From Good to Great with G Suite
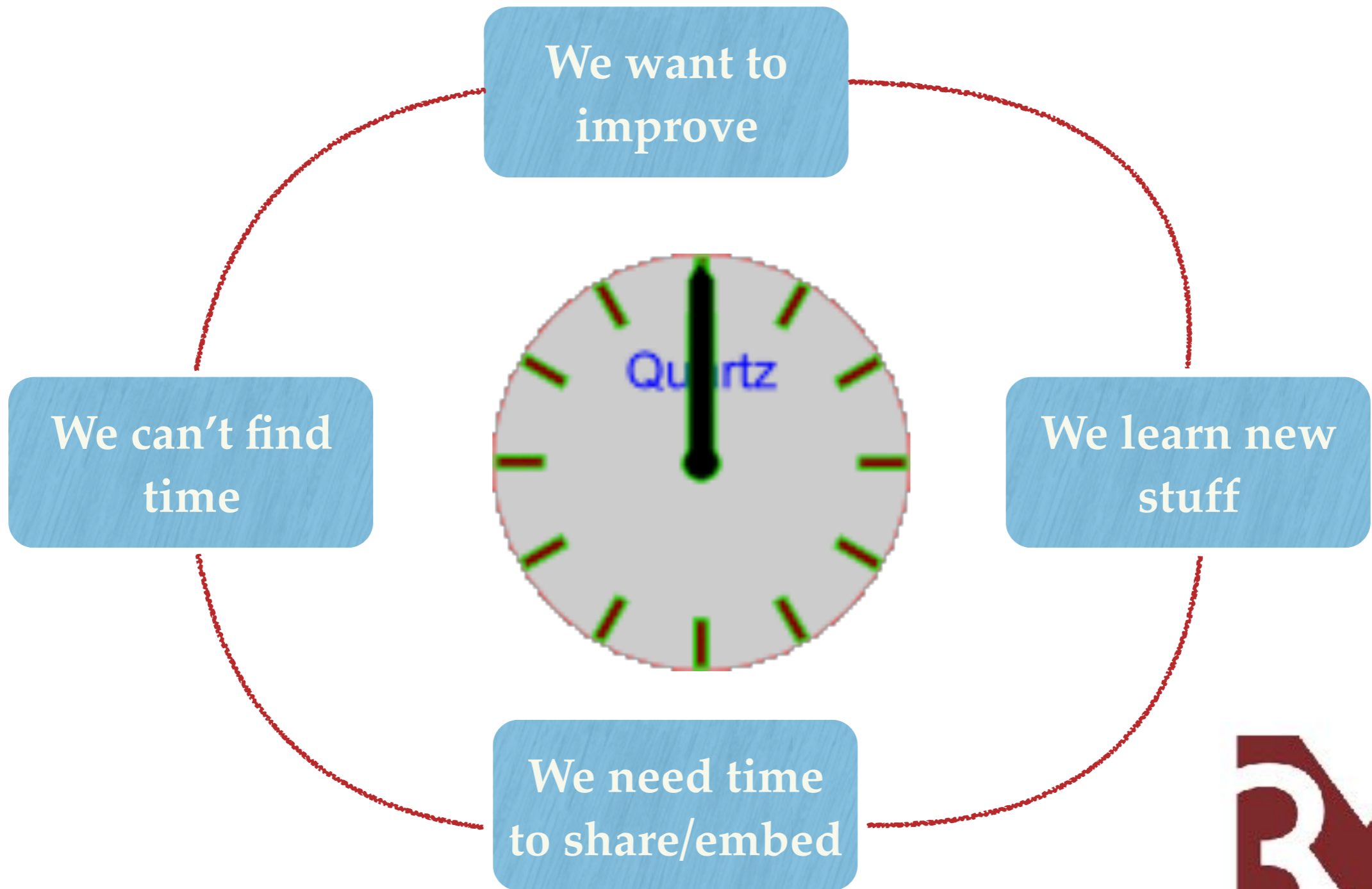
Martin Hughes

3 parts to our session:

