Abstract

This study will review and discuss the purpose of Mitchell's article (2009), "Online Education and Organizational Change." It will also explain how change can be useful to educators in their educational institution. The function is to gain knowledge and understand how change would be effective in the educational organizations.

Article: Overview

The purpose of the article "Online Education and Organizational Change" written by Regina L. Garza Mitchell is to investigate changes that emerged as the result of a growing online education program at Leading Edge College (LECC). The changes at LECC were positive because enrollment has increased and new technology was initiated to provide affordable education. By doing so, the online education system was established at the LECC institution to help students' access classes, register online and maintain high quality education. The goal is to ensure that change looks at the educational philosophy, teaching and learning, commitment to students and many others that improve the performances of the institution.

My Perspective

After reading the article, I realize that the quote "When online education is implanted, structural and procedural changes occur. Though surface changes are a natural outgrowth of any new component introduced to an institution, there also exists the potential for change in organizational culture (Mitchell, 2009, p. 81)." The focus of this quote is to gain knowledge and understanding on how academic leaders and faculty members use the online environment in order to utilize an online framework. It is significantly important that educational leaders should interact and involve the expectations of their institutional change. The author wants to develop an online educative system where students from different background, ethnicity, and nationality

visualize, interacting and finding information available overtime. The article states, "Online education was institutionalized at LECC, and the ensuing changes went beyond the surface level to affect schemas at different levels (Mitchell, 2009)." These changes occur to benefit and appropriately bring information that would help educational learners obtain accurate information. This will greatly help individuals to access affordable learning materials online and on time.

The author also discusses the important of transformational change as a way of empowering people within the organization to help themselves shape their beliefs and values. Based on the study, transformational change guides the organization leaders to understand their roles and managements to bring change and achieve success. The article states, "The changes reflected a range of beliefs about teaching, learning, and what it means to be a comprehensive community college (Mitchell, 2009)." This change helps develop instruction and design the school online environment as a productive place learners come to learn.

This study can be useful to educators because changes are presented and addressed by the educational researchers for two main reasons: First – order change reflects a movement that is more or less already taking place; and second - change is fundamentally different from anything seen before within the existing framework. The article states, "Changing what people in the organization value and how they work together to accomplish it leads to deep, lasting change (Gleddie, 2011)." The purpose of initiating changes is to ensure that LECC institution offers comparative quality education to all students who come from across and around the globe seeking educational career opportunities.

Conclusion: Overall Impression

The changes were made to ensure that educators at LECC build unending educational opportunities that focus on upgrading the basic online education systems for all students. The

role is to ensure that educational opportunities are available to be achieved and by making sure that no child left behind. After reviewing Mitchell's article, I realize that the researcher wants educators to be effective and achieve the goals of their institutions. The article states, "Educational change requires leadership at many levels (Gleddie, 2011)." The educator responsibility to implement change within an organization is to be open and provide honest communication to the students.

I believe that educators should help organize school learning environments and contribute in strengthening teaching techniques to ensure that students achieve their career studies comparably. The article states "creating and developing a positive school climate: initiates organizational change and strengthens communication (Gülcan, 2012)." The educators should be able to represent an organization's values.

The changes were introduced at LECC because educators on the school campus wanted students to successfully complete their academic studies. The changes should be initiated by educational leaders because they look at how to implement logic; help the institution reassess its operational values and service delivery; They should work together on campus/online and in the district to facilitate a joint meeting for changing ideas to meet the needs and provide affordable education to the community. The article states, "Systemic change requires a shift not only at the school level, but in the district, between districts, and provincially as well (Gleddie, 2011)." This study is not only to obtain access to education resources online, but also allows the community to view several sources of learning information affordably in any network and identity a variety of technology towards accelerated development.

Works Cited

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