

Framework for Ethical

Learning Technology (FELT)

ALT’s Framework for Ethical Learning Technology (FELT) is designed to support individuals, organisations and industry in the ethical use of learning technology across sectors. It forms part of ALT’s [strategic aim](https://www.alt.ac.uk/about-alt/what-we-do) to *strengthen recognition and representation for Learning Technology professionals from all sectors*.

Our aim is to articulate a framework for ethical professional practice in Learning Technology, not a set of rigid rules that apply to particular tools, technologies or contexts . The framework is designed to address the diverse range of contexts in which Learning Technology professionals work and are aligned with CMALT.

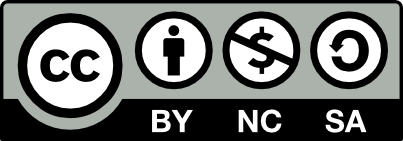
# FELT Reflective Self-Assessment

You can use this assessment tool to reflect on a particular project, a new tool or platform or you can use it to focus on a particular aspect of your work. We encourage all Learning Technology professionals to undertake this self-assessment to reflect on their professional practice in relation to FELT’s four core areas. Based on the outcome, you can then move on to complete individual sections focused on particular aspects of your practice.

The self-assessment is mapped to the **CMALT** accreditation framework and this is indicated throughout the assessment.

**Completing the self-assessment:**

1. **Option 1**: Complete your self-assessment via the online form and use the results to inform your practice and professional development. Submit your self-assessment online in order to receive a micro credential which recognises your achievement.
2. **Option 2**: If you prefer not to submit online, you can download this template and complete it without sharing the results, which will still enable you to reflect on the outcome and use this to inform your practice and professional development.

 Association for Learning Technology (ALT) 2021 [go.alt.ac.uk/EdTechEthics](https://go.alt.ac.uk/EdTechEthics)

## FELT Reflective Self-Assessment - Your focus

You can use this assessment tool to reflect on a particular project, a new tool or platform or you can use it to focus on a particular aspect of your work. You can choose more than one.

| **x** | **What** | **Please specify:** |
| --- | --- | --- |
|  | Tool or platform |  |
|  | Policy or process |  |
|  | A project |  |
|  | A particular aspect of my work |  |
|  | Something else |  |

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## FELT Reflective Self-Assessment - Part A

The first part of the self-assessment is focused on FELT’s four core areas: awareness, professionalism, values and care & community.

| Awareness  * Respect the autonomy and interests of different stakeholders * Be mindful, reflective and reflexive in your professional practice * Think critically about your practice and consider the wider environment(s) you can influence * Recognise the limits of one’s own knowledge and the possibility of unconscious bias |
| --- |
| **Answer the following questions:**  Q1: To what extent does your current practice reflect this area? \_\_\_\_  *Choose a score between 1 and 5, where 1 = least and 5 = most.*  Q2: How much do you feel you need to develop in this area? \_\_\_\_  *Choose a score between 1 and 5, where 1 = least and 5 = most.* |
| **Reflection:** *Use the following questions to guide your reflection and answer each one.*  Why have you given this score in response to the first question?  Thinking about the second question, in which aspects of this area would you like to develop? |
| Look at the bullet points under this core area and consider what else you might add under this heading in relation to your own role: |
| **CMALT**: Maps to CMALT Core Area 1, 2. |

| Professionalism  * Demonstrate accountable, evidence-led practice * Commit to ongoing professional development and enhancing your skills * Act with integrity and honesty * Ensure practice complies with relevant laws and institutional policies * Apply knowledge and research to advocate for and enhance ethical approaches |
| --- |
| **Answer the following questions:**  Q1: To what extent does your current practice reflect this area? \_\_\_\_  *Choose a score between 1 and 5, where 1 = least and 5 = most.*  Q2: How much do you feel you need to develop in this area? \_\_\_\_  *Choose a score between 1 and 5, where 1 = least and 5 = most.* |
| **Reflection:** *Use the following questions to guide your reflection and answer each one.*  Why have you given this score in response to the first question?  Thinking about the second question, in which aspects of this area would you like to develop? |
| Look at the bullet points under this core area and consider what else you might add under this heading in relation to your own role: |
| **CMALT**: Maps to CMALT Core Area 3. |

