

Wins and Hurdles

- the ups and downs of
providing professional
development in eLearning




What we did

- Weekly program of 8 short workshops covering key teaching and admin functions of Blackboard



What we did

- Module on eLearning in Curtin's **Foundations of Learning and Teaching (FOLT) Program**



The screenshot displays the Curtin University website's 'Office of Assessment, Teaching and Learning' page. The page features a navigation menu with options like 'Home', 'Teaching & Learning', 'Assessment', and 'eLearning'. The main content area is titled 'Foundations of Learning and Teaching Program' and includes sections for 'Program dates for 2011', 'Information for new teaching staff (especially new sessional staff)', and 'Online registration'. A woman in a dark blue dress is standing next to a whiteboard on the right side of the page.

Foundations of Learning and Teaching Program

Program dates for 2011
Foundations of Learning and Teaching programs will run continuously during both semesters in 2011. Each session, however, will be subject to sufficient numbers (if there are less than 10 participants registered, we will cancel the workshop).

Information for new teaching staff (especially new sessional staff)
Participation in *Teaching at Curtin*, Modules 1, 2 and 3, is a requirement for all new sessional staff at Curtin (who teach more than 6 hours per semester). Faculties will remunerate sessional staff once they have completed the three *Teaching at Curtin* modules.

Online registration
Booking (and cancellation) for Semesters 1 and 2, 2011 program is available through the [Employee Kiosk](#).

NOTE: If 3 days before the module/s you wish to attend, you are still without a Staff Identification number, email Evelyn Gibbs at E.Gibbs@curtin.edu.au with details about the workshop/s that you wish to attend. Otherwise, please wait until your contract is processed, then follow the enrolment instructions below:

1. Log into Oasis
2. Click on Employee Kiosk on the left side of the page
3. Click on 'Training'
4. Click on 'Training Registration'
5. Click on 'Click here to view available courses'

What we did

- Redevelopment of the Centre for eLearning website (<http://cel.curtin.edu.au>)

The screenshot displays the Curtin University Centre for eLearning website. At the top, the Curtin University logo and name are on the left, and navigation links (A to Z index, Contact us, Map, Help, OASIS login, Find staff) and a search bar are on the right. Below this is a horizontal menu with categories: CURTIN HOME, STUDY, ABOUT US, RESEARCH, COMMUNITY, and POPULAR LINKS.

The main content area is titled "CENTRE FOR ELEARNING" and is organized into several columns:

- LEARN** (with a mouse icon):
 - [ePedagogy](#)
 - [Student engagement](#)
 - [Student-centred learning](#)
 - [eLearning activities](#)
 - [Learning modes](#)
 - [...more](#)
- Learning technologies** (with a tablet icon):
 - [Educational alignment of learning technologies](#)
 - [Campus pack wiki, blogs, podcast](#)
 - [Elluminate](#)
 - [Digital devices](#)
 - [iLecture and Echo 360 PCap](#)
 - [...more](#)
- Projects** (with a puzzle icon):
 - [eScholar program](#)
 - [Strategic projects](#)
 - [UniReady](#)
 - [Curtin Online](#)
 - [...more](#)

