

Change Scenario

- Is the case for change being made in response to strengths and opportunities or a reaction to weakness and threats?
- Would your senior management support this case for change? Why?
- Would your students support this case for change? Why?
- Can you identify who will be directly and indirectly affected by the changes?
- Can you Identify what the impact of this vision will be on learning, teaching, students, lecturers, organizational structure, institutional reputation etc. ?

The adapting of technology into our immediate school culture was embraced as early as 2014. Teachers were encouraged to use online platforms to impart lessons to their students. The use of technology in the classroom to us did not mean wholly and solely to use a projector and substitute a whiteboard with a power point presentation. It meant using interactive material to engage your students, capture their attention, let them interact and produce a final product as well while using their devices. Senior management does embrace and support change. One of the big achievements of working online that senior management has embraced in collaborative teaching. Where three teachers can teach the same group of students, yet monitor the students on an individual basis (this is quite innovative and remarkable). When we initially started the students were reluctant because many of them did not have a device. As we made a part of the school's MO more students started to bring devices, parents were fully on board and it became almost commonplace to have either a tablet or a laptop on campus and actively using it in class. The students who were marginalized were most affected. What changed for the marginalized students though, was when the school bought the devices and provided the students with one and collected through the school fees. This placed all students on a level playing field. The impact when we emerged as a school in the pilot program for BTL Digi Learn program. Teachers who were not fully on board had to be retooled and trained for using online platforms. The students were then taught by the teachers. In reference to the hierarchy the ICT personnel dealt with ensuring that workshops and adequate training was afforded to teachers who were having difficulties. The admin team provided the learning and enabling environment and the technical expertise to ensure that whatever transition was going to take place the teacher were aware, trained and repurposed.