

Enablers and Blockers Activity

Purpose

This activity will elicit what concerns your staff have about implementing the new Digital Technologies content as well as what strengths or resources can be drawn on. The enablers and blockers are an essential part of the strategic planning process as they allow teachers concerns to be recorded and accounted for in the planning process.

Pre-requisites

This activity assumes that your staff have some knowledge of the new Digital Technologies content. For example it would be assumed that the difference between Computational Thinking and Designing and Developing Digital Outcomes is known.

[Pūkau 00: Intro: Why Digital Technologies?](#)

Presentation

To introduce the activity, you should prepare a short 5 minute (no more than 5 slides) presentation. It should cover:

- We (our school) will have to be teaching the new Digital Technologies content in 2020
- We are planning for this now - your role
- The first step in planning is to ask staff what concerns they have and what enablers (things we can use to our advantage) there are (it could be handy to have some copies of the [Roadmap worksheet](#) handy to explain the context of this activity in the planning process).

How to run this activity

It is important that the concerns of teachers can be aired in a way that is safe for all concerned. This is a whole staff activity and is best run as a 20 - 30 minute session for the whole staff. Divide your staff into groups of 3 - 5 members. It is preferable that the more DT savvy teachers are spread among the groups. This will help ensure that any questions that groups have about the content can be answered within the group.

Depending upon the size of your school and the people concerned, consider running this activity without the principal or SLT present. This may mean that staff articulate their views more honestly.

Introduce the context of the activity using the presentation you made beforehand.

Explain the purpose of the activity and that it is essential that people air their views honestly but respectfully. Hand out the enablers and blockers worksheets, one to each group. Explain that we are doing the blockers first. Explain that in groups they should discuss and write down all the things that are causing them concern about introducing the new Digital Technologies content by 2020. They should not move on to either enablers or suggesting solutions - just simply clearly say what their concerns are. It is not necessary for all members of the group to agree - any concern is valid. Say that they have 10 minutes for this activity. *Remind them at 8 minutes that they have 2 minutes left.*

At 10 minutes move on to the enablers. Explain that enablers are things that your school can take advantage of to expedite a successful implementation of the new Digital Technologies content. These are things that will make our implementation easier (for example - we could work with our Kāhui Ako colleagues to share ideas and expertise; we have the support of our BOT). Again, your teachers should work in groups and have 10 minutes to complete the activity.

Collation

Remind your staff that this is about collation and that solutions to the concerns will be looked at later. They could even volunteer to be part of the process! Don't get drawn into discussing solutions - you may need to remind staff that this is a short session. The analysis is conducted as a staff. You will need a large whiteboard and a volunteer who has neat writing - not yourself - you will be facilitating the analysis. Each group needs to have a speaker. This ensures that individuals are not attributable back to statements that are expressed by the group.

Going round the groups in turn, ask each speaker to share a concern, which is then written down on the board. If a concern is essentially the same as one written down already, put a x 2 (3,4... etc) by it to indicate that it was a multiple concern. Carry on until all concerns have been recorded.

Repeat for the enablers.

You should now have a record of all the enablers and blockers. Take a photograph of them. Thank your staff for taking part and explain that the responses will contribute to planning - you will try and address all the concerns - but can't guarantee that all will be resolved.

Analysis

Add the enablers and blockers to your Strategic Thinking Roadmap worksheet. If you are using the digital version, remember to save it.

Your leadership team should meet to analyse the enablers and blockers for obvious patterns, but also anomalies.

- Can the responses be sorted in to any obvious categories?
- Were any responses unexpected?
- Can any responses be addressed quickly or easily?
- Are any responses particularly concerning?

As you move through the planning process refer back to the enablers and blockers so that the concerns of staff are addressed - and that their good ideas are used!