The Role of Leaders in Implementing Educational Innovations with IT in Higher Education

Myrthe Lubbers, MScR, MA
Dr. Dorien Hopster-den Otter
Prof. Dr. Kim Schildkamp
Content

• Acceleration Plan
• 2 studies
  – Leadership as a crucial factor
  – Competences and behaviors of leaders
• Conclusions on leadership for educational innovations with IT in higher education
The Acceleration Plan

Duration: 2019 – 2022
UNL, VH and SURF
39 higher education institutions
100+ members

Ambitions
1. Improving alignment with the labor market
2. Encouraging flexibility in education
3. Smarter and better learning with technology
Zone Facilitating professional development for lecturers

All higher education programs give lecturers the opportunity to use IT in education in such a way that it leads to an acceleration of educational innovation, and in doing so an improvement in the quality of education.
Building blocks for effective lecturer professional development in higher education aimed at educational innovation with IT

Version 2.0
What factors support or hinder the initiation and implementation of the innovations for lecturer professional development in the field of educational innovation with IT?
Innovation Development

Factors

- Relative advantage
- Motivation
- Knowledge brokers
- Leadership

Individual Institution
LEADERSHIP

The degree to which formal leaders encourage, support and prioritize the adoption of the innovation.

“The most important factor if you want to change something in an organization, is that there must be a clear vision from the top on what and why they want something. That must be supported by the underlying managers. If that is missing – as in our case – it becomes very complicated and one enthusiastic person is not enough…”

“Right at the place where leaders excel in their performance, the greatest dynamics arise.”
What competences and behaviors from leaders are needed to support educational innovation with IT in higher education?
A leader in educational innovation with IT

Leading oneself

- Stays up-to-date and keeps learning
- Is a role model
- Participates in educational innovations
- Connects with professional networks/communities
- Communicates clearly

- Act professionally as a leader
- ‘Show that even a leader can make mistakes or needs help sometimes’
- ‘Participate and unburden your employees’

Leading the team

- Directs and facilitates innovational team culture
- ‘Make sure team culture and enabling conditions convey the strategic choices’
- ‘Let go and give confidence to your team’
- Makes the value clear
- Builds on a shared vision
- Creates enabling conditions
- Builds a safe culture in which one can experiment
- Facilitates implementation + embedding
- Shares and spreads leadership
- Motivates and encourages

Is digitally literate

- Has knowledge, skills and experience regarding education and IT
- Uses research and data/works evidence-informed

- ‘Be active in exploring, understanding and preparing educational innovation with IT’

Equips lecturers and supporters

- Promotes professional development of employees
- Connects and bundles the capacities
- Has an eye for the individual

‘Recognise and appreciate’
Professional development

- Acts professionally as a leader
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- Is digitally literate
- Equips lecturers and supporters

A leader in educational innovation with IT

Leading oneself

Leading the team
A leader in educational innovation with IT

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Framework Leadership in e
A leader in educational innovation with IT

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The Acceleration Plan is followed up by Npuls

2019-2022

2022-2030
Take-home points

- Digitalization and cooperation are becoming increasingly important
- Leadership important factor for educational innovation with IT
- Leading yourself: crucial to be digitally literate and up-to-date of networks
- Leading others: build on human capital, facilitate, participate, spread leadership
Acceleration plan
Educational innovation
with ICT
professional development

More information?
thanks!

d.denotter@utwente.nl  m.e.c.lubbers@utwente.nl

www.versnellingsplan.nl/en