

The Survey of Pattern of Knowledge Management in Education

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Abstract:- Nowadays, the knowledge is a strategic and valuable source and this is a property. Knowledge is taken in to consideration as important competitive advantage in pioneer organization, when the Knowledge grew up as a strategic source in 21 century. So more, many of scientists of management science and organizations try to use Knowledge as a Knowledge management by establishing of new way. Some of models of Knowledge management are used industries successfully. But, there is a few samples a bout of Knowledge in domains in education. Whereas the feature of educational organization a schools is different from industrial organization, the model of industry of Knowledge management couldn't be transferred to education completely. In addition to, the collection of operation model of Knowledge management and it's acceleration by the teachers are important subject in this modern organization. This paper included concept of Knowledge management variety of Knowledge, Knowledge management in schools and also the model of process of Knowledge management that are mooted as a model and design of Knowledge management in education.

Keywords: Knowledge management; education; the model GAMO; Enablers; the barriers Knowledge management.

I. INTRODUCTION

In the modern world, we don't content old information, un systematic methods, because of support ever increasing changes and adaptation of organization with new innovation .The modern change environment needs systematic programming and variety application for rebuilding organization. The new organizational literature refers to the quality of comprehensive management, Organizational learning, Organization renewed engineering, learned Organizations and Knowledge management, it should follow to adapt Organization with its outside environment in theoretical frame work. If want to follow this idioms historically, authorities claimed that the1980s, is called quality movement, 1990s. Is called renewed engineering and2000s. Is called knowledge management. (2) According to above materials, the Knowledge management is the newest concept about of Knowledge management therefore; these idioms should be the most critical and fundamental organizational process that these changes are per farmed. Knowledge management is applied in education, generally and it is applied in schools specially. Needs and opportunities in Knowledge management is similar to needs of trade organization nowadays, the first changes must be occurred in education that we are witness for results of these changes in Organization innovations. In despite of there are many literature about of Knowledge management industrial environments, the concept of Knowledge management are almost unknown subject in schools. (3)

II. THE CONCEPT KNOWLEDGE MANAGEMENT

The Knowledge's are physically divided to two groups:

2.1. Explicit Knowledge

2.2. Implicit tacit Knowledge

The explicit Knowledge is easily measurable code able and process able and transferable. Whereas, implicitly tacit is private and it's formulating is difficult.

What we called Knowledge, it establishes by adapting between explicit Knowledge and implicit tacit and every one is established solely. Some of authorities claim we Know move than what we say. This idea refers implicit tacit Knowledge that it should be changed implicit by application of Knowledge management. (3)

The Knowledge management is set processes to understand and apply source strategic Knowledge in Organization. In addition, Knowledge management is responsible to facility new Knowledge and manage the methods promotion and application of Knowledge .The Knowledge management is responsible for suitable persons to earn Knowledge in correct time and place. Whereas, they can access this aims to use Knowledge best. Knowledge management is in clued analyzing and recognizing necessary and useful Knowledge, it try to program and control extension Multidimensional Knowledge capitals abstractly , Knowledge management is process management that it is responsible to establish and apply Knowledge by uniting Organizational structural technology and people use to relearn it effective and decide to resolve problems in Organizations .The

basic challenge of Knowledge management is better and more changing implicit Knowledge in to explicit Knowledge.(1)

III. THE KNOWLEDGE MANAGEMENT IN EDUCATION

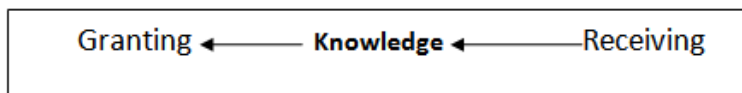
Whereas, the concept of Knowledge management was recognized as a vital device in Organization, many years ago, but, educational management and teachers begin to recognize the methods application information's systems to establish effective learning environments.(5) the teachers individually determine material resource, class activities, methods of education and the methods of practical learning. These are useful Knowledge that it potentially is promotable and re useful. Although, many researches are done about information technology industrial parts but these researches are done a few in educational and learning environments.

