

# Having contributed to building eLearning capacities in India for eight months

How did we do it and what are the results ?

ICDE Conference, 2005

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## Introduction:

How does an entry strategy for a sustainable deployment of eLearning look like ?

### **Lessons learnt from recent multiplier programmes:**

Training about the subject “eLearning” is costly and the impact of this training is difficult to assess (the transfer phase towards deployment is risky)

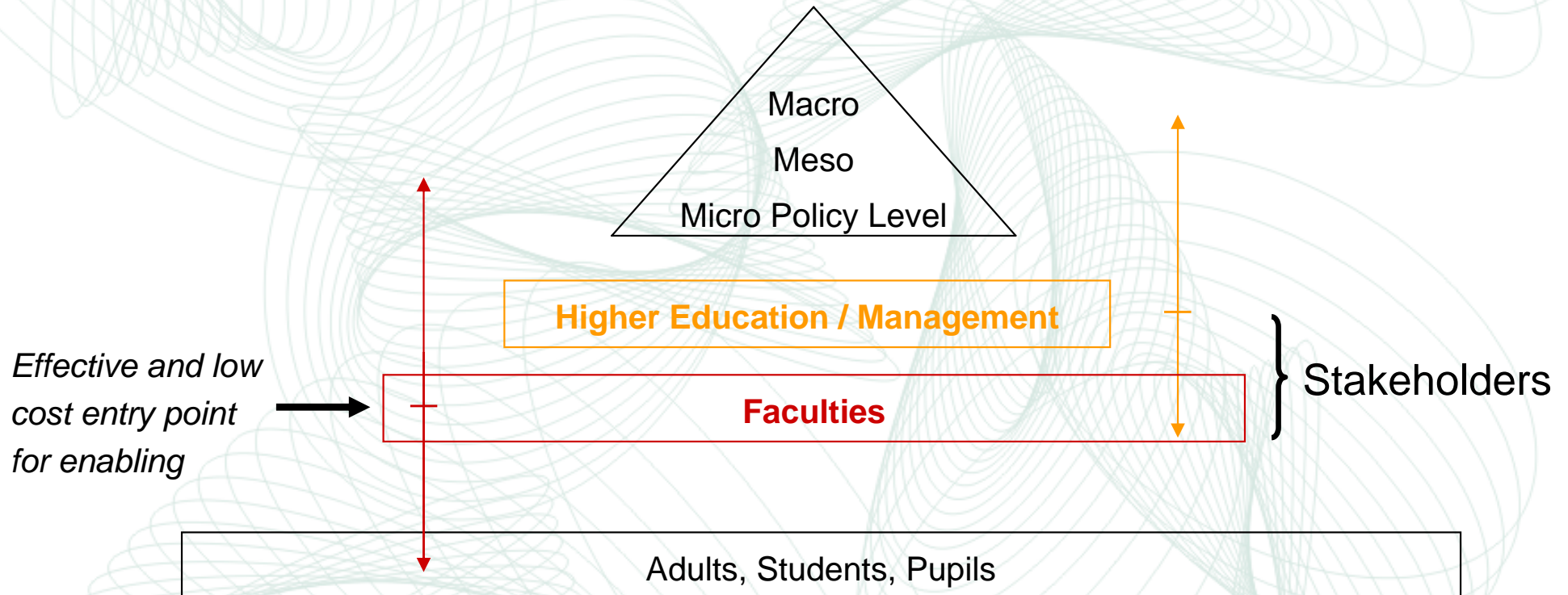
### **Conclusion:**

Local stakeholders need to practice eLearning and –teaching along their job responsibilities within their institution (“action learning approach”).

### **Task:**

to enable stakeholders without extensive face to face coaching ?

