Module Specification

Organisational Cultures in Education

Version: 2023-24, v1.0, 08 May 2024

Contents

Part 1: Information

Module title: Organisational Cultures in Education

Module code: UTLH3R-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

College: College of Health, Science & Society

School: CHSS School of Education and Childhood

Partner institutions: None

Field: Secondary Education and Lifelong Learning

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: Yes

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: This module explores approaches to understanding and evaluating organisational cultures in educational environments.

Features: Not applicable

Educational aims: This module equips leaners with the skills to understand, why, when and how to undertake a culture assessment within their organisation. Learners will also gain a more nuanced understanding of the key elements of leading,

organising and managing in educational contexts. Learners will also be able to demonstrate a critical appreciation of the complex inter-relationship between leadership behaviours and culture.

Outline syllabus: This module will centre on analysing and evaluating culture in educational settings. Participants will explore the different theoretical approaches to understanding culture and the relationship with leadership practices. Participants will develop an understanding of positive cultures as well as how ethics and social justice can be embedded within a culture. Additionally, participants will gain insight into how to examine and evaluate culture, alongside an appreciation of the challenges of different assessment methods. As part of the module, participants will actively engage in designing and undertaking a culture analysis, providing a hands-on opportunity to apply and evaluate the theories and principles discussed.

Part 3: Teaching and learning methods

Teaching and learning methods: This module offers students a structured and engaging learning journey, guiding them towards the achievement of specific learning outcomes. The content is thoughtfully curated to facilitate active learning, peer collaboration, and accessibility.

Content Formats:
- Students will have access to a variety of learning materials including clear written text, diagrams, animations, videos, interactive elements, activities, quizzes, and discussions.
- The diverse formats aim to cater to different learning styles and preferences, ensuring inclusivity and engagement.

Facilitating Active Learning:
- Emphasis is placed on active learning strategies where students are encouraged to apply their understanding through tasks and activities.
- Tasks are designed to be authentic and directly relevant to program learning outcomes, fostering real-world application of knowledge.

Facilitating Peer Learning:

- Structured online discussion forums provide opportunities for students to engage with peers, share perspectives, and challenge ideas.
- Asynchronous group work, facilitated through platforms like wikis, encourages collaboration and enhances learning through peer interaction.

Ensuring Inclusivity and Accessibility:

- All learning materials adhere to W3C accessibility standards, ensuring compatibility with popular screen-readers and offering alternative formats where necessary.
- Content is designed to be culturally inclusive, avoiding language or imagery that may alienate or exclude any student demographic.

Key Learning Principles:

- Prioritizing Student Learning: The module design focuses on maximizing student engagement and achievement.
- Ensuring Coherent Design: Content is structured in a logical and organized manner to facilitate seamless learning progression.
- Offering Opportunities for Personalization: Students are encouraged to tailor their learning experience to their individual needs and interests.
- Harnessing Technology: Innovative use of technology enhances the learning experience and facilitates interaction.
- Building Communities: Collaborative learning environments foster a sense of community and support among students.

Integration of UWEs Enhancement Framework:

- The module design aligns closely with UWE's Enhancement Framework principles, ensuring a cohesive and student-centred learning experience.
- By integrating these principles, the module aims to promote success-focused learning outcomes and overall student satisfaction.

Students will be directed towards the University Library online Study Skills resources for the development of skills appropriate to the level and style of the module; and will

be advised by the module tutors on the information and time management skills required to complete the module successfully.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Critically evaluate approaches to understand organisational cultures in education.

MO2 Analyse models of leadership and culture in a specific educational context.

MO3 Effectively communicate and present findings regarding organisational culture.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 132 hours

E-learning/online learning = 18 hours

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link https://rl.talis.com/3/uwe/lists/7868878C-FA12-F0D5-4EA3-91F6ACE07021.html

Part 4: Assessment

Assessment strategy: Using a case study approach, students will design, develop, and undertake a culture assessment. This case study will serve as a practical demonstration of their comprehension regarding the interplay between leadership and culture, while also showcasing their capacity to employ and critically analyse various cultural models within a specified educational setting. Students will need to integrate relevant models into their design and evaluation of the culture, thereby demonstrating their nuanced understanding and practical application of theories.

Formative assessment will be carried out throughout the module by setting regular tasks for students that will assess their grasp of the material covered. Tasks will be reviewed as part of the sessions.

Resit strategy is the same as for the first sit.

Assessment tasks:

Case Study (First Sit)

Description: Culture assessment (2700-3300 words).

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Case Study (Resit)

Description: Culture assessment (2700-3300 words).

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Education Leadership [UWE Online] MA 2023-24