

# EDU 453 Educational Sociology

\* downloaded from [www.teechconsult.com](http://www.teechconsult.com)

## The school as an organization

# School as an organization

1. Goals
2. Structure
3. Functions
4. Bureaucratic aspects
5. Professionals
6. Growth
7. Control of schools

## Goals of the School System

- ◆ *Societal and Community Goals*
- ◆ *School Goals*
- ◆ *Individual Goals*

# Societal and Community Goals

- ◆ Each has certain goals for its educational system.
- ◆ Homogeneous societies: often agrees on key goals and national educational programs, determine uniform curriculum and materials.
- ◆ Heterogeneous societies have competing goals.
- ◆ Functional theorist?
- ◆ Conflict theorists?
- ◆ Q. DO THE GOALS CHANGE? FAVOURING?

# School Goals

- ◆ 2 models dominate the organizational control of schools: highly decentralized schools, and top-down bureaucracies.
- ◆ Subsystems within the community and school may have informal unstated goals that may differ from and contradict, the stated formal school goals.

# Individual Goals

- Members of the organization holding different roles are also likely to have different goals.
- Parents' goals are sometimes in conflict with school policies.

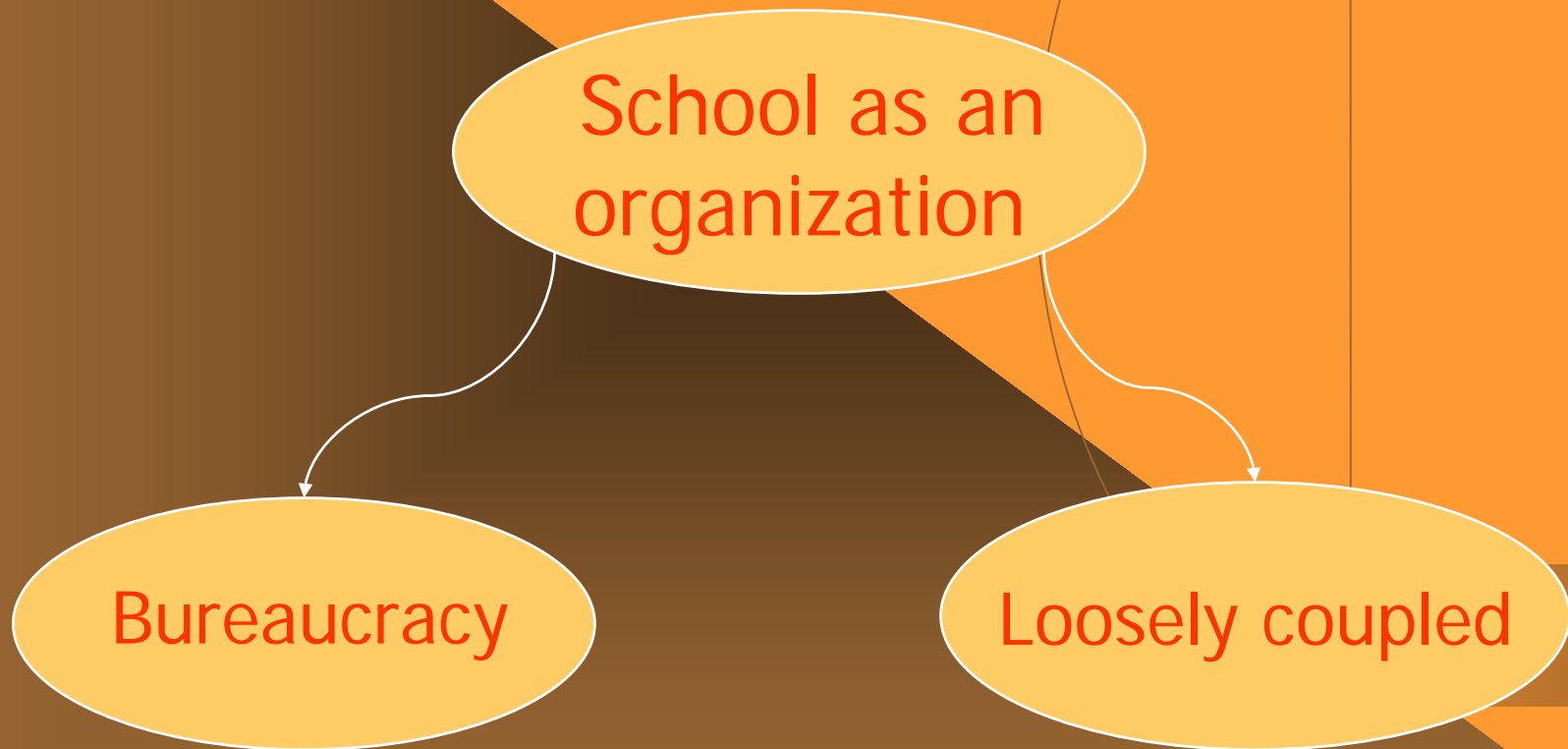
# The various functions of systems

- ◆ Society:
  - to **socialize** the young
  - help perpetuate society
  - develop **skills to survive**
- ◆ Family:
  - to **formalize** socialization **experiences**
  - produce people who will **fit into the community**
- ◆ Individual students:
  - **opportunity** to get together **with peers**
  - gain **skills & knowledge** to fit into society's competitive bureaucracies

# Conflicting goals and functions

- ◆ Conflicting ideas on curriculum issue and school structure between society and school.
- ◆ Formal schooling provide opportunities and career options. Narrow freedom to choose what to learn and how to act
- ◆ The peer groups' values may contradict school academic programs and family goals

# School as an organization



# The School as a Bureaucracy

## What is bureaucracy?

- ◆ A rational, efficient way of completing tasks and rewarding individuals based on their contributions.
- ◆ Can also represent an impersonal, inefficient, organization unresponsiveness to human needs



# Characteristics of bureaucracy

1. Divisions of labor, recruitment and promotion policies.
2. Hierarchical system of authority
3. Rules, regulations and procedures
4. Formalized and affectively neutral role relationship
5. Rationality of the organization
6. Position belongs to organization

