

Learning Objectives and Alignment

Lauren C. Batista

College of Education, University of Florida

EME6609: Instructional Design

Dr. Brenda Such

October 2, 2023

Learning Objectives and Alignment

Lesson Topic of People Managers Leadership Development Training

Effective Communication and Stakeholder Engagement

Lesson Goal

The goal of the lesson is to equip school supervisors with the knowledge and core skills needed to improve effective communication and stakeholder engagement within their educational institution. By the end of this lesson, learners will have developed a deeper understanding of communication strategies, empathy, and collaboration techniques to foster positive relationships with staff, parents, and students.

Learners will participate in a range of activities, conversations, and exercises designed to improve their communication skills and foster a commitment to effective stakeholder engagement. The lesson will provide best practices that school supervisors can apply immediately in their roles to build strong, positive relationships with staff, parents, and students, ultimately creating a more active and peaceful workplace environment and school community.

Learning Objectives

- LOC1: Identify the various communication styles and strategies appropriate for different stakeholders, including staff, parents, and students.
- LOC2: Analyze the impact of effective communication on stakeholder engagement and school culture.
- LOA3: Engage in the importance of active listening and empathy in building strong relationships with stakeholders.
- LOA4: Assume a genuine commitment to fostering collaboration and engagement among staff, parents, and students.

- LOP5: Apply effective verbal and written communication strategies when articulating the school's vision and goals to various stakeholders.
- LOP6: Create opportunities for collaborative decision-making within the school community and actively include stakeholders in school activities.

Note: LO signifies learning objective, and C, A, and P signify cognitive, affective, and psychomotor.

Learning Materials

- **Readings**

- [Tug of War between Change and Resistance](#)
- [Compliance and Leadership](#)
- [Preschool Teachers' Perspectives on Empathy](#)

- **Videos**

- [The Power of Vulnerability by Brene Brown](#)
- [Your Body Language May Shape Who You Are by Amy Cuddy](#)
- [10 Ways to Have a Better Conversation by Celeste Headlee](#)
- [The Art of Asking: Amanda Palmer by Amanda Palmer](#)
- [The Power of Listening by William Ury](#)

- **Role-Play Exercises**

- Group A: Supervisor and Direct Report
 - Scenario: The supervisor needs to provide constructive feedback to a direct report who has been struggling with meeting project deadlines. The goal is to address the issue professionally and offer support.
- Group B: Supervisor and Entire Team

- Scenario: The supervisor needs to address the entire team regarding a recent change in project priorities. The goal is to communicate the change clearly, address concerns, and maintain team morale.
- Group C: Supervisor and Parent
 - Scenario: The supervisor needs to meet with a group of parents to discuss a new school policy. The goal is to listen to parents' concerns, provide explanations, and foster a positive relationship.

Learning Activities

- Assign readings on effective leadership communication techniques and facilitate group discussions on fundamental communication principles. (LOC1)
- Share videos on effective communication and its impact on stakeholder engagement. Then, examine and discuss communication techniques used in the videos. (LOC2)
- Provide articles on the importance of empathy in communication and using the strategies learned, participate in role-playing exercises on empathetic communication. (LOA3)
- Conduct a workshop on fostering opportunities for collaboration and have learners design a collaborative project for their school. (LOA4)
- Prepare role-playing scenarios for real-world communication situations and use simulations to practice various communication scenarios with stakeholders. (LOP5)
- Invite an experienced school supervisor to share their experiences and insights on effective communication and participate in a Q&A panel discussion with guest speaker(s). (LOP6)