Managing Generation Z in Education

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Activity Overview

- The activity will discuss teaching methodologies and technologies that can be used to increase the learning outcomes associated with Gen-Z.

- At the end of the session, the audience should be aware of:
  - Challenges associated with the new generation of students
  - Creative teaching methodologies
  - New technologies associated with teaching
Outline

- Teaching in the new age
- Generation Z Characteristics
- E-learning and Technology
- Educational needs for Gen-Z
- Conclusion
- Recommendations for Educators
Teaching in the New Age

- Common problem in Education:
  - Students do not study
  - Students do not read
  - Students are not interested

- Is the problem with the
  - Students?
  - Teachers?
  - Environment?

*Do we really manage to reach our students when we deliver our knowledge to them?*
Teaching in the New Age

- If we want to reach our students, our education system needs to change.

- We need to change our way we teach and interact with our students.
  - We need to modify our teaching methods
  - We need to adapt our assessment criteria
Poor Teaching
Bloom’s Taxonomy

**KNOWLEDGE**
To know specific facts, terms, concepts, principles or theories.

**COMPREHENSION**
To understand, interpret, compare, contrast or explain.

**APPLICATION**
To apply knowledge to new situations, to solve problems.

**ANALYSIS**
To identify the organization structure; to pull meaning from parts, relations and organizing principles.

**SYNTHESIS**
To create something, to integrate ideas into a solution, to propose an action plan, to formulate a new classification scheme.

**EVALUATION**
To judge the quality of something based on its adequacy, value, logic or use.
Generations

- By definition, generations are a group of people who were born in a certain date range and share a general cultural experience of the world.

- Each generation is shaped by the social and cultural values of the society where it grows up and by the technologies available as the generation matures.

- Generations are differentiated by periods of 10 – 20 years.
## Generations

<table>
<thead>
<tr>
<th>Generation</th>
<th>Born</th>
</tr>
</thead>
<tbody>
<tr>
<td>The silent Generation</td>
<td>1927-1945</td>
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<tr>
<td>The Baby Boomers</td>
<td>1946-1964</td>
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<tr>
<td>Gen-X</td>
<td>1965-1980</td>
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<tr>
<td>Gen-Y</td>
<td>1981-1995</td>
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<td>Gen-Z</td>
<td>1995 -</td>
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The Generation Z students are filling our classrooms, and expecting a teaching environment in which they can interact in a similar way they do in their virtual worlds.

This imply a demand for instant information, visual forms of learning, and replacing “communication” with “interaction.”
Generation Z Characteristics

1. **Social**
   - Gen Z is naturally social and spend 7.6 hours per day socializing with friends and family.

2. **Multi-Taskers**
   - Gen Z prefers to work on multiple tasks at the same time. On average, Gen Z will work off of 5 screens at once.

3. **Entrepreneurs**
   - Gen Z desires independent work environments. 72% of teens want to start their own business someday.

4. **Educated**
   - Gen Z is constantly learning. 1 in 2 will have a college education.

5. **Philanthropists**
   - Gen Z wants to do good in the world. 93% say that an organization’s impact on society affects their decision to work there.

6. **Digital Natives**
   - Gen Z are the first true natives to the digital era. This generation spends 15.4 hours per week on their smartphones.

7. **Interactive**
   - Gen Z likes to interact with people. 34% are most concerned with boosting their people management skills.

8. **Tech-Savvy**
   - Have a question? Google it. 66% say that technology makes them feel that anything is possible.

9. **Less Focused**
   - Gen Z needs continuous updates and stimulation. It’s no surprise that this generation has an attention span of 8 seconds.

10. **Cautious**
    - As a result of growing up during the Great Recession, Gen Z tends to be more careful with their expenses. 57% would rather save their money than spend.

Source: Forbes, Future Workplace, Huffington Post, WP.p
Gen-Z Characteristics

- First generation with internet access throughout their education.
- Were born when Google began, and in elementary school when Facebook launched.
- Reach for a smart device every 7 minutes.
- Embracing technology inside and outside the classroom.

[Image: We check our phones 150 times a day]

[Image: 80% of kids 2-4 years old use mobile devices.]

[Image: The average time American children spend in front of electronic screens daily is 7 hours.]
Gen-Z Characteristics

- **Short attention span**
  - This generation has been exposed to a constant stream of short segments of information and clips.

- **Multimedia devices usage**
  - Visual forms of learning, such as pictures, video games, and videos seem to be more interesting to these learners and more effective.

- **Easy access to information**
  - They expect answers immediately and may often not want to spend the time to ensure the legitimacy or reliability of the sources they find.
Gen-Z Characteristics

- **Work Style:**
  - Stays connected all the time.
  - Adopts technology at high levels.
  - Approaches all aspects of life from a global and visual perspective.

