



IDEAL FUTURE

Integrated Digital Educational
Leadership for the Future

PROFESSIONAL LEARNING

Challenge-Based Scenarios for Professional Learning



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Integrated Digital Educational Leadership for the Future Teaching Academy IDEAL Futures

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Challenge-Based Scenarios for Professional Learning

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Challenge #1: The Place of the Head of School or Educational Leaders

Script

Welcome to this video that describes a challenge digital leaders are facing regarding the provision of professional learning to their staff. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

As an educational leader I am eager for teachers to engage in professional learning to enable them to adapt their practices. In my school we have many teachers who are eager and are already starting to experiment with technology. However we have others who are quite negative about technology within their classroom. There are very few programmes to support my teachers particularly in the initial stages of integrating technology into their teaching, many teachers will not attend technology courses as they feel it is not relevant to them. I am really interested in trying to support and sustain an school community of practice in my school in the area of digital learning.

Now lets look at how it impacts the educational community!

I mentioned the idea at a staff meeting and some teachers were are enthusiastic to engage in the communities and learn from each other. However others sat quietly. I am worried about balance different personalities within the communities, I don't want the resistant teachers to stifle those who are excited about the potential of technology. In am also reluctant to just focus on those who are enthusiastic as the students who have teachers who are not interested in exploring digital learning will not benefit.

Finally....

I know engaging in such communities takes time, teachers are already constrained by time and workload. However I genuinely feel that this could help to address many of the issues with workload in the longer term.

Prompt questions for learning activities

- Research: Why is there such resistance amongst staff in engaging in professional learning communities?
 - Tips conduct some research, speak to those that are reluctant, empathise with resisters= maybe have you ever been reluctant to engage in something, why?
- Based on the above how can we encourage resistant staff to engage in learning communities while supporting those more motivated?
 - Tips look at models of change, look at good practices of successful learning communities
- What is the role of the educational leader in sustaining these communities over time?

Challenge #2: Take into account the imaginaries and representations forwarded by digital technology

Script

Welcome to this video that describes a challenge digital leaders are facing regarding supporting educators to integrate digital learning technologies into their teaching creatively. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

I am an educational leader in a school that has just made a significant investment in digital learning technologies. It is really exciting; I am very lucky as the teachers and children are all very enthusiastic about this new development. There have been a lot of discussions in the school about how teachers are using the technology, I have also been into classrooms. Although some teachers are quite innovative the vast majority of teachers are using the technology in a very technocentric way. For example, a lot of teachers are using technology for reward, or for individual learning in which they give kids a game to play on their own. Other teachers are using the technologies to show students videos, so it is being adopted into classrooms in a very passive way. They do not seem to be using it to change the learning environment, so it is more student centred.

Now let's look at how it impacts the educational community!

Children use technology at home for entertainment or playing games and we are replicating this practice in the classroom. Technology is not being adopted in a human centred approach. I am really worried that we are mirroring bad practice regarding the use of technology in our own personal lives in our professional context and children will continue to use technology in this way

Finally....

We need to model good practices regarding the use of technology and challenge existing approaches that can result in negative impacts for our students. By demonstrating human centred, collaborative and critical use of technology in school it will support students to become more critical and ethical users of technology

Prompt questions for learning activities

- What finance options are available to schools and educational leaders to invest in equipment? What are the criteria educational leaders need to consider when making financial decisions
 - Tips, need to consider hardware, software, network, applications. Conduct some research, speak to other schools that have recently invested in a digital learning infrastructure, explore the potential of clustering with other schools, empathise with parents and other teachers that potentially may be impacted by financial decisions
- Which of these financial options may be feasible for your contexts?
 - Tips Consider cost to parents, maintenance of equipment, licensing, replacing obsolete devices, level of access students requires and the requirements to support this.
- What can you do as an educational leader to maximise the use of the investment?
 - What ways can you use technology in different ways to ensure it is used, how can you support staff to use technology regularly, how can you be supported in your role and by who

Challenge #3: Develop a standard of equipment for all schools in the country

Script

Welcome to this video that describes a challenge digital leaders are facing regarding access to digital infrastructure and equipment to enable digital learning to be adopted in schools. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

I have just relocated to teach in a new school, I was so excited at the prospect of trying out new ideas, however, there is one major problem. My previous school had an excellent digital infrastructure. In this school the school leader had a huge interest in integrating digital learning into the classroom and I used it quite a lot within my teaching after experimenting with it. In addition to using technology in my teaching it was used for administrative tasks such as communicating with parents. However, in the school I have relocated to access to digital learning technologies is limited. There are a set of very old iPads, however, the use of these is limited as the older classes often have priority. When we do get these the apps are often out of date or only available on some devices. Also, we communicate with parents via student diary entries or printed notes which often cause confusion and get lost

It is very frustrating as through my experiences I have come to depend on technology to deliver lessons and ensure children, particularly those that struggle with traditional tasks are included. I spoke to the school leader; however, they do not have resources to upgrade existing equipment or invest in new equipment, as there is limited funding available. Also, the school leader feels that they do not have the knowledge of digital technologies to make purchasing decisions about these.

Now let's look at how it impacts the educational community!

I am really worried as there are some children in my class that have learning difficulties. I know from experience digital learning resources could support these children significantly. Also, in the local second level school most of our children attend, they have individual digital devices and depend on these for their learning. Our students are not equipped with the skills when transitioning to this school.

