

Blended Learning: What You Need to Know



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Download today's presentation
<http://edtch.co/EduTechAsia19>



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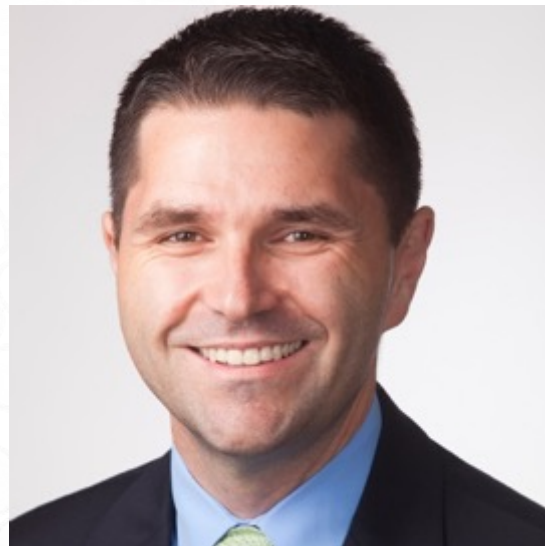
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Agenda

- What is Blended Learning
- Benefits and Challenges
- The Who and How of Blended Learning
- Learning Theory
- Logistics
- Planning
- Case Study



A request for OUR workshop

- We want this to be interactive, not just a lecture or a demo...
- ...so join the conversation...
- PLEASE :
 - Ask questions
 - Raise your hand
 - Share your thoughts
 - Ask for clarification



BLENDED LEARNING: What Is It?



VIDEO:

What is Blended Learning

<https://www.youtube.com/watch?v=ADQKmspilxw>

How do you define “Blended Learning”

Blended learning is an education program (formal or non-formal) that combines online digital media with traditional classroom methods.

It requires the physical presence of both teacher and student, with some elements of student control over time, place, path, or pace.

While students still attend "brick-and-mortar" schools with a teacher present, face-to-face classroom practices are combined with [computer-mediated activities](#) regarding content and delivery.

What Blended Learning is...and is not

It is...

- ... a combination of in person and online learning.
- ...an opportunity to open up space and time.
- ...a means of deepening and personalizing learning.
- ...organized by models of practice.
- ...a large area of interest for SMEs and large corporations looking at professional learning, not just schools.

It is not...

- ...clearly defined in the ways or percentages of time spent online and in person.
- ...for everyone.



GROUP ACTIVITY (3-5 min)

WHAT IS YOUR HISTORY WITH BLENDED LEARNING?

BLENDED LEARNING: Benefits and Challenges



VIDEO:

The 5 Benefits of the Blended Learning Approach in eLearning

<https://www.youtube.com/watch?v=C939JILoTFU>

What opportunities does it offer?

- Personalization – The locus of control over learning pace, content, activities, etc. by the learner -> deeper learning impact
- Increased quantities of learners
- Less reliance on space and time
- Greater flexibility of content and activities
- Variable pricing for instructors and content
- Greater control and replicability
- Customization and bespoke systems
- Data – reporting, informed decision making, metrics on impact

LEARNING BENEFITS OF BLENDED COURSES



Strategic planning allows the teacher to give more time for discussions and high-order thinking activities during face-to-face interaction.

Online tools enable the teachers to personalize instruction for handling different paces/styles of learning.



Multiple communication platforms give students more interaction opportunities with the teacher and other students.

Collaborative learning is enhanced by allowing students to exchange and contribute resources in the online environment.



Learning becomes more interesting and mobile through the internet and multiple delivery platforms. This helps in gaining the attention of 21st century learners.

What is the value of Blended Learning for adults?

- We focus on Andragogy for the best learning outcomes for adults
- **Agency** – ownership of learning
- **Inquiry** – skill development through exploration
- **Teamwork** – collaboration rather than siloed tasks
- Blended Learning makes things exponential easier and more powerful



7 BENEFITS OF ELEARNING



1 Scalable

eLearning enables us to quickly create and communicate new policies, training, ideas and concepts. Entertainment or formal education, eLearning is nimble!



2 Capacity and Consistency

Using eLearning allows educators to achieve a great degree of coverage for their target audience and ensures that the message is communicated in a consistent fashion. This results in all learners receiving the same training.



3 High Learning Retention

Blended Learning approaches result in a higher knowledge retention rate. It also helps refresh and update the Learning material whenever needed.



