



EDU 6366: Lead Successful Turnaround Culture in Urban Education

Module 3 Short Paper Rubric

Overview:

When leading change it is important to understand how change theory can be effectively applied for school turnaround efforts. What does change theory mean to you as you think about school turnaround efforts? What leadership skills are needed to effectively lead change? In this short paper you will explore change theory and leadership skills needed to effectively change the culture of a school. You will also create your own theory of action for leading change based on the two theories you read about in this module.

Prompt:

- Explain change theory. Include your own working definition.
- Outline the skills needed for effective change leadership. Provide at least two examples of how the skills would be used for school turnaround efforts.
- Create your own theory of action for leading change. Use the two theories presented in this module as references. Explain each step in the process and how you would use it as you think about school turnaround.

Rubric

Guidelines for Submission: Your paper must be submitted as a 2-3 page Microsoft Word document with double spacing, 12-point Times New Roman font, one-inch margins, and at least one source cited in APA format.

Instructor Feedback: This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center.

Critical Elements	Exemplary (100%)	Proficient (85%)	Needs Improvement (55%)	Not Evident (0%)	Value
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Change Theory	Explains change theory and includes a working definition with sophisticated awareness.	Explains change theory and includes a working definition.	Explains change theory and includes a working definition but response is lacking details, clarity and/or accuracy.	Does not explain change theory or includes a working definition.	25
Skills For Effective Change Leadership	Outlines the skills needed for effective change leadership and includes rich and relevant examples.	Outlines the skills needed for effective change leadership and includes relevant examples.	Outlines the skills needed for effective change leadership but response is lacking details, clarity, examples and/or accuracy.	Does not outline the skills needed for effective change leadership.	25
Theory of Action	Creates own theory of action for leading change with sophisticated awareness.	Creates own theory of action for leading change.	Creates own theory of action for leading change but response is lacking details, clarity and/or accuracy.	Does not create own theory of action for leading change.	40
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy to read format.	Submission has no major errors related to citations, grammar, spelling, syntax, or organization.	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas.	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas.	10
Total					100 %