Finally....

I realise educational leaders have a lot of competing demands and funding and resourcing must be prioritised. However, I genuinely feel that by making a long-term decision to invest in a quality digital learning infrastructure it would benefit the students, teachers, and parents.

Prompt questions for learning activities

- What finance options are available to schools and educational leaders to invest in equipment? What are the criteria educational leaders need to consider when making financial decisions
 - Tips, need to consider hardware, software, network, applications. Conduct some research, speak to other schools that have recently invested in a digital learning infrastructure, explore the potential of clustering with other schools, empathise with parents and other teachers that potentially may be impacted by financial decisions
- Which of these financial options may be feasible for your contexts?
 - Tips Consider cost to parents, maintenance of equipment, licensing, replacing obsolete devices, level of access students requires and the requirements to support this.
- What can you do as an educational leader to maximise the use of the investment?
 - What ways can you use technology in different ways to ensure it is used, how can you support staff to use technology regularly, how can you be supported in your role and by who

Challenge #4 : Over reliance of students on technology

Script

Welcome to this video that describes a challenge digital leaders are facing regarding students over reliance on technology. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

I am working in a school that over time has gradually allowed our students to use digital learning technologies. Students can bring their own devices and use them during lessons to support their learning. Also, they use them for homework. I have found that students have started to become quite dependent on technology. For example, if you ask them a question many just google it before answering. When they write assignments, I notice that they do not reference, or it is very surface level. The language teachers have also noticed that their students are heavily reliant on online dictionary translation tools rather than trying to think of answers themselves. Also, the use of technology has affected some of their handwriting and we have noticed that for exam-based assessments their writing is awful.

Now let's look at how it impacts the educational community!

I am concerned about the impact this may have on students' critical thinking and basic literacy skills. Now with AI I feel this will get even worse. If students do not have to think for themselves and it is too easy to access information, then they will not be prepared for the working world where they must solve problems and think on their feet. It also is an issue for teachers as we are under severe pressure to use digital learning technology but struggle with how to balance this with traditional means of learning.

Finally....

I realise that we need to prepare our students for a digital future and develop their digital literacy skills. However, I am concerned that this is at the expense of higher order thinking skills such as critical thinking and basic skills such as traditional literacy. How do we use technology without compromising on these skills and what impact will AI have and how can we address these.

Prompt questions for learning activities

- How have students engaged with technology and what do they use it for in class and at home
 - Tips Conduct searches of literature and reports on the impact of technology on learning, speak to students, parents and other teachers
- Why do students resort to using technology for everything, how can we adapt the learning environment to encourage critical thinking and basic literacy skills?
 - Tips What have you tried, what have other teachers tried, encourage students to have a voice in designing, what pedagogical approaches are available to support critical learning and inquiry.
- What can you do as a teacher to support a critical learning environment
 - What will be your role in the classroom, how will you interact with the students, how will you monitor their learning

Challenge #5: Time searching for digital resources and difficulty evaluating its quality

Script

Welcome to this video that describes a challenge digital leaders are facing regarding finding digital learning resources and evaluating its quality. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

I am really interested in using digital learning within my teaching. I see its potential in making learning more active and engaging and including perspectives beyond my classroom environment. Last year I decided to redesign one of my lessons, I was so enthusiastic, colleagues had spoken about the wide availability of digital resources online. I am not very technically competent so rather than creating my own I decided to use what might be available. However, I searched I found the entire process very overwhelming. I was excited when I found so many digital resources however as I started to critically look at each one, I was not sure if they would meet the needs of my lesson. The volume of these and time to search through them took a significant amount of time, far more than I usually spend planning a lesson. Eventually I picked one that I thought might be suitable, it was developed very professionally and aesthetically pleasing. was a video and a quiz. I showed it to the students however some (not all) students found it difficult to follow as they felt that the pace of the audio was too fast, the video was a little long, and students started to get uneasy. When they used the quiz, some students did not understand the language or wording used. Some of it was useful, they heard about an experience from a younger person in a different culture, they also enjoyed the competition as we used the leader board for the quiz. However, for the time spent planning, it only translated to 30 minutes of learning.

Now let's look at how it impacts the educational community! I recognise that we need to be providing our students with a variety of learning experiences, however the stress the planning and implementation caused me was overwhelming. Also, some students felt isolated as they struggled with the pace of the lesson.

Finally....

Despite my experience I am still interested in using digital learning in my teaching. I would love to make the entire process less stressful and overwhelming particularly when I am time poor.

Prompt questions for learning activities

- What ways can we support educators to find quality digital resources or produce their own in a timely manner? How can we get them to collaborate and share resources?
 - Tips Conduct a search of literature and reports on co design, collaborative learning, quality in digital learning, effective integration of digital learning, digital pedagogies. Speak to teachers and students about their experiences of the above.
- How can teachers save time when planning lessons using digital learning technology?
 - Tips What is the process or tasks they engage in to plan a lesson, what elements are taking the most time, why? What can be done to reduce this.
- What can you do as a leader to reduce the overwhelm and stress associated with digital planning
 - Whole school approaches, templates, resource sharing, what is the role of the teacher, how can you facilitate sharing

Challenge #6: Lack of trust in technology

Script

Welcome to this video that describes a challenge digital leaders are facing regarding lack of trust in technology. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

I have a lot of staff that are unsure about technologies place within education. We have several staff who feel that it brings a lot of negative experiences for our students. In staff meetings when we explore technology as a means for addressing issues, they discuss at length how students spend more time distracted by the technology itself rather than learning. They speak about how they don't trust students. PARTICULARLY regarding copying information directly from what they find on the internet. Another concern they have raised is the fact that technology is unreliable, and they cannot rely on it. Many feel that it doesn't work, it is difficult to use, or students have lots of different issues in the middle of class, so they abandon it.

