

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> Effective business managers utilize the problem-solving process to make business decisions.			
<b>Essential Question -</b> How do managers use the problem-solving process to solve problems that arise at work?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
Managers utilize the problem-solving process in order to effectively make decisions.  To understand current management theories, it is helpful to understand past management theories.	<b>Standard:</b> 15.8.12.E. Evaluate how businesses are organized to achieve desired goals.	<a href="#"><i>Principles of Management</i></a> - OER E-Book from University of Minnesota Libraries Publishing  <a href="#"><i>Business Law and the Legal Environment</i></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School	Student completed assignments.  Curriculum based assessments.
<b>Vocabulary</b> Management, Planning, Organizing, Implementing, Controlling, Brainstorming, Supervisor, Mid-level Manager, Executive, Day-to-Day Management, Problem, Symptom, Scientific Management, Bureaucratic Management, Administrative Management.			

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> Effective managers share common traits.			
<b>Essential Question -</b> What traits do effective managers have?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
Managers who are effective within their organization share common traits.  Managers may need to adjust their leadership style to meet the needs of given situations.  Trust within the manager and employee relationship has a large impact on how effectiveness of different management styles.  Communication is essential to an effective organization.	<b>Standard:</b> 15.8.12.E. Evaluate how businesses are organized to achieve desired goals.  <b>Standard:</b> 15.8.12.G. Analyze leadership skills necessary for leading at various management levels.  <b>Standard:</b> 15.8.12.I. Analyze and select appropriate managerial communication skills based upon context.	<a href="#"><i>Principles of Management</i></a> - OER E-Book from University of Minnesota Libraries Publishing  <a href="#"><i>Business Law and the Legal Environment</i></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School	Student completed assignments.  Curriculum based assessments.
<b>Vocabulary</b> Leadership, Power, Position Power, Reward Power, Coercive Power, Expert Power, Identity Power, Autocratic Leader, Democratic Leader, Paternalistic Leader, Transactional Leader, Laissez-Faire Leader, Situational Leader, Transformational Leader, Leadership Style			

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> Managers use the management functions of planning, organizing, implementing, and controlling to achieve organizational goals.			
<b>Essential Question -</b> How do managers utilize the management functions to achieve organizational goals?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
Managers use the management functions of planning, organizing, implementing, and controlling to achieve organizational goals.  Communication is essential to an effective organization.	<p><b>Standard:</b> 15.5.12.I. Evaluate the functions of operations management as influenced by the business parameters.</p> <p><b>Standard:</b> 15.8.12.E. Evaluate how businesses are organized to achieve desired goals.</p> <p><b>Standard:</b> 15.8.12.I. Analyze and select appropriate managerial communication skills based upon context.</p> <p><b>Standard:</b> 15.8.12.H. - Analyze motivational theories and their application in a business or organization.</p>	<p><a href="#"><i>Principles of Management</i></a> - OER E-Book from University of Minnesota Libraries Publishing</p> <p><a href="#"><i>Business Law and the Legal Environment</i></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School</p>	Student completed assignments.  Curriculum based assessments.
<b>Vocabulary</b> Organizing Function, Division of Work, Accountability, Delegation, Responsibility, Authority, Line Organization, Chain of Command, Matrix Organization, Team Organization, Organizational Culture, Planning Function, Strategic Planning, Operational Planning, Mission Statement, Strategic Goals, Strategies, SWOT Analysis, SMART Goals, Standards, Procedures, Policies, Budget, Schedule, Implementing Function, Motivation, Work Team, McGregor's X Y Theory, Maslow's Hierarchy of Needs, Hertzberg's Two-Factor Theory, McClelland's Theory of Needs, Hawthorne Effect, Controlling Function, Quality Standard, Time Standard, Cost Standard, Variance, Shrinkage.			

