



## Transformative Leadership with Web 2.0

Leadership is key to the use of innovative tools and the successful integration of digital aged literacy as mainstream in district k-12 education, rather than just in isolated classrooms. Modeling use of Web 2.0 technologies, and resolving policy issues hampering best practice use of digital media, are critical challenges for district level administrators.

The following questions have been identified as a means to help identify your level of engagement in becoming a Transformative Leader with Web 2.0. Definitions are provided in the attached glossary for those words that are underlined.

For each question, respond using the following scale:

Non-Applicable: This is not applicable to my current role.

Not Interested: I have no interest in this type of practice.

Lack Information: I really haven't heard about this.

Interested and Ready: I'm interested in and have heard about this practice and am ready to go!

Novice: I'm interested and have taken some preliminary steps toward this practice.

Intermediate: I'm currently using/implementing this practice. However, I need to do some more work and thinking.

Expert: This practice is definitely part of my repertoire.

Leader: I am recognized as a leader in this area.

Using the scale above, answer the questions by placing a check in the response that most appropriately demonstrates your current practice.

As you complete each section, you will be able to compile your scores. In each column you will count the number of checks and for every column (except the Non-Applicable column) you will multiply the count by the given number. When you have completed this step you will sum the totals in the 7 columns and calculate the score as shown in the example below.

	Non-Applicable	Not Interested	Lack of Information	Interested and Ready	Novice	Intermediate	Expert	Leader
I can logon to our network	X							
I check my email						X		
I turn on my computer							X	
I know how to use the Internet							X	
Sum for Responses from Not Interested through Leader/(number of questions - count for the NA column)	Count 1	0x1 = 0	0x2 = 0	0x3 = 0	0x4 = 0	1x5 = 5	2x6 = 12	0x7 = 0
Ex: $17/(4-1) = 5.67$								

## Daily Practice

	Non-Applicable	Not Interested	Lack of Information	Interested and Ready	Novice	Intermediate	Expert	Leader
I participate in <u>formal professional development</u> activities focused on <u>Web 2.0</u> .								
I engage in <u>informal professional development</u> to stay on top of new developments in <u>Web 2.0</u> .								
I regularly connect with others in my district via <u>Web 2.0 tools</u> (Twitter, <u>social networking sites</u> , <u>blogs</u> , etc.).								
I interact with colleagues outside of my school/district using <u>Web 2.0 tools</u> (Twitter, <u>social networking sites</u> , <u>blogs</u> , etc.).								
I use <u>Instant Messaging</u> for quick communications with my staff.								
I use <u>Web 2.0 technologies</u> to collaborate with others in new and more powerful ways.								
Sum for All Responses (Not Interested through Leader)  ____/(6 - NA) =	Count	__x1 =	__x2 =	__x3 =	__x4 = =	__x5 =	__x6 = =	__x7 =

## Data Analysis and Display

	Non-Applicable	Not Interested	Lack of Information	Interested and Ready	Novice	Intermediate	Expert	Leader
I use data gathered through <u>Web 2.0 survey tools</u> ( <u>Zoomerang</u> , <u>Survey Monkey</u> , etc.) from stakeholders in our school or district to guide my decision-making.								
I use <u>instant polling tools</u> to collect data in my school or district.								
I encourage or personally use <u>mobile technologies</u> (cell phone, iPad, etc.) to collect classroom or <u>school observational data</u> (from traditional classroom observations, to collecting multimedia examples of exemplary teaching and learning) in my school or district.								
I often use <u>data display tools</u> ( <u>Track-n-Graph</u> , <u>GraphWise</u> , etc.).								
Sum for All Responses (Not Interested through Leader)  ____/(4 - NA)=	Count	__x1 =	__x2 =	__x3 =	__x4 =	__x5 =	__x6 =	__x7 =

## eCommunications and Community

	Non-Applicable	Not Interested	Lack of Information	Interested and Ready	Novice	Intermediate	Expert	Leader
<u>Professional Learning Communities</u> within my school or district use <u>digital communities</u> and <u>virtual communication tools</u> .								
<u>Professional Learning Communities</u> in my school or district often collaborate via <u>social networking sites</u> (Ning).								
<u>Professional Learning Communities</u> in my school or district often use <u>online collaboration tools</u> (Google Docs) to work together on documents or presentations.								
Rather than keep kids off popular <u>Web 2.0 tools social networking sites</u> (Facebook, Twitter, YouTube, etc.) our school uses these tools to engage students.								
Rather than keep kids from using <u>Web 2.0 tools</u> our school provides school-based micro-blogging, instant messaging, and/or social networking tools to engage students.								
I connect with parents through <u>Web 2.0 tools</u> (Twitter, <u>social networking sites</u> , etc.).								
I have established what is known as a <u>Personal Learning Network</u> through the use of <u>Web 2.0 tools</u>								