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Now let's look at how it impacts the educational community!

Several staff feel that as students have so much screen time at home, they do not need it in class. Staff feel that students have lots of opportunities to be prepared for the digital world at home. However, if students are not taught how to use technology, students need a safe space to explore and discuss technology and consider opportunities for technology to enhance their lives, rather than using it for entertainment purposes.

Finally....

I understand that technology has negative and positive implications and we as educators need to be aware of such. However, the lack of trust and pessimistic attitudes regarding technology can create a larger divide between students and teachers as there is a lack of understanding of younger generations experiences.

Prompt questions for learning activities

- Empathise with educators and parents about their experiences with technology.
 - Tips Speak to parents, educators and students about their experiences with technology. Try to understand how younger people use technology- there are several reports on this. Compare this with how adults use and perceive technology.
- Why is there a distrust regarding technology?
 - Tips Research technology adoption behaviours, what are educators and parents' concerns, why do these concerns exist.
- What can you do as a leader to support educators and parents have a critical (rather than negative) technology mindset.
 - Consider research on literature regarding distrust technology adoption, critical technology adoption

Challenge #7: Supporting the inclusion of the whole educational community into digital learning.

Script

Welcome to this video that describes challenge digital leaders are facing regarding supporting the inclusion of the whole educational community. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

In our we have used digital learning for the past few years; however we wouldn't be considered a digital school. Most of the digital learning has been used by individual teachers, but not at a whole school level. I am really interested in supporting school wide integration of digital learning, and also exploring the use of digital technologies for homework and administration such as communicating with parents. I am a bit concerned about excluding anyone through this process!

Now let's look at how it impacts the educational community!

Everyone seemed eager when I mentioned it at a staff meeting a few weeks ago, but I know some people are a bit concerned, as they feel a little less confident than some others about using digital learning. We also work in a school that has a mixed demographic, with students from a variety of socio-economic contexts. I am also concerned about the parents, and if they have not only the skills and technology but also how they will feel about increasing digital learning and the use of digital technologies for communicating with them. Most of the students seem to thrive while using technology in class, but I am worried about home use.

Finally....

I am aware this will be a large task, it is complex, and there are lots of considerations, teachers' confidence, access, skills. All of this will take time; however, it is difficult to know where to start.

Prompt questions for learning activities

Explore models of inclusion and digital planning at a broad level

- Tips Research digital learning planning, universal design, design thinking,

- Map the various needs of each member of your educational community to ensure they are included and supported
 - Tips map the needs of educators, administration staff, support staff, parents, students, speak to these individuals and present a summary of your findings for discussion.
- Reflect on the role of each person in the digital inclusion plan, and how best you can support them.

Challenge #8: Adapting to rapid technological advancements.

Script

Welcome to this video that describes a challenge digital leaders are facing regarding adapting to rapid technological advancements. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

I am really interested in integrating technology into my teaching and school. However I find once I learn a new technology and start using it, the technology changes regularly, or new technologies emerge that I need to explore. I find it REALLY difficult to keep up with changes and have to re-learn everything quite regularly.

Now lets look at how it impacts the educational community!

The pace of change in technology, not only requires me to continuously be familiar and learn about updates, it requires students to adapt too. In some cases I am not notified about updates to technology. I only find out about these when I go into an application to use it in class. This can be VERY stressful for me, as it requires me to have to spend time with the students figuring out the new functionality which takes away from learning time. Furthermore, many of our parents struggle with digital skills and updates to technology cause anxiety and stress for them also. My principal is also under pressure to support teachers, students and parents through these changes, and many queries or issues are communicated to them to resolve

Finally....

I understand that technology is changing quite quickly, and we as educators need to keep up with change and support our students to deal with these. However, it is difficult to keep momentum in keeping up with these changes.

Prompt questions for learning activities

- Explore teachers experiences of dealing with changes in technology, how they work with students and support parents through this issue etc
 - Tips Speak to educators and educational leaders in your own school as well as other schools. Look at ways of sharing
- Make contact with technology providers to your school to find out at what pace their technology is changing, the supports they provided for such
- Reflect on how you can potentially collaborate with other schools, educators and technology providers to mitigate the negative impact of changes in technology and support staff, students and teachers.

Challenge #9: Teacher readiness for digital integration into education

Script

Welcome to this video that describes a challenge digital leaders are facing supporting teacher readiness regarding digital integration into education. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

For a number of years I have been trying to get teachers in our school to integrate technology into our teaching. There are a HUGE variety of mindsets and experiences amongst our staff.

- We have some teachers that very confident and avid users of technology
- Some have the attitude that they will try technology, but not use it consistently or integrate it with the learning fully.
- We have others that are curious about technology, but are nervous to use it as they don't have the skills.
- Some teachers are absolutely petrified of using technology, and feel that if they even touch it they will break it
- There are others that are REALLY resistant and negative about technology. They think that it is of no benefit to the learning environment.

