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## Teaching during the pandemic - a road from paralysis and despair to action and success

OUTLINE



CHANGE  
MANAGEMENT



EUROED'S MODEL  
OF CHANGE



TESTIMONIALS



STRATEGIES

TRAINING  
SESSIONS



IMPACT &  
CONCLUSIONS

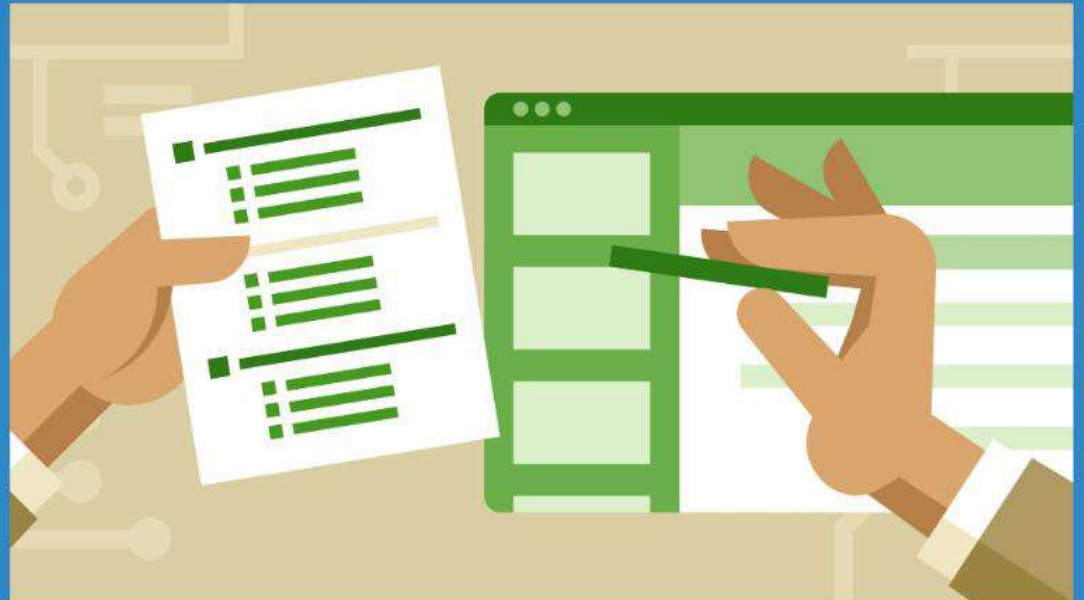


# OUTLINE

Change management

Strategies

Trainings



# TESTIMONIALS

We appreciate all your efforts and the entire institution's in providing, in the best parameters possible, everyone's comfort in both situations (online and offline)! I can only imagine this is a colossal behind-the-scenes effort! As parents, we think about our children and their well-being (and implicitly ours) but I know that you and all the teachers and staff of the school are taking an increased risk and effort, in this pandemic context, which we greatly appreciate and thank you once again for everything!

# TESTIMONIALS

Hello, I just wanted to say that I am impressed by the efforts made by the institution to make the return to school as friendly as possible in these troubled times. Although there is still a certain amount of fear, I am convinced that you will do everything humanly possible now to keep the students and us, parents, safe. I, personally, thank you!



# TESTIMONIALS

Thank you, EuroEd School! I would like to tell you that I can't wait for school to start and that we are lucky with our school's preparations. I was just talking to some friends from other private / state schools, who were completely unaware, on Friday afternoon, of how school would start, if they go on Monday, if it's hybrid, if it's disinfected, if they study online. Have a good and healthy year!

