

Managing Staff Development in Schools: An Action Research Approach

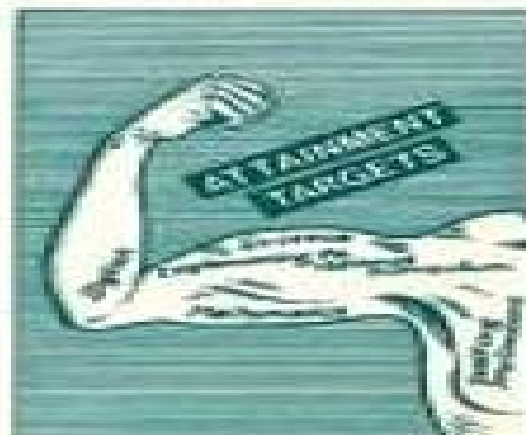
Edited by Pamela Lomax

It is not surprising that many teachers have rejected educational research and theory as a basis for making decisions about their practices in schools or that policy makers at all levels appear to discount it. One cause of this situation can be illustrated by the opening address at a recent international conference on school effectiveness. Expressing the intention to concentrate on instructional variables such as curriculum and classroom environment the speaker quickly subsumed these in a model of educational productivity which he supported with evidence from two quantitative syntheses of bodies of past research and a secondary analysis of a large multivariate data base. What a strange way to validate claims about school improvement! How removed from the practical problems of the classroom or the demands of the new national curriculum!

Unfortunately government policies enshrined in the Educational Reform Act are viewed by many teachers as no better than educational re-

search as a basis for making practical educational decisions. Purportedly aimed at bringing about more effective schools and higher standards of pupil achievement these policies are criticised for their potential to de-skill teachers, reducing them to technicians with no role in making decisions about education. This is the argument espoused in a recent book about quality in teaching. It is argued that government rhetoric (phrases, slogans and metaphors) is being employed to create the problem of teaching quality. Words that form part of this rhetoric like 'standards', 'professional competence' and 'teacher appraisal' are used as a strategy to undermine professional values. The view (forcefully expressed in the introduction to the book) that teaching should be a practical activity concerned with deciding what ought to be done in a particular practical situation, not merely a technical activity concerned with how to bring about some determine end most effectively, seems a valid reiteration of

both the productivity model described earlier and the more pessimistic interpretations of recent DES reforms. Unfortunately other arguments in the book are less attractive. Teachers are seen to have the tacit knowledge necessary to make educational judgements (the practical ethic), but not a language that can describe the practical art of teaching and thus are unable to defend their values against government rhetoric. The book is able to offer teachers



Managing Staff Development In Schools An Action Research Approach

Pamela Lomax



Managing Staff Development In Schools An Action Research Approach:

Managing Staff Development in Schools Pamela Lomax, 1990 This book contains accounts written by teacher researchers who were using action research to improve management practices in their schools and colleges particularly in relation to the development of staff in schools *You and Your Action Research Project* Jean McNiff, Pamela Lomax, Jack Whitehead, 1996 This book gives practical guidance on doing an action research project as part of an award bearing course Each section is supported by case study evidence drawn from the work of the authors colleagues and students Handbook of Experiential Learning and Management Education Michael Reynolds, Russ Vince, 2007-11-15 While Experiential Learning EL has been an influential methods in the education and development of managers and management students it has also been one of the most misunderstood This Handbook explores current thinking on EL ideas and examples of EL in practice and the importance of EL to the future of management education Quality Management in Education Pamela Lomax, 1996 This book describes the work of a number of professionals who have used action research to improve the quality of their organization and their classrooms Underpinning all the accounts is the idea that shared values and a shared vision are central to improvement in education The accounts show how the writers use action research methods to question traditionally held assumptions and interpretations about educational management and classroom practice They are then able to put forward new theories and strategies which will help other educators to achieve a higher quality of education The book provides valuable source material for all those involved in professional development research methodology or educational management *Qualitative Educational Research in Developing Countries* Michael Crossley, Graham Vulliamy, 2013-10-15 This collection of 11 original in depth accounts of qualitative research and evaluation in developing countries argues that such innovative methods offer considerable advantages over traditional methods With examples drawn from Asia Africa the South Pacific Central America and the Caribbean each chapter focuses upon a specific method such as qualitative interviews fieldwork or document analysis and considers related theoretical and practical issues Key issues addressed include the identification of appropriate research questions access research ethics practitioner research case study evaluation North South collaboration and the potential of qualitative research for policy making and theory **Teacher Education Policy** Rob McBride, 2003-12-16 To improve schools we need to improve teachers This volume provides recent research evidence that suggests that current education policy is not Promoting Effective Teacher Education And That Teacher Education Policy has failed to support the formation of professional partnerships in initial teacher education has almost ignored the induction of newly qualified teachers and has narrowed in service education into support for the implementation of central policy The evidence gathered in this book is used to argue for new forms of teacher education in every phase built upon the foundation of professional partnership between schools and institutions of higher education It is suggested that the funding for such changes could be drawn from less effective forms of school improvement such as National Curriculum development and