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> Human resources is vital to the functioning of a well-run organization.			
<b>Essential Question -</b> How does human resources impact the effectiveness of an organization?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
Human resources are vital to the functioning of a well-run organization.	<b>Standard:</b> 15.8.12.F. Critique business strategies designed to balance the needs of the business with the workforce.  <b>Standard:</b> 15.8.12.L. Explain the purpose and activities of a human resource department in a business or organization.	<a href="#"><i>Principles of Management</i></a> - OER E-Book from University of Minnesota Libraries Publishing  <a href="#"><i>Business Law and the Legal Environment</i></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School	Student completed assignments.  Curriculum based assessments.
<b>Vocabulary</b> 360 Degree Feedback, Bonus, Commission, Employee Assistance Programs, Employee Compensation, Employee Planning, Employee Turnover, Employment Agencies, Employment Function, Firing, Health and Safety, Human Resources Management, Job Description, Layoff, Pension, Profit Sharing Plan, Salary, Sick Days, Vacation Days, Wage			

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> When dealing with the legal system of the United States of America citizens need to know how the legal system is organized.			
<b>Essential Question -</b> How is the United States of America’s legal system organized?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
<p>The legal system of the United States of America is a dual legal system which is known as Federalism.</p> <p>The individual states handle most of the legal disputes within the United States of America.</p> <p>Congress has granted jurisdiction of certain legal matters to the Federal Courts.</p> <p>Legal precedent has a large impact upon the outcome of current and future cases.</p>	<p><b>Standard(s)</b>                      15.7.12.E. Examine the legal requirements (foreign and domestic) of operating a business.</p>	<p><a href="#"><u>Principles of Management</u></a> - OER E-Book from University of Minnesota Libraries Publishing</p> <p><a href="#"><u>Business Law and the Legal Environment</u></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School</p>	<p>Student completed assignments.</p> <p>Curriculum based assessments.</p>
<b>Vocabulary</b> Due Process, Equal Protection Under the Law, Due Process, Trial by Jury, Habeas Corpus, Right Against Self Incrimination, Legal Precedent, Presumption of Innocence, Dual Court System, Criminal Cases, Civil Cases, Tort, To be Made Whole, Federal District Courts, Federal Court of Appeals, The Supreme Court of the United States, Pennsylvania Magisterial District Courts, Pennsylvania Court of Common Pleas, Pennsylvania Superior Court, Pennsylvania Commonwealth Court, Pennsylvania Supreme Court, Limited Jurisdiction, General Jurisdiction			

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> It is important to have essential components in place for a contract to be legally binding.			
<b>Essential Question -</b> What role does offer, and acceptance play in a legally binding agreement?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
<p>Offer and acceptance are essential components of a legally binding agreement (contract).</p> <p>Firm offers are treated differently than offers to negotiate.</p> <p>How an offer is accepted may be a material fact in a contract.</p> <p>There are many things which may be considered as consideration in a contract.</p> <p>Merchants are held to a set of different standards than non-merchants in most states.</p>	<p><b>Standard(s)</b>                      15.7.12.E. Examine the legal requirements (foreign and domestic) of operating a business.</p>	<p><a href="#"><u>Principles of Management</u></a> - OER E-Book from University of Minnesota Libraries Publishing</p> <p><a href="#"><u>Business Law and the Legal Environment</u></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School</p>	<p>Student completed assignments.</p> <p>Curriculum based assessments.</p>
<b>Vocabulary</b> Contract, Offeror, Offeree, Genuine Assent, Consideration, Capacity, Revocation, Counteroffer, Option, Firm Offer, The Mirror Image Rule, Bilateral Contract, Unilateral Contract, The Postal Acceptance Rule, Legality			

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> It is important to have certain components in place for a contract to be legally binding.			
<b>Essential Question -</b> Question: What role does genuineness of assent play in a valid contract?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
Genuineness of assent is an essential component of any legally binding agreement.  Genuineness of assent represents honesty within a contract.  Actions by parties leading up to the creation of a contract may make the contract invalid.  The courts seldom look at parole evidence in a contract unless they suspect a lack of genuineness of assent.	<b>Standard(s)</b> 15.7.12.E. Examine the legal requirements (foreign and domestic) of operating a business.	<a href="#"><u>Principles of Management</u></a> - OER E-Book from University of Minnesota Libraries Publishing  <a href="#"><u>Business Law and the Legal Environment</u></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School	Student completed assignments.  Curriculum based assessments.
<b>Vocabulary</b> Genuine Assent, Voidable, Rescission, Ratification, Duress, Undue Influence, Unfair Persuasion, Material Fact, Unilateral Mistake, Mutual Mistake, Innocent Misrepresentation, Fraudulent Misrepresentation, Active Concealment, Material, Reasonable Reliance, Fraud, Nondisclosure, Duty to Disclose			