# 2020 Pandemic, Iasi

March

State of emergency,  
national lockdown



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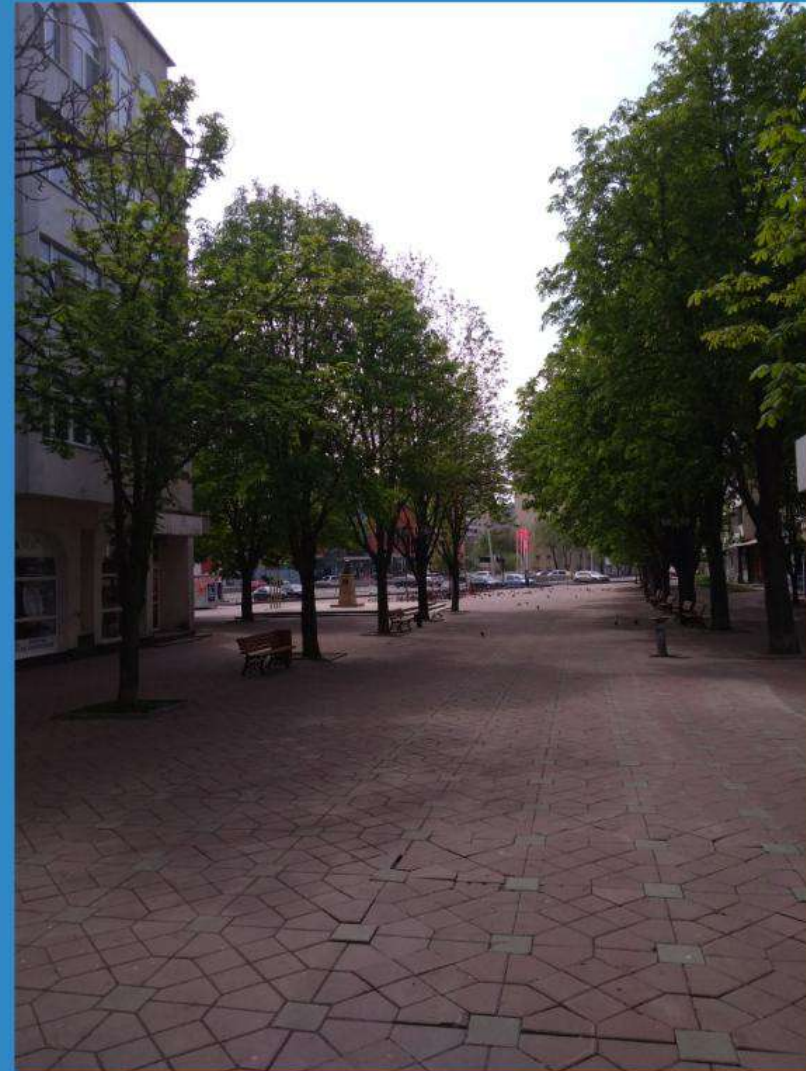
