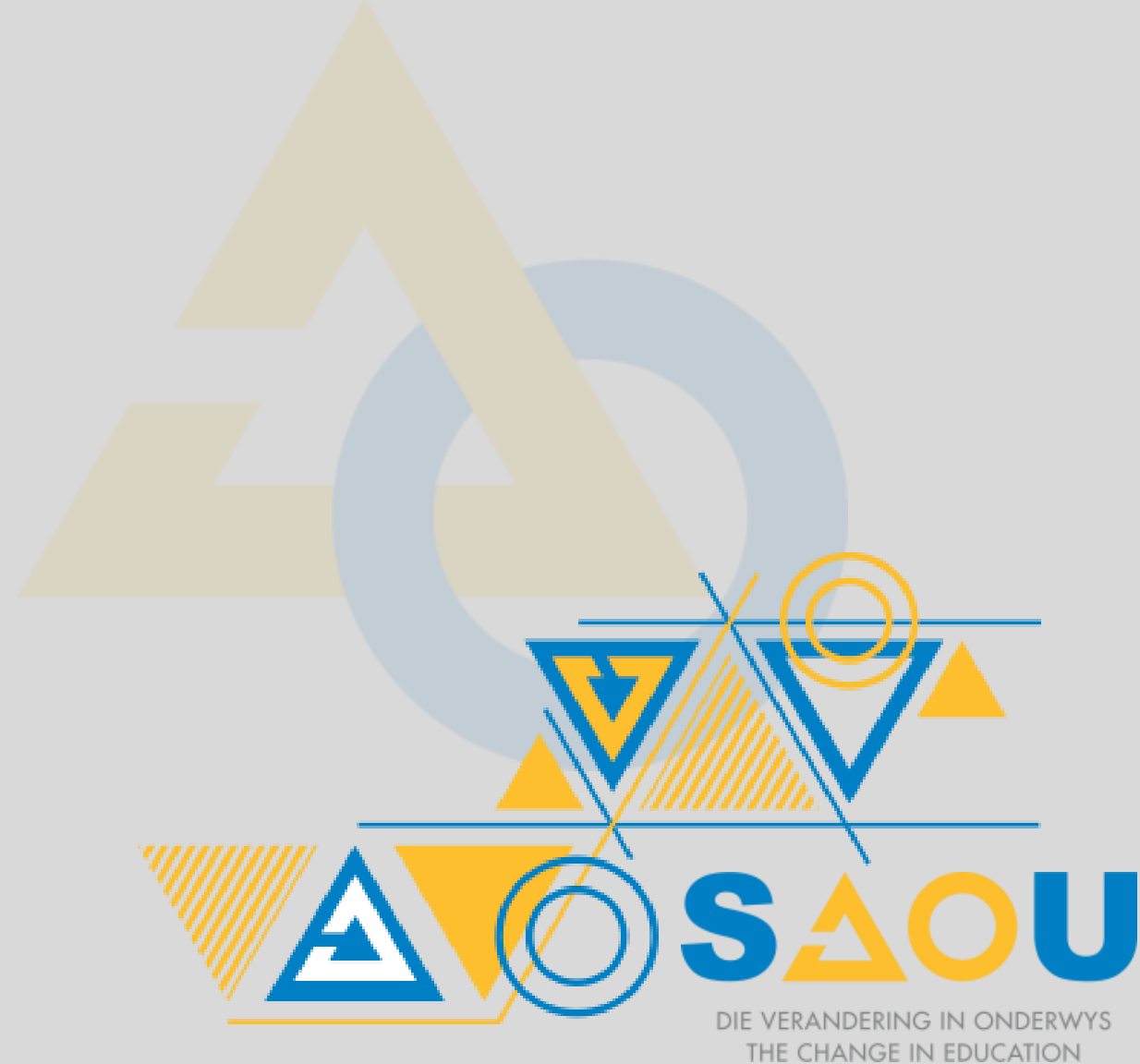




optimi

Accessible learning solutions

home classroom college workplace



SAOU Mini-MBA

19 November 2020

Today's discussion

Die nuwe normaal: Lesse geleer met die terugkeer van leerders na skole

The new normal: Lessons learnt with the return of learners to school

The big question in your school

Did the Covid-19 lockdown lead to a permanent shift in teaching and learning behaviour (“**new normal**”), or

will you move back to what you did before (the “**old normal**”)?



A permanent shift in behaviour will require a strong commitment from senior leadership to change.

Our learnings during the Covid-19 lockdown

Home education

- Home division: largest home education provider in South Africa (>24k learners; >1500 tutors).
- Significant growth in lockdown (>6k new learners).
- Demand typically due to schools not providing adequate remote/online learning solutions.
- Most new clients during lockdown have not considered home education before.
- Parents were looking for:
 - Ways to keep children busy. Parents had to work.
 - **Structure. What should a parent and learner do?**
 - **Content. Handbooks and class notes typically depend on teachers to interpret.**
 - **Continuous feedback. Is the learner on track?**




“Crisis” schooling

- Classroom division: e-learning solutions to schools and higher education institutions (>160 schools).
- Impaq volumes indicated only small percentage of school parents and learners (<0.2%?) pursued “formal” alternatives (home/online schooling).
- Schools’ ability to function largely dependent on technology, connectivity, and resources available to teachers and parents/learners (e.g. devices, ability to communicate, and access to content).
- Where these were present, schools typically managed to deal with the new demands, despite the sudden shock and need for significant change.
- **Success depended on ability to drive change.**



What to change: lessons from Optimi's GuidED™ learning model for a distance/online learning environment

GuidED™ learning: five core elements needed for effective teaching and learning in distance/online learning environment.

 Focus for schools

 **Guidance**

Ongoing course and lesson planning and individualised guidance for learners and teachers, integrating the rest of the model elements.

 **Content**

Formal learning material for a course or subject that includes **multimedia** and **interactive components** to augment teaching.

 **Application**

Learning activities aimed at progress visibility, learner benchmarking, and content mastery, with **adaptive technology** for self-marking, and immediate personalised feedback.

 **Engagement**

Continuous interaction, intervention, motivation, and support from teachers, as well as parents, peers, and other content experts.

 **Formal assessment**

Formal assessments as required for successful completion of a course or subject, including assessment management and reporting.

**DID YOU MAKE SURE TO TAKE
TWO PICTURES**



SO YOU CAN GIVE ONE TO ME

How to change: lessons from the McKinsey & Company change model.

Understanding and conviction

"... I know what I need to change – I agree with it, and it is meaningful"

Talent and skills

"... I have the skills, capabilities, and confidence to behave in the new way"

"I will change my behaviour if..."



Role-modelling

"... I see leaders, peers, and reports behaving in a new way"

Formal mechanisms

"... The structures, processes, and systems reinforce the desired change"

Questions / discussion