1. The "Back story"

2. Better thinking/strategies

3. Concrete examples
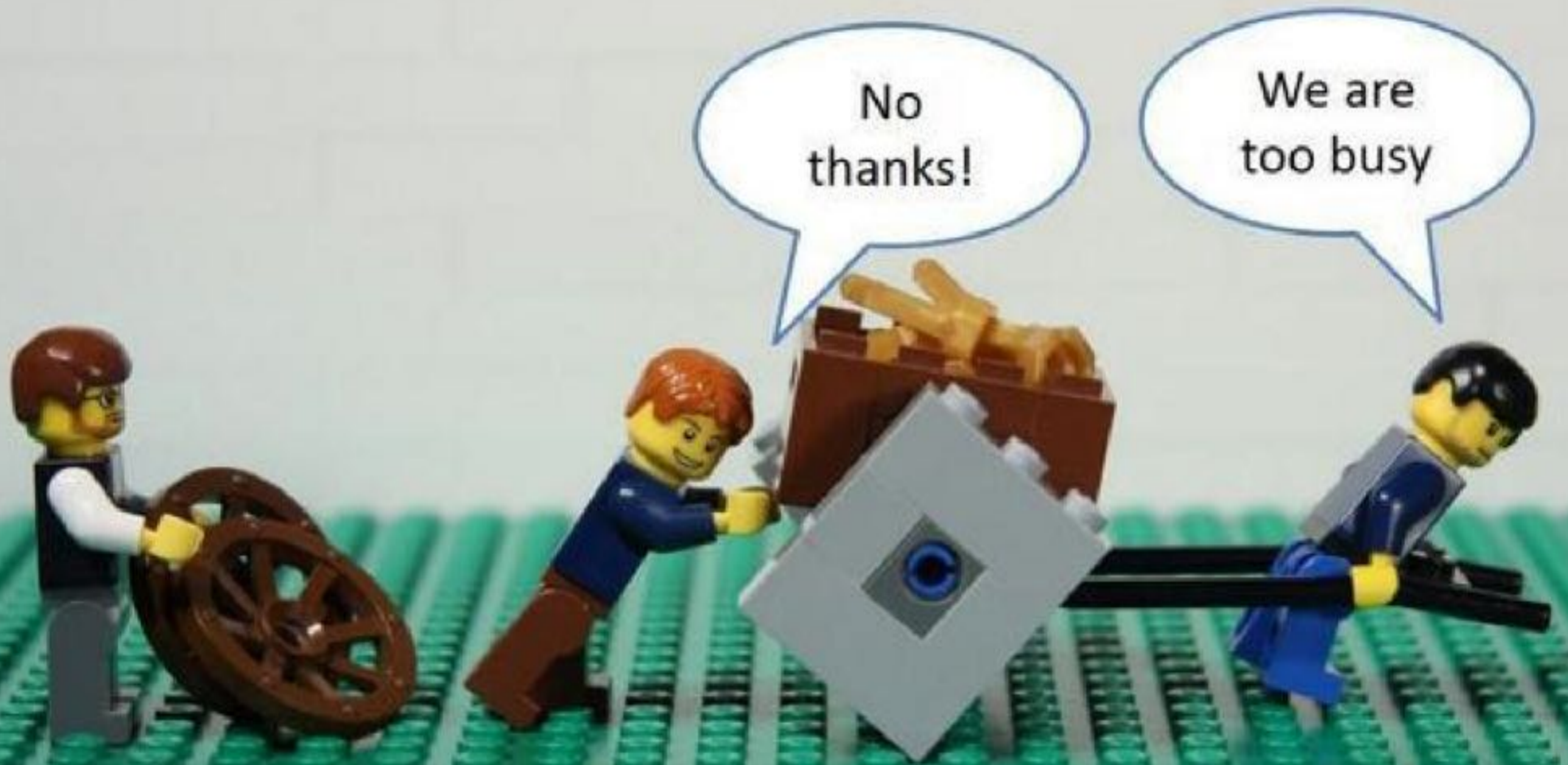
Our Challenge……

Schools have 3 forms of very valuable resource

- **Time**
- **Money**
- **Good will/motivation**

3MLEARNING
MEANINGFUL . MEMORABLE . MOTIVATING

And ICT can either grow these resources or it can burn them all, at a terrifying rate!
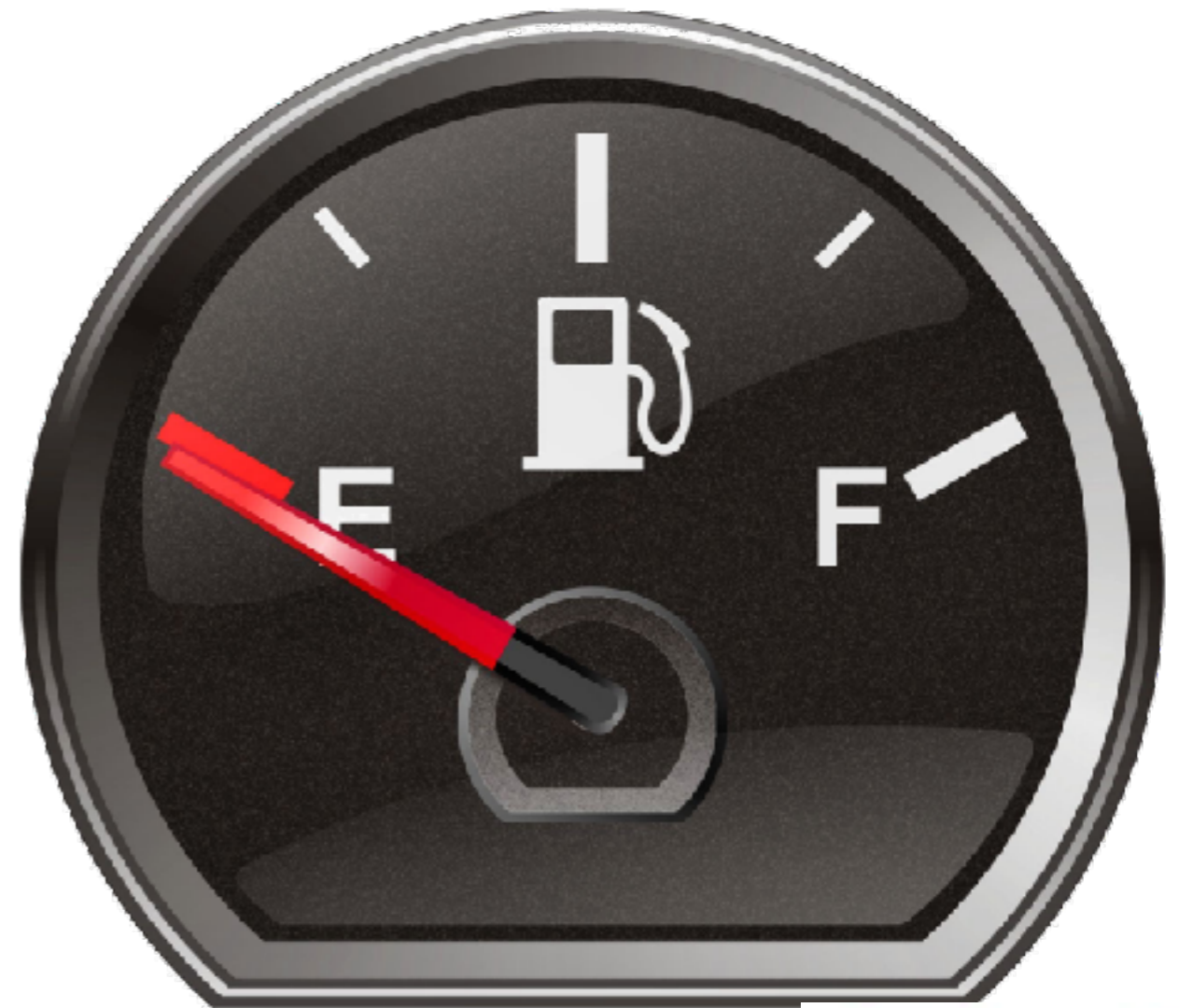
IF YOU KEEP ON
DOING
WHAT YOU'VE ALWAYS
DONE
YOU'LL KEEP ON
GETTING
WHAT YOU'VE ALWAYS
GOT

