

# transforming schools into 'learning organizations



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## **'learning disabilities' in school organizations**

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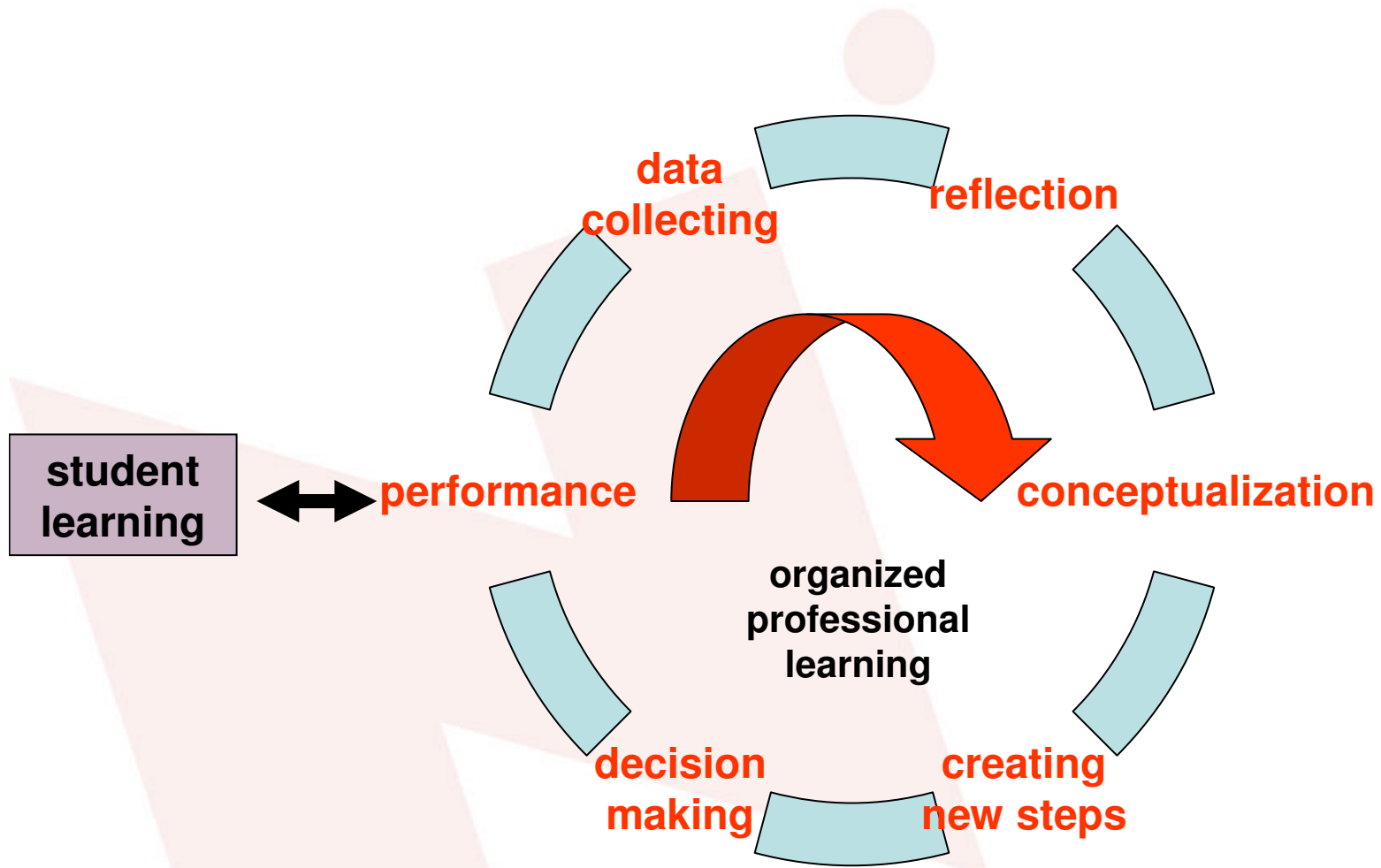


# Learning organization

- Is able to react quickly and adequate to internal and external signals
- School development is the product of learning
- Products of learning are
  - Improvements
  - Changes
  - Innovations