Now lets look at how it impacts the educational community!

The inconsistent use of digital learning practices has a SIGNIFICANT impact on our school community. Some of our students are frustrated as in one class they are allowed to use technology and in others it is not permitted at all. They see huge potential and feel really engaged when technology is integrated fully into their lessons. Parents are equally frustrated by different practices, but do worry about excessive screen use. Teachers however have varying attitudes, some feel overwhelmed others embrace technology, the pressure to upskill and lack of support impacts their confidence levels.

Finally....

I know that everybody has different beliefs and attitudes towards technology but it is challenging to know how to support the readiness of those in school particularly where there are different mindsets, skills levels and experiences of technology.

Prompt questions for learning activities

Explore levels of technology integration and digital learning readiness

- Tips speak to other educators and schools about their practices, read the literature about educational technology integration, innovation readiness, digital readiness.
- Understand why there are different beliefs, attitudes about technology integration
 - Tips what are the broad contextual factors that might influence these? For example media publicity, individual experiences in using technology, individuals concept of what it means to be a teacher and how the role of technology might impact these
- Reflect on your role in supporting different levels of readiness, how can you leverage from people at different levels of readiness to support each other.

Challenge #10: Integrating technology into the curriculum

Script

Welcome to this video that describes a challenge digital leaders are facing regarding integrating technology into the curriculum. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

In recent years our curricula have been developed. This new design requires us to integrate digital learning technology into our teaching. We have been asked to align digital learning with educational goals, and instructional practices as well as ensuring students demonstrate digital competencies and skills within each subject area. Most of these changes require us as educators, to use technology in a student centred way. However, I am struggling to determine types of digital learning technologies and how to use them to satisfy these educational goals and instructional practices.

Now lets look at how it impacts the educational community!

This new development is exciting and will have a variety of impacts on all in the educational community. Students that use technology in their learning, often find it supports them and they enjoy having a more active role; however, there are some students that feel overwhelmed trying to learn how to use the technology and learn simultaneously. There is a similar impact on teachers, they will have to spend a lot of time restructuring and redesigning how they teach. They will have to select technology and plan how to integrate it in a pedagogically appropriate manner. This will be overwhelming and there will be significant learning required. Parents will also have different experiences, particularly if technology is required for homework, and they do not have access or digital skills. Where parents have the resources to support student learning they may see greater benefits.

Finally....

As society changes I completely understand the need to redesign and ensure that education meets the needs of our students to ensure they are active citizens. However juggling such a complex process and planning how best to adapt curricula to satisfy these needs can be difficult. Especially while I am continuing to teach.

Prompt questions for learning activities

- Explore curricular integration approaches to integrating technology into teaching
 - Tips look at competency based frameworks, curricular integration models and pedagogical models that support student centred learning .
- How does this align to current practices, what is different. Discuss with teachers how best to support the gap between current and future requirements.
- Reflect on the role of the teacher, student and educational leader in the new curriculum, how they interact with the technology and each other. What will be the learning outcomes, experience and practices that enable this.

Challenge #11: Infrastructure and technical support

Script

Welcome to this video that describes a challenge digital leaders are facing regarding Infrastructure and technical support. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

As we have started to use technology in the school more there has been an increased demand for technical skills and support. We have staff with a variety of technical skills, those that are experienced seem to be the contact point for all technical, and troubleshooting issues in the school. This is adding to their workload! Although, they are very obliging and help staff, the current status quo is not sustainable. Our infrastructure requires constant maintenance, particularly as security issues increase. There is a need to ensure cybersecurity measures such as firewalls, antivirus software, and data encryption are up to date to safeguard against cyber threats and unauthorized access to confidential information.

Now lets look at how it impacts the educational community!

This lack of technical support and dedicated technical expertise does not allow us to plan and ensure our digital learning infrastructure is reliable and secure. Those teachers that do support such, trouble shoot and solve issues as they arise but cannot plan for software upgrades, device replacement and maintenance of technology. Their workload is also increasing. The increasing number of technical problems results in teachers spending a lot of time having to figure out how to fix these issues during teaching time. This is impacting the student learning experience and frustration particularly for those students that have to sit exams. Parents are worried about their personal details such as payment information being disclosed- we had a breach last month and it has increased anxiety amongst parents with many calling to the school to determine if they were affected.

Finally....

We have limited resources in the school to allocate to technical support and investment in digital learning infrastructures'. There is a struggle on what to prioritise and how to resource such expertise in a budget constrained manner

Prompt questions for learning activities

- Explore models of technical support in other educational contexts, what are the requirements for technical skills and support for your school
 - Tips speak to schools, service providers and other educators. Speak to teachers currently troubleshooting and handling technical issues about the main problems they encounter and identify priority areas. Explore the potential of collaborating
- Why are these issues arising, is it due to outdated equipment, lack of skills, or emerging technical requirements and legislation (such as GDPR).
- Reflect on these issues, categorise them and for each reflect on the supports you can provide for each of these. For larger, more complex or more expensive items reflect on how you can collaborate with other schools, technology providers, districts, organisations to address such.