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> It is important to have certain components in place for a contract to be legally binding.			
<b>Essential Question -</b> Question: What is considered as consideration in a valid contract?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
Many actions and items can be considered as considerations in a contract.  The context in which consideration is given in the performance of an agreement matters.  The courts may choose to evoke promissory estoppel to prevent injustices in given situations.	<b>Standard(s)</b> 15.7.12.E. Examine the legal requirements (foreign and domestic) of operating a business.	<a href="#"><i>Principles of Management</i></a> - OER E-Book from University of Minnesota Libraries Publishing  <a href="#"><i>Business Law and the Legal Environment</i></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School	Student completed assignments.  Curriculum based assessments.
<b>Vocabulary</b> Consideration, Gift, Forbearance, Legal Value, Adequacy of Consideration, Unconscionable, Nominal Consideration, Circumstantial Consideration, Illusory Promise, Termination Clause, Output Contract, Requirement Contract, Aleatory Contract, Existing Private Duty, Existing Public Duty, Liquidated Debt, Unliquidated Debts, Accord, Satisfaction, A Release, Composition of Creditors, False Consideration, Past Performance, Uniform Commercial Code, Firm Offer, Contractual Modification, Statute of Limitation			



<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> It is important to have certain components in place for a contract to be legally binding.			
<b>Essential Question -</b> What individuals have the capacity to enter into a legally binding contract?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
The capacity to contract is an essential component of any legally binding agreement.  The capacity to contract is limited for individuals by the courts in certain circumstances.	<b>Standard(s)</b> 15.7.12.E. Examine the legal requirements (foreign and domestic) of operating a business.	<a href="#"><i>Principles of Management</i></a> - OER E-Book from University of Minnesota Libraries Publishing  <a href="#"><i>Business Law and the Legal Environment</i></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School	Student completed assignments.  Curriculum based assessments.
<b>Vocabulary</b> Contractual Capacity, Age of Majority, Minority, Emancipation, Formal Emancipation, Informal Emancipation, Mentally Incapacitated, Scope of Authority, Disaffirmance, Agent			

<b>Business Law and Management – Grade level 9th through 12th</b>			
<b>Big Idea –</b> It is important to have certain components in place for a contract to be legally binding.			
<b>Essential Question -</b> What elements are necessary in the text of a legally binding agreement within the Statute of Frauds?			
<b>Concepts</b>	<b>PA Core/Competencies</b>	<b>Resources</b>	<b>Assessments</b>
Some contracts fall within the Statute of Frauds and are required to have additional components within the contract for the courts to enforce them.  Some transactions might seem like a contract but are only a contract under given circumstances.  The courts will not enforce illegal contracts; some actions on the parts of the contracting party may make the contract illegal or parts of the contract illegal.	<b>Standard(s)</b> 15.7.12.E. Examine the legal requirements (foreign and domestic) of operating a business.	<a href="#"><u>Principles of Management</u></a> - OER E-Book from University of Minnesota Libraries Publishing  <a href="#"><u>Business Law and the Legal Environment</u></a> - OER E-Book from Don Mayer, University of Miami, Daniel Warner, Western Washington University, George Siedel, University of Michigan Business School	Student completed assignments.  Curriculum based assessments.
<b>Vocabulary</b> Agreement Not to Compete, Allocation of Markets Agreement, Bid Rigging, Competency License, Business Permits, Divisible Contract, Excusable Ignorant Person, Executed Contract, Executory Contract, Lotteries, Price Fixing, Procedural Unconscionability, Quasi-Contract, Retail Price Maintenance, Statute of Frauds, Substantive Unconscionability, Unconscionability, Wager			

