

## Human and Organizational Systems in advancing ICT applications in schools: an OD approach for iTEC

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Designing the future classroom brings with it unprecedented challenges. Schools are tempted to fixate on the technology as an end in itself, demanding of teachers that they quickly master tools of which they never dreamed when they first entered the profession. However, the truly innovative 21st century school will avoid this temptation and will rather harness the new technology in the service of developing a refreshing new pedagogy in order to advance its deeper educational goals.

In our presentation, we will address the human and organizational dimensions of a school's process as it leverages and integrates new technologies as part of a comprehensive, values-driven educational approach, similar to school initiatives within the iTEC project, "Designing the Future Classroom."

Integration of new technological/pedagogic tools represents a major shift in the "DNA" of a school's organizational culture – a shift which is likely to be accompanied by organizational turmoil. Asked to confront the new technologies, some teachers will be enthusiastic while others will be anxious and resistant. The essential nature of the teacher-student relationship will change, with teachers becoming enablers and facilitators instead of playing their traditional role as the authoritative source of data. The school will develop as a "learning organization" characterized by reflective practice and mentoring, and openness to measurement and evaluation. These developments will only be possible in a school where respect for diversity and human dignity are actively adopted as core values, touching all significant stakeholders – administrators, teachers, students, and parents.



The profound changes in traditional educational paradigms will be enhanced through the school's engagement with the concepts and tools of organizational development – measurement, team-building and leadership development, systems-thinking, and change management.