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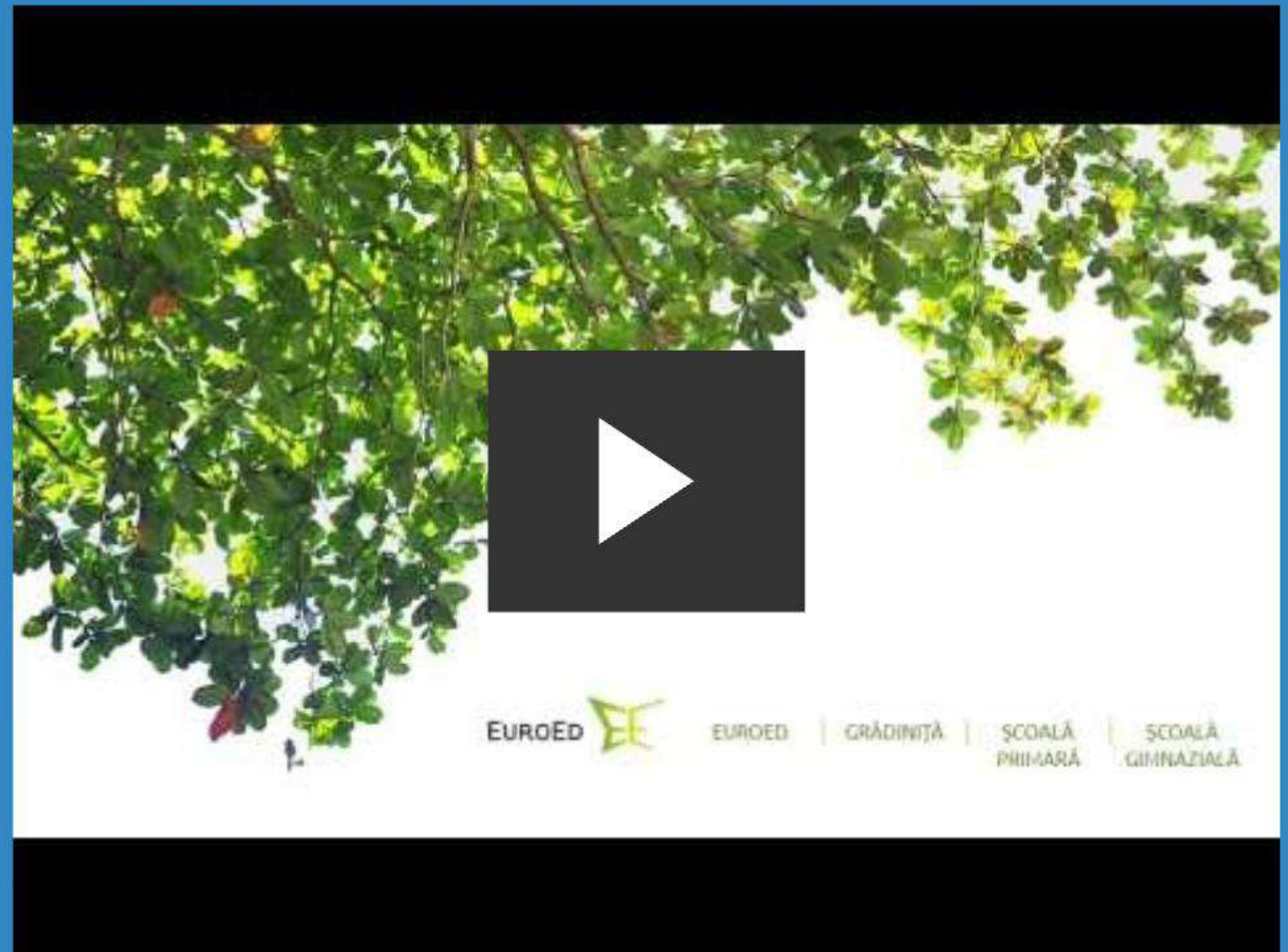
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# 2020 Pandemic, EuroEd