- JACK CANFIELD -

3MLEARNING
MEANINGFUL . MEMORABLE . MOTIVATING

What
you
allow
is what
will
continue.

3MLEARNING
MEANINGFUL . MEMORABLE . MOTIVATING
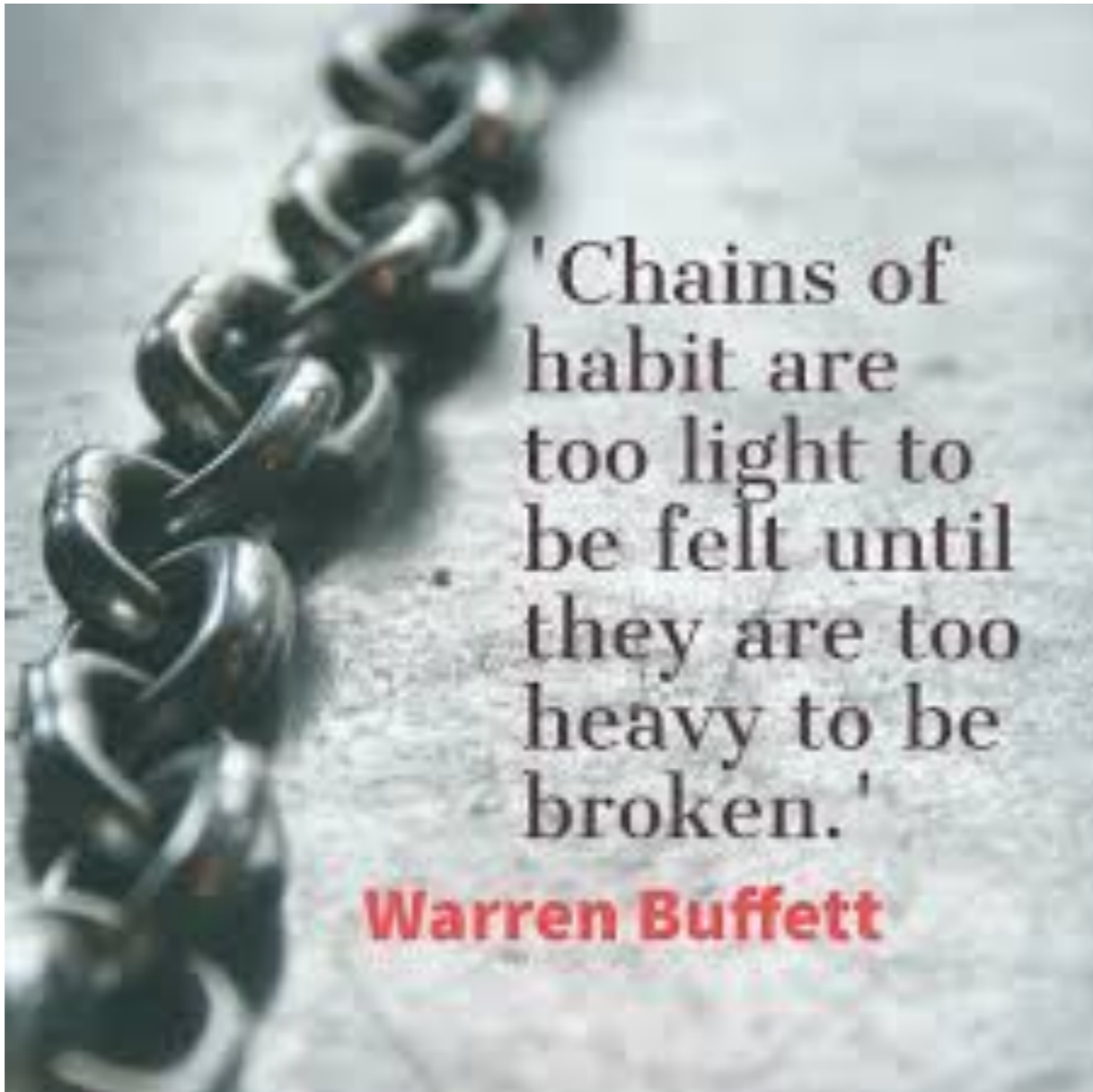
'Chains of habit are too light to be felt until they are too heavy to be broken.'

