

Technology Integration Plan

1. Innovation

What are Promethean Boards and why should Sharp Creek Elementary School have them in every regular education classroom? Promethean Boards allows teachers to connect to their classroom PC. Whatever is being done on the PC is projected to the Promethean Board. More specifically, “Promethean interactive whiteboards engage students with vivid images, video and audio.” (Promethean world, 2007). There are many tools that can be purchased along with the ActivBoard to make them even more interactive. There is the ActivSlate that allows the teacher to write on the board from anywhere in the classroom. There is also the ActiVotes that allow students to respond to questions using a learner response system or “clicker”. The goal of a Promethean Board is to make the classroom more interactive and open the classroom to the informational highway known as the Internet and all it has to offer.

Students today are brought up in homes that are full of technology. They have gaming systems, computers, cell phones, and much more. With students starting the technology use at such an early age, teachers have to find ways to keep students interested in what they are teaching. Promethean Boards help teachers solve this problem. Teachers now use their boards to stream in videos, make learning more interactive with virtual manipulatives, and play interactive educational games.

2. Context

Sharp Creek Elementary School (SCE) is located in rural Carrollton, Georgia. It is part of the Carroll County School System. Carroll County is the 23rd largest school district in the state of

Georgia ("Carroll county schools," 2009). Sharp Creek currently has approximately 750 students and 70 staff members. SCE is a Title I school. This means that of those 750 students, 88% of them are receiving free or reduced lunch. Sharp Creek feeds into all middle schools in Carroll County. This makes it difficult for the students have ownership in their school.

Adoption and implementation of technology at SCE has been going on for years. This does not mean that it is easy. There are factors that may affect the adoption and implementation of Promethean Boards at Sharp Creek Elementary School. The first factor is cost. Promethean Boards generally cost between \$2,000 and \$5,000. That is just the board alone. There are many other "extras" that can be purchased to use along with board such as Activotes, Activslates, Activwands, etc. The schools being in such a budget crunch in today's economy, this technology could be very costly.

The second factor is the staff understanding of Promethean Boards. The lack of understanding and unwillingness to learn could be a huge factor in integrating technology at the school level. Many teachers feel that they are finished with school and no longer need to learn. The opposite is true. As teachers we need to be lifelong learners and constantly striving to improve our teaching strategies. Technology is a great way to improve teaching and learning and it will take an internal change agent to help aid in the process.

I am an internal change agent at Sharp Creek Elementary School. I teach second grade at the school. I am also the second grade team leader, Technology Committee Chairperson, and the Professional Learning Coordinator. As a member of the SCE staff, a committee chairperson, and Professional Learning Coordinator, I feel as though I am in a great position to be a change agent to integrate Promethean Boards into the classrooms successfully.

3. Intended Adopters

Sharp Creek Elementary is a very diverse staff. The staff ranges from age 22 to 60+ years old. The average age of the staff at SCE is around 35 years old. Out of 70 teachers and two administrators, four of them are male. The majority of the staff is white/Caucasian. Fifteen percent of the staff is African American/Black. At Sharp Creek, we are a highly qualified staff. Every certified teacher has an accredited Bachelor's Degree. Over 75% of the staff has a Master's Degree or higher (Staff, 2011, appendix a).

When asked about Promethean Boards, the SCE staff was very responsive. They rated themselves on a scale from 1 – 5 about how much they knew about Promethean Boards. The average response was a 3. The staff feels like they know what the Promethean Board is and how to operate it. They feel knowledgeable in the basic use of the board in everyday classroom use. However, many of them felt that more training is necessary. They are using the basic tools that the software offers and they are comfortable using Promethean Planet. Promethean Planet is a website that teachers can register to use. It offers many different flip charts that have been made for different concepts taught in each grade (Promethean planet, 2011). The majority of the SCE staff is not developing their own flip charts. They using charts that they are finding online.

The staff was also asked what they felt they needed to successfully integrate Promethean Boards into their everyday teaching. Many teachers responded that they needed a more in-depth training on the use of the board and making their own flip charts. They also wanted more training on the accessories that accompany the board; accessories such as the Activotes, ActivSlate, and scanners. These are tools that help in the full integration and use of the Promethean Board. They are not necessary for use but do aid in the learning process for students. Surprisingly, many teachers stated that they just needed time to practice using the board. They felt that the training

they received was sufficient but that they were thrown into the classroom with the board and students. If they had more time to practice using the board while students were not in the room, they would feel more comfortable using it while students were present (Staff, 2011, appendix a).

The final question asked to the staff of Sharp Creek Elementary School was: What is your attitude toward Promethean Boards in all regular education instructional classrooms? The staff agreed that all classrooms would benefit from having a Promethean Board. They feel that integrating technology is directly linked to student achievement. If all teachers were to have a Promethean Board and integrate it effectively, student achievement would go up. However, if teachers do not allow their students to interact with the board and just use it as a big screen TV, achievement will not change (Staff, 2001, appendix a).

