

Changing Learning Environments – What's going on?

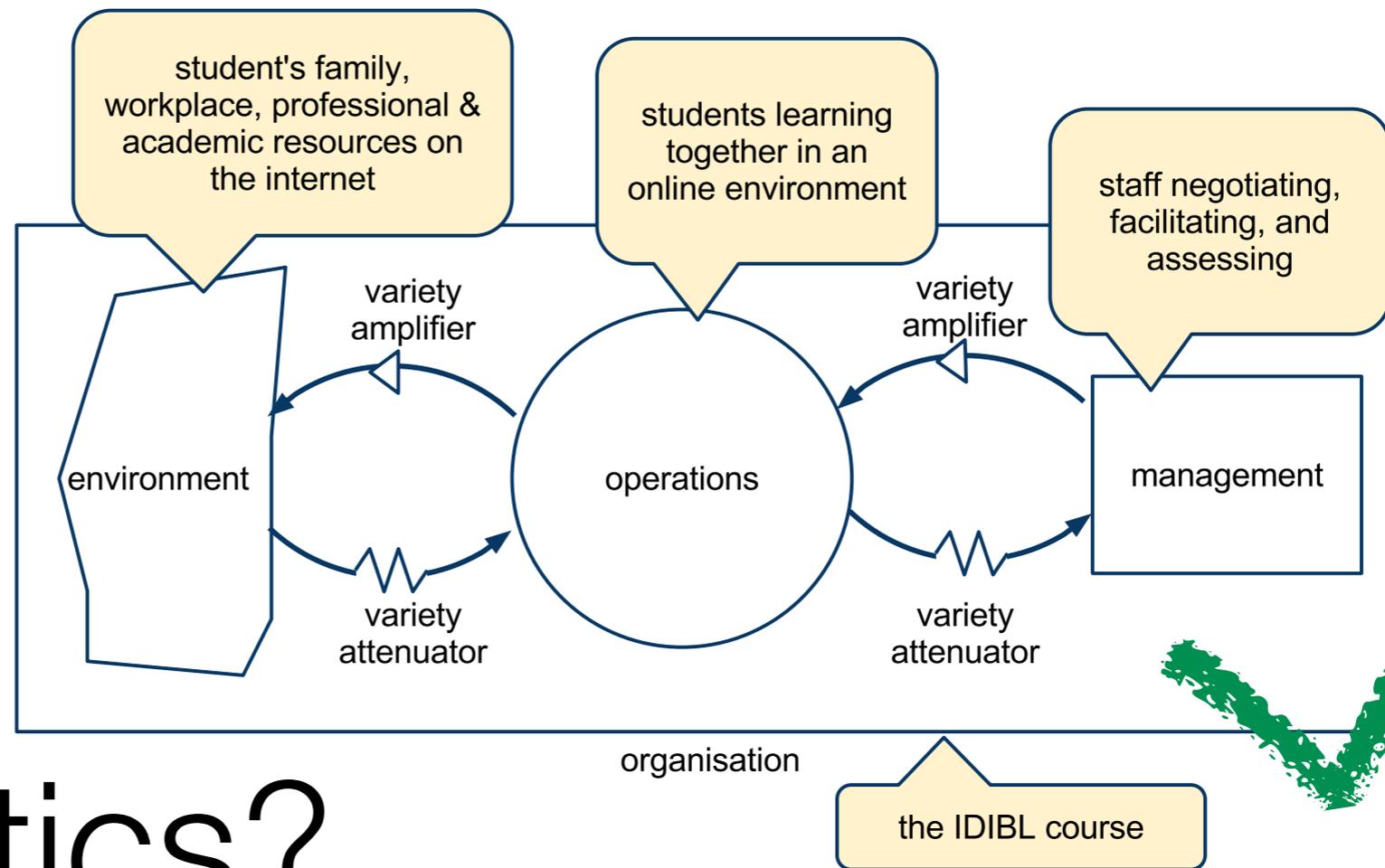
University of Bradford
Wednesday 4th May 2011