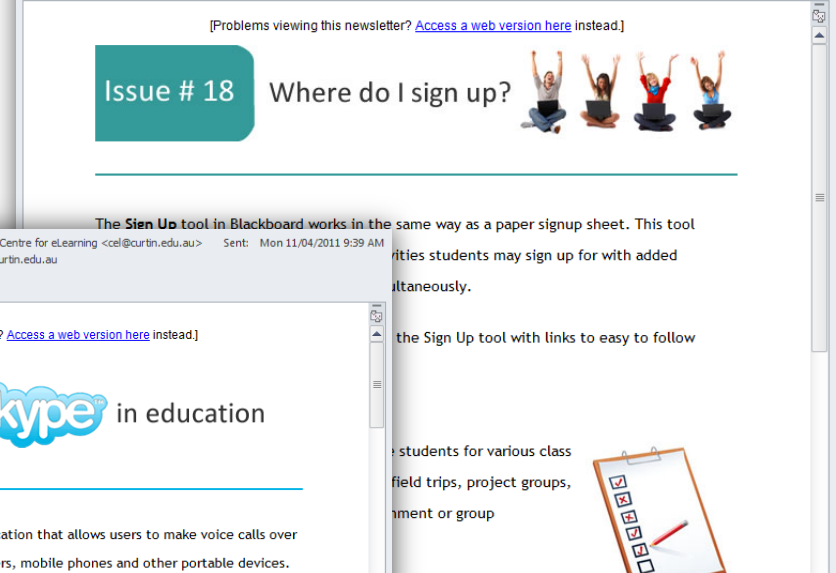
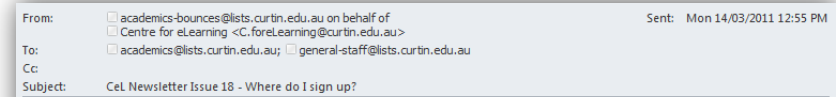
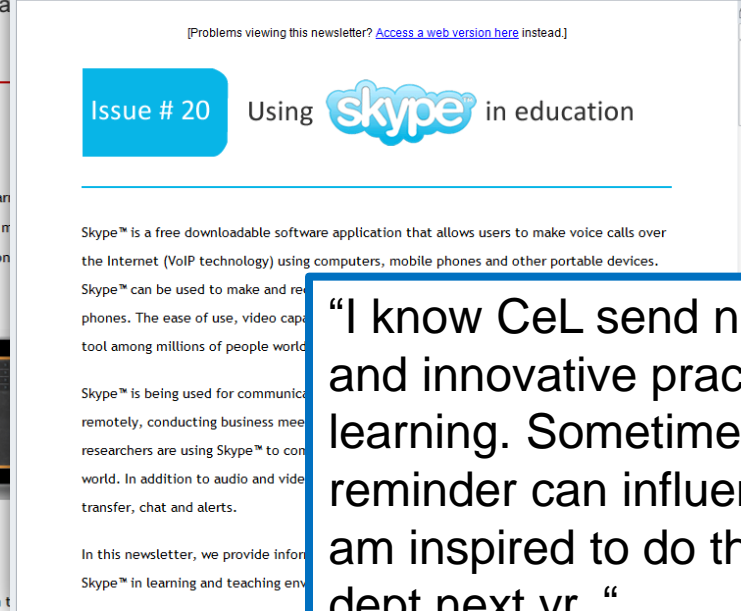
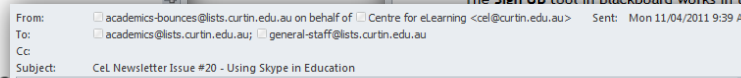
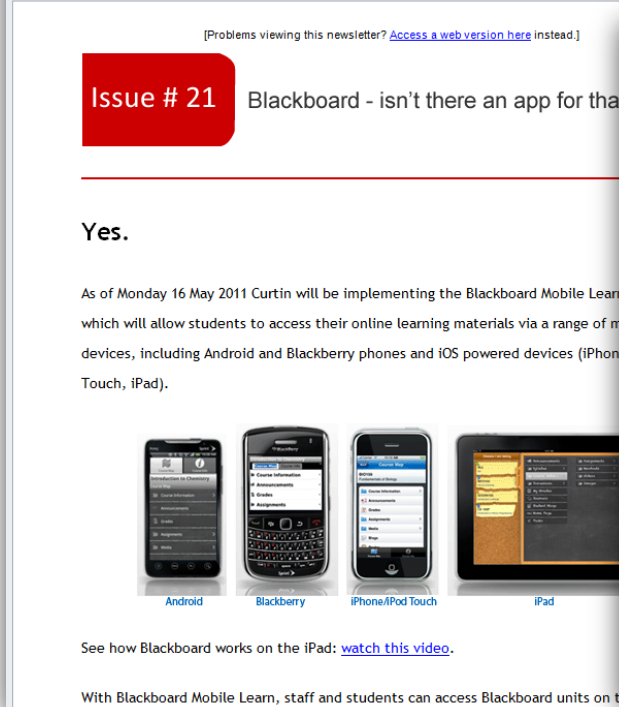
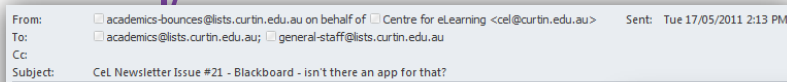
- Bb** (with a Blackboard logo icon):
 - [Using Blackboard](#)
 - [Getting started](#)
 - [OLAS - Blackboard administration](#)
 - [Develop your unit](#)
 - [Unit life cycle](#)
 - [...more](#)
- Professional development** (with a tree icon):
 - [Workshops](#)
 - [CeL Newsletter](#)
- Showcase** (with a colorful abstract icon):
 - [eScholar case studies](#)
 - [Collaboration and communication case studies](#)
 - [Audiovisual and multimedia case studies](#)
 - [...more](#)
- Key policies and documents** (with a gear icon):
 - [Flexible learning policy](#)
 - [Student engagement in blended learning environments guidelines](#)

- News & Events** (with a calendar icon):
 - New blog post**
 - [What is it really like to study online?](#)
 - 12.10.2011**
 - [View Recorded Presentation: Distributed Spaces for Learning in Higher Education](#)
 - 27.12.2011**
 - Blackboard 9.1 COMING SOON**
 - [Click to find out more...](#)

- A to Z guide** (with a yellow background):
 - [CeL Services](#)
 - [Video/Editing/Elluminate suite](#)
 - [LMS support](#)

