

WHAT THIS UNIT IS ABOUT

Understanding the different forms of caution and concern that accompany digital change — and what they tell you about how to lead your school community through it.

KEY CONCEPTS TO ENGAGE WITH

Three forms of change caution — each requires a different leadership response:

Concern about competence: 'I am not sure I can do this — and I do not want to look incompetent in front of my students or colleagues.' Respond with scaffolded support and safe spaces to try.

Concern about workload: 'This is one more thing on top of everything else. I do not have capacity for this.' Respond by removing friction, starting small, and protecting time.

Concern about professional identity: 'I am a teacher — not a technology operator. This is not what I trained for.' Respond by reconnecting digital tools to what they care most about: their students and their craft.

Understanding the concern is not the same as agreeing with it. But leaders who name it honestly create the conditions for progress.

ASSIGNMENT BRIEF**ASSIGNMENT DETAILS**

Output: A structured reflection (1–2 pages) mapping the likely change dynamics in your own school

Identify 3–5 key people or groups whose response to digital change will significantly affect its success

For each, describe: what is their likely response, what form of concern might they have, and what do you understand about why

Propose one specific leadership response for each person or group — not a generic communication plan, but something tailored to their actual concern

GRADING CRITERIA

Grade	What Your Submission Should Demonstrate
Pass	Key people and their likely responses are identified at a surface level
Merit	The causes and forms of concern are explained with school-specific context and empathy
Distinction	Context-sensitive, tailored leadership responses are proposed for each person or group — demonstrating genuine understanding of what motivates each one

• PEER-LEARNING SESSION PROMPT

Bring your change dynamics reflection to your peer group. Share one person or group whose response concerns you most. Ask the group: 'What do you think is really behind this — and what would you try?' Use their experience to pressure-test your thinking.

★ CAPSTONE CONNECTION

Your change dynamics map feeds Digital School Strategy Section 3: your change management strategy.