I. CATALOG COURSE DESCRIPTION:
The school is a formal organization. This implies a working knowledge of the concepts of organization. This course is designed to help students obtain in-depth understandings of organizations through good comprehension of central theoretical perspectives and paradigms. The course will focus upon theoretical aspects of organizational structures and processes with special reference to educational institutions and educational administration.

II. RATIONALE:
Effective school leaders are skilled educators whose practices and decisions draw upon the best available theory, research, and experiential wisdom. Effective decision making engages school administrators in cycles of thought and action based upon theoretical, ethical, and professional knowledge.

EDAD 5360 is intended to provide students with a comprehensive overview of organization and management theory that will form the framework for sound organizational and management practices for school administration. Accomplishing this will demand extensive reading in organizational theory, and it will require that students be prepared to discuss the theories in class.

III. STATE PROFICIENCIES (STANDARDS) AND TExES COMPETENCIES:

DOMAIN I—SCHOOL COMMUNITY LEADERSHIP*

DOMAIN II—INSTRUCTIONAL LEADERSHIP

DOMAIN III—ADMINISTRATIVE LEADERSHIP
IV. COURSE OBJECTIVES:

The student will have the opportunity to:

1. Form a historical perspective of organizational theories (scientific, administrative, human relations, human resources, decision, bureaucracy, and systems).
2. Develop an understanding of the ways in which organizational theory can help explain organizational structure and behavior, and guide leadership action.
3. Utilize organizational theory to improve management decisions and organizational outcomes.
4. The course also provides scholarly activities designed to enhance leadership style, facilitate organizational change, and to improve organizational effectiveness.
5. Articulate organizational theories that could be used to enhance administrative function in an educational setting.

V. INSTRUCTIONAL METHODS & ACTIVITIES:

This course will require considerable out-of-class reading. Class meetings will be reserved for the discussion and exploration of the ideas presented in the assigned readings from the text and supplemental reading materials. It is very important that students attend class having read the assigned materials carefully and thoughtfully. Student-led presentations on selected aspects of assigned chapters will occur from time to time. At all times we will strive to deepen our own and each others’ understanding of organizational concepts and process. We will do this on the basis that competent administration of schools requires more than common sense: it requires knowledge and understanding of the management/organizational process.

VI. EVALUATION & REQUIREMENTS:

The grade scale will be traditional in that it will be a design that is as follows:

A—exceeds expectations  B—meets expectations  C—is below expectations

1. Development of a profile of an organizational theorist or significant individual with ties to organizational thought or practice: **100 points possible--25% of Grade.**
   Students will develop detailed profile of an organizational theorist or significant individual with ties to organizational thought or practice. In addition, the students will explore the role and influence of the leader in the field of organizational theory or understanding. If possible and appropriate, link the theorist with educational practice.

2. Presentation of Organizational Theorist: **60 points possible--20% of Grade.**
   The student will present the results of his/her organizational theorist profile to the class. It is highly recommended that the presentation involve a media component such as power point as well as a group discussion and reaction component.
3. **Essay Assignment:** 300 points possible--15% of Grade.
   The students will complete three essay assignments during the course of the semester. The student will analyze and apply materials and concepts from the readings and class discussions involving three major organizational theory “threads.”
4. **Midterm Essay Assignment:** 100 points possible—10% of Grade.
5. **In class assignments:** 100 points possible—10% of Grade
6. **Class attendance and Participation:** 100 points possible--20% of Grade.

VIII. COURSE SCHEDULE & POLICIES:

**Course Policies**
1. Students are expected to complete all assignment on time.
2. Late work will receive a grade penalty of 5 points per class period.
3. Students are expected to read all assigned textbook chapters prior to class discussion.
4. Attendance and class participation are part of the grade.
5. Use of **cellular phones** should be limited to emergency purposes only. Personal usage of cellular phones (usage not related to class or to an emergency) may result in a grade deduction.
6. The use of **laptop computers** or other portable computing devices must be limited to activities directly related to classroom activities (i.e. taking notes). Personal or recreational use during class time may result in a grade point deduction.

IX. REQUIRED TEXT(S):


X. SELECTED BIBLIOGRAPHY:


XI. AMERICANS WITH DISABILITIES ACT: STATEMENT.

*The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodations of their disabilities. If you believe you have a disability requiring an accommodation, please contact the Disability Services Office at (361) 825-5816 or visit the office in Driftwood 101.*
XII. **Academic Honesty**
Academic integrity is fundamental to the activities and principles of Texas A&M University—Corpus Christi. Acts of cheating, plagiarism, falsification or attempts to cheat, plagiarize or falsify will not be tolerated. Sanctions for transgressions against academic integrity may result in disciplinary actions ranging from course failure to expulsion from the department. When in doubt, consult your professor.

XIII. **Students Needing Veterans Assistance:**
Students needing assistance with the transition from military to academic life or with appropriate veteran’s benefits should contact the Veterans Affairs Office in Cubicle 101 of the Student Services Center or call them at 361-825-2331 or e-mail them.