What we did

- Regular eNewsletters
<http://blogs.curtin.edu.au/ce/>

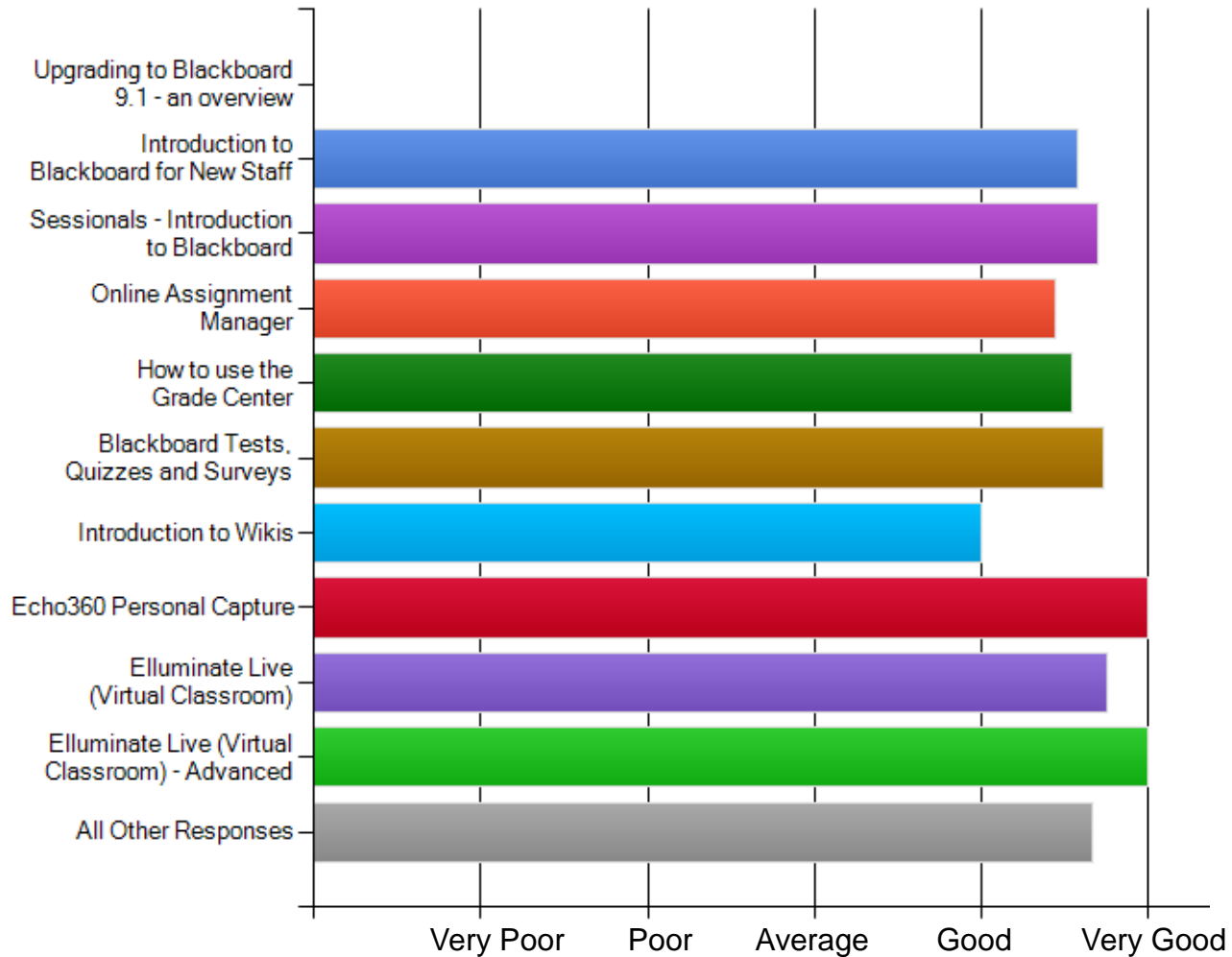


“I know CeL send newsletters for new and innovative practices for online learning. Sometimes a small trigger or reminder can influence best practices. I am inspired to do this at local level in my dept next yr. “

Gina Cinnani, School of Design / Art

Satisfaction Data

How would you rate the workshops that you attended?



Workshop feedback

“What did you like best about our Professional Development?”



John Harmsen

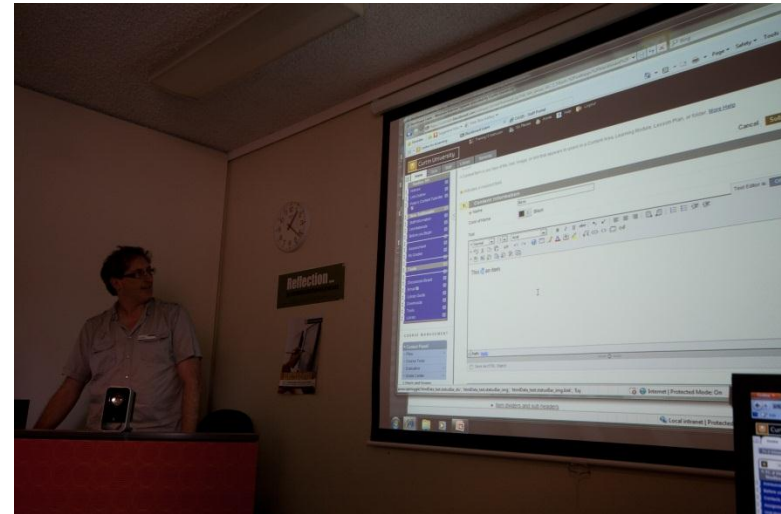
School of Occupational Therapy & Social Work

