

EDU 5419 – Advanced Study in Organizational Theory
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In this course we examined in depth, the workings of two schools – Northeast and Central Park East Secondary School. The underlying cultures that exist in each school was examined and placed in perspective when viewing the school through the different lenses. Northeast was a traditional model where the school existed based upon children doing exactly what they were told. There was no room for thinking and decision making. Central Park was the opposite. There students were encouraged to look at the situation from more than one reference point before arriving at a conclusion. Northeast could be compared with Frederick Taylor's principles where workers were merely suppose to carry out the wishes of their superiors and not expected to be thinking individuals. Central Park East was the contrast of this. In order to arrive at the opinions expressed here, the researcher was given the opportunity to visit each school by way of a video experience. Decisions were made by this cohort based on using four frames of reference – structural, cultural, human resource, and political. The primary frame used was the cultural frame.