

Title of Session: Faculty Resistance to Online Learning

Moderator: Roger Goodson

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Room: FROL Group

BJB2: welcome to this month's FROL discussion

KourtneyH joined the room.

BJB2: Hi, Kourtney

KourtneyH: hello

BJB2: just in time. Everyone please introduce yourself

BJB2: tell Roger where you are located and what interests you about this discussion

KimberlyNg: Hi, my name is Kimberly and I'm currently attending the University of Houston. I'm interested in teaching third grade.

BJB2: I teach remedial communication and am located in Pennsylvania

DavidW: I'm David Weksler. I'm one of the HelpDesk volunteers. I'm in New Jersey, near New York City

KourtneyH: I am a graduate student on Louisiana working towards teacher certification

RogerMG: OK. Let's start with introductions. Roger Goodson, Ed.D. teaching in the Business & Mgmt. School of Notre Dame de Numer, Belmont, CA

KimberlyNg: I am really into technology and its usefulness. I see some of my teachers at the school I student teach at not using technology.

CaroleMc joined the room.

KimberlyNg: It would make things easier for them and I've already tried showing them how to incorporate it

VeronicaYR : Hello my name is Veronica Rebollar I am a student teacher at HISD (Houston Independent School District)

NicoleZ: Hello again roger Nicole from Houston TX student teacher in HISD

SusanR joined the room.

CaroleMc: Hi everyone, I'm an instructional design/elearning consultant from NE Victoria, Australia

RosaMG: my name is Rosa Guzman, I am in Danika Brown's class, I want to be a teacher for elementary

VeronicaYR : We meet again:)

RogerMG: This discussion forum started 2 years ago when I was on sabbatical leave. I was interested in finding out more about why faculty appeared to resist designing and teaching online.

RosaMG: by the way I study in university of Texas Pan American

NicoleZ: I agree with the title of this discussion because teachers I have observed do not want to integrate technology

CaroleMc: Roger, your featured items resource list is awesome

RogerMG: There is a paper I wrote on this that can be found under the same title as this forum in my TI Office and in TI library.

RogerMG: Thank you Carole.

VeronicaYR : Cool! This is very much a part of the problem with so many teachers in the school that I am teaching at

CaroleMc: Roger, I also recommend that all teachers read the Horizon Report 2007, I noticed that in your other featured list this morning.

VeronicaYR : I feel it may have to do with their lack of knowledge in tech

RogerMG: Veronica, It's a problem in many areas of education.

KimberlyNg: I agree, I think they are so comfortable with using what they know. It seems like too much trouble to do things a different way.

RogerMG: Thanks again Carole.

CaroleMc: Veronica, I also believe that the very notion of 'change' is fearsome for the majority of potential adopters, so we need to dig down deep to find out 'what's in it for me' WIIFM

KourtneyH: I would agree as well. With me just observing in the classroom for the last

year I notice that several young teachers incorporate technology more in lessons say than someone who have been teaching for a couple of years.

RosaMG: technology is here for us to use it, could be a very useful tool if used properly

RogerMG: There is a man who teaches at my University who teaches classics. He loves to perform in front of the classroom (Shakespeare). He has no interest whatsoever in doing anything online, or using any of the many classics resources he might find there.

VeronicaYR : True Carole

VeronicaYR : But this is so unfair to the students

VeronicaYR : Esp today's generation and their love for technology

VeronicaYR : they love it and love using it!

RosaMG: is a lot more fun and exiting to use technology

RosaMG: and learn at the same time

VeronicaYR : I believe it is the teacher's responsibility to try and learn it, because it is fun for the students

KimberlyNg: Does he think that it's too impersonal?

RogerMG: I agree. The trick is using the technologies to learn.

NicoleZ: it is fun and exciting but one downfall is that it is very unreliable

CaroleMc: oh it would be so good for the classics teacher to video his Shakespeare performance and send to You Tube - many more students could enjoy it that way - maybe that's the WIIFM for him

RogerMG: I don't think so Veronica. He just loves to perform. It feeds the ego.

KourtneyH: What a good idea!

NicoleZ: something can always go wrong and eventually will...something won't open, gets lost, pictures/links don't work

VeronicaYR : I consider myself tech savvy and I'm still trying to keep up with modern tech

NicoleZ: yes Veronica I agree

KimberlyNg: For myself, I think 90% of my lesson utilize technology in some way, minor or major.

KimberlyNg: I find that the students are more attentive and it just makes things more fun for them.

