Comparison of Upper-Level Educational Technology

Positions in K-12, Higher Education and Corporations

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Upper-level position requirements in educational technology and design fields have core components with variations dependent on the type of organization they belong to (K-12, higher education or corporate). Additionally, requirements for the position vary due to the specific tasks that are expected of the individual.

Across all types of organizations researched, higher-level positions in technology require that the candidate possess certain competencies and knowledge related to specific software and applications which are expected to be used in each of the positions. Some of the expected proficiencies include: InDesign, Illustrator, Photoshop, Adobe Premiere Pro, SQL, and JavaScript. Skills in at least one or more software application or programming language are required for six out of the nine positions that I researched. Experience managing a department or division is a requirement for most of the positions.

All three K-12 positions require a supervisor and teaching certificate in order to be considered for the positions. All higher education positions required three to five years of supervisory, teaching or management experience and an advanced degree in a technology-related field. All three executive positions in a corporate environment require proven leadership and budget management skills.

Differences in each of the three areas (K-12, higher education, and corporate) stand out when reviewing each of the position requirements. Higher-level K-12 positions require K-12 teaching experience, higher education executive positions require knowledge of learning theories, research and best practices in teaching and learning with technology. Executive-level corporate positions require experience managing budgets and personnel. Within each of the three categories, specific positions require proficiency with tools utilized in those positions.

Higher Education Positions

Instructional Design and Technology Consultant - Northwestern University

This position requires a Master's degree in an Educational Technology field, experience with learning management systems, web-conferencing platforms, design applications (i.e., InDesign, Illustrator, Photoshop, and Adobe Premiere Pro) and developer/programming skills (i.e., HTML and CSS). College-level teaching, experience developing multi-media, knowledge of research literature on teaching and learning, and familiarity with ADA compliance and copyright laws is preferred ("Instructional Design and Technology Consultant," 2018).

Manager of Instructional Design - Austin Community College District

A Master's degree is required for this management position. The candidate must possess knowledge relating to supervisory principle, research methodologies, instructional design and standards for implementing instructional design practices. Knowledge of course management systems, learning theories, curriculum standards and project management is required. Three years of supervisory experience is required although, completion of a supervisor certificate program will satisfy this requirement ("Manager of Instructional Design," 2018).

Associate Vice Chancellor and Director of Online and Distance Education -Louisiana State University in Shreveport

A Master's degree is required for this executive position. Five years of experience of administering online programs and eLearning initiatives in a university setting is required. Competencies in instructional design, instructional technology, supervisory experience, managing a budget and ability to develop partnerships with external stakeholders is necessary. A doctoral degree and experience teaching in an online format is preferred ("Associate Vice Chancellor," 2018).

K-12 Positions

Director of Technology and Innovation - Princeton Public Schools

A college degree, New Jersey Teaching Certificate and New Jersey Principal/Supervisor Certificate is required for this position. A history of facilitating training for teachers and staff, knowledge of technology industry standards and familiarity with best practices is necessary. Teaching experience in K-12 is preferred ("Director of Technology and Innovation," 2018).

Computer Science Education Manager - NYC Board of Education

This management position requires one of the following minimum requirements: (1) A Master's degree and three years of experience in education administration, (2) A Bachelor's degree with four years of professional experience in education administration or (3) a combination of requirement 1 including teaching experience and eighteen months of managerial experience. Experience in computer science, programming languages, an understanding of the Department of Education operations are preferred qualifications ("Computer Science Education Manager," n.d., para. 8).

Director of Technology - St. Clair County Regional Office of Education

A Bachelor's degree in a technology-related field is required and a Master's degree is preferred for this position. Three to five years of experience implementing and managing technology, and three to five years of technology leadership experience is required. Working knowledge of the following applications is required: Microsoft Windows, Microsoft Office, Renweb, SQL, HTML, JavaScript, SmartBoards, IPads, clickers, document cameras, sound systems, projectors, and cameras. The candidate must also prove his/her ability to work with parents, the community and staff on committees ("Director of Technology," 2017).

Corporate Positions

Manager: Distance Learning & Educational - West Virginia Network (WVNET)

This management position requires Master's degree or the candidate must be in the process of obtaining a doctoral degree; a doctoral degree is preferred. The candidate must provide evidence of his/her ability to lead and manage teams and show proof of project and change management skills. Fiscal and budget management skills are required. Preferred qualifications include: experience with Quality Matters best practices, working knowledge of FERPA, COPPA, ADA and cyber-security and an ability to develop new clients for distance learning and educational services ("Manager: Distance Learning," 2018).

Director of Technology - Virtual Business Office

The Director of Technology position requires a Bachelor's degree in technology and five years of experience as a leader in technology innovation. The candidate must have experience with database platforms such as SQL, expert knowledge in MS Office, ability to foster teamwork and possess organizational and oral communication skills. Experience in healthcare and revenue management are preferred qualifications ("Director of Technology Virtual," 2018).

Chief Technology Officer - Leader Bank

A Bachelor's degree and five years of experience in a technology field is required for this position. The candidate must have proven team leadership and organization skills, knowledge of management of budgets and business planning skills. He/she must be proficient in VMWare, Cisco Concepts, Microsoft Server, Active Directory, Security Tools and Cloud Computing environments. Experience in a financial industry is a preferred qualification ("Chief Technology Officer," 2018).

Plan of Action to Meet Qualifications

It is clear that each of category-specific (K-12, higher education, and corporate) has its own requirements for higher-level positions in the field of educational technology and

technology management. As I continue to develop my portfolio and expose myself to new technologies, I have taken note of the reviewed job requirements in order to position myself at a higher-level to acquire a higher-level position. Registering and completing certification courses for programming language and software developer courses will provide me with necessary competencies to succeed in a managerial technology career.

As noted in my professional growth plan (www.danielpatrickward.com), my current leadership style is the Team Leadership approach; team leadership is a skill required for most of the reviewed job postings. I have been facilitating professional development sessions in higher education that are designed to bring online instructors together to share their strengths, weaknesses and ideas in online instruction. I provide support, delegate tasks and assist team members enrolled in my training sessions in order to meet objectives of the sessions (Northouse, 2013). An area where I fall short is experience with supervising a team of employees. In my current position, I do not supervise staff although I do oversee the work of two part-time and off-site support staff members. I need to explore opportunities where I can oversee team members of a grant project which I manage and volunteer to oversee projects which are comprised of large teams.

I lack experience and involvement with managing budgets for departments, divisions or projects. Experience managing budgets is a requirement for most of the positions that I have reviewed. Applying for grant projects will increase the likelihood of managing sponsored funds to educational technology-related initiatives.

My current goal is to acquire an upper level position in higher education, thus, my primary objective is to dedicate efforts toward research, studying adult learning theories and curriculum standards and project management.

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