Achieving learning outcomes through staff development for blended learning

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Blended learning@PolyU

- Traditional campus-based university
- 22496 students (efts)
- 1320 full-time academic staff
- 403 part-time academic staff

(*PolyU in Figures, 2011/12*)

- Elearning = blended learning
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- New LMS (Blackboard 9.1) in 2011
- Impetus of 3-3-4 curriculum reform
- LMS transition plan – emphasis on staff development
- Encourage teaching staff to become competent users of the new LMS
- Embed good pedagogical practice in blended learning
Support strategies: Stage 1

- Target: Bb use 2011-12 academic year
- Priority: as many staff as possible become familiar with new LMS
- Step 1: Early Adopters nominated by all Schools/Depts
- Step 2: Open-to-all basic workshops
- Positive response
Support strategies: Stage 2

• Target: Bb use 2012-13 academic year
• Priority: Increase number of Bb users before WebCT turned off (Sept. 12)
• Open-to-all basic workshops continue
• On request Dept/School workshops
• Revised workshops – need to go beyond “point & click”
## Workshops 2011-13

<table>
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<tr>
<th>Date</th>
<th>Type of Workshop</th>
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<th>No attendees</th>
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<td>Early Adopters</td>
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<td>May 11-May 13</td>
<td>TOTAL (all)</td>
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<td><strong>1639</strong></td>
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Staff development strategies

- Basic Workshops
- Online Modules 1-4
- Online Modules 5-9
- eTeaching site
- Workshop 2
- 1:1 consult
- Bb CoPs
- Project support
- Dept/ school workshops
- Consults HoDs

Axes:
- Shallow to Deep
- General to Targeted
Blackboard Online Modules

• Aim
  – Supplement face to face workshops
  – Independent learning

• 3 Phases
  – Hands On
    (Getting Started, Communication, Assessment and GradeCenter)
  – Application for learning and teaching
    (Course Design, Blogs, Wikis, Journals and Discussion Forums)
  – Contextualised case studies on the use of Blackboard at PolyU
Support strategies: Stage 3

- The need for increasing quality of blended learning
- Priority to focus on staff being an online learner
- Becoming an Online Teacher
Becoming an Online Teacher

- Blended staff development

- 3 Modules
  - Being an online learner
  - Designing a blended learning activity
  - Implementing blended learning

- Total 8 hrs over 4 weeks (per module)
Basic Workshops

Online Modules 1-4

Online Modules 5-9

Becoming an Online Teacher course

Blended Learning Day

1:1 consult

Project support

Bb CoPs

eTeaching site

Dept/school workshops

Consults HoDs

Workshop 2

Basic Workshops

Online Modules 10-12

10-12
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• A range of support strategies to:
  – Encourage teaching staff to become competent users of the new LMS (workshops, online resources and materials)
  – Embed good pedagogical practice in blended learning (blended staff development - learning by doing)