(Twitter, social networking sites, etc.).								
Sum for All Responses (Not Interested through Leader) ____/(7 - NA)=	Count	__x1 =	__x2 =	__x3 =	__x4 =	__x5 =	__x6 =	__x7 =

## Supporting Digital Age Teaching and Learning

	Non-Applicable	Not Interested	Lack of Information	Interested and Ready	Novice	Intermediate	Expert	Leader
I actively support teachers' use of <u>Web 2.0</u> .								
I have encouraged or created conduits for teachers to share powerful practice with <u>Web 2.0</u> .								
I change or attempt to influence policies that might hamper innovative use of <u>Web 2.0 technologies</u> .								
I encourage and support efforts in my school or district to monitor the growth of the <u>digital age literacy</u> of students.								
Rather than banning <u>Web 2.0</u> use by students, I employ <u>strategies for allowing students safe access</u> to these collaborative technologies.								
An innovative culture including the use of <u>Web 2.0 technologies</u> has been established in my school or district.								
My school or district has formalized their expectations for the use of <u>Web 2.0 tools</u> by explicitly integrating the use of these tools within our curriculum.								
Sum for All Responses (Not Interested through Leader)  ____/(7 - NA)=	Count	__x1 =	__x2 =	__x3 =	__x4 = =	__x5 =	__x6 = =	__x7 = =

## Modeling Web 2.0 Use

	Non-Applicable	Not Interested	Lack of Information	Interested and Ready	Novice	Intermediate	Expert	Leader
I use <u>Web 2.0 tools</u> (blogs, wikis, social networking sites, etc.) to organize materials for meetings and/or <u>formal professional development</u> activities.								
My staff often observes me using <u>Web 2.0 tools</u> (blogs, wikis, social networking sites, etc.) in my work.								
By modeling the safe and effective use of <u>Web 2.0 tools</u> in my communications with the community, I advocate for their use.								
I am proactive in addressing common community concerns about the use of <u>Web 2.0 tools</u> for teaching and learning in my school or district.								
I am viewed as a resource for those wanting to explore the use of <u>Web 2.0 tools</u> in my school or district.								
Sum for All Responses (Not Interested through Leader)  _____/ (5 - NA) =	Count	___x1 =	___x2 =	___x3 =	___x4 = =	___x5 =	___x6 = =	___x7 = =



## OVERALL SCORING

### Sum for All Responses

To calculate your Overall Score you will provide the Sum for All Responses score in each of the five areas. You will add the Sum for All Responses, and then calculate your Overall Score by dividing the Sum of your combined responses by five. The example below demonstrates how you will calculate the Overall Score.

Sum for All Responses for Daily Practice	<b>2.6</b>
Sum for All Responses for Data Analysis and Display	<b>1.75</b>
Sum for All Responses for eCommunications and Community	<b>2.2</b>
Sum for All Responses for Supporting Digital Age Teaching and Learning	<b>4.83</b>
Sum for All Responses for Modeling Web 2.0 Use	<b>3.5</b>
Overall Score (Sum of the above)/5= <b>14.88/5 = 2.976</b>	Sum of the above: <b>14.88</b>

In the table below calculate your Overall Score. Use your Overall Score to identify where you are in the categories provided in the "Where are you in the journey to become a transformative leader with Web 2.0" section below.

Sum for All Responses for Daily Practice	
Sum for All Responses for Data Analysis and Display	
Sum for All Responses for eCommunications and Community	
Sum for All Responses for Supporting Digital Age Teaching and Learning	
Sum for All Responses for Modeling Web 2.0 Use	
Overall Score (Sum of the above)/5= _____	Sum of the above:

## Where are you in the journey to become a transformative leader with Web 2.0?

### Disinterested (1)

You may be showing little or no interest in Web 2.0 technologies. You may even be thinking of these technologies as destructive or unnecessary. You may be an excellent administrator even without the use of Web 2.0 tools but, you could find that the smart use of Web 2.0 tools could improve your personal productivity and help move your district or school to be innovative, and participate in digital aged learning. Begin by considering key questions or objections you have to Web 2.0 and take them to an expert or a leader you respect who is supporting the use of Web 2.0 technologies in your area. Look around your school or district for teachers who are using or want to use Web 2.0 tools and observe their use or talk with them about their goals for teaching and learning with these technologies. It's important that you take time to reflect on what you are learning and continue to dialogue with people around you who can help you to find answers to your questions. Remember that there are resources all around you that can help you to thoughtfully consider if you are really where you want to be.