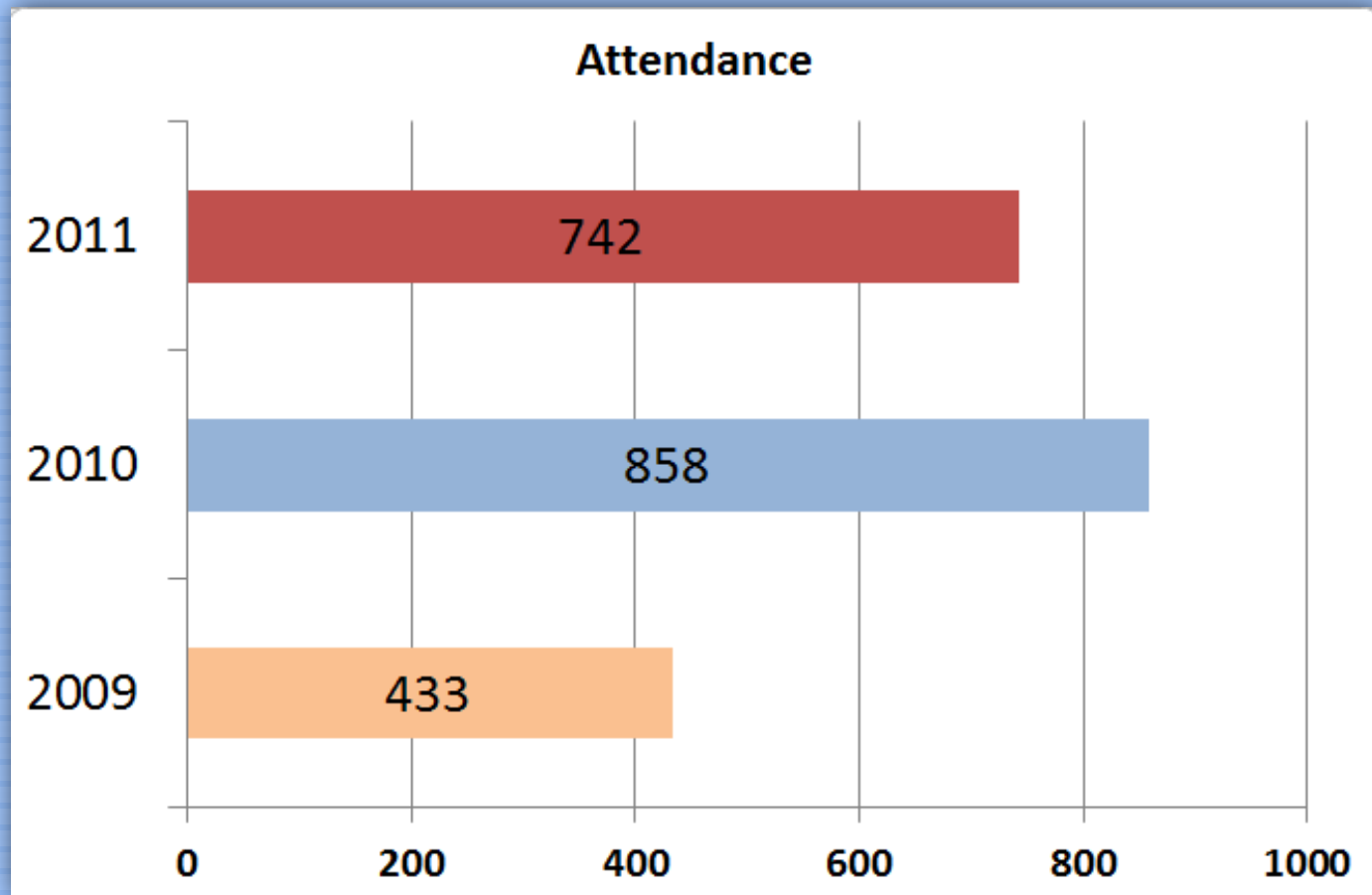
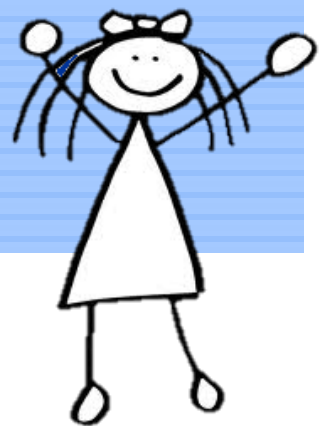


Sheree Millen

Curtin English Language Centre (CELC)

Where we spent most of our time...

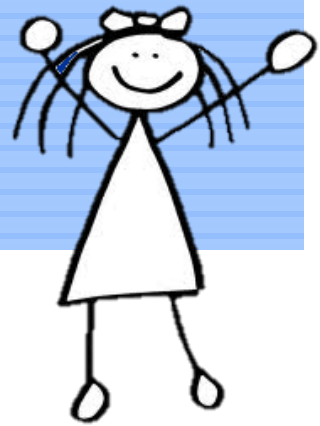
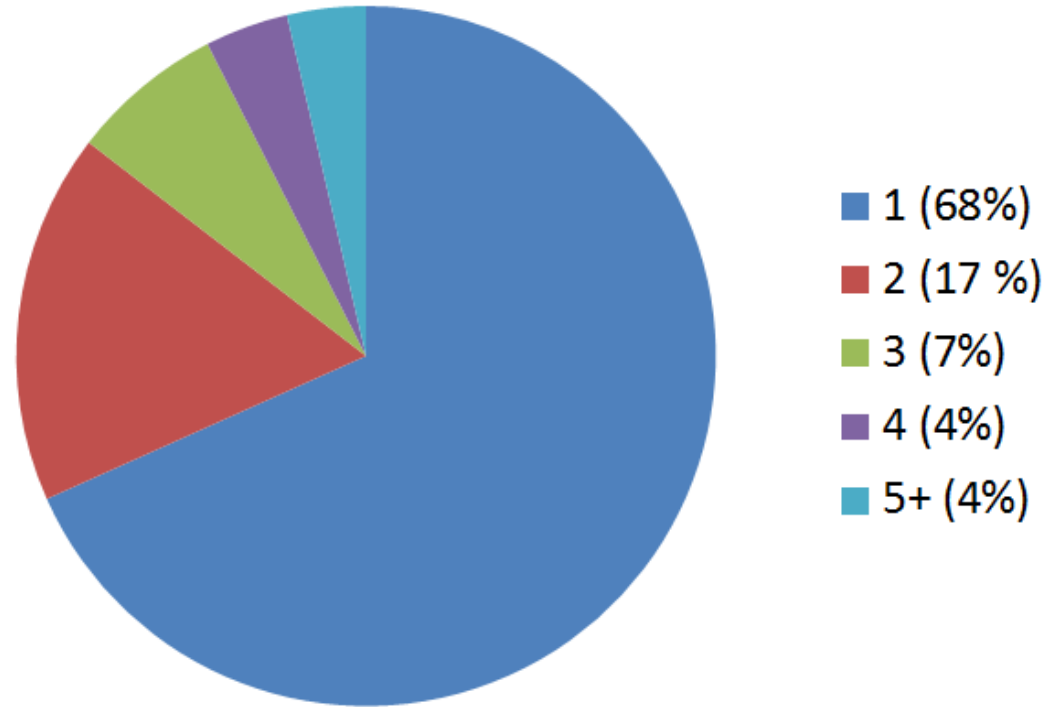