Change Management & Learning Environments

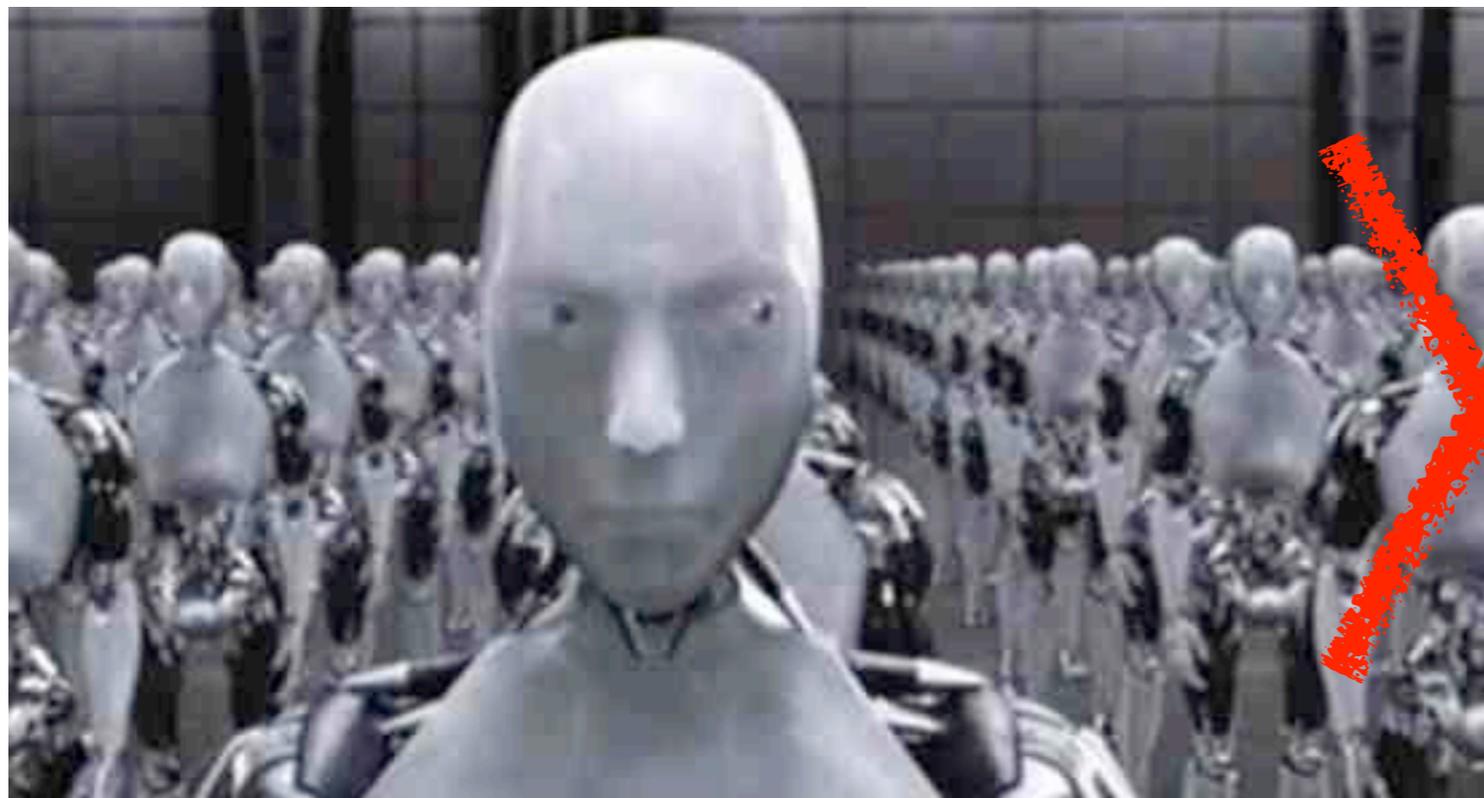
Richard Millwood
Institute for Educational
Cybernetics

University
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Cybernetics?



Background

- 2009 Bolton reviewed VLE and decided on Moodle after WebCT
- 2010 staff audited for 'eSkills' and programme of staff development planned and executed
- 2010 Institute for Educational Cybernetics invited to bid for JISC/SEDA 'Embedding Work-with-IT'

