

# **Cultivating The Future Now**

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## **Change Management**

### **Positive Attitudes and Dispositions**

- Innovators

We have about 5 or 6 staff who are true innovators.

## **Change Management**

### **Positive Attitudes and Dispositions**

- Innovators
- Adopters

We have about 15 to 20 who are shaping the ideas that they see around them.

## **Structural Barriers To Change**

- Innovators
- Adopters
- Want to adopt but are pressed for time

This is most of our staff. How do we create the time?

## **Structural Barriers To Change**

- Innovators
- Adopters
- Want to adopt but are pressed for time
- Cannot see the purpose

## **Psychological Barriers**

- Fear of change
- Fear of inadequate practise
- A lack of knowledge that is empowering
- Fear that the things we value and are good at (oral and written skills) will be lost (i.e. losing our roadmap).

## **Psychological Barriers**

### **Fear of change**

- New language
- New contexts for curriculum
- Students who think in a digital way

## **Psychological Barriers**

### **Fear of inadequate practise**

How will I manage all the new technologies within my day; and within each period of the day?

## **Structural Change**

### **Some Structural Solutions We Have Created To Assist The Change Management Process**

- Create the time
- G4 drop in centre
- Help files: Electronic and paper
- PD tutors
- Show and tell
- Access to experts
- Tech Angels

## **Cultural Change**

### **New Partnerships Required**

There must be new partnerships of expertise and experience.

## **Cultural Change**

## New Partnerships Required

- Teachers are becoming collaborative partners with students

### Teacher Overheard:

I have taught Catherine [her tech angel] for 5 years I am sure I did not inspire her as much as she has just inspired and enabled me.

## Tech Angels Are Transformative

At Wellington Girls' College we are building a true learning community.

We have to reconsider how learning is best developed in collaboration with our students.

The notion of students genuinely leading learning and having that contribution recognised is changing teacher attitudes and beliefs about true education.

[Whisper - The Student Voice  
Collaboration In Learning](#)

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[Sarah Lawrence - Before  
Sarah Lawrence - After](#)

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[Innovators Together  
What is Different One Year On?](#)

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[Megan Kennedy](#)

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[256 Shades of Grey  
Nahmey  
Media Studies](#)

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[The Student Voice](#)

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[Head for the Stars](#)