Win #1: Attendance

Increased attendance rates for workshops over the past 3 years.

Number of Workshops Attended (467 individual staff)



Win #1: Attendance

Repeat attendance was high



Flying Cat [Image]. (2011). Retrieved from <http://en.cxdq.co>

Attendance Hurdle #1: Oblivious people

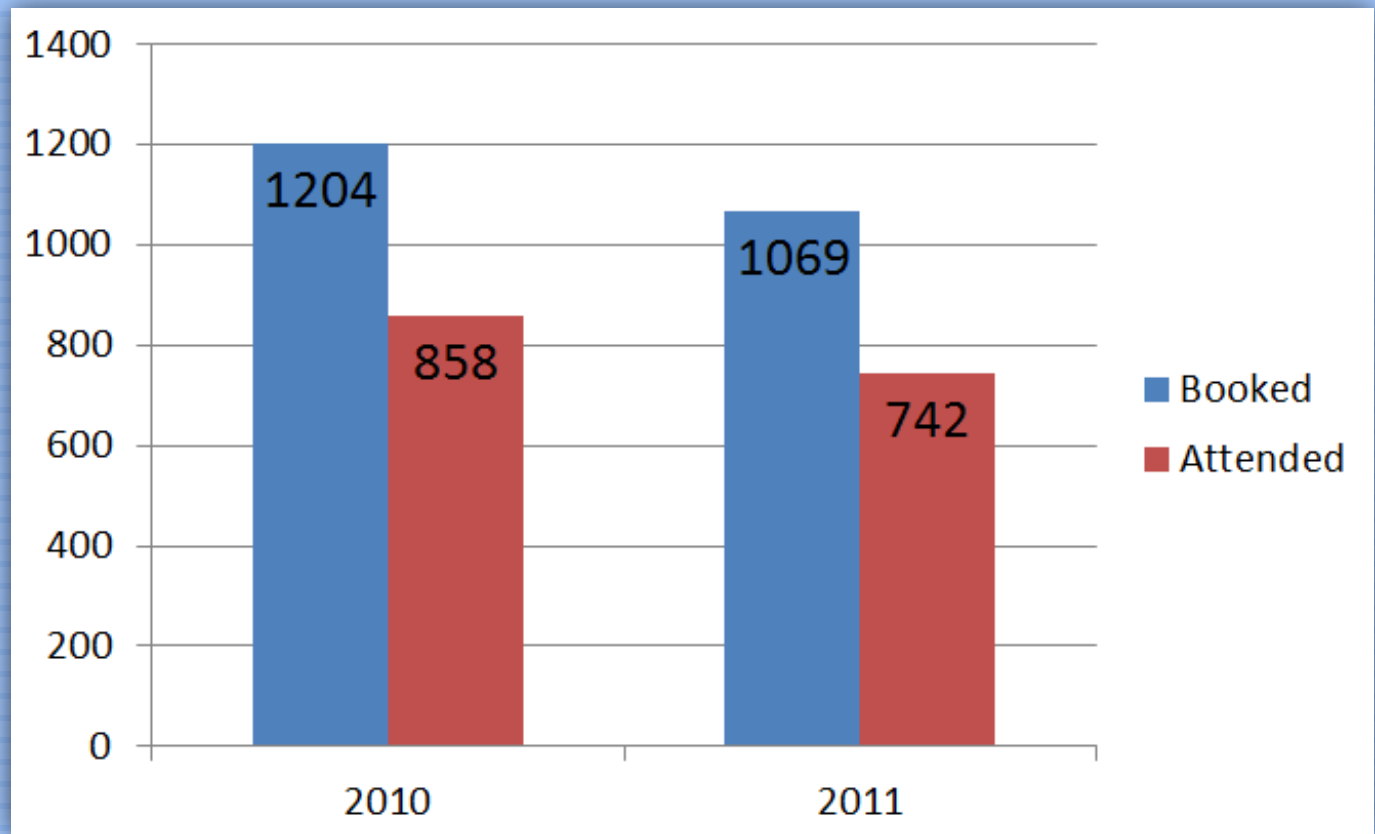
How do we reach more staff?