4 Time and Money Savings

eLearning reduces time away from the workplace, eliminates the need for travel and removes the need for classroom-based training.



5 Activity and ROI Measurements

If you are using a Learning Management System to deliver your eLearning, tracking learner progress is a piece of cake and reporting on this activity is just as simple.



6 Reduction of the Carbon Footprint

By leveraging eLearning for online testing and quizzing, the need for printing out paper-based assessments is reduced. In fact, it's practically eliminated altogether!



7 Flexible

Using eLearning, you can give employees and students the freedom to learn at their own convenience and at a pace that is right for them.

BLENDDED LEARNING IN SUMMARY

BENEFITS

- Supports learning transfer into the workplace
- Reduces time away from the workplace
- Encourage staff self-governance and learning self-management
- Agile, responsive
- Aligns with how people learn informally, accidentally
- Leverage existing available resources/ platforms
- Synergies with marketing, knowledge management, recruitment/retention

CHALLENGES

- New skills required of staff & trainers
- Instructional design continues to evolve
 - simple, succinct, easy to digest
 - artefacts and platform design
- Sustaining the blend; managing redundancy of content & technology
- We need to better understand employee workflow and motivation
- We have a deeper reliance on managers as coach
- Communication & change management is key
- We must create an imperative to use/do it or the tools will not be used

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Top 10 Challenges of Blended Learning **(Hofmann, 2010)**

Technical challenges

1. Ensuring participants can successfully use the technology.
2. Resisting the urge to use technology simply because it is available.

Organizational challenges

3. Overcoming the idea that blended learning is not as effective as traditional classroom training.
4. Redefining the role of the facilitator.
5. Managing and monitoring participant progress.

Instructional design challenges

6. Looking at how to teach, not just what to teach.
7. Matching the best delivery medium to the performance objective.
8. Keeping online offerings interactive rather than just “talking at” participants.
9. Ensuring participant commitment and follow through with “non-live” elements



10. Ensuring all the elements of the blend are coordinated.



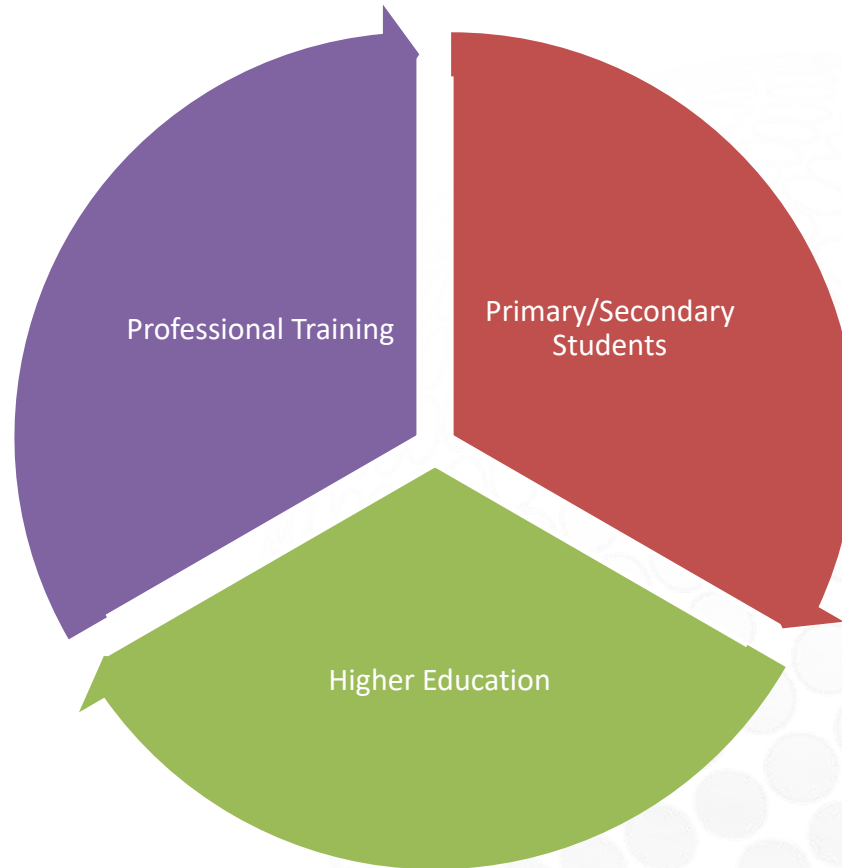
GROUP ACTIVITY (3-5 min)

WHAT ARE THE BENEFITS AND CHALLENGES FOR BLENDED LEARNING IN YOUR CONTEXT?

