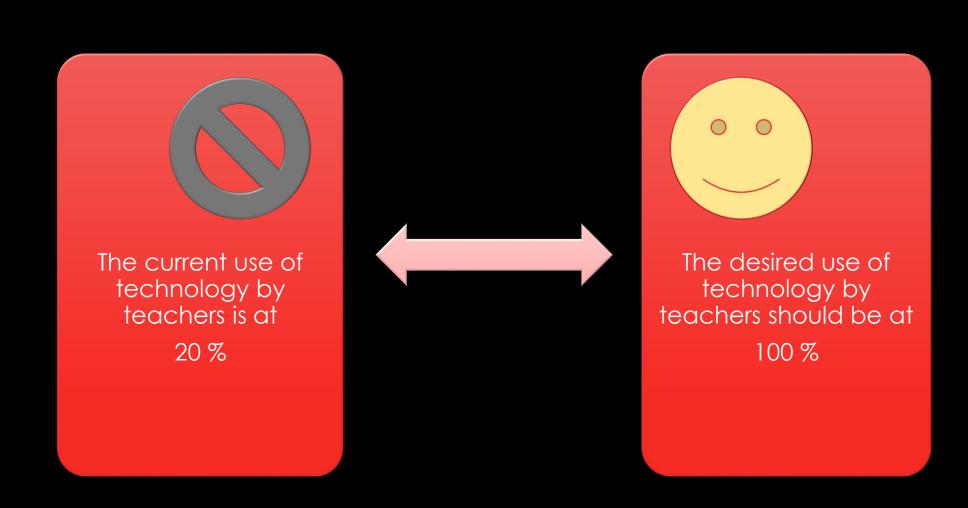# FRONT END ANALYSIS PLAN
CLOSING THE GAP OF TECHNOLOGY USE AT THE WEST SIDE LEARNING CENTER

IDE 712 FEA Plan Presentation

Kennia Delafe

IMPORTANCE OF SOLVING PROBLEMS

- Increase the use of technology by teachers and students
- Increase teachers' technology skills
- Increase students' English skills by using technology
- Increase students' technology literacy and skills
- Increase students' independence in job search
- Increase students' abilities to perform in higher education courses
- Increase school employment and continued education outcomes
- Increase technology usage data to support technology advancement

FEA PLAN
(GILBERT BEHAVIOR ENGINEERING MODEL)

	S^D Information	R Instrumentation	S_r Motivation
E (environmental)	**1** EXPECTATIONS & FEEDBACK	**2** TOOLS & RESOURCES	**3** CONSEQUENCES & INCENTIVES
P (individual)	**4** SKILLS & KNOWLEDGE	**5** SELECTION & ASSIGNMENT (capacity)	**6** MOTIVE & PREFERENCES (attitude)

DATA COLLECTION TOOLS

	Desired performance	Actual Performance	Feelings	Cause	Possible Solutions
Existing Data	Review	Review (if any)	Review (if any) (i.e. complaints)		
Documentation	Review	Review			
Technology Support	Questionnaire				
Management	Interview (WSLC Facilitator)	Interview	Interview Questionnaire Observation	Questionnaire	Interview
Target Population	Interview Focus Groups	Observation Questionnaire	Focus Groups Questionnaire Observation	Questionnaire	Interview Focus Groups

PROPOSED CAUSES

- Lack of clear performance expectations and standards for the technology use

- Teachers' lack of essential technology and job-relevant technology skills

- Teachers face interferences that prevent them from performing (Internet, printing, etc.)

- Teachers work with inefficient hardware and software

- Teachers do not see the value of teaching technology

- Teachers are not challenged to perform for results

- There is no feedback to teachers on how well they are performing

PROPOSED SOLUTIONS

- Set clear technology use performance and standards
- Set professional development sessions to train teachers
- Redesign organizational links with the technology assistance group
- Redesign the learning center process for reaching out technology assistance
- Design and implement a motivational system
- Design and implement a incentive/consequence system