Attendance Hurdle #2: Factors impacting on attendance

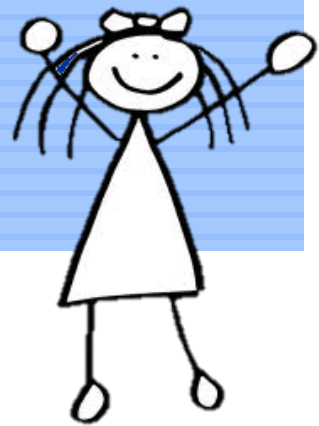
- Size of lab
- Mixed participant groups (teaching / admin / support staff)

Staffing / time / cost / equipment / space / technology / support / training / resources / materials / facilities / infrastructure / security / risk / compliance / legal / ethical / social / environmental / sustainability / community / stakeholder / communication / marketing / branding / reputation / customer / user / experience / satisfaction / loyalty / retention / churn / conversion / sales / revenue / profit / growth / innovation / research / development / product / service / quality / performance / efficiency / effectiveness / impact / value / return / on / investment / ROI



Attendance Hurdle #3: Booking v Attendance rates

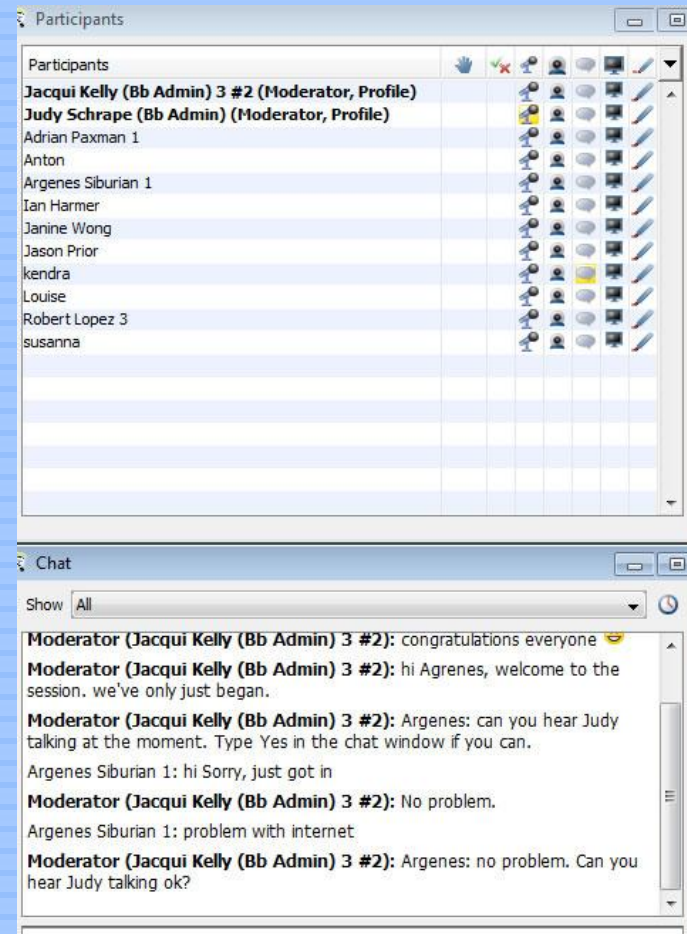
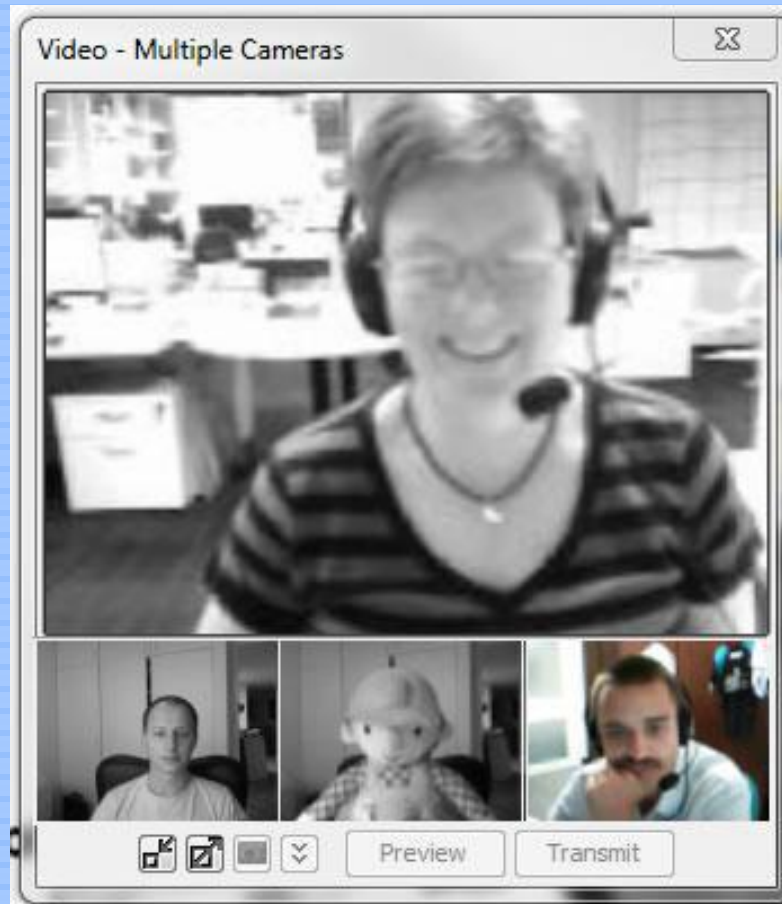
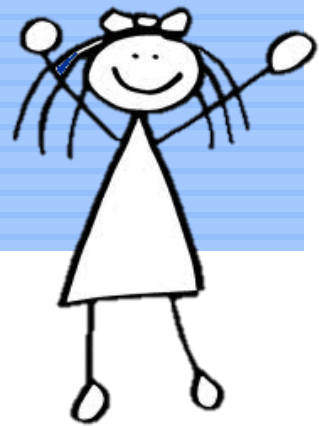
We built it but they didn't come!