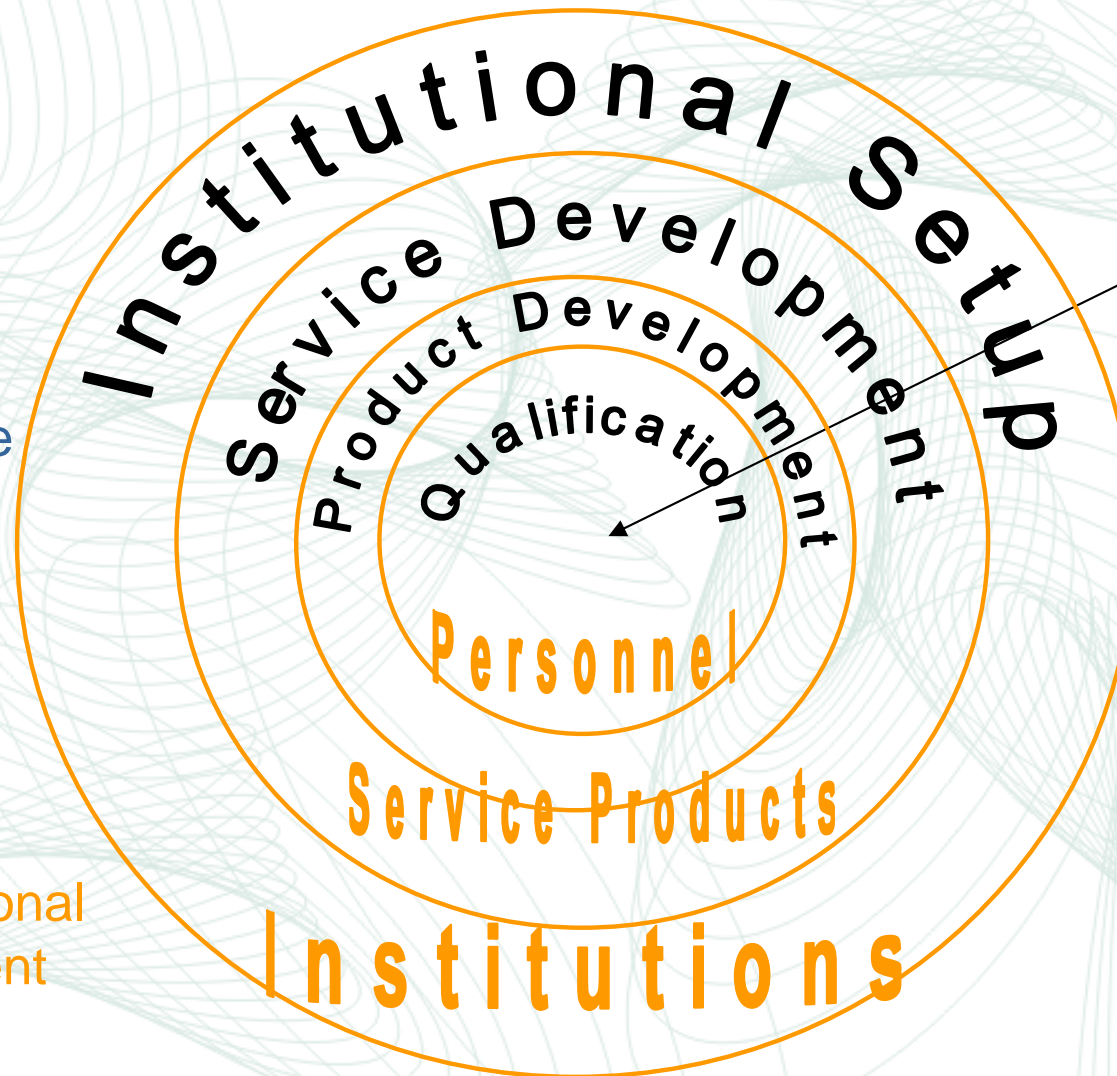
## Who are the stakeholders ?