Authorities claim; the Knowledge management can help to collect policy and expected operation in educational management. The Knowledge is not a fixed subject but it is dynamic process also, the Knowledge should be different from information and data. The data are supposed facts. Information reflex experience with acting with data. (6)

The record of data is mechanical process, where as the record information or it, s experience is recognition process. in recent ages, the more doing actions to organize the Organizational structural according to Knowledge and adopt the strategy Knowledge management to apply mental capitals. The schools are point of support for educational and social changes in educational domains. The important duty to establish schools is moving in ward to rapid changes. (7)

The features of educational Organizational are different of industrial Company. These differences are in cluded: Organizational aims, processes, cultures and cuss to mer. The applying models of Knowledge management by industries couldn't transfer to school and it could be used. But authorities rethink about of central part of Knowledge in educational Organization, separately. In despite of, the subjects of learning are specially considered. Schools and employed human forces divide a few their Knowledge between persons. The reason of this is structural and normal reasons. Structurally, the teachers allocate a few times to unite and to participate ideas and to control their teaching in daily period. Normally, the granting and receiving of information don't habit. Maybe, the reason of this, is depressing cultures in some schools. Many Organizations capitalize in technology and presentation education where's, they don't capitalize in promotion and establishing Knowledge ere, when, they try to promote and to apply Knowledge. The authorizes think that it is very difficult. If we look at trade and industrial environment, carefully, these Organizations accept Knowledge communion as an obvious value. They design a mechanism to promote this Knowledge. (8) (Chart No. 1)

Responsibility



Opportunity

(1) The sample of promotion Knowledge

Source: The role of leadership in the promotion of knowledge management is school

Ontario Institute for studies in Education University of Toronto

The basic problems in performance of Knowledge related to Knowledge of teachers in education over of hellf of Knowledge of are implicit. The barriers of Knowledge management are established three reasons:

3.1. The lack of determining suitable of aims of promotion and Knowledge management.

3.2. The being the restrictive cultures that per sude teachers to reserve their source and Knowledge, Individually.

3.3 Separating activities of teacher from their colleagues and doing of personal duties are existing barriers to perform Knowledge management.

The promotion of information in schools is not ordinary. But it is key to success in society as school. The Knowledge communion cause to decide determination that cause to Improve School as a learned Organization. According to above material, the Knowledge management is essential part to improve the methods learning and teaching of teacher, it is suitable opportunity to participate experience and Knowledge between educational authorities in school environment.

IV. THE IMPROVEMENT OF SCHOOLS IN FRAME KNOWLEDGE MANAGEMENT

The improvement of schools is systematic innovation in Knowledge management for increasing effectiveness of schools, the teachers should determine standards and lesson program and for cement affairs to help managers. They are responsible for students, other teachers and society out of school. Sometimes, the improvement of schools are can side red as a decreasing change , these changes are done by the action MBA

management the activities of improvement of schools may be a dream to control classes better and Knowledge that it's result is changing samples of teaching and learning unfortunately , these changes in schools scarcely adopt with new Knowledge's in specialized education and learning or facility effects of these adaptation with innovation new Knowledge receive as a threat by others authotherities .

For example, one of these threats is representation circulars about necessary learning standards according to modern improvement much care of earning results by students and teachers, s interesting to positive representation of these results confined adaptation with changed modern Knowledge and sometime, it impossible it.

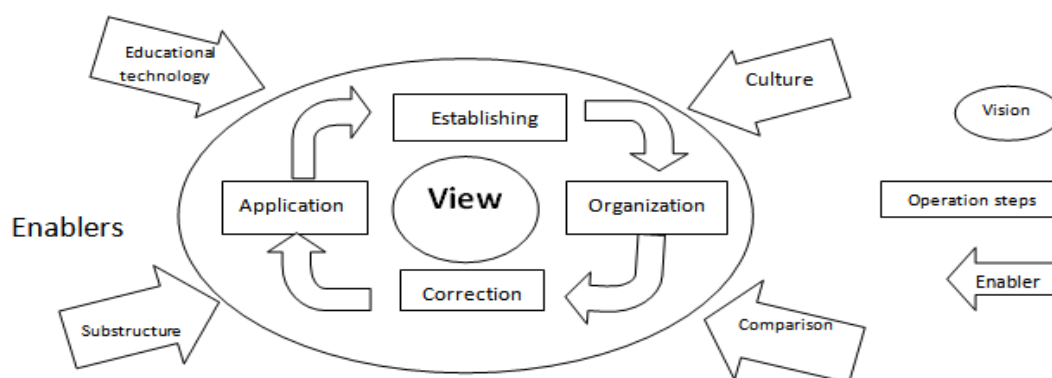
V. THE MODEL OF KNOWLEDGE MANAGEMENT IN SCHOOLS

Many researchers refer to educational Organization and they suggest different device to do it. In addition to, the Knowledge management system establish new horizon to facility multiply works of people in educational design and the Knowledge management system in schools. Not only establish to support communication, cooperation and control of educational designers by different device, but also, they concentrate teachers more. In addition to, authorities convince, we should concentrate function of practical Knowledge such as establishing, application, change and Organization of Knowledge.