4. Action Steps and Strategies

As a change agent there are a few things that I could do to facilitate the adoption and implementation of Promethean Boards at Sharp Creek Elementary School. As the technology committee chair I will work closely with the staff and principal to insure that teachers have the training and equipment that they need for the implementation of Promethean Boards. See the chart below to see how I will take action steps to help in this implementation. There are many key actors, strategies, and resources that will be needed for this innovation implementation. In order for the implementation to be successful, it needs to happen within a reasonable amount of time. Also, included in the chart is the timeline that will be followed but those key actors. The chart starts on the next pages for easier reading and understanding.

Action Steps	Key Actors	Strategies & Rationale	Resources	Timeline
Placement of Promethean Boards in all classrooms	Principal County Office Personal	The principal is knowledgeable of the classrooms that are in need of Promethean Boards. With the number of students changing in the school constantly, classrooms are being added and more boards could be needed. Also the County Office approves the funds for these boards.	Logical Choice – Installation and Training Company for Promethean Boards	By the end of the 2011 – 2012 school year.
Installation of new Promethean Boards	Logical Choice Technicians County Maintenance Men	The boards need to be installed by professionals. Logical Choice employees such professionals. The County Office maintenance men then come in and supply the power. This should be done by the timeline date to ensure that all teachers have their functioning board by the training date.	County Office Maintenance to run the power to the Promethean Boards.	The boards should be installed and working by June 2012.
Basic training on how to use the Promethean Board and resources that accompany it.	Technology Committee Chair Logical Choice Trainers Classroom Teachers	This training will be offered to teachers that already have boards but feel they need a refresher course. It will be mandatory for those teachers who have received a board and have never used one before.	Technology Committee Chair will contact Logical Choice to set up training date. Classroom with a functioning Promethean Board	Training will be set up for the middle of July. This will allow the trainees to gather the information from the training and experiment on their own

			Logical Choice Trainer	boards before the students are present and before the more in-depth training.
More in-depth training on how to make flip charts and better integrate the boards.	Technology Committee Chair Logical Choice Trainer Classroom Teachers	Many teachers find that once they are proficient in the use of the board they want a more in-depth training to teach them how to take the use of the Promethean Board to the next level. Logical Choice offers a more in-depth training that shows teachers how to make their own flip charts as well as use the accessories that accompany the board (Activotes, Activslates, online resources, and interactive games.) This in-depth training will be mandatory for all SCE staff. This will insure that no one misses the follow-up session with Logical Choice.	Technology Committee Chair will contact Logical Choice to set up training date. Classroom with a functioning Promethean Board Logical Choice Trainer	Training will be set up for the end of July. This will take place during pre-planning of the 2012 – 2013 school year. This will allow the trainees to gather the information from the training and experiment on their own boards during preplanning time and before students are in the room.
Follow-up with the staff.	Principal Technology Committee Chair	The principal and committee chair will follow up with all teachers. They will use surveys, questionnaires, and follow up meetings to get feedback from the SCE staff. If there is a need for	Surveys, questionnaires, and follow up meetings.	Continuously throughout the 2012 – 2013 school year.

		more training, those sessions can be set up through Logical Choice. The continuous follow up will allow the staff to give feedback to the proper people and receive the Professional Learning that they need and desire.		
Observations by administration to ensure the implementation of the Promethean Board	Administration at Sharp Creek Elementary School	Once the staff has the opportunity to participate in trainings, the administration need to see that the innovation was not a waste of time and money. By doing observations the administration can give feedback to the teachers on ways to increase the use of the technology or praise the teacher for using the innovation properly.	Administration Observation Tool (check list, recording sheet, or the like)	Observations will begin at the beginning of the 2013 – 2014 school year. This allows the staff to go through trainings and use the board in their classroom for a year before administration observes the use of the technology.

This method of implementation follows Halls and Associates’ Concerns-Based Adoption Model, CBAM (Ellsworth, 2000). First, the administration and committee chair walk the staff through the Stages of Concern. They do this by having the staff fill out a survey to see what stage the staff is at. This will allow the administration to plan accordingly. From there they move into the Levels of Use. The action plan is done in way that all the levels of use are addressed. The staff is started in the Orientation level and move through to the Renewal Phase. The final row of the action plan moves the staff and administration into the third element of CBAM. The third

element is Innovation Configuration. The administration will develop an Innovation Configuration Check List. This list will contain the technology that they want to see in use and how they expect it to be used. This list will be developed during the trainings so that teachers will be well aware of what is expected. Through this process teachers are part of the implementation process and have a voice. At any time, teachers may express their concerns or praises for the innovation. Changes will be made according to the concerns and the administration will stay involved.

5. References

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