VeronicaYR : Wow...90%

KimberlyNg: My school has a SMARTBoard so it makes it easy

VeronicaYR : I allow them to use it when presenting or completing research assignments

KimberlyNg: In my classroom, I mean.

RogerMG: I have heard soooo many rationales why people won't even consider going online. They range from: 'online learning is a technology looking for a purpose, it will never replace f2f learning (of course, no one has ever said that it would.)

NicoleZ: Another reason why a lot of teachers might find it hard to use tech. is that their school doesn't have those technological capabilities

CaroleMc: Nicole, that is true in any situation - the photocopier often breaks down and students are often disruptive and classrooms are often airless, schedules are too inflexible, but we still pursue the traditional ways of teaching - our X and Y generations are soooo over that

KourtneyH: Is it more of a time issue? People are so set in their ways that they don't want to take the time to learn the new fun ways for students to learn

KimberlyNg: Roger, are you asking why teachers won't teach online or use technology?

NicoleZ: I am not disagreeing that technology is fun and makes learning more interesting but I have difficulties making it work...at least with what capabilities my school has

CaroleMc: I believe the answer lies in the targeted PD and the expectation of implementation on completion and the measurement of real student outcomes, that's the way we do it here

RogerMG: Speaking of photocopiers breaking down . . .I used 'Office Space' in one of my classes and the learners really took off on it in terms of what was wrong with organizations today . . .I teach a class in organizational behavior.

VeronicaYR : AGREE...NICOLE AND CAROLE

RogerMG: And those discussions about Office Space were online discussions.

CaroleMc: the technology issue is only one part of the equation, it is the willingness to pursue innovative practices in our teaching that is paramount

RogerMG: I agree Carole, heartily!

CaroleMc -)

RogerMG: the technologies are only tools . . .they do not replace good teaching/instructional design.

KimberlyNg: So, how do we make teaching other educators understand the importance of using technology available to them?

KourtneyH: I would strongly agree :)

KimberlyNg: In the trainings I've been in with other teachers, they just can't relate.

CaroleMc: we are now realising that it takes time for change to be embedded - e.g. Horizon Report 2007 says about 12 months for the social networking to become part of our daily practices

KimberlyNg: That's what I've noticed.

SusanR: If teachers are forced to change they will ..I've seen that recently with our new literacy programs, collaborative teaching and inclusion programmes

RogerMG: Kimberly . . .well, it's like the old saying, ' you can lead a horse to water but you can't make it drink.' You really have to find ways that they can find the water for themselves. And that's tricky.

CaroleMc: Kimberly, I advocate that a teacher must first experience learning online or in a blended environment for themselves, to make a judgment and to then begin to plan to teach online

VeronicaYR: Yes, but when force is the solution, they are bitter about it and do not enjoy teaching

SusanR: true ..sometimes we need to be pushed

KimberlyNg: That's true.

KimberlyNg: Maybe the teachers are just overwhelmed by all the technology nowadays.

NicoleZ: exactly Kimberly

CaroleMc: the push we use is to build that into the credentials required of all teachers

here, they must all have Certificate IV in Teaching and Learning Online before employment is validated

VeronicaYR : Overwhelmed? It makes it a lot easier for me:)

NicoleZ: I can't keep up and I use a computer everyday

RogerMG: I try not to focus on faculty who show no interest, or have resisted invitations to participate in training. I find those that want to learn something new and work with them, and let others know I am available.

CaroleMc: we need to de-stress our practitioners, enable them time for research and development, encourage and support them in wide networking, up-skill them in a just in time, and just for you manner and reward them with better conditions

NicoleZ: that's a good approach

VeronicaYR : That's a good attitude and approach Roger

KourtneyH: What if just like when you were the first teacher at a school, you had a mentor to help you when you had questions.....what if you had assigned technology mentors and to meet so many times a year to discuss things/share technology ideas

RogerMG: Formal approaches work well with 'the anointed', but informal approaches to other, show and tell, etc. seem to attract more.

KimberlyNg: That's interesting Kourtney.

NicoleZ: I don't think it is necessary to make teachers feel like they are worthless if they don't use all the technology out there baby steps is the key

CaroleMc: Yes Kourtney, that is another of our strategies in Victoria, we now have teams of ementors - sometimes they're called ELF's or eLVISs

VeronicaYR : That's good Kourtney.

KimberlyNg: So one mentor for only one teacher?