A teacher needs to improve personal Knowledge management; this affair can do by school management in this paper, we present the structure of Knowledge management with a circular model that it in clued establishing, application, change, correction and Organization Knowledge (GAMO) and it is collected by gang and Liu.

5.1. The model of GAMO

Knowledge is established during the educational programming. Innovation is presented to correct Knowledge in the other hand, the Knowledge reserve in data base. It needs to organize and to reuse and to promote the Knowledge in Organization abstractly, a Knowledge management system should supply application device to support establishing application, correction and Organization practice Knowledge. The presentation model in this paper is practical model about of professional Knowledge management. That in clued general 3 parts: perspective / view, enablers, personated operation steeps. (Chart No2)



5.2. View perspective

Peter Snggeh claim; learning's are learned by View perspective. The improvement of test grade and supplying suitable learning environment is hey aims. Whereas, these aims couldn't replace the power of wide view as a motivation force of improvement in schools. In addition to, we should consider the base these views may relate to faculty and behaviors of students, professorial teachers and extension.

VI. ENABLERS

Enablers are motivation to circle operation steeps of Knowledge that they describe in minor parts. According to the opinions of many authorities, we could call four Enablers that they have much effective other Knowledge management in these Organization these Enablers are such as culture, educational technology, sub structures of Organization and comparison and assessment.

The titles of these Enablers are receipted from trade and industrials environment. That it have same effective in Knowledge management in schools.

The teacher are persuaded to promote professional Knowledge by a assessment and reward system then other Enablers received advantages from a culture to apply in formation technology to support practical Knowledge then they assess the range of effects and change by applying the analytic device . According to these

assessments, all of personnel's observe advantages and defects to obtain for them this affair in side review for them.

VII. OPERATION STEPS

Some authorities suggest steps as process of transferring Knowledge such as Establishing, recognition collection, Organization, publication, updating and application.

Establish by practical educations in these Organization presented process should be adopt with aims these Organizations the process of Knowledge management divide to 4 circular steps.

Such as establishing application, correction and Organization 4 suggested operating steps surround Organizational view circularly. Organizing different learning committee for group thinking.

7.1. The establishment of the knowledge: the First steps refer to externalizing of concealed implied knowledge in mind of individuals. We should use effective and practical methods to do this step, such as the organizing of different learning committee that they can think grouping.

7.2. Application: the establishment value Knowledge in previous step is confirmed by doing practical test, so that, it is effective for school and teachers.

7.3. Modification: the applicable and complete is modified several times so that, we can publish and use it in long time .this step will be done by discussion and some times, by come back to previous step, so that, we can store and walk out the principle part of knowledge.

7.4. The Organization of Knowledge: the more part of Establishing Knowledge by these 3 steps, in the base of this Knowledge are organized and review. The educators should search and collect externalizing knowledge and after that, the committees of management knowledge are responsible to unite and compare establishment knowledge according to schools aims and they take decision about expansion of schools.

VIII. THE BARRIER OF KNOWLEDGE MANAGEMENT IN SCHOOLS

According to presented model of management in schools; culture, technology assessment and sub structures of Organization are important and effective in process of Knowledge management. Also according to above studies, There are barriers for performing Knowledge Organizational management.

Table 1 the factor Establish barriers to perform Knowledge management.

Barriers	The percent of importance
Organizational culture	84%
Lech of property	64%
information technology	55%
Nonstandard processes	53%
Organizational structure	54%
Senior management	46%
Granting reward	46%

Source: *Factors affecting knowledge management in schools.* The Corner.org (2006).

As the we deduce table in formation the Organizational culture has the high important percent and the responsibility of seiner management the Organizational culture is more effective to learn and to extent Knowledge culture in schools.

The training culture is Organizational needs that it considered Knowledge and its communion and innovation. (9)

IX. RESULTS

The basic aim Knowledge is help to improve the function of teachers and schools.

Whereas the knowledge management systems perform successfully in industrial organization but, the applying models cannot transfer and use in schools by industries. We should think the central part of knowledge about of educational organization separately. We present the structure Knowledge management with a process model. Whereas, the educational Knowledge is central part of Knowledge in schools. This system is established with care of 3 activities in educational programming that it justifies the operating model.

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