Typing Chimp [Image]. (2011). Retrieved from <http://en.wikipedia.org/wiki/File:Monkey-typing.jpg>

Win #2: Program

- Activity driven
- Workshop outlines
- Appropriately scheduled



Win #2: Program

Some PD sessions were conducted in *Elluminate Live!*

Want to try it out?

[Back to top](#)

Click on a button below to see how Elluminate works and practise using the virtual classroom.

You can enter as a **moderator** and practice uploading your lecture notes and handouts, using the whiteboard area or sharing your applications. Alternatively, you can see what a student will experience by entering as a **student**.

Moderator

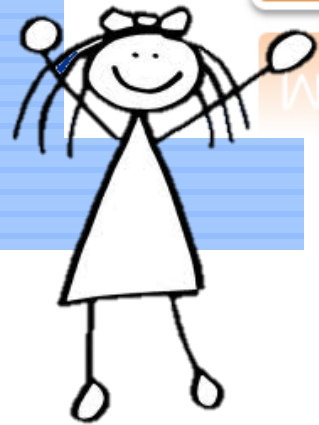
or

Student

Moderator

or

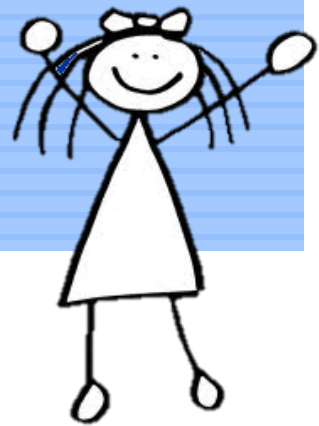
Student



Win #2: Program

Weekly Elluminate 'drop in' session

- Dave (Elluminate Manager) showing his 'drop in' skills.



Japanese invention [Image]. (2011). Retrieved from <http://www.coolfunnybest.com/2009/09/cool-japanese-invention/>

Win #2: Program

Our program has been successful because it is constantly adapting



Hamster Wheel [Image]. (2011). Retrieved from <http://jaimetheler.blogspot.com/2010/03/fidgeting-to-frustration.html>

Hurdle #2: Program

- Workload pressures
- Limited time availability



Nedry, *Jurassic Park* [Image]. (2011). Retrieved from <http://blog.boulderdigitalarts.com/2010/12/why-does-hollywood-hate-tech-folk/>

Hurdle #2: Program

Fear of using technology



Slow [Image]. (2011). Retrieved from <http://www.worth1000.com/entries/60166/snail-rider>

Hurdle #2: Program

Change process is slow



“Workshops should either be at the end of the semester or during the breaks as after learning about these technologies, it actually takes time to set them up. Furthermore, 2 weeks before semester starts is not very good as we cannot include anything we learn into the unit outline and that would then mean we can only implement it one semester later, by which time I would have forgotten how to do it again.”

“My units are structured and it is scripted for me also. It would be difficult for me to incorporate any of the new tools based on my position; however, I can recommend.”

“I think this workshop is most useful for triggering ideas to implement at least 6 months before a unit starts.”

Hurdle #2: Program

Implementation problems...

What do you think
is the biggest
barrier to staff
taking up eLearning
PD within your
universities?

Some comments from staff...



John Harmsen, School of OT & Social
Work



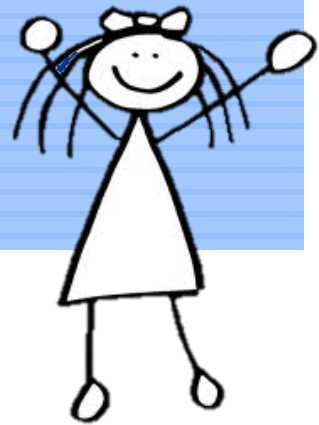
Lucille Rowland, Organisational Dev. Unit



Sheree Millen, Curtin English Language

“They were well presented and structured and there was time for me to ask lots of questions so thank you!! Perhaps you could do a needs assessment of participants before we get there to pitch it at the right level. However, for someone new to Curtin and Blackboard, sometimes you don't know what you don't know!! Thanks and I will come to some more sessions!”

“Very friendly staff and great that there were two people to help identify the issue and help me understand when the rest of the class seemed to be flying while some of us couldn't get the thing to work!”