Warren Buffett

3MLEARNING
MEANINGFUL . MEMORABLE . MOTIVATING

One size fits.........

.........NOBODY!

Some better strategies?
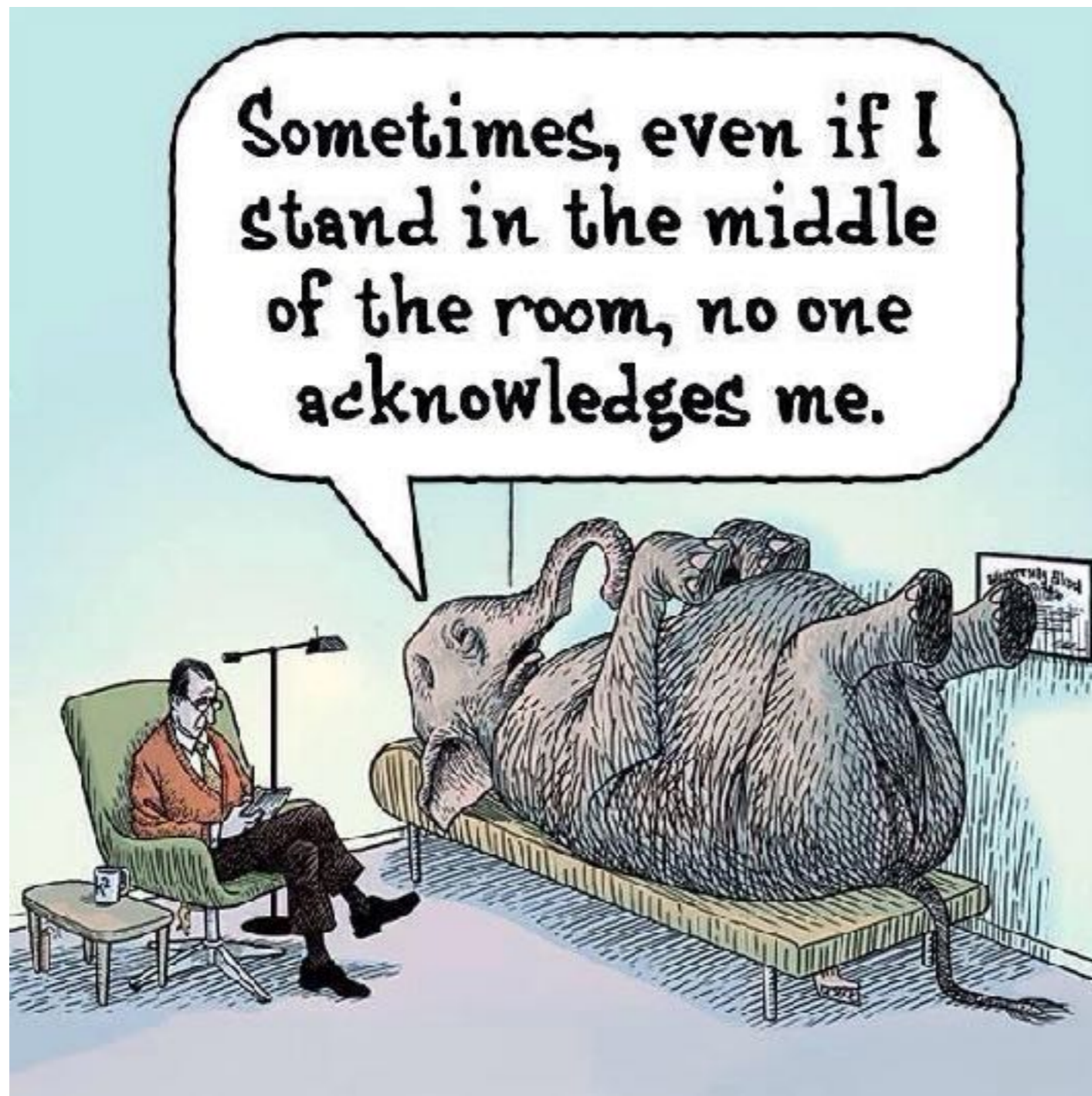
So how did we get here?

Old tools/vocab - e.g. laptops & servers

↓

Weird workflows

↓

Bad habits

3MLEARNING
MEANINGFUL . MEMORABLE . MOTIVATING

Wouldn't this be better?

Optimised Workflows

↓

Great Tools - e.g. laptops, mobile devices, cloud thinking

↓

Effective Habits

3MLEARNING
MEANINGFUL . MEMORABLE . MOTIVATING

Unlearning old habits is hard enough.......

