

## **Managing Change Course Outline**

**Course Title:** Managing Change

**Course Number:**

**Course Description:**

This course focuses on concepts and strategies for managing change in educational, human services, and business settings. Special consideration is given to the recognition of human diversity and strategies that empower individuals and the organization. This course presents processes, procedures, and skills for change in terms of situational considerations and implications.

### **Course Outcomes:**

- Apply the humanistic principles of the change process as demonstrated through class discussions.
- Analyze concepts and strategies for managing school reform as demonstrated in case studies and class discussions.
- Apply concepts and strategies for managing school reform as demonstrated in case studies and class discussions.
- Demonstrate diverse strategies that create change agents within educational and business settings.
- Explore processes, procedures, and skills for change as demonstrated through participation in situational case studies and class discussions.
- Present educational information orally and in writing using appropriate media and technology that is concise, organized, well supported, and in a professional manner.
- Access information from a variety of credible sources.
- Apply information from various sources to solve educational problems relevant to the improvement of schools.

### **Resource Guide:**

Textbook: Implementing Change: Patterns, Principles, and Potholes  
Hal and Hord (2001) Allyn Bacon. ISBN 0205162223

Boman and Deal Reframing Organizations: Artistry, choice and  
leadership, 3rd ed. Jossey-Bass: ISBN: 0-787-9642-63

### **Course Requirements:**

1. Weekly class attendance

2. Participation in class discussions
3. Using the Concerns-Based Adoption Model, prepare a case study of a change process. You may choose to deal with a system wide change or a site change. Your case study should contain charts, graphs, questionnaires and other relevant data as described in the CBAM approach.
4. Complete assigned discussion questions at the end of each chapter.

**Grading Criteria:**

<b>Discussion Questions</b>	<b>30%</b>
<b>Discussion Participation</b>	<b>20%</b>
<b>CBAM Case Study</b>	<b>50%</b>