

Name

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Session

Staff Retention, Workload and EdTech

Session Synopsis

England's secondary schools face a growing shortage of 28,000 teachers by 2024 and teacher attrition is growing. Workload is a key concern of teachers looking to leave. While Educational Technology has been billed as a solution, it can also exacerbate the problem. However, evidence from research and practice suggests that with the right foundations, technology can be part of the solution. Our workshop explores evidence for those foundations, highlighting the importance of vision, design and management, which can make a critical difference - not only delivering successful technology projects, but also benefiting staff retention and workload. There are two presentations with ample time for participants to share ideas and experiences. First, we propose that planning for technology can help solve workload and teacher retention problems. Evidence is drawn from the OECD's Teaching and Learning International Survey 2018 and a project where one LEA implemented High Reliability Organisations principles to build 15 years of sustained improvement. Presentation two focuses on 'design for impact', giving participants an opportunity to see how others have carefully analysed granular issues like workflow, and conducted trials and action research on online student work or marking, to ensuring that technology is a help rather than a hindrance.

Speaker Profiles

Vaughan is currently a PhD candidate in the University of Cambridge Education Faculty researching the impact of teacher workload on pupil attainment and teacher retention. Previously he has worked as Director of Digital Development, Head of e-Learning and Vice Principal.

Rachel leads on digital technology for teaching and learning at Wimbledon High School in London. She is interested in working with teachers to evaluate the use of technology for teaching and learning, implementing evidence-based practices. She is currently working closely with colleagues on the design of our new building, the STEAM Tower, to develop a culture of innovation in the school. She works on digital strategy with colleagues across the Girls' Day School Trust, most recently contributing to their Futurelearn MOOC, Digital Skills for Teachers. She is a member of the Independent Schools Council Digital Strategy Group and a BETT Awards judge for 2020.