Understanding the
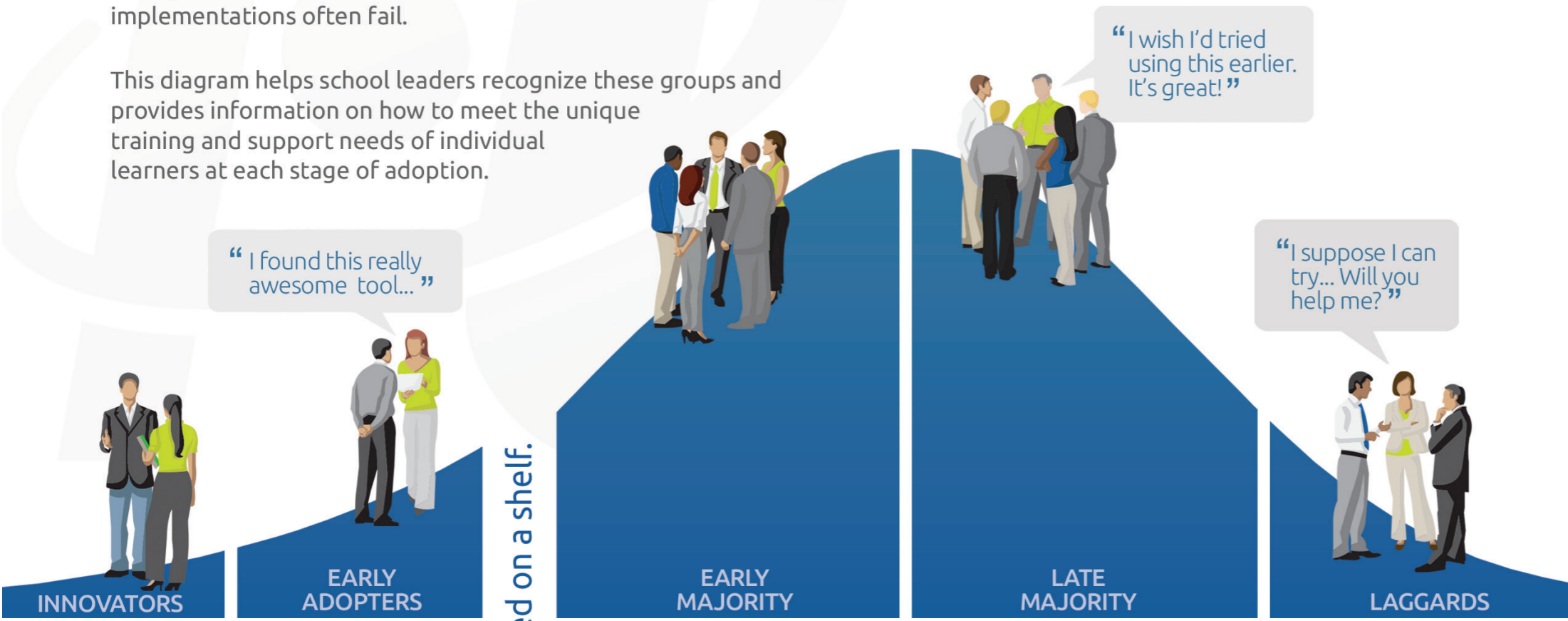# Technology Adoption Curve
in Education

First identified by Geoffrey A. Moore in his book "Crossing the Chasm," the theory of the Technology Adoption Lifecycle focuses on the bell curve caused by groups of individuals distinguished by their willingness to embrace change. Within this curve, there is a chasm. If this chasm cannot be crossed, technology implementations often fail.

This diagram helps school leaders recognize these groups and provides information on how to meet the unique training and support needs of individual learners at each stage of adoption.

"I wish I'd tried using this earlier. It's great!"

"I found this really awesome tool..."

"I suppose I can try... Will you help me?"

...ted that often ends up stored on a shelf.

INNOVATORS

Best Approach
Innovators are ahead of their peers and often have great ideas, so be sure to listen and ask for their input on how their vision could be implemented.

EARLY ADOPTERS

Best Approach
Early adopters often like to try out new things, so be sure to allow time for experimentation, and encourage them to share their successes and collaborate with others.

EARLY MAJORITY

Best Approach
Those in the Early Majority are often known for asking "Why?", so be sure you explain why the initiative is important. By helping them to connect the dots, you're building great momentum towards ensuring your initiative's long-term success.

LATE MAJORITY

Best Approach
Though similar to those in the Early Majority, those in the Late Majority are more skeptical. They want proof that something will work before they are willing to try it. Be sure to point out similar initiatives at other schools and call on Early Adopters to build their enthusiasm.