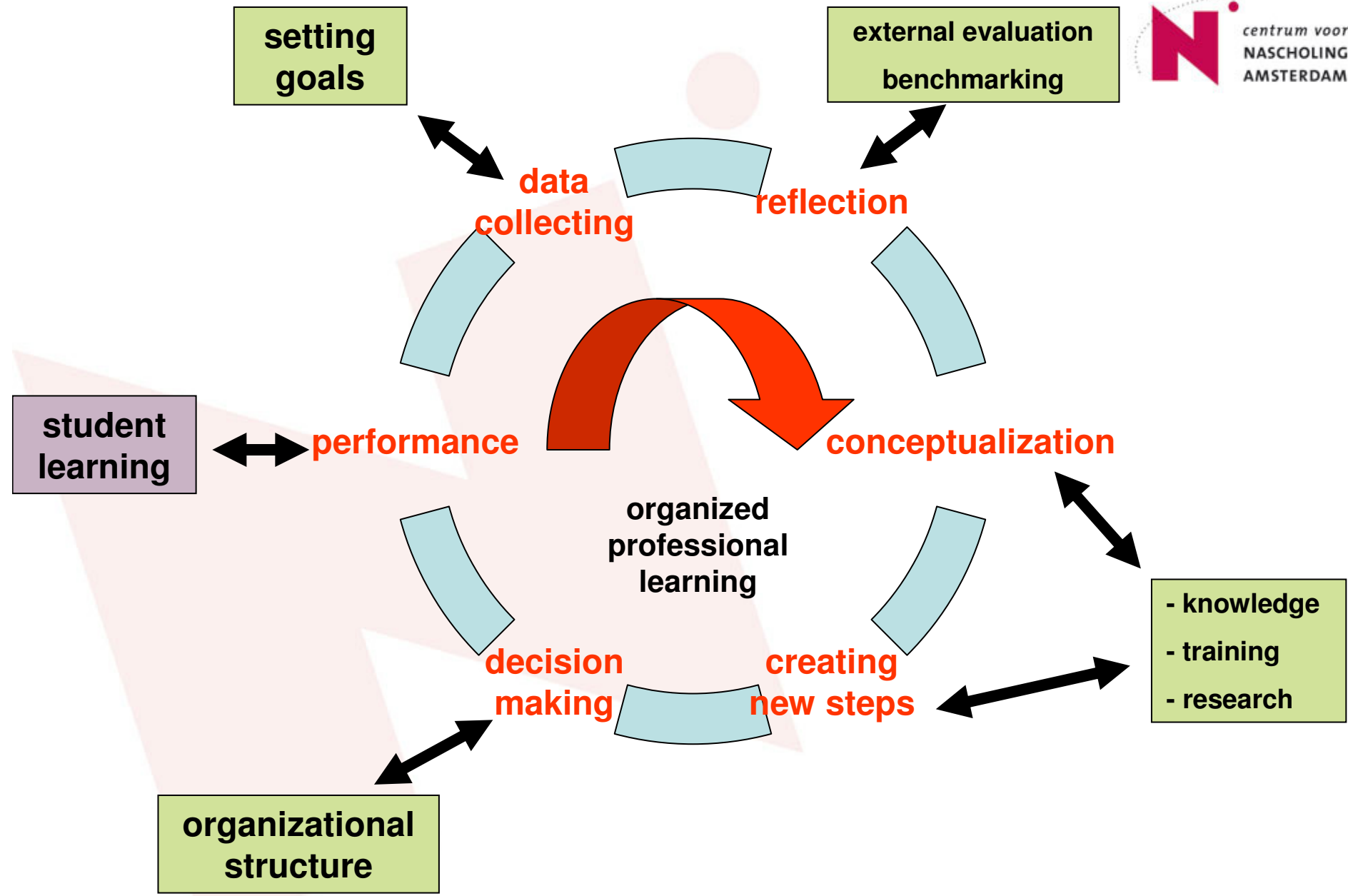


**organized  
professional  
learning**



## three important learning disabilities

1. No actorship for the whole learning circle  
(more specific: no actorship for decision making)
2. Skipping actions  
(more specific: conceptualization is often ignored)
3. Focus on standardization .



# (Preliminary) conclusions

- Building a learning organization inevitable leads to a team structure with teams as real actors
- There are specific conditions that should be met before a team can act as an actor (e.g. responsibility, accountability, power, resources, size, competences, etc)
- A team structure effects the whole system
- Up to this moment there's hardly any school in the Netherlands that may be regarded as a learning organization
- Leadership in a learning organization demands additional competences

thank you for your attention!

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