BLENDED LEARNING: Who and How

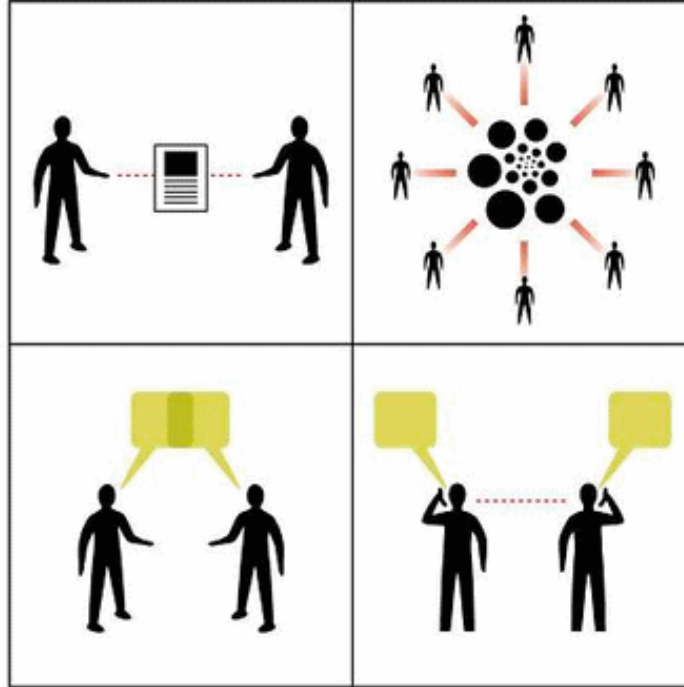


Who are the learners common to Blended Learning?



Synchronous vs. Asynchronous & Space vs. Time

Different Time
(asynchronous)



Same Place
(in person)

Different Place
(online)

How much time live vs. online

**Solve questions in
Time and Work based on Proportion:
Direct Proportion:
a is to b is same as c is to d
 $a : b = c : d$
Inverse Proportion:
a is to b is inverse of c is to d:
 $a : b = d : c$**



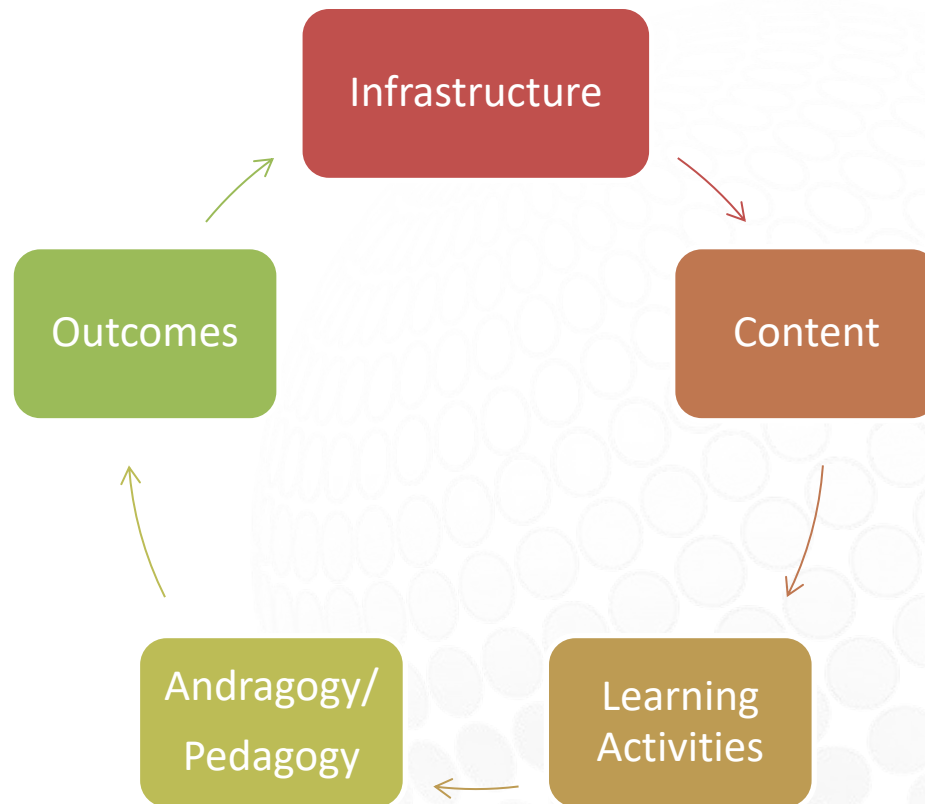
GROUP ACTIVITY (3-5 min)

WHAT IS THE LEARNING PROFILE OF BLENDED LEARNERS AT YOUR INSTITUTION?