LAGGARDS

Best Approach
Laggards fear change, so ease the transition by guiding them through the training process. Be sure to show the proven benefits of the change, emphasizing why the change is important and its long-term impact.
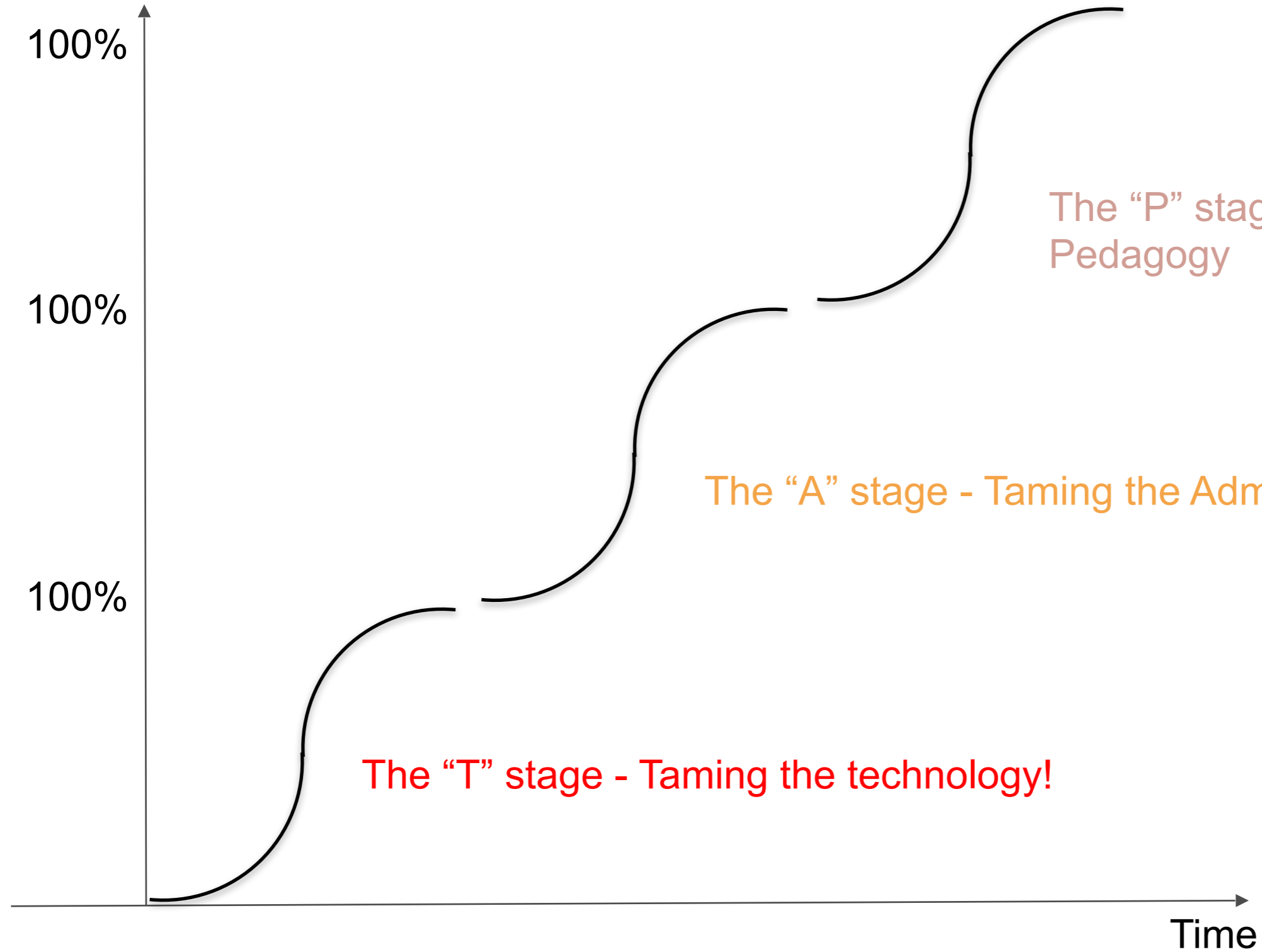
3M LEARNING
MEANINGFUL . MEMORABLE . MOTIVATING
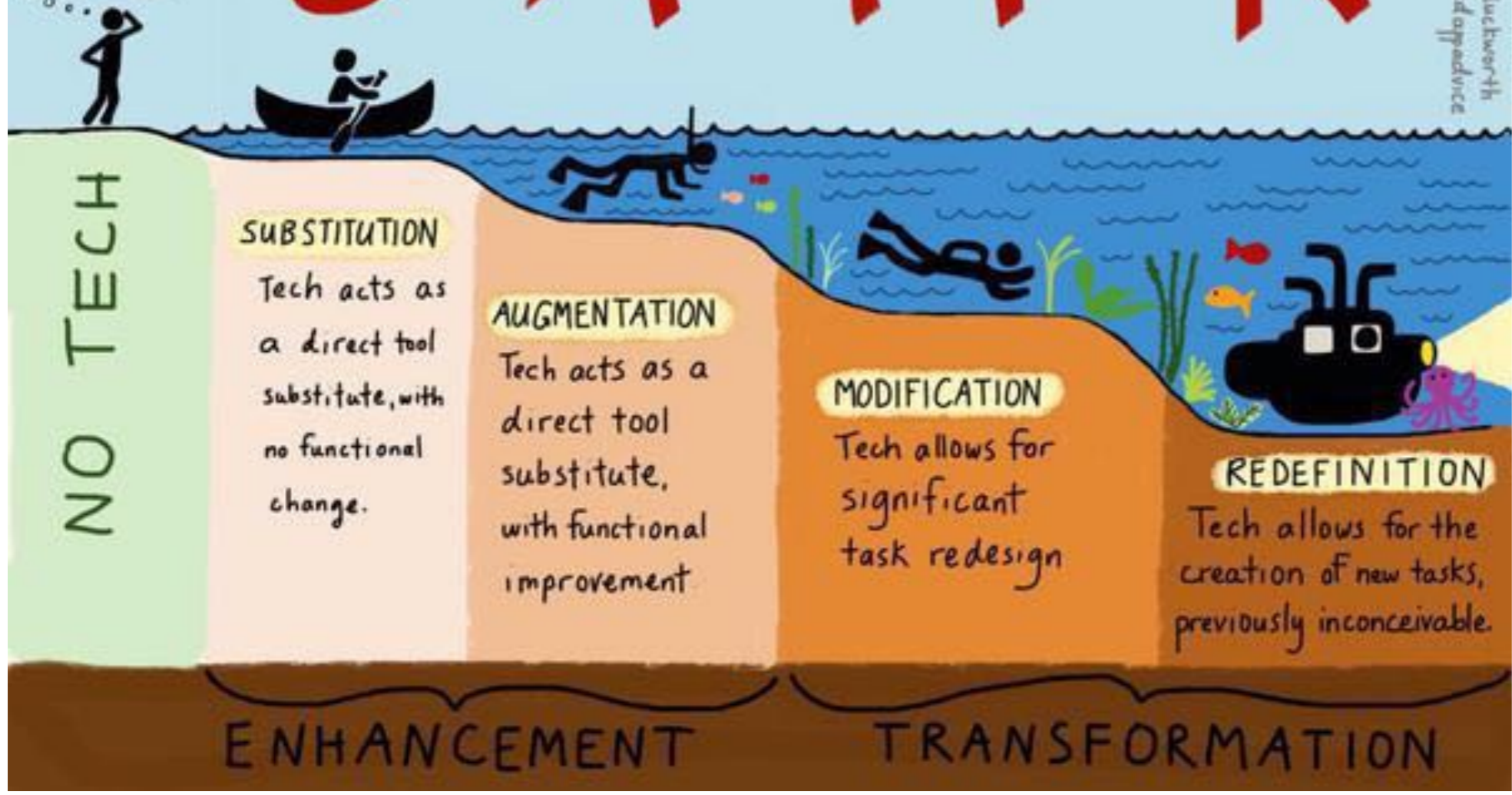
Ten concrete strategies

