

Title of Session: Faculty Resistance to Online Learning

Moderator: Roger Goodson

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Room: Faculty Resistance to Online Learning Group

RogerMG: Time for intros: I am a professor of business and management at Notre Dame de Namur University in Belmont, CA. Primary interests are in organizational learning and knowledge management.

TiffanyMS: I am a chemistry teacher in SD CA.

JeffK: I teach middle school mathematics in Murrieta, CA. I am working on my masters degree in education from CSUSM. I am taking my third online course. I am looking to revamp my curriculum with more technology

DavidWe: I'm David Weksler. I'm one of the Help Desk volunteers for Tapped In and I lead a discussion about math education and technology. I'm in Bucks County, PA, north of Philadelphia right now

CarolAG: I am a Behavior Interventionist at a Middle School

MargueriGG: I am the Computer Lab teacher and Technology Coordinator at St. Martinville Junior High, St. Martinville Louisiana

CarolAG: I'm from Breaux Bridge, La

DawnShe: I teach alternative ed- at risk high schoolers San Juan Capistrano> I'm in the CSUSM technology class

TiffanyMS: I hope your areas of La are doing well!!!

CarolAG: New Orleans is still rebuilding and so is Lake Charles

MargueriGG: Carol and I are right in the middle of New Orleans and Lake Charles

TiffanyMS: Oh my...

CarolAG: Cajun Country

TiffanyMS: If you need anything at all...just ask and I will do my best to provide.

MargueriGG: Well we are from Louisiana....LOL

CarolAG: thanks Tiffany...very sweet of you

CarolAG: I'm new to this. Ms. Barquet is my online teacher and I had to choose a class to attend so I chose this one....

CarolAG: How do I let her know I attended this session?

CarolAG: Will I get a transcript?

TiffanyMS: I am not so sure it is a class in so much as a discussion.

CarolAG: well discussion

BJ: your transcript will be emailed to you shortly after you log out, Carol

CarolAG: Thanks

MargueriGG: Thanks

TiffanyMS: Transcripts will be e-mailed automatically.

CarolAG: smiles

BJ turns the virtual floor over to Roger

RogerMG: OK. Everyone ready to 'deal with resistance?'

DawnShe: yes

TiffanyMS: Yes

JeffK: Let's go!

CarolAG: I deal with it everyday

MargueriGG: Carol and I work in the same school,,,,,,I can vouch for that

RogerMG: I find that after a while, after having confronted multiple incidents of resistance, that I begin to wear down . . .or, I begin to 'simmer'.

TiffanyMS: What are the big stumbling blocks? What types of technology are needed to move forward with online courses?

RogerMG: that is, I begin to get angry . . .but without much of a target.

MargueriGG: Yes, I do to, especially trying to get my teacher IN TECH trained!

CarolAG: how do you deal with it Roger?

RogerMG: Good question Carol!

CarolAG: how do you get teachers on your staff to cooperate and use technology?

TiffanyMS: If we have a good plan with detailed steps perhaps it will be easier. Maybe I am being naive?.

MargueriGG: We still have teachers that cannot turn a computer on!!!

TiffanyMS: I think it might not matter if all staff members are involved at first.

DavidWe hopes they can turn the room lights on

RogerMG: It is a dilemma . . .if I sit with the anger, or let it simmer, after a while I am likely to become somewhat apathetic.

TiffanyMS: Just being allowed to forge forward as a small supportive group would be a good start.

JeffK: I find that many teachers are scared of the unknown...

DavidWe: Most PEOPLE are scared of the unknown

JeffK: and are willing to fight it hoping it will go away

DawnShe: Anger?

CarolAG: so true Jeff

MargueriGG: True, but they have to start somewhere

RogerMG: Well, there is another emotion . . .anxiety = fear of the unknown.

DawnShe: You all really sounding negative I'm not sure how that helps anything

MargueriGG: I get anxiety just driving into the school parking lot in the morning.....LOL

DavidWe: I've been teaching teachers about technology for 15 years, now

CarolAG: How did you get the ones who didn't care to learn about technology to cooperate?

TiffanyMS: I think one to one training is the best way to spread the motivation to learn and use technology.

JeffK: I think that we need to be willing to take baby steps..

RogerMG: Well . . . that's what I would like to focus on tonight. Emotions that 'we' have when we have to deal with resistance in others.

TiffanyMS: In-service reviews and introductions never get applied.

JeffK: Not to try to revamp your whole system in one year.

CarolAG: no they don't

MargueriGG: You are so right Tiffany

DavidWe . o O (Sustained (over several years) Professional Development)

DavidWe . o O (with administrative support in addition to technology support)

MargueriGG: Maybe if the district would include a "use of technology" section in the observation forms.

DawnShe: I don't encounter resistance at all

RogerMG: ?

CarolAG: I agree with Marg

DawnShe: Well I think everyone wants to implement technology in the classroom

TiffanyMS: I totally think that teachers should be held accountable to the NETS.

DawnShe: They just don't really know what will really work

MargueriGG: Yes!!!!

RogerMG: One of the eventual results of these emotional features of dealing with resistance is 'burnout.' How is it avoided?