BLENDED LEARNING: Learning Theory



Variables to Consider in Blended Learning



VIDEO:

6 Models of Blended Learning

<https://www.youtube.com/watch?v=8Br9GvGtLV4&t>

The Defining Dimensions of Blended Learning Models



© Keeping Pace with K-12 Online Learning, 2010, www.kpk12.com Source: Michigan Virtual University®

Personalization vs. Differentiation vs. Individualization

<https://edtch.co/2Ms2Kaz>

Three main types of inclusive pedagogic practice

- **Differentiation** – instruction that is tailored to learning preferences of different learners. The learning goals are the same for all students, but the methods or approaches vary based on the preferences of each student.
- **Individualization** – instruction is paced to the needs of different learners. Learning goals are the same for all students, but students can progress through the material at different speeds based on their learning needs.
- **Personalization** – instruction is paced to learning needs, tailored to learning preferences, and tailored to the specific interests of different learners.

Differentiation

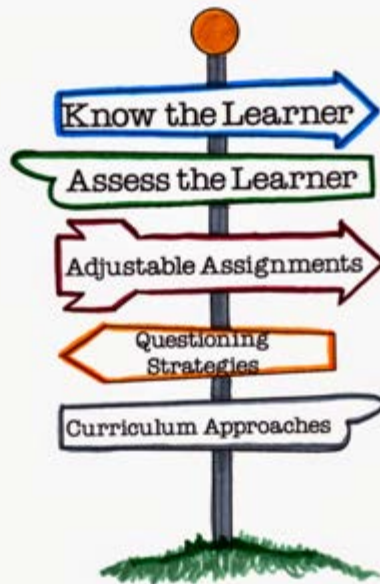
Teachers who practice differentiation in the classroom may:

- Design lessons based on students' learning styles.
- Group students by shared interest, topic, or ability for assignments.
- Assess students' learning using formative assessment.
- Manage the classroom to create a safe and supportive environment.
- Continually assess and adjust lesson content to meet students' needs.

Frequently linked to a few (2-4) learning activities designed by the instructor.

More information: <https://edtech.co/2OVv2ag>

What is Differentiation?



Individualization

- Instruction calibrated to meet the unique pace of various students is known as individualized learning. If differentiation is the “how” then individualization is the “when.”
 - The academic goals, in this case, remain the same for a group of students, but individual students can progress through the curriculum at different speeds
 - Again, instruction centric with varied of goals and activities



