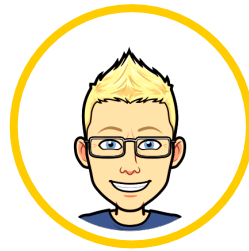




**EDN575**

**Opportunities in  
e-learning**



# A little about **me**

## DIGITAL TECHNOLOGY SPECIALIST

I have been involved in technology projects **since the dot com boom** & Y2K bug, managing **technology projects** across government, military, mining, construction, banking, retail, events, non-profits and start-ups.

I have been documenting some of these projects online at [www.joffcrabtree.com](http://www.joffcrabtree.com)

## EXPLORING NEURO-DIVERSE LEARNING

I have **lifelong ADHD**, which has presented many personal challenges. I have been strengthening my understanding of **neurodiversity**.

In 2019, I completed a Graduate Diploma in Web Communication and received the Murdoch University Academic Excellence Award for Postgraduate Studies

I now aim to **change instructional design** processes to improve learning outcomes for **neuro-diverse learners**.



# MY TPACK APPROACH



“



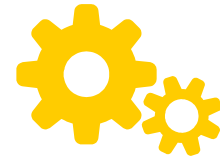
*The web does not just connect  
machines, it connects **people...***

# Tim Berners-Lee

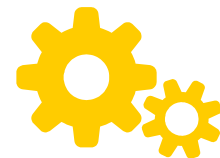
He only invented the internet. No big deal.



# A change is coming.



TECHNOLOGY INTEGRATION MATRIX (T.I.M.) LEVELS				
ENTRY	ADOPT	ADAPT	INFUSE	TRANSFORM
ADDIE INSTRUCTIONAL DESIGN METHODOLOGY				
ANALYSE	DESIGN	DEVELOP	IMPLEMENT	EVALUATE
TECHNOLOGY INTEGRATION MATRIX (T.I.M.) CHARACTERISTICS				
ACTIVE	COLLABORATIVE	CONSTRUCTIVE	AUTHENTIC	GOAL-BASED
LEARNING	LEARNING	LEARNING	LEARNING	LEARNING



# T.I.M. helps you learn to change.

1

## ACTION LEARNING

Investment in sustainable long-term **use of technology tools** getting others involved early in driving **change for good**

2

## COLLABORATIVE LEARNING

**Collaborate with others** including cross-discipline teams and the community to ensure **context is relevant**

3

## CONSTRUCTIVE LEARNING

Use technology tools to **connect new information that challenges** prior knowledge from **diverse perspectives**

4

## AUTHENTIC LEARNING

Use technology tools in meaningful and interesting ways that are **accessible, inclusive and equitable**

5

## GOAL-DIRECTED LEARNING

Use technology tools to set out **roadmap** that drives **transformation and change for the global community**



# Be **active** in driving the **change** process.

## Effort

Recognise your efforts in trying to enact change and **acknowledge the effort of others** in supporting the idea of change.

## Involvement

Communicate the process as well as your progress, ensuring you **bring others in early** to become agents of change.

## Investment

Plan for **long-term sustainability** of the idea, forecasting the investment in driving and **maintaining change**.

**Embrace diversity**

See Chapter 11 - Adding Some TEC-VARIETY





# Change is a collaborative process

## Collaborative

Foster a **culture of innovation** by communication amongst a wide variety of **perspectives** and diverse thoughts about change.

## Team-based

Be **agile** in your approach to support cross-discipline teams that work together to **build your capability** for change.

## Community

Bring the **outside in** and turn inside out to facilitate community consultation and partnerships to **build advocacy** for change.

**Make it relevant**

See Chapter 10 - Adding Some TEC-VARIETY



# Allow **constructive** input about **change**

## Challenge

Challenge assumptions and encourage diverse perspectives on how to create the change.

## Dissonance

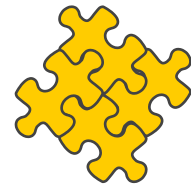
Be **empathetic** to different views about change and encourage respectful, healthy debate.

## Controversy

Be prepared to **reach consensus** and make hard decisions that move things forward.

**Demonstrate empathy**

See Chapter 12 - Adding Some TEC-VARIETY



# Be **authentic** about making a **change**

## Meaningful

Clearly articulate what the change will look like and the **reason for change** to provide comfort and **reduce anxiety**.

## Authentic

Be **accountable** and honest with others to **strengthen trust** and foster successful collaboration with purpose and drive.

## Interesting

Consider the social and **emotional needs** of your team and **explore new ways of work** that accommodate these needs.

**Make it accessible**

See Chapter 9 - Adding Some TEC-VARIETY



# Create **goals** to direct successful **change**

## Goal-driven

Recognize achievements of individuals and teams to make it rewarding for everyone involved.

## Purposeful vision

Clearly articulate the vision for the future with a roadmap to successfully enact change.

## Ownership

Build advocacy for change by demonstrating accountability and **give agency to others**.

**Make it meaningful**

See Chapter 13 - Adding Some TEC-VARIETY



# Future technology **change**

1

## GROWTH

- Increases in adult and remote learners
- Expansion of online courses and curricula
- Professional certification
- Micro-credentialing programs.

2

## CONSTRAINT

- Efficiency and sustainability are guiding values
- Faster and efficient pathways to completion
- Data and analytics Redesign the learner experience
- Protecting the institution's return on investment.

3

## COLLAPSE

- New system of education
- Prioritizes the needs of the job market
- Acquisition of discrete skills over programs

4

## TRANSFORMATION

- Primarily from climate change and advances in technology
- More flexible matriculation and degree personalization options,
- Cooperative network models and ways to reduce the cost of education

**EMBRACE**

**MAKE IT**

**SHOW**

**MAKE IT**

**MAKE IT**



**DIVERSITY**

**RELEVANT**

**EMPATHY**

**ACCESSIBLE**

**MEANINGFUL**

Can't we all dare to *dream*?



# Managing change

Continuous improvement for transformation

# Emotional intelligence

Social and emotional learning

# Adaptive learning design

Inclusive design for neurodiversity



# Thanks!

## Any questions?

You can find me at  
@joffcrabtree  
joffcrabtree@gmail  
[www.joffcrabtree.com](http://www.joffcrabtree.com)

