

# **Policy Matters**

# Transforming Education Through Critical Leadership, Policy and Practice

**Series editors: Stephanie Chitpin, Sharon Kruse and Howard Stevenson**

*Transforming Education Through Critical Leadership, Policy and Practice* is based on the belief that those in educational leadership and policy-constructing roles have an obligation to educate for a robust critical and democratic polity in which citizens can contribute to an open and socially just society. Advocating for a critical, socially just democracy goes beyond individual and procedural concerns characteristic of liberalism and seeks to raise and address fundamental questions pertaining to power, privilege and oppression. It recognizes that much of what has gone under the name of ‘transformational leadership’ in education seeks to transform very little, but rather it serves to reproduce systems that generate structural inequalities based on class, gender, race, (dis)ability and sexual orientation.

This series seeks to explore how genuinely transformative approaches to educational leadership, policy and practice can disrupt the neoliberal hegemony that has dominated education systems globally for several decades, but which now looks increasingly vulnerable. The series will publish high-quality books, both of a theoretical and empirical nature, that explicitly address the challenges and critiques of the current neoliberal conditions, while steering leadership and policy discourse and practices away from neoliberal orthodoxy towards a more transformative perspective of education leadership. The series is particularly keen to ‘think beyond’ traditional notions of educational leadership to include those who lead in educative ways – in social movements and civil society organizations as well as in educational institutions.

# **Policy Matters: Perspectives, Procedures, and Processes**

BY

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United Kingdom – North America – Japan – India – Malaysia – China

Emerald Publishing Limited  
Emerald Publishing, Floor 5, Northspring, 21-23 Wellington Street, Leeds LS1 4DL

First edition 2024

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**British Library Cataloguing in Publication Data**

A catalogue record for this book is available from the British Library

ISBN: 978-1-80382-482-6 (Print)

ISBN: 978-1-80382-481-9 (Online)

ISBN: 978-1-80382-483-3 (Epub)



INVESTOR IN PEOPLE

*David Young would like to dedicate this book to the memory of his father, Clarke Young, and his grandmother, Emma Dawson.*

*Robert White dedicates this book to his parents, Dr Earle White and Winifred Mary White.*

*Monica Williams dedicates this book to her husband, Michael Williams, and their children, Kathleen, Mark and Anne Williams.*

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## About the Authors

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## Preface

*Policy Matters: Perspectives, Procedures, and Processes* has been developed for educational leaders, practitioners and theoreticians. This book provides readers with the means to think critically and in so doing, understand policy initiatives and their ramifications. The goal is for theoreticians and practitioners to be able to understand the purpose of policy, how it may be effectively developed and efficiently implemented. Never have policy initiatives been so important and necessary. Neoliberal manifestations, climate change, civil rights movements and governmental reactions to these and other global forces have made education in policy analysis, development and implementation crucial to educational leadership and the evolution of school systems, at home and abroad.

Policy is often created for purposes of accruing power, expanding privilege and further marginalizing oppressed groups. Educating policy developers and consumers is but one means of harnessing the positive power of policy while restraining baser instincts that tend to pervert policy for the betterment of the more powerful hegemonic elite. Simply put, this book strives to put policy into perspective by demystifying it and making it accessible to a wide audience. This book is premised on the notion that policy development, analysis and implementation, both traditionally and historically, has sought to preserve the status quo rather than to formulate policy that is liberating and transformative. This book also focuses on the future, including the creation of educational policies that are grounded in research-based theories, practices and frameworks, and dedicated to strengthening teaching and learning for the benefit of *all* students.

This volume explores how policy formulation may truly be transformative in combatting hegemonic and neoliberal incursions into the educational arena. This book addresses some of the challenges associated with current neoliberal conditions which have spawned a plethora of social and structural issues. It will appeal broadly to a myriad of formal and informal leaders within social movements and civil society organizations as well as in educational institutions. As such, this publication will strive to eliminate the theory/practice divide by uniting educational policy with educational reality in order to empower educators, education stakeholders and citizens to use policy, policy development and policy initiatives for the betterment of society in general.

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## Acknowledgements

The authors wish to thank the editors of the book series Transforming Education Through Critical Leadership, Policy and Practice: Stephanie Chitpin, Howard Stevenson and Sharon Kruse. They also extend a sincere debt of gratitude to the entire team at Emerald Publishing who have been unbelievably supportive as this book has unfolded.

David Young would also like to recognize the love and support of his wife Lori and daughter Emma. On more than one occasion they overlooked and tolerated his absence as he engaged in writing and research. He also wishes to acknowledge his mother, Barbara Ann Young, for all that she has done and continues to do.

Robert White would also like to acknowledge the people who have supported him on this journey; you know who you are. Chhunly Tiv, Bopha Ong and their daughter, Cibo, have offered unstinting support throughout this process. A special debt of thanks is also due to Karyn Cooper, who allowed numerous projects to slide so that this volume could be completed in a timely fashion.

Monica Williams would also like to acknowledge the unfailing love and support of her husband Mike and their children, Kathleen, Mark and Anne, who have made it possible for her to contribute to the field of education in many ways, including this publication, which is her first book.