Outside Curriculum Resources

<b>Type of Resource</b>	<b>Item</b>	<b>Source</b>
Textbook	John E. Adamson. Law for Business and Personal Use, Seventeenth Edition, Thompson South-Western Publishing Company, 2006.	John E. Adamson. Law for Business and Personal Use, Seventeenth Edition, Thompson South-Western Publishing Company, 2006.
Textbook	Anderson, Fox & Twomey. Business Law and the Legal Environment, South-Western Publishing Company, 1993.	Anderson, Fox & Twomey. Business Law and the Legal Environment, South-Western Publishing Company, 1993.
Textbook	Everard, Barrow. Business Principles and Management, Eleventh Edition, Thompson South-Western Publishing Company, 2004.	Everard, Barrow. Business Principles and Management, Eleventh Edition, Thompson South-Western Publishing Company, 2004.
Article	Smart decisions are built on farsighted thinking	<a href="#">Indianapolis Business Journal (Vol. 41 Issue 16)</a>
Article	The Italian Farmers Saving an Ancient Fruit with Solar Power	<a href="#">BBC Future</a>
Video	Cheddar Explains - Campbell Soup	Discovery Education / Cheddar Explains
Video	What Retailers Like Amazon Do With Unsold Inventory	<a href="#">CNBC</a>
Article	How to cope with middle age: Google	<a href="#">The Economist - August 1, 2020</a>
Article	Typical Roles of a Supervisor	<a href="#">ManagementHelp.org</a>
Video	TEDTalks: Drew Dudley--Everyday Leadership	<a href="#">Classroom Video on Demand / Ted Talks</a>
Video	Cheddar Explains - IBM	Discovery Education / Cheddar Explains
Video	Nurturing Leadership	<a href="#">Classroom Video on Demand / Films for the Humanities and Sciences</a>
Article	You Are Your Brand	<a href="#">Knowledge@Warton</a>
Video	TEDTalks: Simon Sinek—How Great Leaders Inspire Action	<a href="#">Classroom Video on Demand / Ted Talks</a>

Article	Hoyt Column: Servant Leader - J. Bye	<a href="#">Modern Casting - August 2022</a>
Article	ResearchAndMarkets.com Issues Report: Potato Chip Market	Manufacturing Close-Up via Gale Business Research
Video	Innovation: Secrets of Branding, video segment of Secrets of Branding	<a href="#">Classroom Video on Demand / Secrets of Branding</a>
Video	Cheddar Explains - Marvel Bankruptcy	<a href="#">Discovery Education / Cheddar Explains</a>
Video	Cheddar Explains - Ford Bronco	<a href="#">Discovery Education / Cheddar Explores</a>
Video	Future U: Innovating the Future Virtual Field Trip	<a href="#">Discovery Education</a>
Video	The PBS NewsHour: Your Phone is Trying to Control Your Life	<a href="#">Discovery Education</a>
Video	Cheddar Explains - How Amazon Gets You to Buy More	<a href="#">Discovery Education / Cheddar Explains</a>
Video	TED Talks: 3 ways to measure your adaptability	<a href="#">TED.com</a>
Article	Linking Employee Motivation to Teamwork Spirit	<a href="#">Gomal University Journal of Research</a>
Article	Shortages Bottleneck German Economy	<a href="#">New York Times</a>
Video	Butterfly Effect: Deepwater Horizon Disaster	<a href="#">Discovery Education</a>
Video	Video clip from Voices from the Gulf: BP Offers Compensation	<a href="#">Discovery Education</a>
Article	The Basics of Fending Off a Ransomware Attack	<a href="#">SecurityInfoWatch.com</a>
Video	Target Canada	<a href="#">Discovery Education / Cheddar Explains</a>
Video	Trash Inc: The Secret Life of Garbage	<a href="#">Classroom Video on Demand</a>
Article	VOX Inc: 9 questions about Silicon Valley Bank’s collapse, answered	<a href="#">VOX</a>
Article	U.S. government steps in and says people with funds deposited at SVB will be able to access their money	<a href="#">CNBC</a>
Article	Why Good People Leave Jobs	<a href="#">BankersOnline.com</a>
Article	Why Presenteeism Wins Out Over Productivity	<a href="#">BBC Worklife</a>
Article	An Easy Guide to Employee Reviews	<a href="#">Corn and Soybean Digest / Penton Business Media.</a>