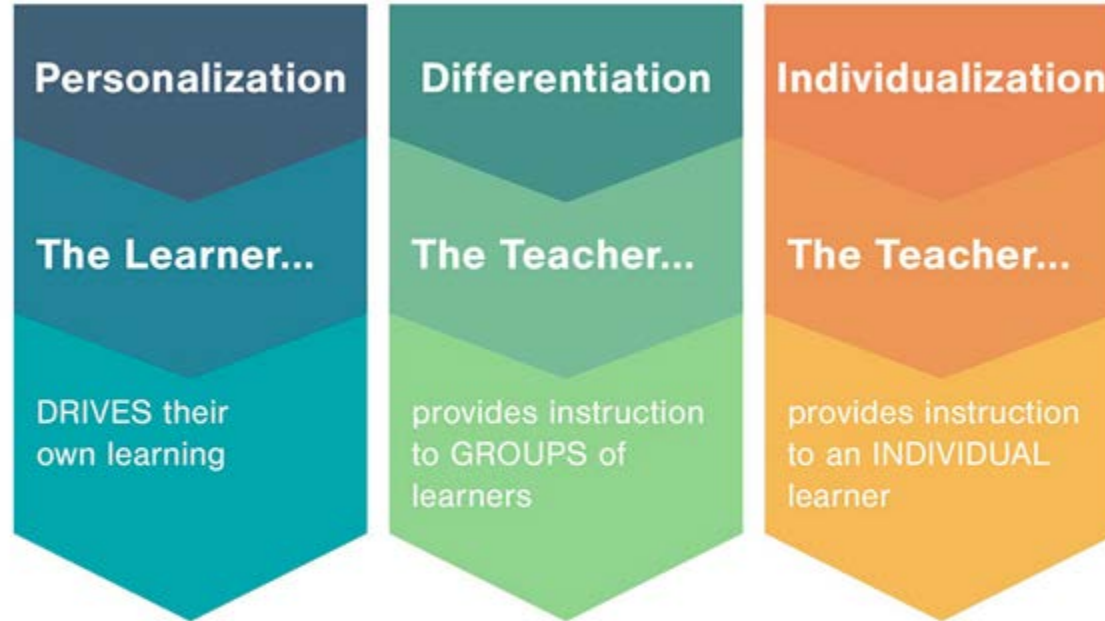
Personalization

Personalized learning is tailored to the preferences and interests of various learners, as well as instruction that is paced to a student's unique needs.

- Learner focused, not instructionally driven
- Instruction that is not given to learners but something that they participate in doing for themselves.

“Instead of education being something that happens to the learner, it is something that occurs as a result of what the student is doing, with the intent of creating engaged students who have truly learned how to learn.”

Personalization vs. Differentiation vs. Individualization



Personalization v Differentiation v Individualization Chart (v3)
Barbara Bray & Kathleen McClaskey



Traditional Classroom

- Instructor prepares material to be delivered in class.
- Students listen to lectures and other guided instruction in class and take notes.
- Homework is assigned to demonstrate understanding.

+



Flipped Classroom



- Instructor records and shares lectures outside of class.
- Students watch / listen to lectures before coming to class.
- Class time is devoted to applied learning activities and more higher-order thinking tasks.
- Students receive support from instructor and peers as needed



How is Flipped Learning Inclusive?

- Differentiated materials
- Individualized learning
- Personalized in-class support
- Modifiable instructional
- Learner centric
- Self paced

Flipped classroom

The **flipped classroom** intentionally **shifts instruction to a learner-centered model** in which class time **explores** topics in greater depth and **creates** meaningful learning opportunities, while **educational technologies** such as online videos **are used** to deliver content outside of the classroom.

In a **flipped classroom**, **content delivery** may take a variety of forms: often **video lessons** (prepared by the teacher or third parties) are used to deliver content, although **online collaborative discussions**, **digital research**, and **text readings** may be used.



GROUP ACTIVITY (3-5 min)

WHAT INSTRUCTIONAL PRACTICES WILL/DO YOU USE IN YOUR BLENDED LEARNING?

BLENDED LEARNING: Logistics



VIDEO:

John Watson on Factors of Success in Blended Learning

<https://www.youtube.com/watch?v=zKSqn82IKc8>



The platform

Both the classroom and online, the learning is governed by a
Learning Management System

In Blended Learning...

“The Medium is the Message”



Key Elements of an LMS

- Learner-Centric Experience
- Intuitive User Interface
- Mobile Capabilities
- Built-In Reporting
- Native Integrations
- Surveys
- Feedback and Assessment
- Interactions
- Regular Updates



Things to consider with your LMS

- Data Migration
- Social Media Support
- Gamification Tools
- Brand Integration
- Customizable Reporting
- Collaborative Learning Tools
- Personalized Learning Paths
- Multiplatform Accessibility
- Support Services





GROUP ACTIVITY (3-5 min)

DISCUSS LOGISTICAL CONSIDERATIONS AT YOUR SCHOOL/ORGANIZATION

BLENDED LEARNING: Planning



Please open and download:
<https://edtch.co/2POHCLU>



GROUP ACTIVITY (3-5 min)

CASE STUDY- HOW WOULD YOU TAKE THESE IDEAS INTO YOUR SCHOOL?

VIDEO:

Catherine Link | My Blended Learning Approach

<https://www.youtube.com/watch?v=RF-yyz5Q0GY>

Case Study: My Blended Learning – Concepts to discuss

- Learner profile
 - The role of space and time
 - Learning styles – Seen, Heard, or Done
 - Assessment tools and feedback
 - Means of access for online learning
 - Non-standard online tools
 - Online learning synchronous with lecture
 - Chunking
 - Experiment, Learning By Doing, Seek Feedback
-
- <https://www.youtube.com/watch?v=RF-yyz5Q0GY>



One final thought

**THE BEST BLENDED LEARNING
EXPERIENCES COME FROM THOSE
WHO HAVE GONE THROUGH
BLENDED LEARNING THEMSELVES**

QUESTIONS? COMMENTS?

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