## Elements of action based e-learning programmes

The programme targets

1. HR-
2. Product- and
3. Organisational development

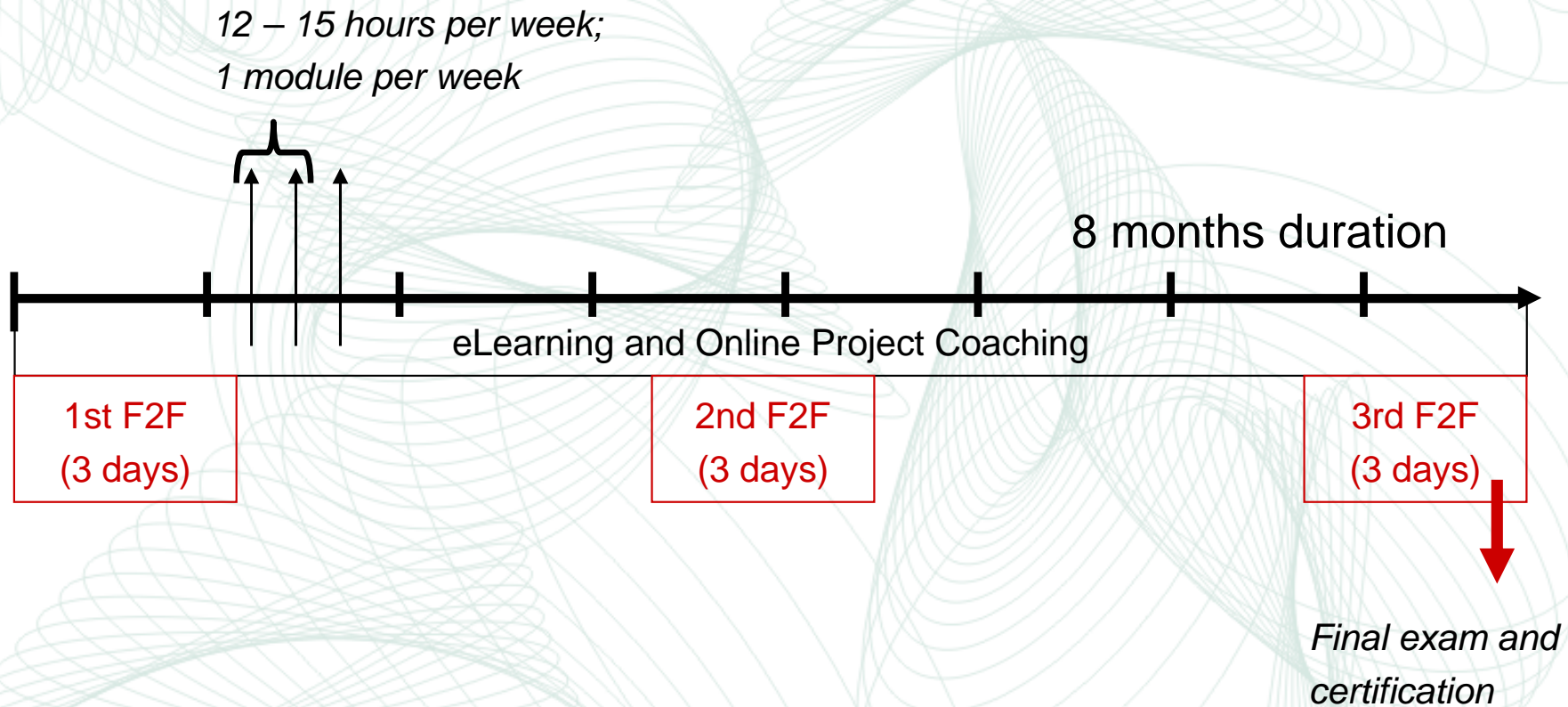


**Teacher Training**  
about planning,  
development,  
and  
delivery  
of eLearning  
products  
as **entry strategy**.

Decision makers need  
awareness building  
and strategic business  
consultancy.

