

The Scarecrow, the Lion, and the Tin Man

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Case:

You have recently been hired as the Superintendent of Schools. Your Director of Curriculum comes to your office and requests assistance with an ongoing concern that teachers have been evaluated using an "out-dated" method. The Board of Education has adopted this type of evaluation and is reluctant to change. She knows there are other ways to evaluate teacher performance and needs your assistance in the process of working with the board, administrators, and teachers to affect change that will impact teaching and learning.

Questions:

1. Identify your stakeholders and list at least two barriers that each will present. Give your rationale for identifying these as barriers.
2. What actions would you take that would show evidence of sensitivity to the stakeholders?

Notes

Standard(s) addressed:

Standard 2 – A school leader is an educational leader who promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

Main Issues:

- Professional development is an integral part of school improvement.
- Knowledge and understanding of effective instruction.
- Barriers to learning are identified, clarified, and addressed.
- All individuals are treated with fairness, dignity, and respect.

Extended Learning:

The instructor may choose to extend the learning in one or more of the following ways:

- Role play, you are the Director of Curriculum, you're your Superintendent responds, "It's your problem."
- Role play, you are the Superintendent or the Director of Curriculum presenting your proposed changes at a Board of Education meeting.
- What methods would you use to insure that the Director of Curriculum takes the lead in the change process?

- Create a professional development plan that is fiscally responsible and academically relevant to current methods of evaluation.
- Compare and contrast your philosophy with the present evaluation system and professional development plan in your district.
- Identify two adult learning theories and how they relate to the barriers of implementing your planned change.
- Identify each of your publics in relation to the one of the characters in the title.

Scoring Guide:

2 Points

Response specifically cites:

- identifies relevant stakeholders and barriers to the solution
- shows sensitivity to all stakeholders

1 Point

Response specifically cites one of the two listed above

0 Points

Response cites omits reference to any of the essential facts.