VeronicaYR : I agree Nicole

KimberlyNg: Or would it be for a team?

RogerMG: I really like the ementor idea Carole.

CaroleMc: we now build in an appropriate EFT for mentors to mentor many across campuses - e.g. 0.4 of their time

KourtneyH: probably better for a team or grade level

CaroleMc: my role is ementor for the facilitators of these funded programs -so I get to have a helicopter view of their achievements

KimberlyNg: So what do you think about the instructional technologist at schools then?

KimberlyNg: Are they really doing their jobs?

KimberlyNg: They always seem in a rush.

KourtneyH: now I am not in a classroom situation now----so I do not know what kind of time factors you would run into

CaroleMc: Kimberly - we really need skilled instructional technologists who can bridge the gap between practitioners and

KimberlyNg: Teachers just sit there and seem as though they can't wait to get out.

CaroleMc: gatekeepers

KimberlyNg: What do you think of sharing ITs then?

CaroleMc: they need to speak the language that gives the WIIFM to the funders, the managers and the ICT specialists

KimberlyNg: Is that a good idea?

KourtneyH: when do teachers have time to meet and share tech ideas during their day?

KimberlyNg: Sometimes, when that person is needed you have to wait several days to get them back.

NicoleZ: What does WIIFM mean

CaroleMc: WIIFM = what's in it for me

JeffC: all day long if they login to Tapped In, Kourtney! ;-)

KourtneyH: true

CaroleMc: absolutely Jeff -we need dedicated help desk personnel

KourtneyH smiles

KimberlyNg: I told my teacher about Tapped In and she said it was a great idea, but she is so busy.

KimberlyNg: Do you think that it should be part of the prof. development?

CaroleMc: busy people can always make the time if its important to them

KourtneyH: like in service days?

KimberlyNg: A lot of teachers talk about how prof. dev. now is boring and useless

KimberlyNg: Yes.

VeronicaYR : I agree

RosaMG: what's dev?

KimberlyNg: Professional Development

RosaMG: ok

VeronicaYR : That's all I hear when prof dev comes up it sounds like they were invited to a funeral

CaroleMc: some old fashioned PD is just passive learning in a training room we've done away with that and aim for the just in time and always supported model

RogerMG: One thing that is necessary is support. TI provides that. I was really getting burned out in trying to get other faculty online and getting no response. Then I found TI (Hummm sounds a bit like I found Scientology doesn't it:-)

KimberlyNg: Haha

VeronicaYR : lol

KourtneyH: Wouldn't it be nice if for those in-services you could break out into grade levels and be forced to create something on the internet to incorporate.....

KourtneyH: in the classroom. For a lesson plan on the planets - your grade has to create a web quest

KimberlyNg: I think the difficult part of PD is finding something that interests you.

VeronicaYR : would be but again, there is something about forcing them to do something

CaroleMc: yes Roger, I too like the model at TI, its like our Framework Community,

where we schedule specific events for a variety of PD opportunities - mostly done in Elluminate Live, some now in Second Life

KimberlyNg: It would also help to have a great speaker.

NicoleZ: Kourtney you come up with great ideas!

KourtneyH: thank you :)

CaroleMc: there is one coming up in 30 mins at:
<http://www.groups.edna.edu.au/course/view.php?id=40>

KourtneyH: or have the PD in computer lab and attended a tapped in meeting. To show teachers how to become a member and the benefits

RogerMG: Carole. I think we sometimes 'forget' that this is a community. I would think that in Australia, as in Canada and rural parts of the USA (e.g. Northern New England) online community would be vital.

KourtneyH: become a member.....sorry for the spelling errors

CaroleMc: absolutely vital - I am all in favour of wide networking - I'm a networking queen

RogerMG: Huzzah!

JeffC: "LACK OF TIME" is always an excuse. But what if teachers logged in from their classroom computers? As long as they simply type: asdf every hour, they won't time out. Meanwhile, while they have any time, they could post a question... or an answer... or a link to a lesson plan. In that way all 2nd grade teachers in a district could collaborate *daily*... etc.

RogerMG: I agree Jeff.

JeffC: and you wouldn't be reinventing the wheel all the time.

CaroleMc: yes Jeff we often find busy teachers will do that while working - so an Elluminate Live event can be great for that - and it also archived for repeat viewing

RogerMG: There are so many opportunities to create community within and between schools, districts, states, countries . . .

RogerMG: The social aspect of online work is as vital to its success as the 'teaching' part.