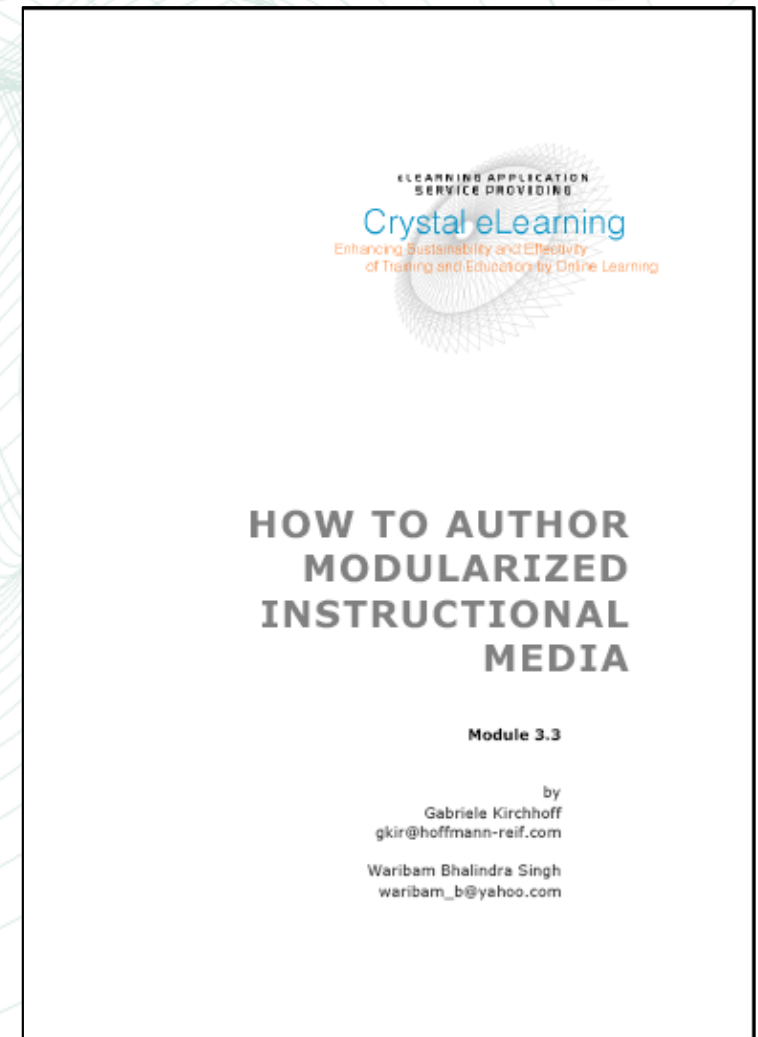
# How did we do faculty enabling ?