Challenge #12: Digital Citizenship and Online Safety

Script

Welcome to this video that describes a challenge digital leaders are facing regarding Digital citizenship and online safety. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

We are noticing as students start to use technology they are coming to school with more and more anxiety and issues. For example we have had an increase in

- bullying via technology
- students sharing information about themselves with strangers or publicly
- students that share information and their peers circulate it to a wider group
- students with extreme opinions that have been influenced by technology use
- And students being exposed to inappropriate content.

Now lets look at how it impacts the educational community!

Students are becoming more anxious as they get older and more exposed to negative experiences while engaging with technology. In addition, and the role of the educator and educational leader is becoming more complex as they support students through these issues. Parents are not aware of how to support their children as they have different digital experiences or are not familiar with technology.

Finally....

Technology is such a huge part of young people's lives these days. They have grown up in a digital age, providing many benefits such as access to information, social networks and minority voices.

However, it also has negative impacts through inappropriate use. Many legislative regulations have been implemented to address these over the past few years, and schools have a responsibility to uphold these and introduce policies and supports to support responsible technology use.

Furthermore, many students lack the necessary digital literacy skills to navigate the online world safely and responsibly, and many parents do not have the ability to support their children in developing these skills

Prompt questions for learning activities

- Research children digital experiences, how technology impacts them both positively and negatively.
 - Tips Search for policies, reports and literature, speak to children and parents about their digital experiences.
- Reason why these negative experiences arise, research how you can potentially mitigate these
 - Tips consider how you can work with children and parents, include their voices and empower them
- Reflect on the role of parents, teachers and students and how they can work together to support responsible use of technology inside and outside of school

Challenge #13: Lack of motivation to use technology regularly

Script

Welcome to this video that describes a challenge digital leaders are facing regarding the Lack of motivation to use technology regularly. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

I can see the benefit of digital learning and how it can support some students. However, I don't really see the point in using it. Students get a variety of learning experiences from different teachers and in mine it happens to be the more traditional type. I used quizzes once or twice and, I still use them every so often, but it doesn't really provide any huge difference to learning as a whole. It is just the same as putting test questions on the board and using a pen and paper, or an abacus!

Now lets look at how it impacts the educational community!

The students do complain when they come to my class that they are used to using digital learning for specific study tasks, but my attitude is that they need to learn different ways of doing things, even if they struggle. Otherwise they will never develop new skills. Parents also complain that some kids don't get homework written down or are slow taking down notes, and cannot catch up but they need to learn responsibility and to work more efficiently.

Finally....

I really don't see the point in us all jumping on this technology bandwagon, especially when things change so fast. Occasionally, it is ok to try to add a bit of novelty into the learning experience. But in another couple of years there will probably be another tool that will negate the need for digital technologies. There is nothing like the traditional way of doing things! If its not broken don't fix it.

Prompt questions for learning activities

- Research theories of innovation adoption, theories of change and motivations for such.
- Reason, pick a typical member of staff that has this attitude, why do they not want to change or use technology, what ways can you make them aware of the impact on their students learning needs, personal and professional interests and longer term education.
 - Tips consider how you can work such individuals to explore the paths of different students and how technology can benefit or inhibit them
- Reflect on the role you might take to encourage individuals such as these to consider the role of the teacher in a digital age, how their experiences differ from their students and how you can support this individual to explore different ways of changing their practice.

Challenge #14: Home access to digital learning technologies

Script

Welcome to this video that describes a challenge digital leaders are facing regarding the lack of motivation to use technology regularly for student collaboration, particularly for homework tasks. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

I have been using digital learning in my classroom teaching the past three years. I am so excited about what it brings to the learning experience. My students really enjoy the new pedagogical approaches we use, and love having more ownership of their learning.

I would love to use digital learning to support them to do their homework. I notice homework is really isolating and passive and students hate it. However with technology there is huge potential for it to be more student centered and active. For example, I would love to introduce a collaborative project where they students could use technology to work together during homework on project based learning. There are lot of other potential areas for using technology to support homework.

Now lets look at how it impacts the educational community!

I think adapting homework to be more student centered and collaborative would have HUGE benefits in supporting students to become more independent and develop skills in digital collaboration and communication. However there are a few concerns, some kids may not have access to technology, I am reluctant to ask as don't want to make any student feel inferior. Also I noticed there are some children that like to work alone or that may struggle socially. There are others that rely on someone in the class to do the technology based tasks and they prefer the more traditional tasks such as drawing or writing. I am conscious of the different dynamics and not isolating anyone.

Finally....

I wonder how we can leverage from technology without excluding anyone from homework tasks.

Prompt questions for learning activities

- Research – speak to the students about their experiences of using digital learning technology in the classroom and what this experience will be like for them at home, ask them to fill out an anonymous form about any needs they might have. Look at literature regarding student co-design and co-creation
- Reason, What are the practical issues that are arising from your research? How can you work with the children to develop a homework task that meets the needs of all students. Look at a phased approach to introducing this, and how you might evaluate the progress over time
- Reflect on the how you might support children and parents in this new homework initiative and how you will prepare and communicate this with them.

Challenge #15: Disparate digital skills of teachers

Script

Welcome to this video that describes a challenge digital leaders are facing regarding the disparate digital skills of teachers. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

As a school we decided two years ago to adopt digital learning. We have developed a digital learning strategy that aims to ensure no one is left behind in this process. One of the main concerns was supporting teachers digital skills development to enable them to use digital learning in their own practices. We have teachers with a variety of skills levels, some whose technology skills are limited to mobile phone use and others who are quite experienced and familiar with coding and robotics.