		<a href="#">Inc.</a>
Article	Why Service Workers are So Burned Out	<a href="#">BBC.com Worklife</a>
Video	The Workforce Crisis of 2030 and How to Start Solving it Now	<a href="#">TED.com</a>
Article	Factory Workers Become Coders as Companies Automate	<a href="#">Wall Street Journal</a>
Article	Gemini's story: A peacock, a school and a dilemma	<a href="#">Chester County Press</a>
Video	Pennsylvania Courts	<a href="#">The Unified Judicial System of Pennsylvania</a>
Brochure	Pennsylvania Justice	<a href="#">PACourts.US</a>
Website	PA Courts Website	<a href="#">PACourts.US</a>
Video	Standard Deviants – Business Law: Module 01: The Basics	<a href="#">Discovery Education: The Standard Deviants</a>
Article	Glick v. Cuniff	<a href="#">ACLU Massachusetts</a>
Article	COPPA / Children's Online Privacy Protection Act	<a href="#">Termly.io</a>
Article	A HARRIER JET, PEPSI, AND JOHN LEONARD	<a href="#">TodayIFoundOut.com</a>
Court Case Summary	Continental Supermarkets v. Soboski - Court Case Summary	<a href="#">Google Scholar</a>
Contract	Chester County Grant Program Signature Page	<a href="#">County of Chester, PA</a>
Court Case Summary	Sample case summary of Carlill v Carbolic Smoke Ball Co [1892] 2 QB 484	<a href="#">Lawwithaz.com/</a>
Article	Bilateral Contract	<a href="#">Law.jrank.org/</a>
Video	Small Business Diaries: Start Up Challenges	<a href="#">Discovery Education</a>
Article	Libeck v. McDonalds - Tort Reform	<a href="#">Carlsonattorneys.com</a>
Article	Hidden camera investigation reveals 'scary' and 'misleading' sales pitches to sell blue light lenses	<a href="#">CNBC</a>
Video	Why you don't need blue light lenses: Hidden camera investigation (Marketplace)	<a href="#">YouTube.com - Used in place of article sometimes</a>
Court Case Summary	Colaizzi v. Beck - Court Case Summary	<a href="#">Google Scholar</a>

Video	Standard Deviants – Business Law: Module 02: Torts	<a href="#">Discovery Education</a>
Article	When Donors Back Out: Are Charitable Pledges Legally Enforceable? — Inside Philanthropy	<a href="#">Insidephilanthropy.com</a>
Court Case Summary	Betta v. Smith - Court Case Summary	<a href="#">Google Scholar</a>
Pennsylvania Statute - PDF	Pennsylvania Uniform Commercial Code - PDF Form	<a href="#">Commonwealth of Pennsylvania</a>
Website	Pennsylvania Uniform Commercial Code - Website	<a href="#">Pennsylvania Legislature Website</a>
Microsoft Form	Maintenance Contract - Fillable Microsoft Form	<a href="#">Microsoft Website</a>
Video Segment	Through the Wormhole with Morgan Freeman: Is Privacy Dead? (Video Segment: Big Business Watches You)	<a href="#">Discovery Education</a>
Video	Cheddar Explains - Smart TVs	<a href="#">Discovery Education - Cheddar Explains</a>
Article	Pennsylvania Statute of Limitations	<a href="#">Statutes-of-limitations.com/</a>
Article	Mental Capacity, Consent, and Undue Influence	<a href="#">Preventelderabuse.org/</a>
Court Case Summary	Sobel v. Sobel - Court Case Summary	<a href="#">Google Scholar</a>
Web Page	Compulsory School Attendance, Unlawful, Absences, and School Attendance Improvement, Conferences (PA Statute 24 P.S. §§ 13-1326 – 1354)	<a href="#">PA Department of Education Website</a>
Microsoft Form	Painting Contract - Fillable Microsoft Form	<a href="#">Microsoft Website</a>
Video	Just Hang Up - Scams Against Seniors, Part 1	<a href="#">YouTube.com</a>
Article	Power of Attorney Requirements in Pennsylvania	<a href="#">LegalZoom.com</a>
Article	Appeals Court Upholds Non-Compete, Name Use Ban in Haley Paige Lawsuit	<a href="#">TheFashionLaw.com</a>
Video	Small Business Diaries: Growing and Changing	<a href="#">Discovery Education</a>
Court Case Summary	Bardwell v. The Willis Company - Court Case Summary	<a href="#">Google Scholar</a>
Article	SLAPP Suits	<a href="#">MTSU.edu</a>

Article	Legal Library Mental Capacity	<a href="#">NOLO</a>
Article	Why it Matters, 3 Levels	<a href="#">Penpoin.com</a>
Court Case Summary	Ferlito v. Johnson and Johnson Products, Inc.	<a href="#">Google Scholar</a>
Court Case Summary	Lucy v. Zehmer	<a href="#">Google Scholar</a>
Additional Content Resource	Current Articles	<a href="#">Wall Street Journal</a>
Additional Content Resource	Current Articles	<a href="#">BBC.com</a>
Additional Content Resource	Current Articles	<a href="#">New York Times</a>
Additional Content Resource	Current Articles	<a href="#">Forbes.com</a>
Additional Content Resource	Current Articles	<a href="#">Bloomberg.com</a>