### Currently Clueless (2)

Chances are you feel overwhelmed and when you think about integrating technology into your "leadership toolkit" you find yourself lost, five steps behind during a training on using the new email system, and desperately seeking the kind of step-by-step help you get from the cookie recipe on the back of a bag of chocolate chips. Your belief that using technology, especially Web 2.0 tools, necessitates a certain skill level is holding you back from getting started. You may be in a holding pattern, waiting for someone to push you forward and nervous about how that first step might feel. At this stage you need to think about one thing: Getting started! Consider seeking out workshops, or finding a teacher or peer, who is currently using Web 2.0 tools, to talk with and mentor you. After that first step things will be better. Try to remember that you don't have to be the expert at everything and modeling courage to try new things may be very empowering to both you and your staff.

### At the Water's Edge (3)

As you think about the use of Web 2.0 tools to support your leadership goals, you are eager to try new tools and consider new ways of "doing" business. But, gosh, you are nervous! When you even consider getting started your mind fills with questions about what to use, when to start, and how you will manage to fit this into your already jam-packed day. Those questions may keep you from moving. Often times, using technology – rather than just hearing or reading about it - is the best way to actually learn what it is and what it can do to improve learning or personal productivity. So take a chance, think about Web 2.0 tools that you have heard of, choose one and go! Move forward by using freely available resources like videos and web pages that show you how to get started. It's frustrating when you can't move forward, and it's scary to move forward without a strong skill set or clear direction. Standing still and moving nowhere are no longer options – take the interest that you have and let it feed your

exploration into this new arena. Start by establishing questions about Web 2.0 technologies and begin thinking about how you can seek out answers to those questions. Keep in mind, often learning can be empowered by Web 2.0 tools so don't be surprised if you find yourself using Web 2.0 tools to learn about Web 2.0 tools that you can use during your journey into transformative leadership.

#### **Toes in the Water (4)**

You are a key observer of Web 2.0 tools and enjoy learning about how others collaborate - well done! You have seen the success of others and are making strides to participate. You're moving slowly forward but the key is that YOU ARE MOVING! You have a basic understanding and want to deepen your understanding, as well as your actual use. If you haven't done so already, identifying models of use by peers, or others in the same professional role as you, can help. By seeking out others who are currently at the level of use that you see as your goal, you can not only think about how to move forward but you can dialogue toward an action plan with someone who has been there and experienced the same starting point that you find yourself at right now. Leverage your early interest and success that you have achieved so far, and continue to build toward your ever-developing vision. At this time it may be a good idea to begin developing your Personal Learning Network (PLN). Start by familiarizing yourself with what a PLN is and how other educational leaders use their PLN to continue learning.

#### **Up to My Waist (5)**

Chances are you are more than aware of ways others are blazing new trails in the world of Web 2.0. You've been inspired by what you have seen others do with Web 2.0 and are already trying new things. You are confident, and able to use new tools. You access new ideas through your network of educators and leaders who are all part of your Personal Learning Network. Feeling confident that you have a vision for your use of Web 2.0 tools, you feel like you have created a solid foundation for use and continued learning. Now that you are confident in your frequent use of Web 2.0 tools, it may be a good time to consider ways you can extend, customize, and mobilize your Web 2.0 world.

#### **Swimming Effortlessly (6)**

Wow! You are on the ball! You have not only initiated use of Web 2.0 tools but are seen as a leader within your own community, and your Personal Learning Network. You share new ideas with others, and are continually modeling use within your school or district. As a leader, you serve as a resource for others to learn from. You take time to carefully think through how you can provide systematic support for others wanting to integrate Web 2.0 tools into their teaching, learning, and professional growth. The challenge now is to confront systems and/or policies that have been in place for ages and create change by integrating Web 2.0 tools into processes and practices that could benefit from a digital twist.

## Olympian (7)

Congratulations, you are now in a position where you share knowledge and continually model the use of Web 2.0 tools. Your work has paid off and now others are seeking out your leadership to make it possible for them to follow in your footsteps. You are creating pathways for others within your local community, and within a larger more digitally connected community of educators. These pathways allow others to learn from your successes and challenges in changing policy, process, and practice. You have established an expectation for innovation, and demonstrated a commitment to innovation through actively supporting digital age teaching and learning. At this point, you are able to chart your own path. However, you may want to consider ways that you can share your story of success and allow your voice to be heard within the larger context of local, state, and federal conversations about Web 2.0 policies and practices.



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