- **Learning Preferences:**
  - Craves regular and technology-enhanced learning opportunities.
  - Educational opportunities that use visually enhanced methods of teaching.
How different from previous generations

- They have never known a world without Internet and smartphones.
- They have never had to use a library card catalog.
- They find answers to questions in Google.
- They watch a video YouTube to understand topics.

*However, they lack the critical thinking skills to evaluate sources*
As Learners

- Their ability to **process massive amounts of information quickly** qualifies them to be excellent students.

- **Learning is one continuous, multi-faceted, completely integrated experience** — connecting social, academic and professional interests.
E-Learning and Technology

Technology will remain a dominant force in education
E-Learning

- **Formal part** – at their school, where they go by necessity, without internal motivation, only to get credentials and as a result they are constantly bored with their formal learning.

- **Informal part** – outside the school, where they are fully engaged, excited and motivated in their personal virtual spaces, including social networks and social media.
Web Technologies
Video Games
A Learning Management System (LMS)

A comprehensive software suite of teaching, assessment, analysis, reporting and collaboration tools for online learning and course management

Moodle is a free and open-source learning management system

https://www.youtube.com/watch?v=3ORsUGVNxGs&t=24s
Educational Needs for Gen Z

- The traditional approach of traditional lessons and blue-book exams is not how Gen-Z want material presented to them or to be tested.

- Schools must be prepared and equipped to teach using an array of software, hardware, digital tools, technological platforms, and social media.
Educational Needs for Gen Z

- Fast delivery of data and graphics
- Speed in obtaining information
- Integration of interactive multimedia
- Instant feedback and rewards
- Delivery of learning in small chunks
- Problem-solving and hands-on activities
- Engagement in creativity and collaboration in teams
- Flexibility to learn in the way that works best for them
Gen-Z Learning Style

- Connected to the internet
- Simplicity and flexibility are vital
- Open-book environment
- Visuals and videos are the norm
- Flipping the classroom learning provides essential engagement.

*Teachers must communicate in new ways with language that engages and communicates content to the student in understandable ways.*
We .. Gen Z

- We just Google it.
- We are entrepreneurial.
  - But we want the degree
- We want a global education.
  - Our learning experiences are no longer confined to school buildings or campuses. They’re increasingly self-directed and digital.
- Help us apply what we’re learning in real time.
  - Don’t just teach us what to think—teach us how to think and how to make an impact.
- Our entertainment choices reflect our belief that an ordinary person can make a difference.
  - Allow us—the ordinary individuals—to play an active role in your storytelling
- We are realistic and cautious, but we’re also optimistic about how we can shape the future.
<table>
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<th>Teaching Needs</th>
<th>Teaching Guidelines</th>
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<td>Avoid boredom from short span attention</td>
<td>Provide 7-10 minute lesson, then open discussion</td>
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<td>Active student participation</td>
<td>Encourage case studies, team work, presentations, and cooperative learning through use of social media sites</td>
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<td>Visual stimulation</td>
<td>Reinforce concepts with YouTube videos; Have students find or make their own</td>
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<td>Learning process should be fun and modern</td>
<td>Use interactive games (such as Kahoot) to encourage critical thinking; use e-learning platforms and mobile apps</td>
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<td>Learn more by doing, observation and experiential practice</td>
<td>Incorporate laboratory skills into the classroom</td>
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<td>Expect immediate answers and reward</td>
<td>Google with them; critic results; Use short cycle challenge and feedback</td>
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Conclusion

- **Generation Z are very different than other generations**
  - They have short-span of attention
  - They expect fast answers and fast rewards
  - They do not read books in the traditional sense
  - They are tech savvy
  - They use the internet to find the answers
  - They use you-tube to understand the lessons

- **Educators must adapt their teaching methodologies to**
  - Modify the classroom experience from one-sided to discussion
  - Modify the assessment criteria
  - Learn and use the new technologies needed for education
Recommendations for Educators

- Abandon the nonstop one hour lectures
  - Divide your lecture into 4-5 concepts and open the discussion after each

- Give the students projects that are case-studies and team-based

- Move to open-book exams
  - and maybe open-internet exams?

- Learn new technologies and adapt them in your education
  - Learning Management System (such as Moodle) and Social Media

- Go virtual
  - Interchange between lecturing and technology (e.g. use 3D animation and YouTube videos)
How to Communicate with Gen Z

https://www.youtube.com/watch?v=LmNzZf0996o&index=3&list=PLrFsz7ebp6wuPVbUvU4SDeohvHyXg5TaS&t=0s
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