"Sub-optimal" workflow/ habits	Improved workflow/habits with G Suite
People share individual docs	Use Google Team Drives wisely and ban attachments
People share folders	Eliminate server docs over a well planned period of time
People send attachments	Email collaborators instead of re-sharing

"Sub-optimal" workflow/ habits	Improved workflow/habits with G Suite
Photos fill up iPads	Create a Room G Suite account and use Google Photos and/or Google drive

"Sub-optimal" workflow/ habits	Improved workflow/habits with G Suite
Giving feedback to students in Google docs is time consuming	Use Google Keep with a bank of common feedback comments

"Sub-optimal" workflow/habits	Improved workflow/habits with G Suite
Too many documents still stored on School Server and they are unfit for purpose	Completely refresh school docs, converting some into: • Google Templates • Google Docs/Sheets • Google Forms

"Sub-optimal" workflow/ habits	Improved workflow/habits with G Suite
Too many documents from School Server have been converted into Google docs but are difficult to find and manage	Create a hyper linked "staff handbook" with every possible resource that a teacher might need, contained within. Maybe use default tabs for some, for daily notices, staff handbook, SMS, Gmail, Calendar - differentiated OU's. Use one doc per term per team meeting etc. Use Stars.

"Sub-optimal" workflow/ habits	Improved workflow/habits with G Suite
Instead of people making copies of documents intended as templates they often mangle/move/delete them.	Start to use Google Templates

"Sub-optimal" workflow/ habits	Improved workflow/habits with G Suite
All G-Suite users treated and set up the same	Differentiate and make the behaviours we want, unavoidable: • OU's • Chrome Apps • Default Tabs • Book marks • MDM for iPads

"Sub-optimal" workflow/ habits	Improved workflow/habits with G Suite
We are still using staffroom whiteboard and/or server based doc and/or Google Calendars for school planning	Setup and optimise Google Calendars: • Staff calendar • Community Calendar • SLT calendar • Google resources for bookings • Staff use their Google calendars effectively on all devices/locations

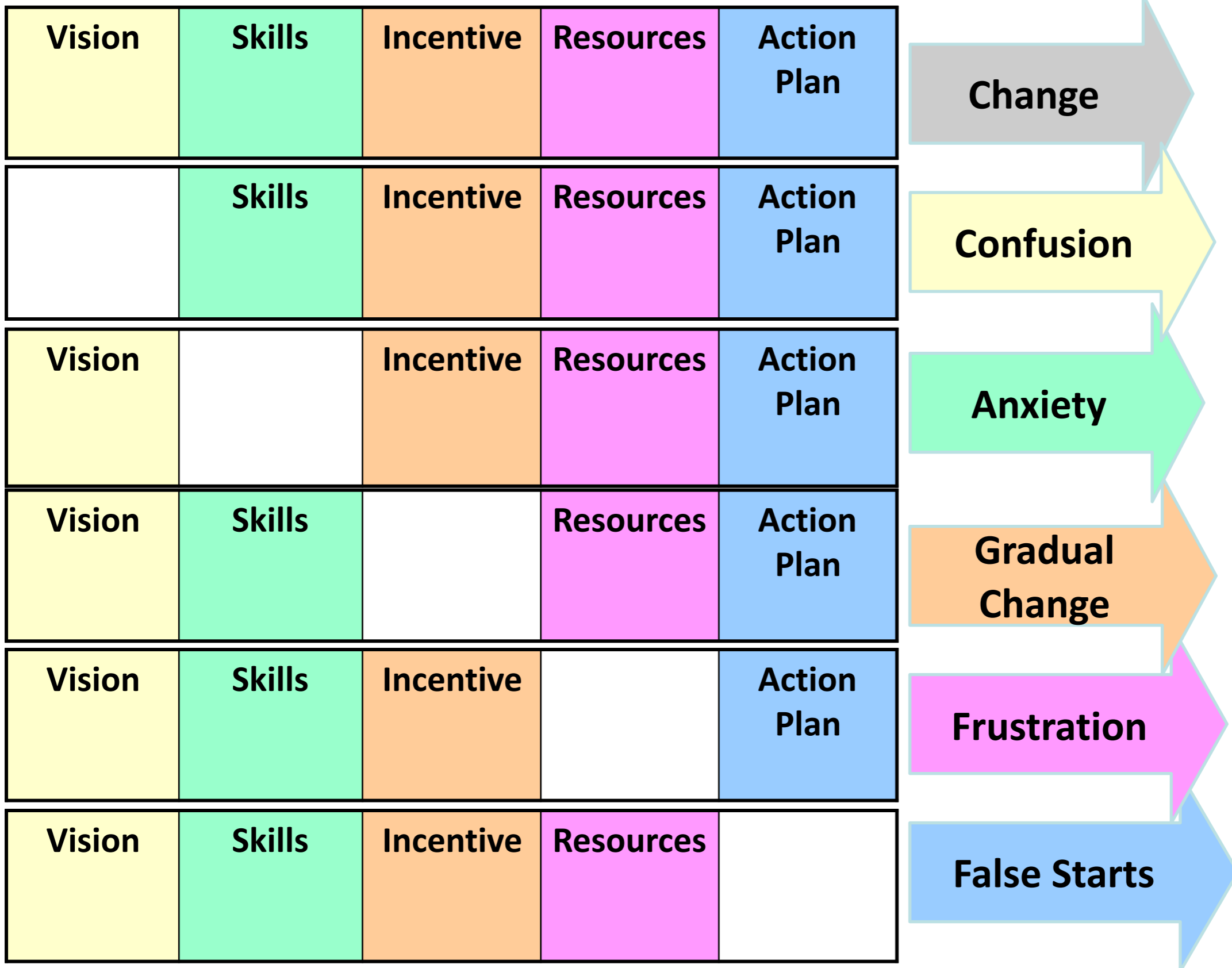| "Sub-optimal" workflow/ habits	Improved workflow/habits with G Suite
Students still using Microsoft products on clunky old machines	Install Chrome OS on older desktops and laptops

