

1. Virtual Campus

**SCHOOL OF EDUCATION**

1. **University Mission:** Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success and service to God and humankind.
2. **Course Number and Title: EDUC5387 Change Process Spring 2 2023 VC**
3. **Professor:** Linda Hutcherson-Beckel, Ed.D.
4. **Phone:** (806) 336-5015-Cell Email: lindah@wbu.edu
5. **Office Hours:** 8am-9pm Mon-Sat Location: Home-Amarillo, TX
6. **Online Catalog Description:** **EDUC 5387 Change Process** Study of relationships among individual and group behaviors; roles of administrators; analysis of educational organizations and change principles. Students will become familiar with the range of forces that operate to encourage or inhibit change in schools as well as in the higher education settings. Examine a range of strategies to bring about change in educational organizations and with their appropriate applications. Understand strategies for producing change in educational organizations as concrete manifestations of general philosophies of education and of life. Students will become knowledgeable about the dynamics of change in the school and abilities to function as change agents.
7. **Prerequisite:** Graduate Admission

# Textbook: Implementing Change

Patterns, Principles, and Potholes: Gene E. Hall; Shirley M. Hord Ph.D.

* Publisher: Pearson

## **Print ISBN: 9780135258231, 0135258235**

## **eText ISBN: 9780135217122, 0135217121**

* Edition: 5th
* Copyright year: 2020
1. **Course Outcome Competencies and Course Requirements:**
* Leaders will understand, evaluate, and facilitate the change process
* Leaders will examine on-the-ground change processes and practical strategies.
* Leaders will focus primarily on the Concerns Based Adoption Model (CBAM) that can be used by those engaged in creating, implementing, and sustaining change processes as well as those who are evaluating and studying change.
* Leaders will study the construct about change that captures the complexity of implementing change and the diversity of reactions to it.
1. **Course Outline and Grading Structure:**

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| --- | --- | --- |
| Module | **Topic** | **Due Date** |
| 1 | **Principles of Change** | **Mar 30** |
| 2 | **Interventions** | **Apr 6** |
| 3 | **Innovations** | **Apr 13** |
| 4 | Midterm | **Apr 18-20** |
| 5 | **Stages of Concern and CBAM** | **Apr 27** |
| 6 | **Levels of Use and Systems** | **May 5** |
| 7 | **Change Facilitator Style**  | **May 12** |
| 8 | Final | **May 17-19** |

1. **Computation of final grade:**

Weekly Assignments and discussion boards and quizzes- 180 points

Midterm project/exam-50 points

Final project/exam-100 points

**University Grading System:**

A 90-100 % Cr for Credit

B 80-89 % NCR No Credit

C 70-79 % I Incomplete\*

D 60-69 % W for withdrawal

F below 60 % WP Withdrawal Passing

 WF Withdrawal Failing X No grade given

## IP In Progress

A grade of “CR” indicates that credit in semester hours was granted but no grade or grade points were recorded.

**\***A grade of incomplete is changed if the work required is completed prior to the date indicated in the official University calendar of the next long term, unless the instructor designates an earlier date for completion. If the work is not completed by the appropriate date, the **I** is converted to the grade of **F**. An incomplete notation cannot remain on the student’s permanent record and must be replaced by the qualitative grade (A-F) by the date specified in the official University calendar of the next regular term.

1. **Attendance requirements:**

Any student who misses 25% or more of the regularly scheduled class meetings/due dates may receive a grade of “F” in the course. You are training to be a professional. **You will never be any better educator than you are a student.** Any necessary absences are expected to be explained beforehand and arrangements made for assignments. Any unavoidable absences are expected to be explained ASAP via voice mail or email. Any unexplained absence will result in no credit for that day. The expectation is that any student training to be a professional will be prompt, prepared and an active participant in the class activities for each day.

1. **Academic Honesty:**

Wayland students are expected to conduct themselves according to the highest standards of academic honesty. Academic misconduct for which a student is subject to penalty includes all forms of cheating, such as possession of examinations or examination materials, forgery, or plagiarism. Disciplinary action for academic misconduct is the responsibility of the faculty member assigned to the course. The faculty member is charged with assessing the gravity of any case of academic dishonesty and with giving sanctions to any student involved. The faculty member involved will file a record of the offense and the punishment imposed with the dean of the division, campus dean, and the provost/academic vice president. Any student who has been penalized for academic dishonesty has the right to appeal the judgment or the penalty assessed.

1. **PLAGIARISM:**

Plagiarism — The attempt to represent the work of another, as it may relate to written or oral works, computer-based work, mode of creative expression (i.e. music, media or the visual arts), as the product of one's own thought, whether the other's work is published or unpublished, or simply the work of a fellow student.

When a student submits oral or written work for credit that includes the words, ideas, or data of others, *the source of that information must be acknowledged through complete, accurate, and specific references*, and, if verbatim statements are included, through use of quotation marks as well. By placing one’s name on work submitted for credit, the student certifies the originality of all work not otherwise identified by appropriate acknowledgements. *A student will avoid being charged with plagiarism if there is an acknowledgement of indebtedness.*

Source: [http://www.spjc.cc.fl.us/webcentral/admit/honesty.htm#plag](https://webmail.wbu.edu/exchweb/bin/redir.asp?URL=http://www.spjc.cc.fl.us/webcentral/admit/honesty.htm%23plag)

1. **Disability Statement:**

In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the University. The Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations. Students should inform the instructor of existing disabilities the first class meeting.

1. **Grade Appeal:** Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Executive Vice President/Provost to the Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.