

Using Blackboard and Angel for On-line Asynchronous Learning

ASTD Sacramento Demofest
Jeanette Monahan, SPHR
Dark Horse Consulting and Coaching

Objectives

- Design elements of a course using on-line tools
- Understand and explain Bloom's Domains
- Provided with a tool, identify the appropriate learning behavior for the level of learning desired.
- Demonstrate some key features of the program
- Identify the pro's and cons of asynchronous e-learning

Situation

- Highline Community College Des Moines, WA
- 3 Quarter course – certification in Human Resource Management
- Each Q consists of 12 weeks
- Quarterly catalog or Continuing Education catalog
- Weekly Activities plus a quarterly paper and a final
- Contact information for instructors either through phone or e-mail communication

Student population

- Ages may vary
- Focus in Human Resources or business
- Many single parent individuals
- Totally asynchronous
- Must be good at managing their time

Instructors

- At least Master's level
- Broad knowledge of Human Resources experience.
- Orientation to the software and tool
- Strong Instructional Design Department to contact for questions

On-Line Instruction

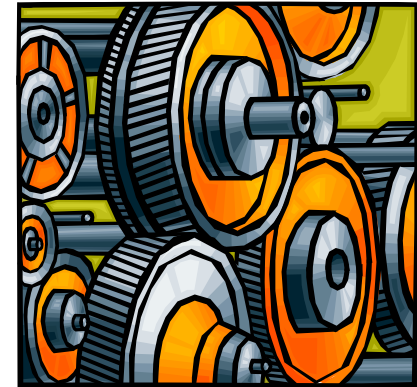
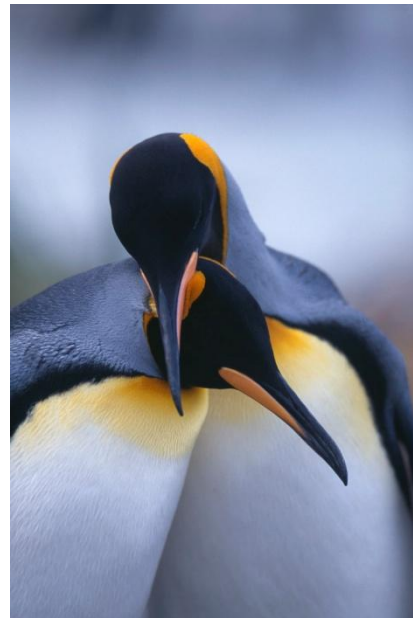
“There is *nothing* so practical as a good theory.”

---Kurt Lewin, PhD



Bloom's Domains

- Cognitive
- Psychomotor
- Affective



Levels of Learning

	Cognitive	Psychomotor	Affective
1. Knowledge	<ul style="list-style-type: none"> • Define • List • Explain • Summarize 	<ul style="list-style-type: none"> • Identify • Perceive • Outline 	<ul style="list-style-type: none"> • Listen to • Select • Volunteer • Assist
2. Application	<ul style="list-style-type: none"> • Apply • Compute • Find • Operate 	<ul style="list-style-type: none"> • Imitate • Practice • Follow directions 	<ul style="list-style-type: none"> • Believe • Persuade • Advocate • Challenge
3. Problem Solving	<ul style="list-style-type: none"> • Analyze • Calculate • Compare • Design • Organize 	<ul style="list-style-type: none"> • Adapt • Modify • Originate • Innovate • Create 	<ul style="list-style-type: none"> • Define • Assess • Resolve • Manage • Serve as a model

Features of the Software

Some Features

- Lessons
- Calendar
- Communication tools
- Resources
- Management console

Pro's and Cons

What are some of the Cons?

- Communication is dependent on the written word.
- No face to face; no body language
- More difficult for students who speak English as a second language.
- Need to be accessible: both for Instructor as well as the student

What are some of the Pro's?

- Time management
- Timely sharing of information
- Students can become involved in co-creating the class
- Elements of fun—crossword puzzles and game show tool can make information review interesting
- Impact of personal filters and biases can be reduced

Conclusion: Can you now....?

- Design elements of a course using e-learning tools
- Understand and explain Bloom's Domains
- Provided with a tool, identify the appropriate learning behavior for the level of learning desired.
- Demonstrate some key features of the program
- Identify the pro's and cons of asynchronous e-learning

Jeanette Monahan, MPA, SPHR
Dark Horse Consulting and Coaching
Work: 916-942-9348
Cell: 206-940-5404