Now lets look at how it impacts the educational community!

We decided to use staff meetings and informal sessions to develop skills. However, two years on, many of the teachers who had basic skills have not advanced. In the meetings and informal sessions, we still keep revisiting the same problems and basic queries and supports. Some, not all of inexperienced teachers, call on the more experienced ones to fix their problems, but do not learn how to do it for themselves. As a result, in some cohorts there has been no advancement in digital skills, while others have progressed quite significantly. This has created a larger gap between staff and is leading to frustration. Students can be frustrated too their learning environment is completely different in some classes.

Finally....

I realise everyone has different levels of skills and confidence. However, we have tried to nurture those that did not have the basic skills. There seems to be a learned helplessness in some staff that is holding back the others.

Prompt questions for learning activities

- Researcher teacher agency and supporting independent approaches to using technology
 - Tips Search for reports and literature, speak to other educational leaders and educators, look at professional learning frameworks that support teacher agency
- Reason why do some staff wish to progress their skills and others do not, how can we balance support with autonomy
 - Tips consider how you can work with children and parents, include their voices and empower them
- Reflect on the supports currently provided, how to gradually reduce these to empower teachers and sustain practice.

Challenge #16: Time to prepare lessons using technology

Script

Welcome to this video that describes a challenge digital leaders are facing regarding the time to prepare lessons using technology. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

I really love the thought of using technology in my classroom to make lessons more interactive and student centered. I have tried different approaches for one or two classes last school year and found it really enjoyable. However the time it took me to prepare lessons was huge, deciding on what technology to use, how to integrate it into the lessons, identifying what skills and supports the students might need and predicting what might go wrong and preparing back ups in case the technology does not work takes so much time and effort.

Now lets look at how it impacts the educational community!

There is a huge stress on teachers while preparing technology and in the class trying to ensure everything runs smoothly. When technology does not work for some students others are left waiting while the teacher trouble shoots any issues, this takes up valuable lesson time. Also there are some students that work ahead and others that are a bit slower than everyone else. It is really difficult to manage these time issues during preparation and class time.

Finally....

The use of technology has its benefits however I am wondering if it is worth the time effort, and if all teachers experience these issues. How can we make the process of using technology less time consuming.

Prompt questions for learning activities

Research – Observe how much time it takes you to prepare lessons using technology, in class how much time is student spend learning or waiting. Speak to students about how potentially they could support each other and the teacher using technology.

- Reason, Speak to other teachers about their planning time related to technology use, what are they spending their time doing and are there opportunities to share practices?
- Reflect on what you have learned during the planning and use of technology, even if it seemed stressful. Is there any way of adapting your role and the students role to share responsibility

Challenge #17: Encouraging evidence-based approaches to digital learning

Script

Welcome to this video that describes a challenge digital leaders are facing regarding Encouraging evidence based approaches to digital learning. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

We have so many different digital learning practices in our school. I feel some teachers use digital learning on what is the latest technology trend, for example they might have heard of a new app. This has led to confusion for those that are not technically savy and lack of larger visibility of what digital learning is for. I would really like of we adopted evidence based practices. For example that before we use a piece of technology we look for the evidence of how it supports student learning, if there is none available then perhaps we pilot it and create our own evidence.

Now lets look at how it impacts the educational community!

Frequently changing practices or introducing the latest piece of technology into learning is great however it can often confuse teachers, parents and students unless there is a clear rationale for such. I think by having evidence based practices it will support all members of the educational community to have a voice in how technology is used and if it is effective or not.

Finally....

I don't want to dampen peoples enthusiasm, it is great to see people bringing new technologies and ideas into the school, However I want to balance this with more critical use of technology in the classroom.

Prompt questions for learning activities

- Research – evidence based practices to support technology in the classroom e.g. piloting, clusters, community of inquiry.
- Reason, is it realistic for staff to adopt evidence based approaches, how will it impact their practice. How can we share workload so it is not onerous.
- Reflect on the role of each member of the school community in supporting evidence based practices e.g. leader, other teachers, students and parents.

Challenge #18: Balancing the integration of technology with traditional teaching

Script

Welcome to this video that describes a challenge digital leaders are facing regarding Balancing the integration of technology with traditional teaching. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

I am really concerned about the tech-centric focus of digital learning. I do feel digital learning has its place particularly given the fact that it is so prevalent in our lives. But I am concerned that students already have too much screen time in their personal lives without bringing it into the classroom, and increasing the use of screens further. I am also concerned about the impact that technology has on more traditional skills such as writing, literacy, and computational thinking or numeracy. If we use technology all of the time students do not get a chance to practice these skills that are so important.

Now lets look at how it impacts the educational community!

I feel that over use or the lack of critical use of technology impacts students higher order thinking skills such as critical thinking and problem solving. It can also impact basic literacy skills as reading and writing on electronic devices is very different to traditional models. New curricula have highlighted that digital literacy and digital skills are important but also have emphasised the importance of critical thinking, problem solving and computational thinking. I am overwhelmed by the use of technology and struggle to determine how to balance digital skills and literacies with traditional and higher order skills.

Finally....

How can we integrate technology into learning in a way that supports students to develop contemporary skills without compromising these more traditional skills.