Work-with-IT

University of Strathclyde, Jisc & SEDA

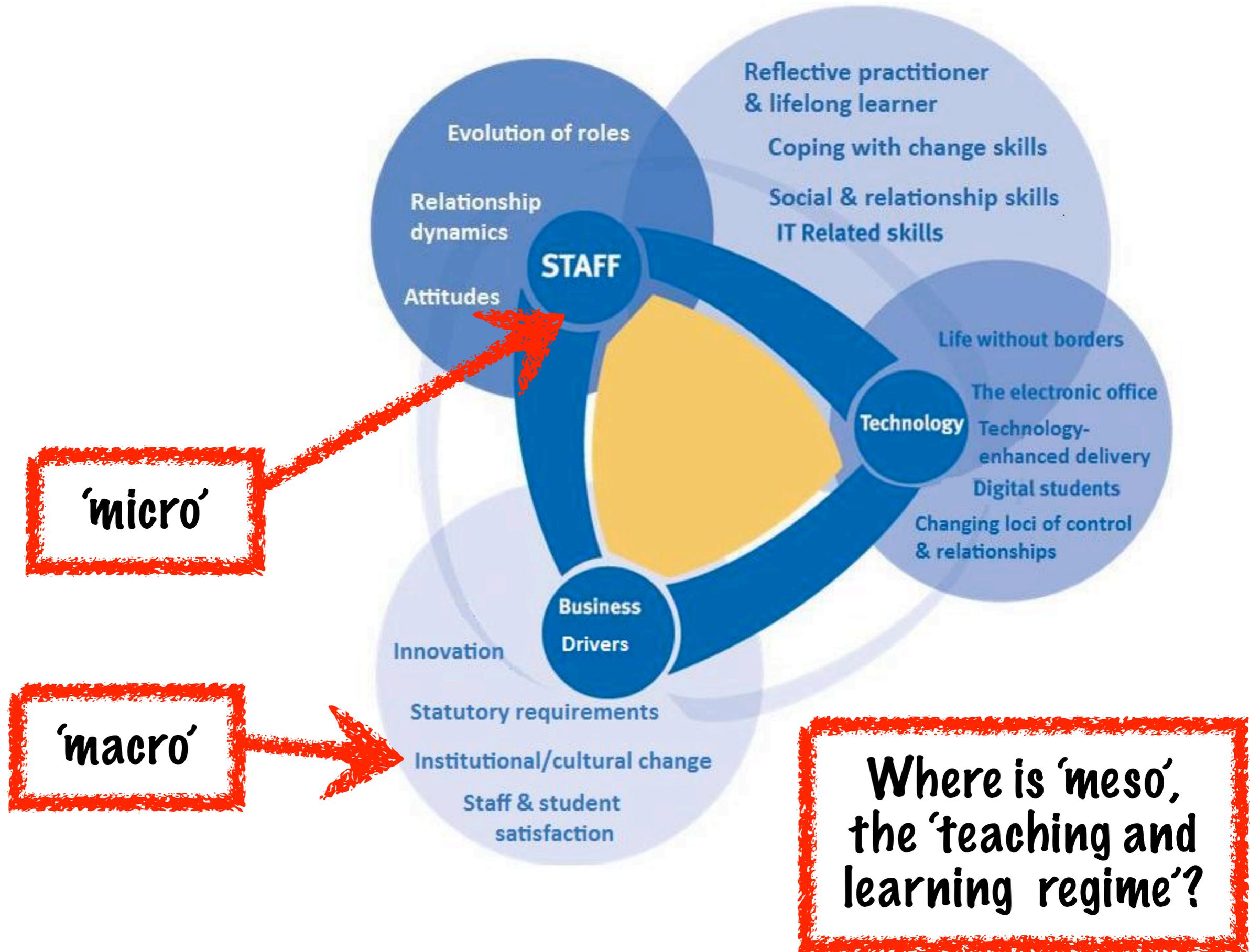
“**How to support staff** in changing roles and relationships, in managing expectations and in change itself **must be addressed.**”

ewds.strath.ac.uk/work-with-it/

Work-with-IT



Work-with-IT



“Social processes at the departmental or subdepartmental, workgroup, level are particularly significant because it is here that students and lecturers engage together in teaching and learning practices”

Trowler (2005)

Embedding Work-with-IT

University of Bolton was already addressing these Work-with-IT questions:

- Is your institution very open about proposed technological driven change?
- Is there an attempt to dispersing any negative associations with technology and change for change's sake?

Dispersing any negative associations:

We ACCEPT that we are all different & VLE training is NOT preaching a one size fits all approach

We are NOT saying that there is a right and wrong way to teach any given subject

We DO need to have a range of different training methods to cater for a variety of Teaching Styles

We are NOT saying staff must teach in any one particular way

We ARE promoting the fact that using Moodle can make your current working practices more efficient

In the staff bulletin:



Want to get started in Moodle but find it all a bit daunting?

Start simple, use Moodle as a replacement for your public directory, to just store your resources & use Moodle as a pointer to others' useful web-based resources. Contact the elearning team for advice on how to use Moodle with your current teaching practices.