| Values  * Promote fair and equitable treatment, enhancing access to learning * Develop learning environments that are inclusive and supportive * Celebrate diversity as a route to innovation * Design services, technologies to be widely accessible * Be accountable and prepared to explain decision-making * Be as open and transparent as is appropriate |
| --- |
| **Answer the following questions:**  Q1: To what extent does your current practice reflect this area? \_\_\_\_  *Choose a score between 1 and 5, where 1 = least and 5 = most.*  Q2: How much do you feel you need to develop in this area? \_\_\_\_  *Choose a score between 1 and 5, where 1 = least and 5 = most.* |
| **Reflection:** *Use the following questions to guide your reflection and answer each one.*  Why have you given this score in response to the first question?  Thinking about the second question, in which aspects of this area would you like to develop? |
| Look at the bullet points under this core area and consider what else you might add under this heading in relation to your own role: |
| **CMALT**: Maps to CMALT Core Area 1, 2. |

| Care & Community  * Practice care of oneself and others * Promote collegiality and mutual understanding * Minimise the risk of harms * Recognise responsibilities and influence beyond your institution * Share and disseminate best practice |
| --- |
| **Answer the following questions:**  Q1: To what extent does your current practice reflect this area? \_\_\_\_  *Choose a score between 1 and 5, where 1 = least and 5 = most.*  Q2: How much do you feel you need to develop in this area? \_\_\_\_  *Choose a score between 1 and 5, where 1 = least and 5 = most.* |
| **Reflection:** *Use the following questions to guide your reflection and answer each one.*  Why have you given this score in response to the first question?  Thinking about the second question, in which aspects of this area would you like to develop? |
| Look at the bullet points under this core area and consider what else you might add under this heading in relation to your own role: |
| **CMALT**: Maps to CMALT Core Area 1, 4. |

## Reflecting on barriers

*Use this section to reflect on any barriers. This could be for example an institutional policy or practice, structural barriers or operational constraints.*

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## FELT Reflective Self-Assessment - Part B

### Summary of scores

*Enter your scores for each area below to identify which areas you should focus on in Part B.*

| **FELT Area** | **Score Q1** | **Score Q2** |
| --- | --- | --- |
| **Awareness** | - | - |
| **Professionalism** | - | - |
| **Values** | - | - |
| **Care & Community** | - | - |

### Focus: your current practice

Keeping in mind your focus today, and why you are completing this self-assessment, review the scores you have given each area in response to question 1, *to what extent does your current practice reflect this area?*, and focus on the areas which you have scored at 3 or below.

Now look back at your reflections on the reasons for your scores in those areas and consider these in relation to each other. Use the following questions as prompts:

* Are there common factors or something that connects them?
* Is there a particular aspect of your role that impacts these areas?
* What about your context shapes your responses in these areas?

| *Your reflections on your current practice:* |
| --- |

### Focus: areas for development

Again, keeping in mind your focus today, and why you are completing this self-assessment, Review the scores you have given each area in response to question 2, *how much do you feel you need to develop in this area?*, and focus on the areas which you have scored at 3 or above.

Now look back at your reflections on the reasons for your answers in those areas and consider these in relation to each other. Use the following questions as prompts:

* What practical steps could you take to address your development needs?
* Are there any areas in which you do not know how to make progress?
* Is there a particular need that is more urgent than others ?

| *Your reflections on your professional development:* |
| --- |

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## FELT Reflective Self-Assessment: next steps

Well done! You have now completed the FELT Reflective Self-Assessment.

If you would like to earn a microcredential please complete the online self-assessment form.

You can use parts of this self-assessment and the badge as evidence in your CMALT portfolio using the mapping provided.