Win #3: Format

- Two facilitators
- 1 hour duration



BLACKBOARD PD WORKSHOPS

Announcements

New Announcements appear directly below the repositionable bar. Reorder by dragging Announcements to new positions. Move priority Announcements above the repositionable bar to pin them to the top of the list and prevent new Announcements from superseding them. The order shown here is the order presented to Students. Students do not see the bar and cannot reorder Announcements.

[Create Announcement](#)

New announcements appear below this line

Welcome to the unit
Posted on: Wednesday, November 30, 2011
The quick brown fox jumped over the lazy dog.
Posted by: Training12 Instructor
Posted to: TC-12 University Studies 101

Welcome to BB 9.1
Posted on: Wednesday, October 5, 2011
Welcome
Posted by: Training12 Instructor
Posted to: TC-12 University Studies 101

Welcome to this training session
Posted by: Training12 Instructor

Full Grade Center
A-D students
Monday class
Tests

Assignment	Assignment 1	Total	new ass
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..	5.00 (16.67%)	16.67%	..
..	..	52.00%	..
..	18.00 (60.00%)	62.50%	..
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..	..	66.67%	..
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Win #3: Format

- Standardised Blackboard training units set up



Strange animal friendships [Image]. (2011).
Retrieved from:
<http://www.money4invest.com/top-ten-most-strange-unusual-animal-friendships/>

Hurdle #3: Meeting diverse needs



Impact on the eLearning Advisor Team



“How could we
improve our
Professional
Development?”



John Harmsen

School of Occupational Therapy & Social
Work

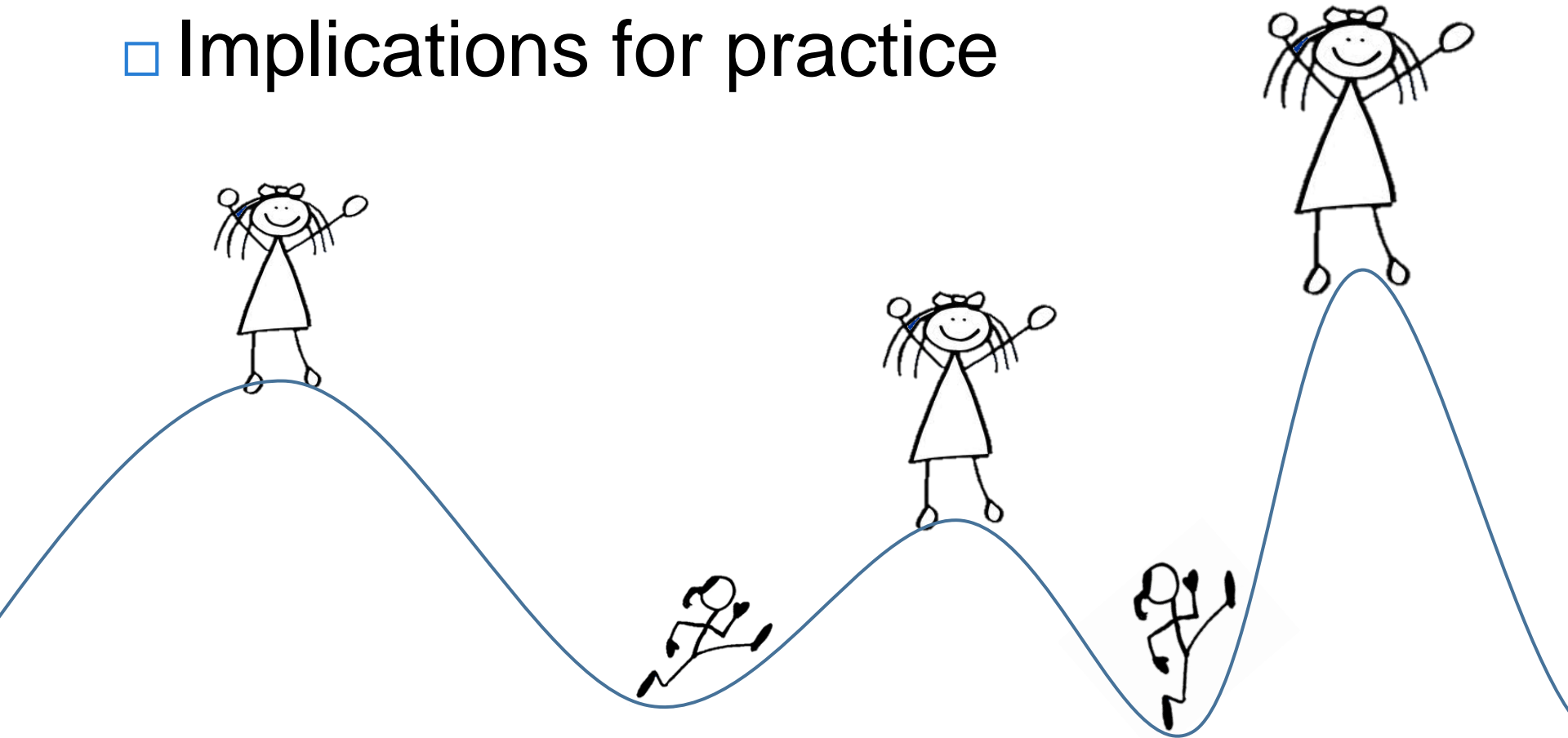


Sheree Millen

Curtin English Language Centre (CELC)

Conclusion

- It's a constant balancing act
- Implications for practice



Questions

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