KimberlyNg: Jeff, were you talking about TI or Elluminate Live?

KimberlyNg: About staying logged in all day

KimberlyNg: and giving input and resources when there is time

VeronicaYR : They need to get over "lack of time" we need to do all possible to get these lessons taught and kids actually learn

CaroleMc: Yes Veronica, otherwise they will just wander off on the net to learn in their own way - sometimes unsupervised

KimberlyNg: I agree with you Veronica, but like someone said it's going to take baby steps for some teachers.

SusanR : I propose a 4 day week and 1 day for PD ..perhaps a slightly longer school day to compensate

CaroleMc: yes Kimberly, breaking down the barriers first and creating a safe environment for them to explore is a good first step

NicoleZ: me

NicoleZ: yes Susan

KimberlyNg: When teachers attend PD about using technology to teach, is it very hands on or very rote?

KimberlyNg: I've never been to a "fun" one.

CaroleMc: Kimberly, you need to attend one of mine then online in Elluminate Live :-)

KimberlyNg smiles

KimberlyNg: Is it just like TI?

RogerMG: Creating a 'safe' environment means one in which people do not fear failure . . .and a number of people who resist fear failure. How can we do that?

KimberlyNg: We could focus on what they do know and go from there.

KimberlyNg: Increase what they already know

KimberlyNg: and build from there

RogerMG: Good.

CaroleMc: Kimberley, Elluminate provides text chat like this, as well as voice,

interactive tools such as web tours, presentations and whiteboard collaboration - it is very different - a virtual classroom

RogerMG: What else?

JeffC: My district has inservices on how to use "SuccessMaker"... a proprietary (and pricey) software. Yeah... I can see how it could be boring as hell. But... if you met daily... were simply logged in online (and Elluminate is pricey too... so yeah.. I recommend Tapped In!), you could have *just in time* support as needed.

KimberlyNg: I think observing other teachers use tech tools would be very beneficial

RogerMG: I have always found that if people can 'play', or feel they are 'only playing' that fear tends to diminish.

KourtneyH: I agree as well Kimberly about observing!

CaroleMc: Roger, to break down fear, I often begin with a digital camera - photo imagery to the computer, and show how to make a video for their children etc. - good icebreaker

KimberlyNg: So, you mean having it available to them on their own time?

KimberlyNg: To freely explore whatever it may be

SusanR: PD needs to be more playful and exploratory ..it needs a WOW factor

RogerMG: That sounds like fun . . .

VeronicaYR: That is good and does sound like fun

KimberlyNg: It does, would you use photostory for that?

NicoleZ: yes Roger I think things should be set up like it is a game, so it will be fun to learn new technology tech

CaroleMc: Jeff, I now use my own FREE Elluminate V room for my ementoring - has capacity for 3 users at a time but is available 24/7

KourtneyH: well then make the PD like what Carol saidcreate the video as the project

KimberlyNg: I remember at one school in a computer lab, there were different programs and games for everyone to explore.

CaroleMc: Yes Kimberley Photo Story 3, imovie or Movie Maker - its been a reall

winnerr

KimberlyNg: The teachers really enjoyed it, because no one was "watching" them.

RogerMG: I have given up on 'formal' workshops that admins. want me to run at this point. I get great attendance if the attendees are subsidized, but then admins. do not provide subsidization for later workshops . . .and the teachers disappear.

RogerMG: Rewards do work

BJB2 . o O (reminder to participate in Next Vista on December 6...topic is Videos from pictures. Take a look at www.nextvista.org)

CaroleMc: thanks for the heads up BJB

JeffC: That sounds great Carol, that you can have free Elluminate.

NicoleZ: I think a lot of the times all though administrators were teachers they don't really know what is best for teachers like teachers

VeronicaYR : So true Nicole

KimberlyNg: I can see that as well.

VeronicaYR : This is a new generation, new needs, interests, etc

KimberlyNg: They start to worry more about what the district what them to do, rather than what is needed by the teachers and students.

CaroleMc: yes Jeff visit this site to get your own: ... <http://www.illuminate.com/vroom/>

CaroleMc: Yes Veronica, we need to be competent in MySpace and Facebook and Second Life to keep up with the Y gen

KimberlyNg: Do you think that myspace and facebook has a purpose though?

KourtneyH: Not only be familiar with those programs but this way you have something to have to talk about with your students

VeronicaYR : Yes, some students even asked me if I had a MySpace

KimberlyNg: So you mean to connect with students on a more personal level?