## Programme structure



## Elements of a module

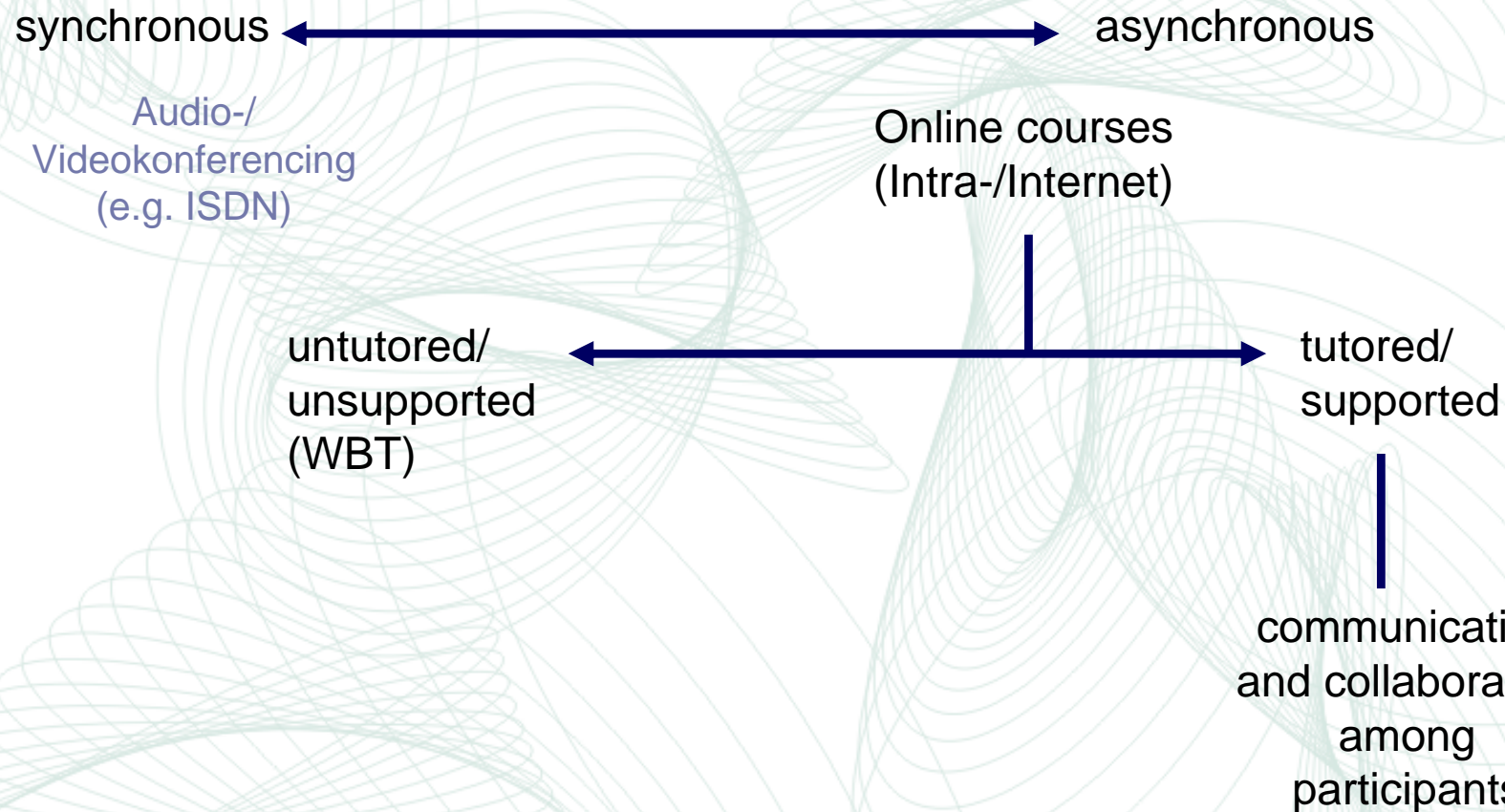
- Contains a task description related to the job practice of the participant
- Contains guidance information, references to learning material and tools to accomplish the task
- Leads to a result needed in practice



## Learning activities are real job activities and -procedures

- **Participants work on real job projects step by step guided through the modules:**  
Prerequisites are e.g. mandate, business strategy and budget allocated
- **The programme setup itself represents the complete eLearning service development life cycle:**  
33 Standard Operating Procedures (SOPs) for planning, design, production, delivery and quality assurance of eLearning projects

## Delivery mode: mainly asynchronous, tutored online learning



by courtesy of:  
Tele-Akademie / Furtwangen

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## Transparent evaluation criteria

Evaluation Criteria	Ratio	Deliverable
1. Task Completion	25%	<ul style="list-style-type: none"><li>• Tasks completed on time</li></ul>
2. Quality of deliverable	25%	<ul style="list-style-type: none"><li>• Task examined by instructor team (min. score achieved)</li><li>• Peer-evaluation completed</li></ul>
3. Expert communication	25%	<ul style="list-style-type: none"><li>• Voted in module poll</li><li>• Active participation in special events (chat, moderation etc.)</li><li>• Course evaluation delivered</li></ul>
4. Project work	25%	<ul style="list-style-type: none"><li>• Instructional product successfully implemented</li></ul>

# In-depth formative evaluation (per module)

The screenshot shows a Microsoft Internet Explorer browser window with the address bar displaying <http://www.crystal-elearning.net> and the page title "Poll for Module 2.11". The browser's menu bar includes "Datei", "Bearbeiten", "Ansicht", "Favoriten", "Extras", and "?".



The main content area displays three poll questions, each with a "VOTE" button and a "QUESTION" header.

**QUESTION 2**  
Were the guiding questions relevant and useful for setting up an eLearning support system for your instructional product?

Yes  
 No

Buttons: "Vote / Show Results >>" and "Only Results >>"

**QUESTION 3**  
Monday, 25. July 2005 13:55:55  
Was the learning time sufficient to complete the task?

Yes		23	85%
No		4	14%
<b>Total:</b>		27	

**QUESTION 4**  
Was the peer evaluation helpful?

The Windows taskbar at the bottom shows the "Fertig" icon on the left and the "Internet" icon on the right.

