Design and Development of Blended Learning

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Three focus areas

• The learner
• The blended learning manager
• Future directions
Learner is king!
“In two weeks, I need a 1-day distance learning course for nurses on referral of complicated deliveries.”

“We want a 3-day asynchronous E-learning course on supply chain management for logisticians in 6 weeks.”
Learner Heterogeneity
Type, Task, Location

“Monitoras”
- Village Volunteers in Honduras
- Track child’s growth and promote good feeding practices

Vaccinators
- Nurses and nurse assistants in Central African Republic
- Administer vaccines in accordance with CPGs

Pharmacy technicians
- Logisticians in Bangladesh
- Ensure access to essential drugs
Learning approach principles
Evidence-based

1. Select the appropriate learning architectures
2. Build the learning experience floor by floor
2. Incorporate the appropriate furnishings
1. Select the appropriate learning architectures
Learning architectures

Show and tell
Acquiring knowledge

Stair-step architecture
Building procedural skills

Immersive architecture
Building strategic skills
2. Build the learning experience floor by floor
Memory

• Working memory
  – Thinks, solves problems, learns
  – Limited capacity

• Long-term memory
  – Stores extensive patterns
  – Vast capacity
Learning Program for CCAs in Ethiopia

Learning Objectives
1. Explain your 5 main tasks
2. Establish an ECC group
3. Lead an ECC
4. Meet with your supervisor
5. Report on your activities

L.O. #3/Sub-objectives
3.1 Welcome people
3.2 Use the audio player
3.3 Lead a nutrition game
3.4 Lead a report-back
3.5 Teach a nutrition song
3.6 Lead a discussion
3.7 Tell a story
3.8 Lead a mini-drama
3.9 Lead a role play
3.10 Lead the closing activities
3. Incorporate the appropriate furnishings
Materials

Learner materials
- Participant’s manual
- Job aids
- Audio recordings, visuals

Learning manager materials
- Manager’s guide
- All participant materials
- Management/reporting forms
Attributes of effective materials

- Use visuals strategically
- Personalize the learning experience
- Limit auxiliary elements: Less is more
Learning approach principles
- Summary -

1. Select architectures

2. Build floor by floor

3. Incorporate furnishings
Design considerations for blended learning managers
Design considerations for blended learning managers

Trainers
- Scripted training guide
- Immersive learning experience
Future directions
Take-away

- The Learner is king
- Have reasonable expectations of learning managers
- Future directions