school inspection With the implementation of such changes it is argued good quality teacher education programmes would prosper and foster a broad consensus about educational development that is often absent

Research Methods for English Language Teachers Jo McDonough, Steven McDonough, 2014-05-12 This book offers a lively introduction to the research methods and techniques available to English language teachers who wish to investigate aspects of their own practice It covers qualitative and quantitative methodology and includes sections on observation introspection diary studies experiments interviews questionnaires numerical techniques and case study research Each method is illustrated with examples in language teaching contexts and techniques of data collection and analysis are introduced The authors focus particularly on research in the classroom on tests materials the effects of innovations and they discuss methods appropriate to research in various collaborative modes as well as by individuals A key feature of the book is an introduction to the debate surrounding different approaches to research with an evaluation of traditional research in relation to the paradigms associated with reflective practice and action research The book is ideal for teachers on initial training and post experience courses students on degree programmes in applied linguistics and TEFL and of course practising teachers with an interest in research methods in language teaching

Routledge Library Editions: Education Management Various, 2021-07-29 Reissuing works originally published between 1975 and 1997 this collection includes books covering all aspect of managing schools from primary to further education With an international selection of authors some volumes present case studies while others address wider areas of concern in the management of educational institutions Individual volumes concern special schools and specific types such as the grant maintained system in the UK Topics cross over from finance to staff development to politics and governance to innovation This is an excellent varied set for any education management bookshelf

Doing Qualitative Educational Research Geoffrey Walford, 2001-05-21 Geoffrey Walford a renowned and experienced researcher reflects upon the trials and tribulations and the problems and promises of conducting research and also on the links between the idiosyncrasies and circumstances of researchers and what is possible in research Research is revealed as a much more complicated process than is usually recognized sometimes messy and disorganized sometimes constrained in unexpected ways but always challenging to both researcher and reader

Managing Teachers as Professionals in Schools Hugh (Lecturer in Education Busher, Rene (Honorary Visiting Fellow Saran, 2013-04-15 This text examines the challenges facing education managers as the introduction of the National Curriculum a number of Education Acts and the reorganization of management have altered the concepts of teacher professionalism and their statutory duties

Teaching as Learning Jean McNiff, 2006-04-14 In this fascinating and very personal book Jean McNiff author of the successful *Action Research Principles and Practice* argues that educational knowledge is created by individual teachers as they attempt to express their own values in their professional lives Working with case studies of actual practice she looks again at the familiar action research paradigm of identifying a problem imagining implementing and evaluating a solution and modifying practice in the light of