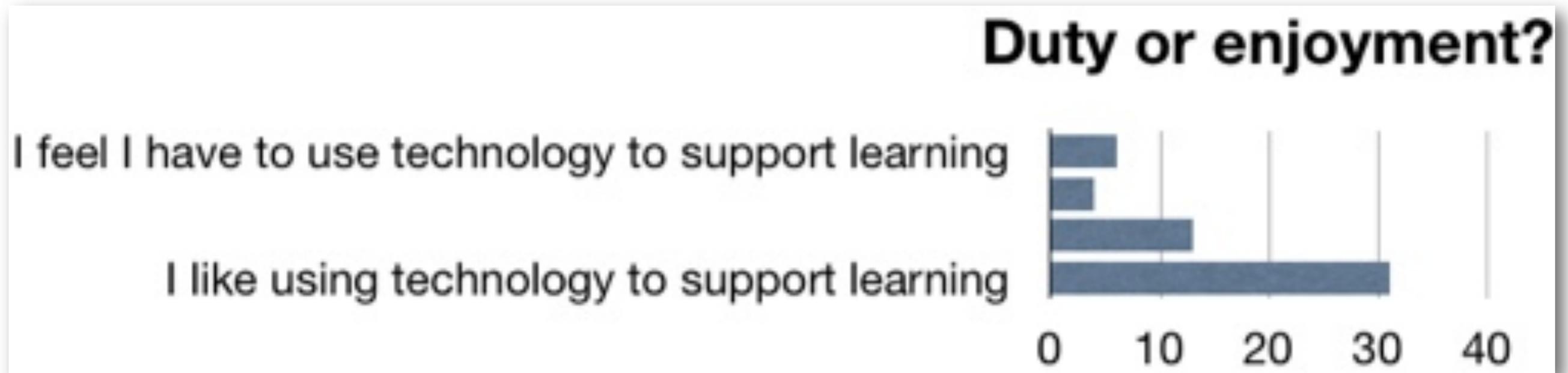
Session titles:

'Moodle Madness' & 'Moodle Magic'.

‘push from the **bottom up’ rather than ‘leading from the front’**

- Demonstrating improved efficiency to staff’s current way of working;
- Showing how to link to relevant course material on third party websites;
- Posting tips of the week to keep the VLE information trickling through;
- Offering a range of approaches to match diverse learning styles, including themed training, subject-specific one-to-one training, drop-in Moodle surgery sessions and the production of video walk-throughs & pictorial walk-throughs;
- Frequent & lengthy opportunities to play & explore, balanced with demonstrations.

Discovering 'affective' issues:



Efficient or time-wasting?

I think technology makes me more effective and efficient



I think technology wastes my time and students' time

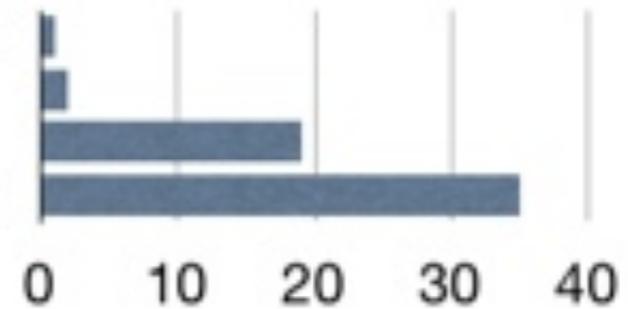


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Dumbing down or smartening up?

Using computers makes me feel stupid and frustrated

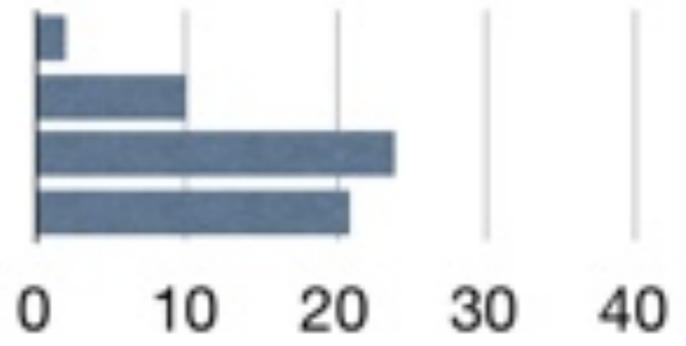
I feel I can achieve more when I can use a computer in my work



Visitor or resident?

I feel I am a visitor to the world of technology enhanced learning

I feel I am a resident in the world of technology enhanced learning



... and mature responses:

One participant saw through the affective survey questions with this comment:

"I feel that questions 17 to 20 especially, aren't designed to elicit information so much as serve as a consciousness-raising exercise and also accomplish the 'pedagogical' aim of making 'me' reflect on it technology at work. 17 to 20 set up fatuous oppositions that simplify and suit the researcher's need for answers, and not the search for authentic and reflective information."

Findings

**staff are more confident with
technology enhanced learning
than anticipated**

**staff are willing to
attend sessions
outside of term time**

**the University could be identified as a
'learning organisation'**

GREAT IDEAS ALTER THE
POWER BALANCE IN RELATIONSHIPS.
THAT'S WHY GREAT IDEAS ARE
INITIALLY RESISTED.



@hgh

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- Starting in September and January, with anticipated completion in 15 months.



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