MargueriGG: accountability!!! yes

TiffanyMS: I had burnout after I helped to create our site technology plan.

MargueriGG: But using technology can actually make things easier for the teacher!!! It's for the kids!

TiffanyMS: Then I no longer wanted to work on the technology committee.

MargueriGG: Oh yes, Tiffany I was on the committee for that too!

CarolAG: I got burnt out working on the school improvement plan

TiffanyMS: Things are hard to get moving when you try to move the whole school at once (sometimes).

RogerMG: Uh-huh

TiffanyMS: So, I decided to go it alone for awhile.

DawnShe: Yes Tiffany I agree.

DawnShe: Lead by example

TiffanyMS: By alone, I mean that I tutor teachers one to one.

DawnShe: there you go!

TiffanyMS: and I lead by example...exactly.

JeffK: Resistant teachers need to see how successful others are with technology before they will change

DawnShe: I have found you can't "make" a teacher interested in anything

MargueriGG: True

TiffanyMS: This avoids, or gets me out of the burnout place.

CarolAG: I agree

TiffanyMS: Teachers who are really interested in taking these baby steps motivate me to keep tutoring.

RogerMG: Tiffany, a bit more on that please . . .

MargueriGG: I always hear, "you make it look so easy"then I give the teachers a step by step tutorial on whatever it is I am presenting.

TiffanyMS: I just keep offering my help to those that need it.

DawnShe: there is sooo much out there in terms of resources- =it is really overwhelming. I think most people slowly figure out what works for them, whether it's technology-free or technology -full it's still learning.

MargueriGG: That's all you can do

BJ: May I have your attention, please?

CarolAG: Still you have those who fight the cause

TiffanyMS: I offer before school, after school, and prep period (mine) training. I will go to the teacher's offices or they can come to mine.

DawnShe: yes BJ

TiffanyMS: yes

CarolAG: yes

MargueriGG: yes

BJ: you all have some wonderful input. I'd also like to hear what comments Roger has on the topic, please

DawnShe claps

CarolAG: claps

MargueriGG: Claps!!!

BJ hopes Roger didn't burn out

RogerMG: OK . . .back to these emotions and in particular . . .'avoiding' burnout. Largely, burnout results from 'tedium'.

RogerMG: When dealing with resistance, we sometimes find ourselves 'selling' the same thing over and over, or trying the same things over and over. Which again, results in tedium eventually.

RogerMG: My earlier comments had to do with emotions that precede that state . . . anger, guilt, etc. and eventually, apathy. So, what I wanted to do here tonight was

RogerMG: to focus on how to 'stay' healthy in such an environment.

DavidWe: technology leaders need reinforcement, professional development, interaction with colleagues, too

RogerMG: That helps David . . .but some of us may be somewhat 'isolated' from colleagues in the tech field.

MargueriGG: you mean in terms of technology meetings, faculty meetings....?

DavidWe . o O (conferences, online meetings, whatever it takes...)

MargueriGG: oh ok

CarolAG: ah ha

TiffanyMS: It is true if you stand before large groups who never apply your suggestions or training because they are unsure of how to tailor the technology to their specific needs. I stay healthy by focusing on one person at a time. When I think change is required I go about it in a grass roots kind of way.

DawnShe: Focus on the successes not the "perceived" failures

TiffanyMS: Getting more and more people on board one at a time.

RogerMG: That's a good way of coping Tiffany . . .do others have suggestions.

CarolAG: we tried that at our school and it wasn't successful

TiffanyMS: If I am modeling not only the technology but the teaching of technology as well, I hope that others will do the same.

JeffK: If you turn the minority into a majority, it puts pressure on everyone to get on board. Hopefully relieving the burn out.

DawnShe: yes that's it lead by example

DavidWe: It's going to fail a bunch of times, Carol...trick is...try again with more (and different) "ammunition"

TiffanyMS: What sort of different ammunition?

RogerMG: OK . . .but in the midst of all of this, as David suggests, we have to take care of ourselves. Right?

CarolAG: right

TiffanyMS: Yes

RogerMG: So, having colleagues around is great, and successes (individual or other) are great. Other suggestions?

MargueriGG: I go back to Accountability on that one

DawnShe: honestly-- if we allow ourselves to become negative it just turns into a pity party-- lots of complaining and that brings everybody down. You have to make things fun and appealing and keep it light

TiffanyMS: When I need more knowledge and training I no longer rely on the large groups. I find people who know, or are willing to learn with me, and we work in small teams or partners.

DavidWe: How will using technology MAKE SOMEONE'S JOB EASIER?

RogerMG: please explain 'accountability' . . . I think I understand but am not sure.

TiffanyMS: You have to solve your problems by finding people who support you. Do not let those who do not support your efforts get you down.

MargueriGG: We have "old die-hards" that will not pick up a mouse unless you tell them its part of their job description

DavidWe . o O (Administrative support may translate into "part of their job description")

CarolAG: lol Marg

DavidWe: There are some people who won't be moved

TiffanyMS: I agree with David. If Roger says that we are selling technology, then we have to let people know how it will benefit them.