KimberlyNg: One of my teachers used to give out her number just in case we ever needed something.

KourtneyH: maybe not give them access to your page but just to see what they think is cool /interesting

KimberlyNg: Another teacher would be available on aim

CaroleMc: Kimberley, MySpace and Facebook are just the tip of the Evolution of Communication - this is where our learners learn to create their own content, manage their own learning etc. we need to make the best use of their new skills from their experiences, not deny them access or tell them to 'TURN OFF YOUR MOBILE' this is their world

JeffC: all teachers are available via email... but how many parents or students ever email the teacher? and... how many teachers ever email the parents?

NicoleZ: I don't open up my personal life to my students...myspace, facebook, phone number, age...

KimberlyNg: Most only email if needed

VeronicaYR : lol

KourtneyH: you can share safety tips with them in regards to myspace

RosaMG: there are some that give out their Cell #

CaroleMc: Nicole, quite right, I keep an education focused presence in my Facebook and I keep lots of other blogs for my own private use. ONE SIZE DOES NOT FIT ALL.

RogerMG: Carole: I like that idea of my space and facebook as 'evolution'. . I can hardly wait to see what comes out of SL and it's offshoots, which are another branch on the tech. evolutionary tree.

RosaMG: guys I have to leave it was nice to read you all's opinions

RosaMG: bye

KimberlyNg: Bye Rosa

KimberlyNg smiles

RogerMG: bye Rosa

KimberlyNg: Is SL RPG?

CaroleMc: yes Roger, we have funded projects here digging deep into the pedagogy of Second Life - especially in those sensitive areas often difficult to teach e.g. mental health

RosaMG left the room.

SusanR . o O (some interesting PD being offered in SL at the moment)

SusanR: and collaboration

KimberlyNg: What exactly is SL?

KimberlyNg: I'm looking right now

KimberlyNg: It looks like a game

CaroleMc: yes Susan, there is an interesting conference happening in SL next week through the NMC

BJB2: SL=second life

KimberlyNg: I mean, what is it for?

RogerMG: SL is an early experiment in creating a virtual reality where people have avatars that interact with one another.

JeffC: SL, MySpace, Facebook, etc. can all have tremendous value in education. Of course... all are banned in K-12 schools.

VeronicaYR: thanks for all the info

KimberlyNg: Haha

NicoleZ: thanks so much for the information its been great talking for this and the previous discussion

CaroleMc: Second Life is a virtual world where simulated learning can take place. Check out this conference online in SL next week at: <http://www.nmc.org/2007-fall-virtual-symposium/registration>

RogerMG: The interface looks like a game, but one can do a great deal more with it than one can with a game.

KimberlyNg: Is it free?

CaroleMc: yes

KimberlyNg: This is pretty cool.

SusanR: yes, it's free and has a game like feel ..I must say I am addicted

CaroleMc: first avatar is free, if you wish to create another, or buy land, or build stuff, you need Linden dollars that are purchased with real dollars

RogerMG: There is a current experiment that involve mixing SL with Moodle (SLOOGLE) Moodle is an LMS.

KimberlyNg: avatar is the person right?

RogerMG: Yes

BJB2 looks at the clock on the wall

KimberlyNg: Do you need the land?

CaroleMc: yes Kimberley, my avatar in SL is CC Shikami

SusanR: I am Sue Aferdita in SL

KourtneyH: It was very nice chatting with all of you. Great ideas! Bye

RogerMG: OK . . .running out of time and I have to focus on Cowboys v Green Bay.

JeffC: <http://www.sloogle.com/>

CaroleMc: no you can just visit - just like visiting another country

JeffC: If you want to visit other countries... I also would like to recommend <http://www.takingitglobal.org> and <http://www.nabuur.com>

CaroleMc: thanks all, I'm off now to the illuminate session at: <http://tinyurl.com/2tn65o>

KimberlyNg: Thanks everyone!

KimberlyNg: This was very informational.

RogerMG: Thank you all for your participation. We will be back here in Jan. Last Thurs. of the month. No session in Dec.

CaroleMc: great spending time with you this morning - great networking for me. Cheers everyone.

RogerMG: Bye Carole.

JiaYuL: thank you;)

RogerMG: A pleasure JiaYuL

SusanR: stimulating and thought provoking discussion

RogerMG: Thanks for participating Susan

RogerMG: Good night David, BJ, Kimberly.