

CHLD 54A: DEVELOPING A HEALTHY ORGANIZATIONAL CLIMATE IN EDUCATION

Foothill College Course Outline of Record

Heading	Value
Effective Term:	Summer 2022
Units:	1
Hours:	1 lecture per week (12 total per quarter)
Degree & Credit Status:	Degree-Applicable Credit Course
Foothill GE:	Non-GE
Transferable:	CSU
Grade Type:	Letter Grade Only
Repeatability:	Not Repeatable

Student Learning Outcomes

- Demonstrate understanding of the different dimensions that contribute to a school's work climate.
- Develop practical strategies for creating an excellent work place climate.

Description

Investigation and analysis of the ten dimensions of organizational climate which help shape the quality of work life for educators. Students will assess the organizational climate of their own education programs and develop specific strategies to create an excellent workplace. Discussion of unique role perspective plays in shaping work attitudes and behavior.

Course Objectives

The student will be able to:

- demonstrate understanding of the different dimensions that contribute to a school's work climate.
- recognize that perceptions vary depending on a person's role, deeply held values, and previous experiences.
- collect data to measure and monitor a school's organizational climate.
- implement practical strategies for creating an excellent workplace climate.
- discuss the unique and important role that educational leaders play to ensure success.

Course Content

- Demonstrate understanding of the different dimensions that contribute to a school's work climate
 - Collegiality
 - Professional growth
 - Supervisor support
 - Clarity
 - Reward system
 - Decision making

- Goal consensus
 - Task orientation
 - Physical setting
 - Innovativeness
- Recognize that perceptions vary depending on a person's role, deeply held values, and previous experiences
 - Egocentric perspective
 - Allocentric perspective
 - Macro-centric perspective
 - Leader's perspective vs. teacher's perspective
 - Collect data to measure and monitor a school's organizational climate
 - Using the Early Childhood Work Environment Survey
 - Implement practical strategies for creating an excellent work place climate
 - Instill norms of continuous improvement
 - Nurture collegial spirit
 - Implement high-impact professional development
 - Reflection and feedback
 - Clarity in policies and procedures
 - New options for rewards and recognition
 - Expand teachers' decision-making influence
 - Strengthen focus on mission and vision
 - Manage and protect time
 - Address adult needs in the physical environment
 - Address opportunities for creativity and innovation
 - Discuss the unique and important role that educational leaders play to ensure success
 - Develop leadership strategies to strengthen the educational program and create an excellent workplace

Lab Content

Not applicable.

Special Facilities and/or Equipment

When taught via Foothill Global Access: on-going access to computer with JavaScript-enabled internet browsing software, media plug-ins, and relevant computer applications.

Method(s) of Evaluation

Methods of Evaluation may include but are not limited to the following:

Oral presentations
 Contributions to class discussions
 Cooperative learning assignments
 Creative writing
 Computational work such as student's survey assessments of their own educational program

Method(s) of Instruction

Methods of Instruction may include but are not limited to the following:

Lecture presentations and classroom discussion
 Group presentations followed by in-class discussion and evaluation

Representative Text(s) and Other Materials

Bloom, Paula Jorde, Ann Hentschel, and Jill Bella. [A Great Place to Work: Creating a Healthy Organizational Climate](#). 2016.

Text is the basis for the course and is the newest edition; it remains relevant.

Types and/or Examples of Required Reading, Writing, and Outside of Class Assignments

- a. Reading and study of the text
- b. Reaction writing assignments to lecture and activities conducted in class

Discipline(s)

Child Development/Early Childhood Education