1. What was the context (the course, purpose, situation, etc.) in which these artifacts were created?

   This artifact was created in the Leading Change Through Instructional Technology course as our final project. As a group, we were tasked with creating an educational environment in which some sort of change was going to be implemented, then discuss how the elements of change would be used in this process and how they would all work together to reach our goal. Our group discussed implementing co-taught classes for all core English and Math classes in our school setting for grades 6-12.

2. What outcomes (ISTE Standards) were you demonstrating in creating it?
- **Standard 1 – Facilitate and Inspire Student Learning and Creativity**
  - **T.1.d. Model collaborative knowledge construction by engaging in learning with students, colleagues, and others in face-to-face and virtual environments.**

   Within this artifact, my group discussed how technology would be used within this change implementation. We discussed that teachers would have access to a Google Drive folder that would include resources related to co-teaching. Co-teachers would also collaborate through Google applications, video conferencing, and other communication tools. Teachers would also have access to different trainings through the AEA and would be able to collaborate with their teaching partners, as well as gain ideas from others, through these trainings.

- **Standard 2 – Design and Develop Digital Age Learning Experiences and Assessments**
  - **T.2.a. Design or adapt relevant learning experiences that incorporate digital tools and resources to promote student learning and creativity**

   This project allowed my group to discuss the process of changing from a traditionally taught classroom with one teacher to a co-teaching experience. We chose this topic as it is relevant in our current teaching situations. Technology would be used during the professional development and actual co-teaching stages. This technology use would support and improve student learning and creativity.

- **Standard 3 – Model Digital Age Work and Learning**
  - **T.3.b. Collaborate with students, peers, parents, and community members using digital tools and resources to support student success and innovation.**

   Our plan for change discussed how teachers would use technology to collaborate with each other about the co-teaching process. Parents and community members are also stakeholders in this process, so collaboration and communication with them about co-teaching is also discussed in our change plan.

  - **T.3.c. Communicate relevant information and ideas effectively to students, parents, and peers using a variety of digital age media and formats**

In order for change to effectively happen, all stakeholders need to be involved, including students and parents. A plan for communicating the implementation of co-teaching and allowing them to ask questions is discussed in our project.

- **T.3.d. Model and facilitate effective use of current and emerging digital tools to locate, analyze, evaluate, and use information resources to support research and learning**

As discussed before, our plan involves the use of a Google Drive folder that teachers will have access to in order to learn more about co-teaching and plan with their counterpart. All teachers will be able to access this to gain information, as well as to add to it with any other relevant information as well.

- **Standard 4 – Promote and Model Digital Citizenship and Responsibility**
  - **T.4.b. Address the diverse needs of all learners by using learner-centered strategies providing equitable access to appropriate digital tools and resources**

The "Greater Purpose" on our Polarity Map within this project was to "educate all students." Co-teaching helps to achieve that purpose, and some of the positives to it are laid out in the Polarity Map.

- **Standard 5 - Engage in Professional Growth**
  - **T.5.b. Exhibit leadership by demonstrating a vision of technology infusion, participating in shared decision making and community building, and developing the leadership and technology skills of others**

This plan demonstrates how all stakeholders work together to implement change. The change that our group discussed doesn't directly relate to technology, but there are components that involve technology and technology infusion. Within our plan, a group of teacher leaders would provide information to other teachers about co-teaching, then another group of teachers would be involved in a pilot team. This pilot team would provide updates throughout the year on their experience and inspire those who did not sign up for the pilot team to begin co-teaching. Through these updates, teachers are developing their leadership and technology skills, and helping others to do the same.

- **T.5.c. Evaluate and reflect on current research and professional practice on a regular basis to make effective use of existing and emerging digital tools and resources in support of student learning**

Co-teaching is a current and relevant area of research and professional practice. My group chose to reflect on and evaluate this topic as it is being used in our current districts and we are/will be involved in the process. Although this topic doesn't directly involve technology, technology tools were identified as being a crucial part of the implementation process within our plan.

- **T.5.d. Contribute to the effectiveness, vitality, and self-renewal of the teaching profession and of their school and community**

Co-teaching has recently been implemented in my district, and this plan has helped me to be able to contribute ideas to implement it more effectively. Change is usually seen in a top-down approach, but this plan allowed me to look at it in more of a bottom-up perspective. With this in mind, I can use these ideas to implement change more effectively in my district so that all stakeholders are involved and feel heard.

3. What challenge(s) did you encounter in creating this artifact? What did you learn from encountering this/these challenge(s), and how can you turn these challenges into opportunities in your current or future professional life?

The biggest challenge I had when creating this artifact is making sure all of the conditions for change were addressed in our plan effectively. There are many aspects that need to be thought of when implementing a change, and all stakeholders need to be taken into consideration, so we needed to make sure that everything was addressed properly. We ended up submitting a draft to our instructor, and he suggested a few changes to make, one of them being to include a timeline of how and when the implementation of co-teaching happen. Creating a timeline helped us to see what we may have missed, or what was unclear, in our description above it. The timeline also provided a way to quickly look at the plan, which would be a good way to share information about the change with the stakeholders. If I were to be in charge of a big change like this, I would suggest using a timeline like the one we created.

4. What does this work show about you and your capabilities?

This artifact shows me that I am capable of implementing a large-scale change. There are many aspects that need to be thought of, but this work shows that I am capable of taking all of the stakeholders and conditions of change into account. Working through the Polarity Map also really helped to show why the change is needed and what we can do to make it successful. I feel confident in leading a group through those discussions to make change happen effectively.

5. What did the completion of the work teach you about yourself within the field of instructional technology/as a 21st Century educator?

Many times, teachers don't think they have a lot of power to create change as it is usually a top-down approach. However, going through this project taught me that I can effectively create change through a more bottom-up approach and have all stakeholders involved. This project renewed my leadership skills, and I have the confidence to be able to create an effective plan for a large-scale change.