

Theories and concepts:

The Four Ways

CONCRETE QUESTION 5

In which Way is the organization
you work at in the role you selected?



The Four Ways

- The First Way (1945-1975): innovation and inconsistency
 - State support and professional autonomy -> variation
- The Second Way (1980-): marketization and standards
 - Competition and testing -> deprofessionalization
- The Third Way (1995-): combining first and second way
 - Combining has failed due to not being able to give up top-down system, having unrealistic belief in data and getting schools to aim at too much.
- The Fourth Way: a democratic and professional path
 - Building from the bottom, steering from the top and providing support and pressure from the sides
 - Pillars: moral purpose, strong investment and public-private partnership
 - Principles of professionalism: high-quality teachers, professional status and development and professional learning communities.
 - Catalysts of coherence: school-to-school networks, the strong help the week, leadership development and sophisticated student achievement data