Prompt questions for learning activities

- Research – Read reports on the skills needed in a digital society, what skills and literacies are important. Consider competency frameworks such as digicomp.
- Reason, Map contemporary skills to current curricular models and learning outcomes. Are there overlapping areas are there gaps?
- Reflect on learning outcomes that might be more suitable for digital learning use, how you can adapt specific teaching approaches to ensure these skills and learning outcomes are effectively met in existing curriculum.

Challenge #19: Using technology to replicate existing practices

Script

Welcome to this video that describes a challenge digital leaders are facing regarding how educators use technology to replicate existing practices in class. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

I have been chatting to colleagues and students in my organization about how technology is used in classrooms. It seems that many use it in the same way, and to replicate existing practices in school. For example, most teachers use quizzes each week to test the students learning or show videos in class about a particular topic. It seems like this is just replacing weekly tests that could be done face to face or a topic a teacher could deliver over a powerpoint presentation or oral delivery. I suppose it can add value in that videos can bring in different voices, and quizzes can allow students to participate anonymously but I think there are so many more opportunities for technology we are not even exploring

Now lets look at how it impacts the educational community!

Teachers are very comfortable with using the technology in a familiar way, it gives them time to do other things in class, Quizzes automatically grade so it can make their teaching more efficient. However students seem to find it quite repetitive having quizzes every day or being shown videos and often tune out. Some teachers do use captioning for the videos which helps some of our students that have difficulty with language. However some of the videos are of such a fast pace that students find it difficult to keep up.

Finally....

It is great that we have so many teachers in our institute using technology however I feel it is time to progress our use of technology to adapt our teaching and include our students more, however I am struggling to encourage this without sounding too critical of existing practices.

Prompt questions for learning activities

- Research – Read about the levels of technology integration in education and models of encouraging innovation and change to practice in the teaching profession. Identify ways that students can co create learning environments and support teachers to apt practice
- Reason, Speak to teachers and students to their ideas about how they would like to see technology used in their learning and teaching and how students can be more involved
- Reflect on the supports you might need to provide to enable this idealised view of teaching, taking consideration of the research you conducted in the earlier steps

Challenge #20: Negative experience with technology and reverting back to traditional approaches

Script

Welcome to this video that describes a challenge digital leaders are facing regarding Negative experience with technology and reverting back to traditional approaches. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

I have just had the worst experience of using digital learning technology in a class. I have been using digital learning on and off for the past few months. Mainly trying it out to see how it impacts my students learning. I had been getting a bit more confident however after todays experience I am never using it in my teaching again. I decided to get the students create a glossary of words they were unfamiliar with and their peers had to explain it in simple language. First of all it took 15 minutes to explain what a glossary was and how to work the software. Then there was chaos, some students could not log into the app, others posted but these were deleted by accident by another group. Then we had other students that decided to post inappropriate content and words, or respond inappropriately to other students.

Now lets look at how it impacts the educational community!

I was honestly so stressed trying to manage so much tasks at the same time, it took so much time to set up. Also I felt sorry for the students who struggled and those who put work into doing the task. Those that did not act appropriately impacted on others learning and as a result we will no longer be using technology – this may have a negative impact on the learning environment.

Finally....

This was a terrible experience and I feel like giving up... how have others recovered from such negative experiences with technology

Prompt questions for learning activities

- Research – read about classroom management and technology integration. Speak to students and other teachers about negative experiences and how it impacted them.
- Reason, Why do students have different skills levels and attitudes to technology use in the classroom. How can we manage the expectations of students and teachers in the use of technology in education
- Reflect what role do teachers and students play in the digital learning classroom? How can we advocate for more responsible use and shared responsibility for technology use?

Challenge #21: Students personal use of technology impacting school life

Script

Welcome to this video that describes a challenge digital leaders are facing regarding students personal use of technology impacting school life. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

We find that in our school many students have access to phones, tablets and gaming equipment at home. It is having a significant impact on our school community in so many ways. Students seem to be coming into school extremely tired and falling asleep during lessons, we know from overhearing conversations or during discussions during class that they are using technology into the late hours of the night. Often they use inappropriate language that and again it seems that this is coming from the technology they use or content they watch online. We have also had several instances of bullying where student have left others out of online communities they have created or intimidated students.

Now let's look at how it impacts the educational community!

I can see that when the students come in tired they do not engage in classes it also affects them socially as they do not seem to be as chatty with their friends and seem a bit withdrawn. Also we have some children that do not use technology and might not be as familiar with specific language and terminology, we often have parents coming in complaining about words their students have mentioned at home that they learned from their peers in school. The issue of bullying also takes up a lot of teaches time, trying to resolve this is difficult particularly for the students, sometimes students do not attend school while are resolution is being sought and it impacts their learning significantly

Finally....

As teachers more of the learning time with students is being impacted by external issues, technology is having huge contribution to this. We have tried running digital wellbeing events with parents as well as sending communications home about excessive screen use in the evenings, however, this does not seem to make a difference.

