lectures and readings as I watch how, why, and when these four people make significant changes in this huge district and listen to how all the different groups of people react to them and the planned changes.