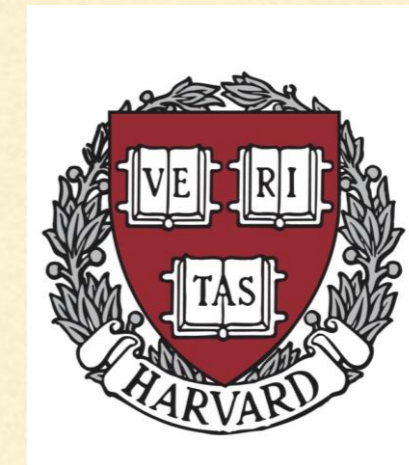# The New Paradigm of Education and Training

Charles M. Reigeluth

Indiana University

Overview

1. Why do we need a new paradigm of education and training?

2. Problems with the current paradigm

3. What is the new paradigm?

4. Who has transformed?

5. Challenges to the transformation

1. Why a New Paradigm?

Toffler's three great waves of change.

- Development of agriculture
- Industrial revolution   (physical capabilities)
- Information revolution   (mental capabilities)

Each wave of change brought paradigm shifts in all of society's systems.

1. Why a New Paradigm?

Paradigm Shifts

Waves of change:	Agrarian	Industrial	Information
Family:	Extended family	Nuclear family	Working-parent family
Business:	Family	Bureaucracy	Team
Transportation:	Horse & boat	Train	Plane & car
Education:		One-room system	Current ?
	schoolhouse		

Many other systems

1. Why a New Paradigm?

Takeaways

Big changes in society cause (require) **paradigm change** in **all** societal systems, including education.

Paradigm change is driven by **pull** (new needs) and **push** (new means or tools).

Does this make sense so far? Comments?

2. Problems with the Current Paradigm

Societal

- Knowledge work versus manual labor
  - Sorting focus versus learning focus
  - Hidden curriculum
- Many different careers
  - Cultivate individual talents

Individual

- People learn at different rates
- Different interests and talents

3. What Is the New Paradigm?

Key Markers

Industrial Age	Information Age
Bureaucratic organization	Team organization
Autocratic leadership	Shared leadership
Centralized control	Autonomy, accountability
Adversarial relationships	Cooperative relationships
Mass production, etc.	Customized production, etc.
Compliance	Initiative
Conformity/standardization	Diversity/customization
One-way communications	Networking
Compartmentalization	Holism
(Division of Labor)	(Integration of tasks)

3. What Is the New Paradigm?

Takeaway

To understand what features an information-age educational or training system should have . . .

We must first understand the changing needs and conditions of the emerging information society.

- Work place
- Family
- Society

3. What Is the New Paradigm?

Learning Focus

- Student progress based on learning – continuous progress.
- Personal learning plans: pace, but also methods and goals.
- Learner-centered learning environments – what the learner does.
- Active learning environments:
  - ○ Project-based (immersive, authentic, to better their world)
  - ○ Collaborative and self-directed
  - ○ Just-in-time tutorials

3. What Is the New Paradigm?

Learning Focus

- Assessment is performance-based and criterion-referenced (practice until perfect) – micro credentials or badges.
- Changed roles for:
  - Teachers – mentor, designer/curator, facilitator, collaborator
  - Learners – self-directed, empowered
  - Technology (planning, instruction, assessment, recordkeeping)
- Multi-year mentoring and multi-age learning environments

3. What Is the New Paradigm?

New structures

- Continuous progress instead of grade levels
- Projects instead of courses
- Practice until perfect instead of tests
- Micro credentials instead of grades
- Studios instead of classrooms
- Guides instead of teachers

Any more comments or questions?

4. Who Has Transformed?

Thousands of schools nationwide
- Montessori schools (low tech)
- Many charter schools (have the systemic independence)
- A few school districts (Chugach in Alaska and Lindsay Unified in California)

Many support organizations

5. Challenges to the Transformation

Much harder than piecemeal reforms

- Transportation analogy

Whole district

Mindset change (time-consuming)

Retooling is expensive, but operation isn't.

Conclusion

You can make a difference!

More info available in my book.

www.reigeluth.net/vision-and-action

reigelut@iu.edu

Any more comments or questions?