CarolAG: I agree

MargueriGG: Administration tells me that it is My Job

DavidWe: But you NEED Administration to back you up

RogerMG: So, how do we 'get our goodies' if we overfocus on others?

MargueriGG: Oh I agree, but my administrator cannot "multi-task", in other words, she doesn't have time for that

TiffanyMS: Find out how the technology will help you to help your students and their parents. Feel good about learning something new.

DavidWe . o O (TIME is THE four-letter word in education/schools/teacher prof. development)

DawnShe sighs

DavidWe hands Dawn a chocolate cookie

MargueriGG: Would you like to become our administrator, I will pay for your plane ticket....LOL

RogerMG: I think that's critical Tiffany . . .can we expand on her point . . . leaning something new?

TiffanyMS: I was angry the other day because the district changed our data base software and I was feeling as if the training was the blind leading the blind.

RogerMG: ok

TiffanyMS: I sent out an all staff e-mail begging for expert advice.

RogerMG: and . . .?

DavidWe: And?

DavidWe smiles

TiffanyMS: Amazingly, about ten teachers offered what little they knew and were willing to do their best working with me one to one.

TiffanyMS: It worked. I got through setting up a new grade book that parents could access.

DavidWe: That's great, Tiffany

RogerMG: Excellent!

TiffanyMS: Now I too train one to one. I send out an e-mail once a week offering my knowledge.

MargueriGG: Ok, so we concentrate on the ones that will work with us and pray for the rest??

TiffanyMS: The benefit is that I learn from those that I am tutoring. We are actually sharing knowledge.

DawnShe: there you go

RogerMG: Personally . . . I find that I have to become concerned with my own learning to avoid burnout.

RogerMG: . . .and not just my learning 'at school'.

CarolAG: I agree Roger

DawnShe: there you go Roger

RogerMG: Cooking, for instance.

MargueriGG: Can you make a gumbo???LOL

TiffanyMS: I am not sure that I understand.

CarolAG: lol

RogerMG: Never new how to 'really' do it well, but I am now fascinated by it.

RogerMG: And . . .taking 'time' for myself.

CarolAG: that's how I feel about technology

TiffanyMS: Maybe that is the bottom line of my story?

RogerMG: ?

CarolAG: I'm fascinated by it and I try to learn as much as I can to teach others that ask how to do this or how to do that

MargueriGG: Okay, here is the Louisiana theory, getting teachers to integrate technology is like making a gumbo, you put one ingredient in at a time, because if you put too much too soon, it just will not work

TiffanyMS: I am interested in my growth and development. Working with individuals is a way to learn while I teach. I do not have all the answers.

RogerMG: I think that sometimes we have to be 'good' to ourselves . . .whatever that means to us as individuals.

DawnShe: I think a teacher could invite an administrator into the classroom and demonstrate how the students are using technology for learning-- seeing it in action is impressive

RogerMG: Problem is . . .many of us have been taught to 'do' for others before ourselves. I think it's that way with teachers . . .and probably us'ns

CarolAG: uh huh

TiffanyMS: It might motivate administrator support, better yet have other teachers observe you to motivate them to get technology in their classrooms.

DawnShe: Don't worry be happy and find a nice hobby

DawnShe: there you go Tiffany

RogerMG: If we don't take care of ourselves . . .or 'resist' taking care of ourselves . . .we 'ain't' gonna do a good job working with resistance in others.

JeffK: Make time for yourself and you will flourish at work

MargueriGG: Yes, I agree make time for yourself

CarolAG: now ya talkin Roger...lol

DawnShe: Say your prayers, take your vitamins and do a good deed every day

RogerMG: Yup . . .mom taught me that one!

DawnShe: mom knows best!

RogerMG: absolutely:-)

CarolAG: good ole mom

TiffanyMS: But there are mutual benefit in working together as opposed to isolating.

DawnShe: Focus on the students, focus on how we are helping them, reaching them. Nothing else really matters

TiffanyMS: I would never learn without interaction.

RogerMG: None of us would . . .right?

TiffanyMS: I try to find people who are willing to share and support each other in new arenas.

TiffanyMS: Taking care of ourselves should include finding the best people with whom to interact.

RogerMG: And . . .we're almost out of time. So, finishing on a high note. BE GOOD TO YOURSELVES!!!

DawnShe: make friends with colleagues-- devote a part of department staff meeting to sharing tech lessons that work--or whatever-- as long as it is positive and student-focused

MargueriGG: Goodnight Everyone!

DawnShe: bye

JeffK: Be good to yourself and give mom a visit! Goodnight

TiffanyMS: Oh, and be positive!!!

CarolAG: Goodnight

TiffanyMS: If it is not working for you move on and find another space and people with whom you feel better.

BJ: the next FROL discussion will be on October 26

TiffanyMS: Thanks for your support this evening...with both resistance and my brother.

DavidWe: Thanks, Roger. Good discussion tonight

BJ: take care, Tiffany.

TiffanyMS: I appreciate the distraction and the new knowledge.

RogerMG: Thanks for being here.

RogerMG: Night all.