# In-depth summative evaluation

http://www.crystal-elearning.net - Summary: Participants evaluate all coaching services (India) - Microsoft Internet Explorer

Crystal eLearning

Sitemap | Contact | About us | Search:

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Monday, 25. July 2005

**You are here:** > Crystal home > Teacher Training > CP > Course 2004/2005 > Evaluation > Final Evaluation > Evaluation Summary

**Login Info**  
You are shof.

Group India

## Summary: Participants evaluate all coaching services (India)

### Comprehensive Programme (09.2004 - 04.2005)

#### A. General review

	Freq 1	Freq 2	Freq 3	Freq 4	Mode	Avg	S1	S2-n
1. The Coaching Programme met my personal interests and needs to gain expertise in eLearning.	86%	14%	0%	0%	1	1.14	1	...
2. The Coaching Programme enabled me to do my job more effectively.	50%	50%	0%	0%	1	1.50	1	...
3. My participation in the Coaching Programme was efficient because needful job tasks could be completed.	71%	29%	0%	0%	1	1.29	1	...
4. The following contents / tasks of the programme were especially relevant for my job: project planning, REL, learning of tools, CISCO and Webquest ...								

**Home Pages of Network Members**

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## The generic eLearning project model applied is composed of 7 main elements

1. Face to face workshops for TVET teachers base on an **Action Learning** approach; modules represent steps in a standard operating procedure
2. Outcome of each module and the complete programme is measured by a **Portfolio Assessment**
3. Re-usable online learning modules base on the **WebQuest** approach of San Diego State University
4. Media deployment follows „Technological Minimalism“
5. Distance education model is adapted from **Correspondence Schools**
6. Courseware production takes place according to the **Re-usable Learning Object** approach of CISCO and SCORM reference model
7. Content & Technology is open and the driving force is Service - Service – Service

## „Change Management“ at three levels

### Macro level

1. Integration of partner institutions in work and information flows

### 2. **Pro-active management and conflict prevention**

2. Incorporation into institution spanning expert networks

3. Anchoring within the institution and internal PR

4. ...

### Meso level

1. Integration of all departments und human resources involved

2. ... team

3. Confidence-building measures to facilitate process network

4. ...

### Micro level

1. Management of the core team

3. Authoring and Instructional design

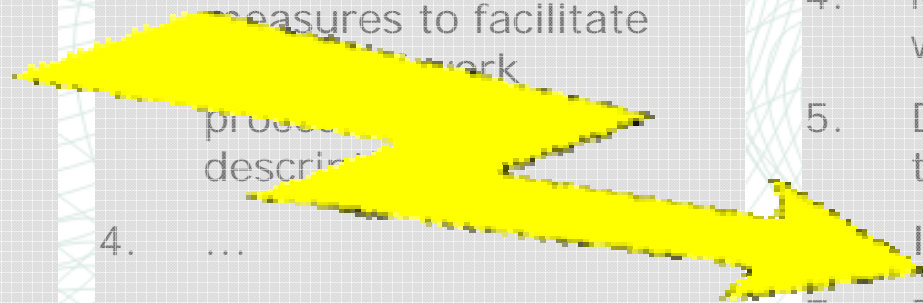
4. Modelling of content and work processes

5. Definition of the technology base

6. Implementation

7. Product live cycle management

8. ...



## What are the results ?

1. Efficient work procedures have been implemented in the educational organisation  
(Standard Operating Procedures for Rapid eLearning)
2. Media and computer literacy of staff was improved significantly
3. A generic procedure for planning of instruction is used  
(suitable for face-to-face, blended learning, eLearning)
4. Support structure of experts exists providing support services to each other  
independent of the facilitators
5. First eLearning businesses develop
6. Successful participants gained support from management and have extended job  
responsibilities now
7. The change process towards blended learning services started within some  
organisations

Thank you for your attention

Questions, Comments ?