One week after  
national lockdown  
was instated



# A brief history of EuroEd

- EuroEd = Kindergarten, Primary, Secondary, Language Centre, Centre for Adult Education, Projects Department
- EuroEd has always strived to adapt and use new technologies and techniques of teaching and learning
- Teachers exposed to pedagogic innovation through training and projects

BUT

- Due to lack of a critical mass for change, innovation has been met with reserve

EVEN IF

- Investment in new technologies: smartboards, computers, laptops, video cameras, digital student log
- School managers & teachers have taken part in the last 15 years in international conferences on technology-enriched education and distance education (EDEN, EAQUALS)



# Change management

The change

Technical management

Change management / Focus on managing the people side of the change





# Why does change fail?

Settings

Change strategies

Innovations



# Needs analysis - possible blocking points

- staff implementing the change => people untrained in the new skills required
- need for support / encouragement / continuous feedback from change promoters



# The essence of management in the context of change

Creating the strategies that will help people:

- adopt and do things differently
- think differently
- feel differently





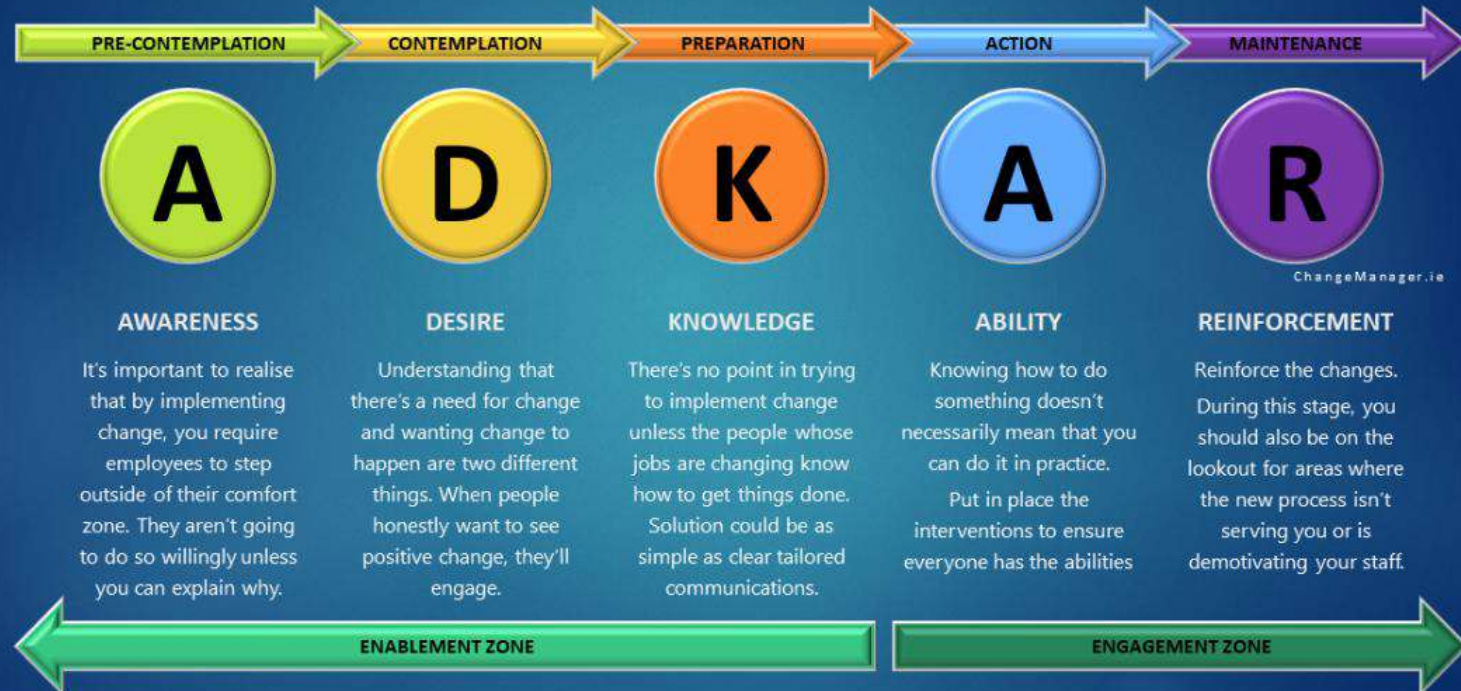
# Kotter's Model



8 step change model by John Kotter

# The ADKAR Model

## ADKAR Methodology



ChangeManager.ie

# EuroEd's model

- Knowledge
- Ability
- Awareness
- Desire
- Building the team
- Getting the vision correct
- Communication
- Never giving up
- Reinforcement





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# Strategy - Think globally, act locally

1. Discussions with colleagues
2. Building school teams and strengthening relationships with partners
3. Getting the vision (goals, objectives, strategy)
4. Identifying the resources needed to make change a success

# Strategy - Think globally, act locally

- 5. Planning the steps
- 6. Communicating
- 7. Empowering colleagues
- 8. Co-creation of knowledge



# Strategy - Think globally, act locally

- 9. Bringing everybody on board
- 10. Creating quick wins for short term goals
- 11. Never giving up
- 12. Incorporating change

# Strategy - Think globally, act locally

- 13. Community learning
- 14. Documenting and making information self-explanatory
- 15. Training and monitoring our teams
- 16. Being honest and transparent

# Training session preparations

- identifying our target groups' needs for the online training course
- defining the learning objectives in correlation with the continuously changing needs
- gathering and organizing content
- choosing the format of the interaction delivery
- choosing the instruments for engaging participation
- building a prototype / basic version of the course (interactions, quizzes to create an effective online course)
- delivering the training session – carrying out pre-planned activities, eliciting the participants' insights, providing the framework for constructive, formative exchanges
- collecting feedback and acting upon it





# Tech Training

ProWise tools and their usage  
Google Classroom Instructions for teachers,  
parents and pupils

Zoom  
BookWidgets

The classroom  
Google Classroom

The Google Suite



# Video tutorials

The Google Classroom interface - <https://youtu.be/mp7dP2wDyrg>

Sending homework between and synchronizing BookWidgets & Google Classroom - <https://youtu.be/-ZW0vODpBRU>

How do I upload my homework to the assignment given by the teacher - <https://youtu.be/dP8dBNWIO4U>