that evaluation She gives practical advice on how working in this way can aid the professional development of action researcher and practitioner alike She concludes that the best teaching is done by those who want to learn and who can show others how to be open to their own processes of self development *Writing Up Your Action Research Project* Jean McNiff, 2015-12-22 Many practice based researchers have expert knowledge of doing research but often experience difficulties when writing it up and communicating the significance of what they have done This book aims to help bridge the gap Packed with practical advice and strong theoretical resources it takes you through the basics of designing and producing your text so that it will meet established standards and high quality assurance expectations Divided into 3 distinctive parts key points include understanding writing practices engaging with the literatures how to write up a project report or dissertation how writing is judged in terms of professional and academic writing practices developing ideas for further study and publication *Writing up Your Action Research Project* is an essential text for practitioners on professional education and undergraduate courses across disciplines who want their writing to reflect the excellence of their research It is the ideal companion to the author's *You and Your Action Research Project* now in its fourth edition *Action Learning and Action Research* Ortrun Zuber-Skerritt, Lesley Wood, 2019-03-11 Action Learning and Action Research deepens understanding and contributes to new knowledge about the theory practice and processes of Action Learning AL and Action Research It clarifies what constitutes AL AR in its many forms and what it is not *Managing Professional Development in Education* Derek Glover, Sue Law, 2005-07-08 This work evaluates and attempts to produce a model for effective professional development It contrasts the work in Britain with that in other countries with case studies and exercises to illustrate points highlighting good practice *Action Research for Change and Development* Ortrun Zuber-Skerritt, 2021-12-24 First Published in 1991 *Action Research for Change and Development* presents a collection of papers evolved from an international symposium on Action Research in Higher Education Government and Industry held in Brisbane in 1989 The book is structured in three parts Part one consists of reflections on the meaning and theoretical foundation of action research Part two discusses various aspects of action research methodology and Part three presents case studies of action research The aim of the book is to bring together international experts in action research in higher education in order to present and discuss a variety of models of action research which have been developed in parallel in many parts of the world This book will be an essential read for scholars and researchers of education higher education business industry and community development

Managing Professional Development in Schools Sonia Blandford, 2012-11-12 The importance of professional development for teachers cannot be overstated In recent years there has been much debate on how to raise standards in schools and it is now recognised by theorists policy makers and practitioners that the professional development of teachers is an important factor in this context For professional development co ordinators and senior management knowledge and understanding of the nature of professional development roles and human resource management theories will provide a

framework for practice This book includes chapters on managing professional development in a human resources context government policy initial teacher training the school development plan appraisal middle management leadership skills It will be of interest to co ordinators of professional development in schools and across local education authorities and to anyone who is part of a school s senior management team **Performance Management in Education** Pauline Smith,Christine Forde,2002-06-03 This book provides an overview of some of the key issues in developing professional performance and examines critically some of the key strategies that can be used to enhance professional performance Understanding Educational Leadership: People, Power And Culture Busher, Hugh,2006-06-01 Understanding Educational Leadership is key reading for teachers headteachers school leaders policy makers Education students and practitioners and others who have an interest in improving schooling BOOK JACKET Teacher Research and Special Education Needs Graham Vulliamy,Rosemary Webb,2018-10-03 First published in 1992 This book provides accounts of case study research and evaluation in the area of special educational needs carried out by teachers in ordinary and special schools Contributors discuss their experiences of the problems and possibilities of teacher research and provide advice on information gathering analysis and writing up The findings presented address both whole school matters such as the use of support staff in ordinary schools and the development of an assessment policy in a special school and a range of current issues such as partnership with parents and the teaching of children with emotional and behavioural difficulties It is of interest to all teachers and tutors involved in research based courses students in primary and secondary initial teacher training teachers on in service courses support staff for special educational needs *Action Research in Organisations* Jean McNiff,Jack Whitehead,2002-01-04 The current orthodoxy is that knowledge is the most powerful resource for organisational success So how can managers develop the appropriate knowledge base to make their organisations grow The answer lies in action research Action research is increasingly perceived and used as a powerful methodology to promote professional awareness and development However there are very few texts that demonstrate how this can be utilised to promote management and organisational improvement or that emphasise the reflective nature of improving professionalism Action Research in Organisations fills this gap Aimed at both practising managers and university students alike key features of this title include the location of management and organisational theory within a framework examination of the principles and practice of action research real world examples and case studies of people attempting to improve their own situations through action research

Delve into the emotional tapestry woven by in **Managing Staff Development In Schools An Action Research Approach** . This ebook, available for download in a PDF format (PDF Size: *), is more than just words on a page; itis a journey of connection and profound emotion. Immerse yourself in narratives that tug at your heartstrings. Download now to experience the pulse of each page and let your emotions run wild.

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