~~STUDENTS~~ Humans

LEARN BETTER
WHEN THEY
ARE CHALLENGED
HAVE CHOICE
FEEL SIGNIFICANT
RECEIVE FEEDBACK
AND KNOW
THEY MATTER.

CREATED BY: SEAN JUNKINS

Managing Complex Change (Leroy Model)

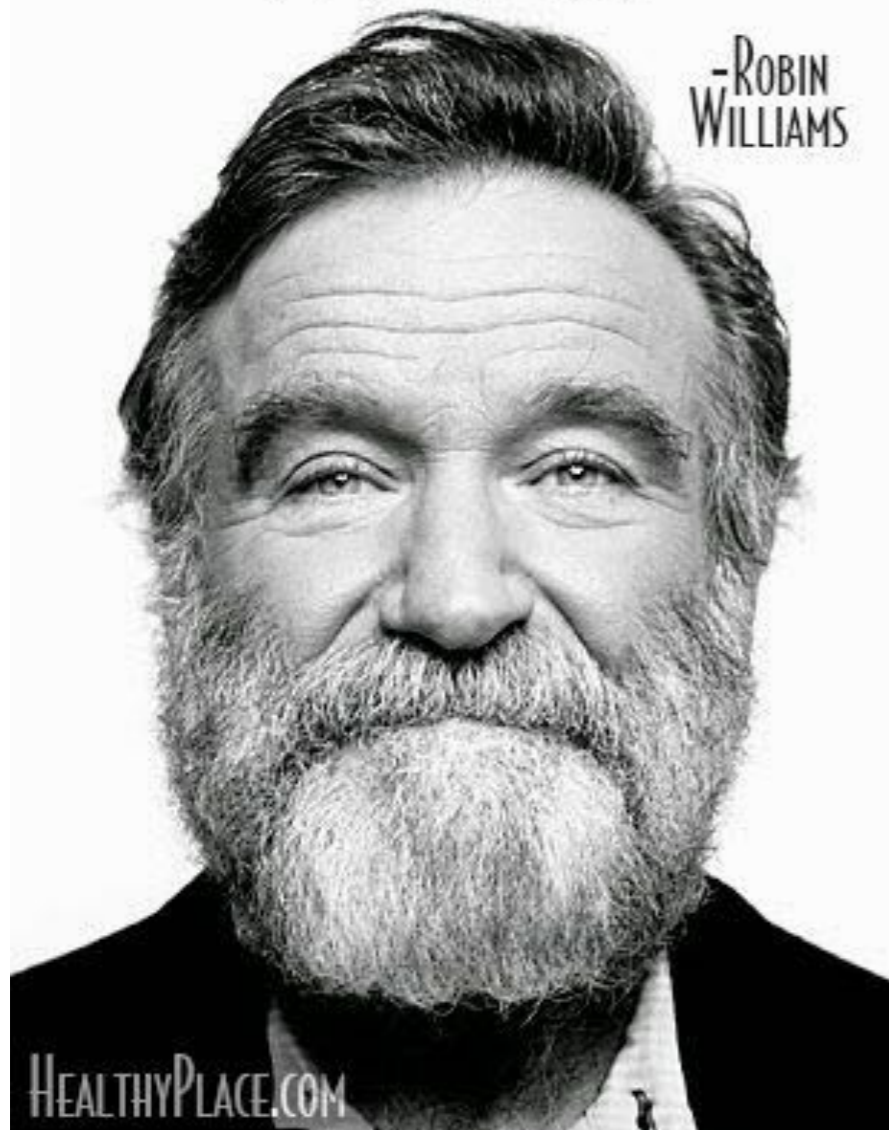| Vision | Skills | Incentive | Resources | Action Plan | | Change |
Vision	Skills	Incentive	Resources	Action Plan		
	Skills	Incentive	Resources	Action Plan		Confusion
Vision		Incentive	Resources	Action Plan		Anxiety
Vision	Skills		Resources	Action Plan		Gradual Change
Vision	Skills	Incentive		Action Plan		Frustration
Vision	Skills	Incentive	Resources			False Starts

- We need IQ

- We need EQ

- We need TQ

- We need BQ

No matter what people tell you, words and ideas can change the world.

-Robin Williams

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