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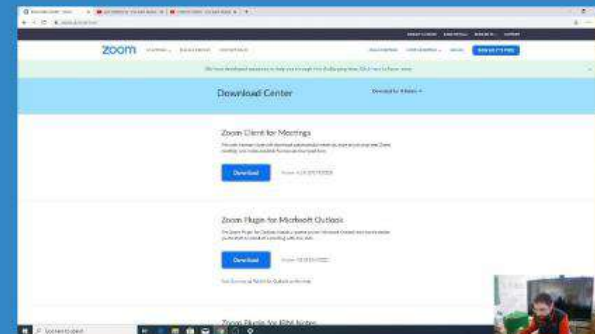
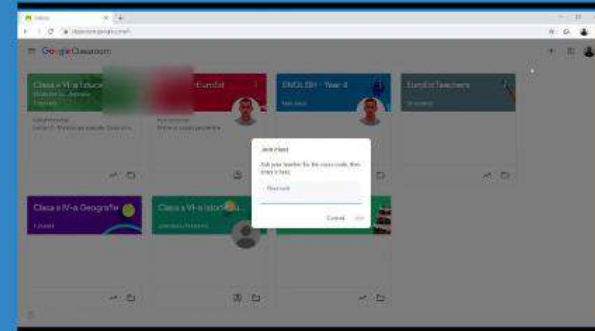
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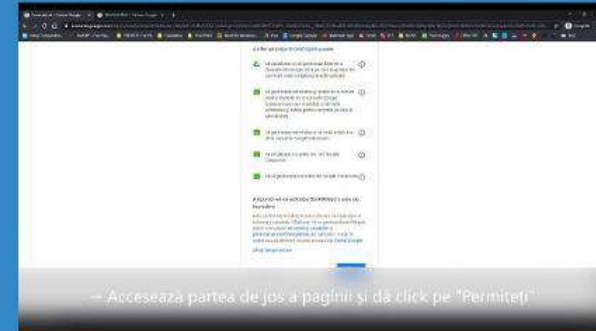
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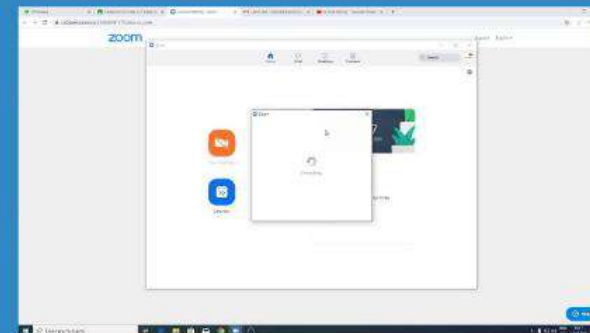
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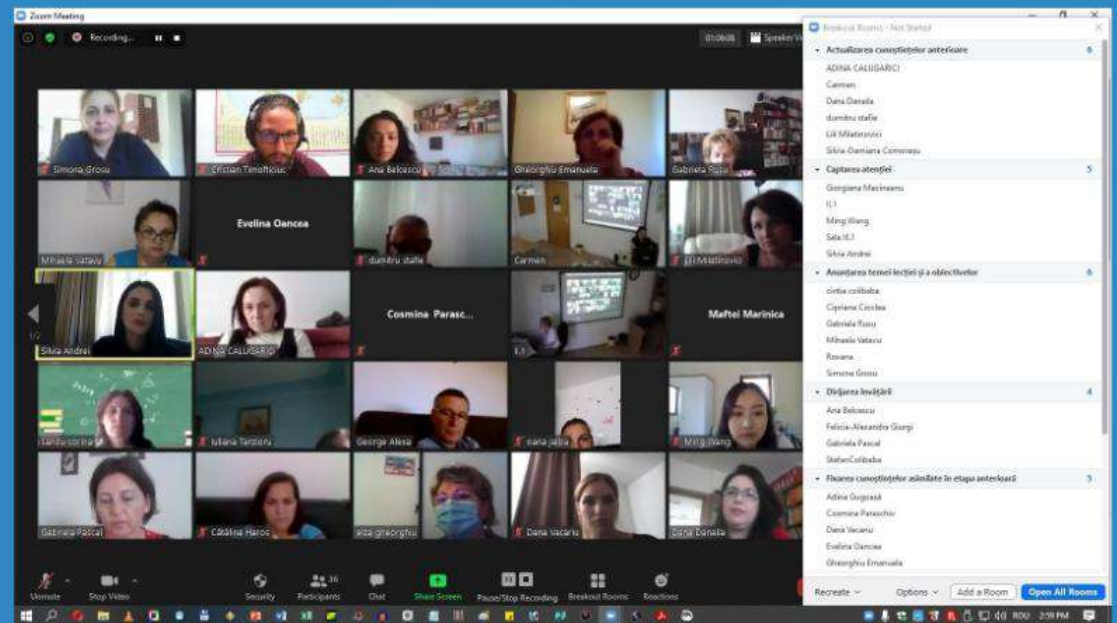


# Pedagogical training

Principles of online teaching and learning  
Wellbeing in online teaching and learning  
Online classroom management  
Stimulating motivation in online teaching

Online teaching principles (and activities to enforce them)  
Online lesson planning  
The hybrid challenge

Online classroom assessment



# Impact and conclusions

- Increased self-esteem of students and teachers
- Higher prestige in the community
- Rise in the number of students
- New beneficiaries (other cities, Chisinau, Romanian expats, pupils )
- Teachers' updated training - use technology enriching educational tools beyond the pandemic (integration of technology)
- Stronger relationships with parents