Prompt questions for learning activities

- Research – read about childrens digital lives and experiences, speak to students about their technology use, how they feel about it and how they feel it impacts their learning. Speak to parents about their perspectives on their child's technology use.
- Reason, What practical steps can be taken to mitigate on the external use of technology on student learning. How can we support children to self regulate their technology use
- Reflect what role do parents, teachers and students need to play in supporting children to enable these practical steps to be implemented? What are the potential challenges each person might face and how can we mitigate against these

Challenge #22: Teacher wellbeing and digital technology use

Script

Welcome to this video that describes a challenge digital leaders are facing regarding teacher wellbeing and digital technology use. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

We are a digital school and use technology to communicate with parents and our students. However, I find myself working longer hours each year. Often emails or messages come in from parents, students and departments late in the evening, some of the issues that I am contacted about can be sensitive and I feel under pressure to respond as soon as possible. Other times when students sent messages these can lack professional etiquette, some of which are rude and others upsetting, it is difficult for me to distance myself from them

Now lets look at how it impacts the educational community!

I feel like I have very little personal time and sometimes get overwhelmed by the amount of messages coming from different sources. I find it difficult to switch off. However some parents and student are genuine and need support so I am reluctant not to check my messages.

Finally....

My role is becoming more complex and that requires me to support students, parents and other staff not only in terms of their own wellbeing but their ability to communicate in a professional and courteous manner. However I am concerned about my own wellbeing.

Prompt questions for learning activities

- Research – read about teacher wellbeing, speak to other teachers about their experiences and what measures they have put in place
- Reason, What boundaries can you put in place to support appropriate use of digital technology in your school, particularly with regard to communication.
- Reflect on how you can ensure that these boundaries are implemented and how you will address instances where these boundaries may be breached.

Challenge #23: Privacy in online environments

Script

Welcome to this video that describes a challenge digital leaders are facing regarding Privacy in online environments. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

I realise technology is a big part of all of our lives today and we should be supporting our students to use it in a safe way. However I am really worried about protecting our children in a digital environment – if we introduce technology are we encouraging them to use it and be more vulnerable?

Now lets look at how it impacts the educational community!

Encouraging technology can impact students in a variety of ways, they are more exposed to external dangers such as strangers, grooming and bullying. Also some students post personal information quite freely without thinking of how it might impact them now and in the future. Teachers are also vulnerable, students and parents can pry into their personal lives using technology. Sometimes they are subject to open discussions about their practices on community forums

Finally....

I do understand that we cannot ignore technology but I am concerned about protecting the welfare of our students and teachers. How can we balance digital technology use and wellbeing.

Prompt questions for learning activities

- Research – read about digital wellbeing, speak to parents, students and teachers about how technology has impacted their wellbeing in different ways
- Reason, What strategies can be used to mitigate against the negative impact of technology in schools.
- Reflect on the role of the school in supporting these strategies and how they can be integrated into teaching and the classroom without adding to workload and complexity

Challenge #24: Encouraging experimentation with digital learning technologies

Script

Welcome to this video that describes a challenge digital leaders are facing regarding encouraging experimentation with digital learning technologies. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Let's start with the challenge!

We are using digital learning technology in our school, and we have a great level of enthusiasm amongst some staff. However many are using technology in a safe way, they are very cautious and use it quite conventionally. I would love staff to experiment with using digital learning in different ways, to use technology to support different ways of student learning and teaching. It would be great if they took more risks with technology to enable us to move forward with our digital plan.

Now lets look at how it impacts the educational community!

I know some teachers will be uncomfortable taking risks and experimenting. Many of them are used to being in control of their classrooms and letting go of this may be difficult. It will probably require them to learn with their students. The students will also have to be understanding and patient with the teacher as they try new ways of teaching they will have to give feedback and discuss how it is impacting them

Finally....

I do understand this approach to experimenting is a departure from the 'norm' but I do feel it will provide us with opportunities to provide more inclusive approaches to learning that are contemporary and meet the needs of students.

Prompt questions for learning activities

- Research – ways to support practitioner based inquiry, experimentation and risk taking in education. For example communities of inquiry, democratisation of learning
- Reason, Is risk taking or experimentation a continuum, is there different levels of risk (e.g. high and low). Are there different people in your staff at different stages of the continuum. How can we support them taking the first step
- Reflect on the role of each member of the school community in supporting experimentation and risk taking e.g. leader, other teachers, students and parents.

Challenge #25: Encouraging human centred approaches to digital learning

Script

Welcome to this video that describes a challenge digital leaders are facing regarding encouraging human centred approaches to digital learning. The video will describe the context of the challenge, how it impacts the educational community and how various people feel about the challenge.

Lets start with the challenge!

There is a big push for us to use digital learning technologies in our classrooms, from a policy and curricular perspective. However I feel that digital learning technologies isolate people, I don't want to walk into a classroom and not hear the chatter of students. I feel that it will just encourage students to sit in front of a screen and interact with a computer. Learning is supposed to be social, won't technology impact this?

Now lets look at how it impacts the educational community!

If we encourage students to just use technology for learning, it might lead to them being very self centred, and a lack of school community and engagement. Teachers also love to interact with students however they might feel digital technology is replacing them and they may become more like a technical support person than an actual teacher.

Finally....

To date technology has often been used in ways that promote isolation and replace of human interaction. How can we support human centred technology use in our classroom and preserve or enhance the human relationship

Prompt questions for learning activities

- Research – relational pedagogy, Frieres, pedagogy of the oppressed, how to support relational learning in digital contexts.
- Reason, how can technology enable more social approaches to learning, how can we balance students individual learning needs with community/collaborative based learning.
- Reflect on the role of the teacher and the student in this human centred digital learning environment. How will they need to be supported in the transition to this learning environment.



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