# Development of Schools as Bureaucracies

- ◆ The movement to mass secondary schooling
- ◆ Since the turn of 20<sup>th</sup> century, schools have become larger and increasingly more bureaucratic
- ◆ Changing size of school populations and movement to urban centers was the centralization and bureaucratization of schools
- ◆ Educational bureaucracies serve the societies, not individuals or families, and help those in control “sort,select and allocate” individuals from the many groups in society.

*Problems in Educational Bureaucracies?*

# Schools: “Loosely Coupled” Organizations

## What is a “loosely coupled” organization?

- ◆ Organizations in which activities and decisions made at one level are not necessarily reflected at other levels.
- ◆ Comes from the autonomy and physical separation of levels of hierarchy in educational systems.

# Centralization of decision making

- ◆ varies with the size of the system, the degree of homogeneity of the people involved in the system and their goals for the system.
- ◆ can be found at the national, state or local level.
- ◆ Federal government will allocated funds for new programs, new administrators are hired to take on program responsibilities.
- ◆ will increase local educational bureaucracy and administrative expenditures, but not without integration of the administrative unit.

# Decentralization

- ◆ It is an administrative device- as a shift in administration from the national to the state or city governments, or from central city administrative offices to the local schools.
- ◆ Decentralization often referred to as site based management and popular in discussions of educational reform.
- ◆ Teachers working together is the key to revamping school's organizational structures and to ongoing success of decentralized decision making.
- ◆ Giving teachers decision-making power makes a different in teachers' perceptions of their daily lives and quality of their teaching.

# Professionals in the education system

- ◆ Professionals are characterized by several factors:

Specialized competencies involving an intellectual component, strong commitment to a career based on a special competence, monopoly over service offered because of special competence, influence and responsibility in the use of that special competence, and a service orientation to clients.

- ◆ The semiprofessional status of teaching, female-male composition of the occupation and conflicts between teachers and the bureaucratic organization.

# EDU 453 Educational Sociology

\* downloaded from [www.teechconsult.com](http://www.teechconsult.com)



The end © ® UiTM 2009