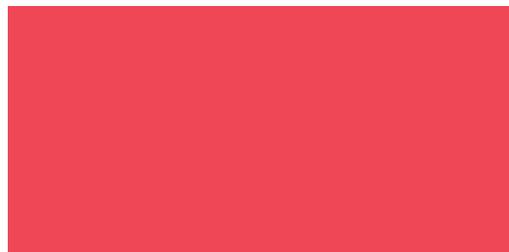
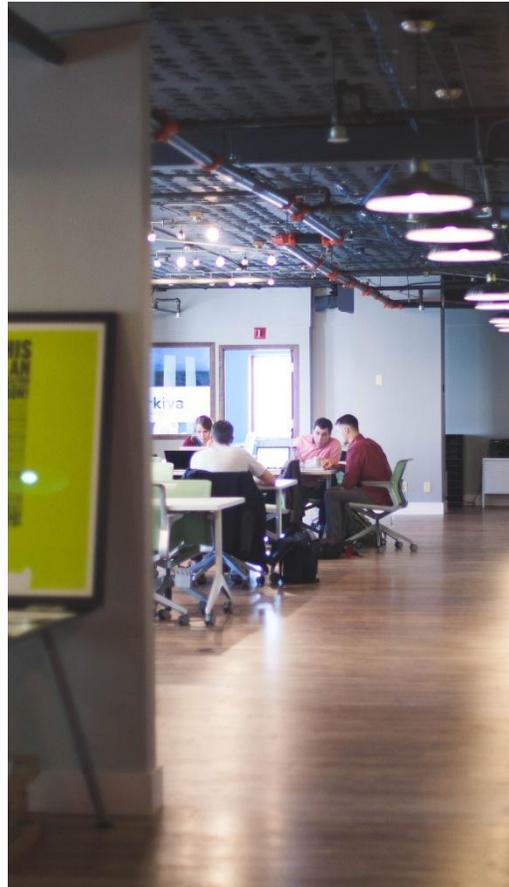
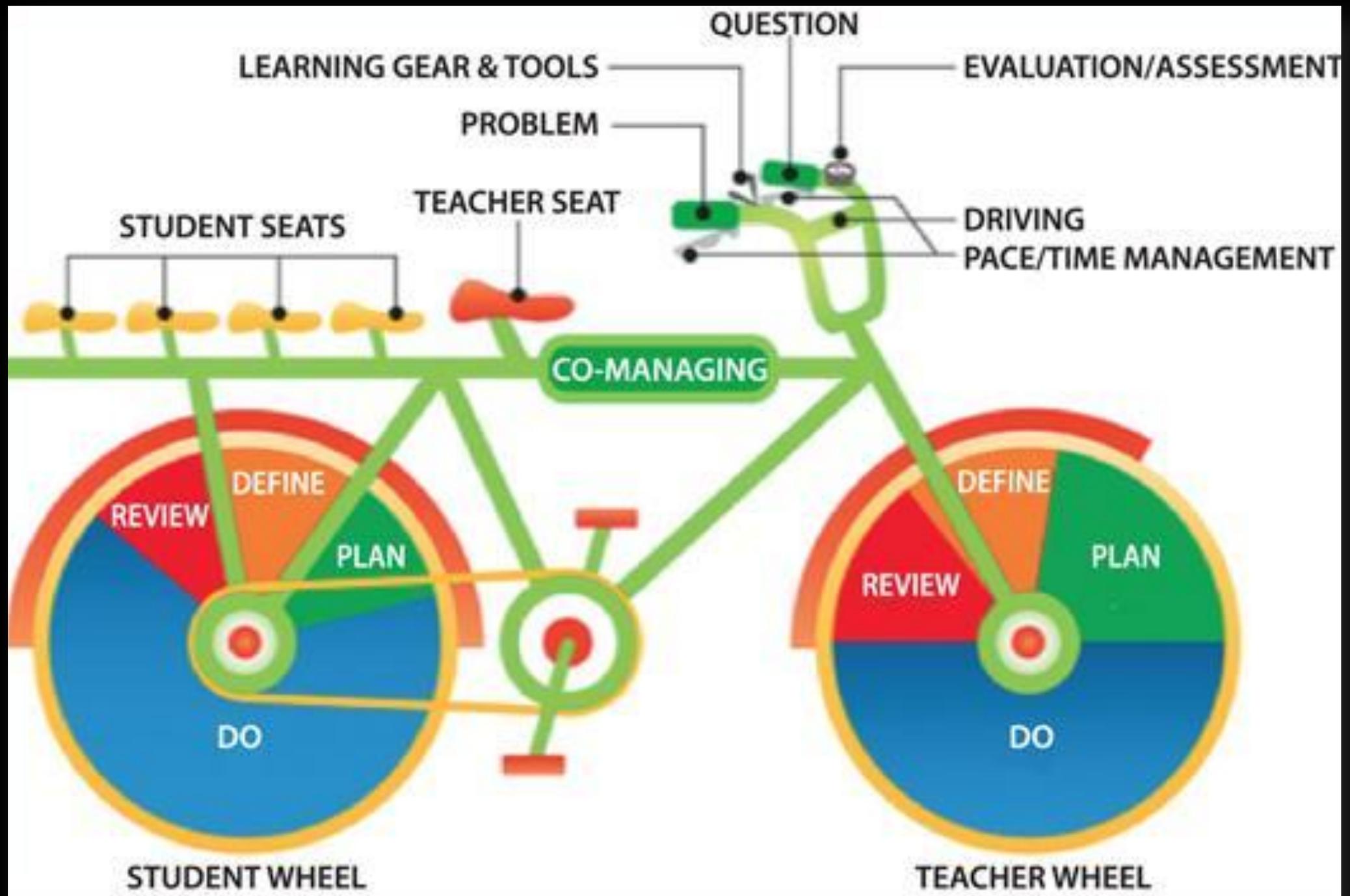


Biju K, Ph.D

Learning Management Systems







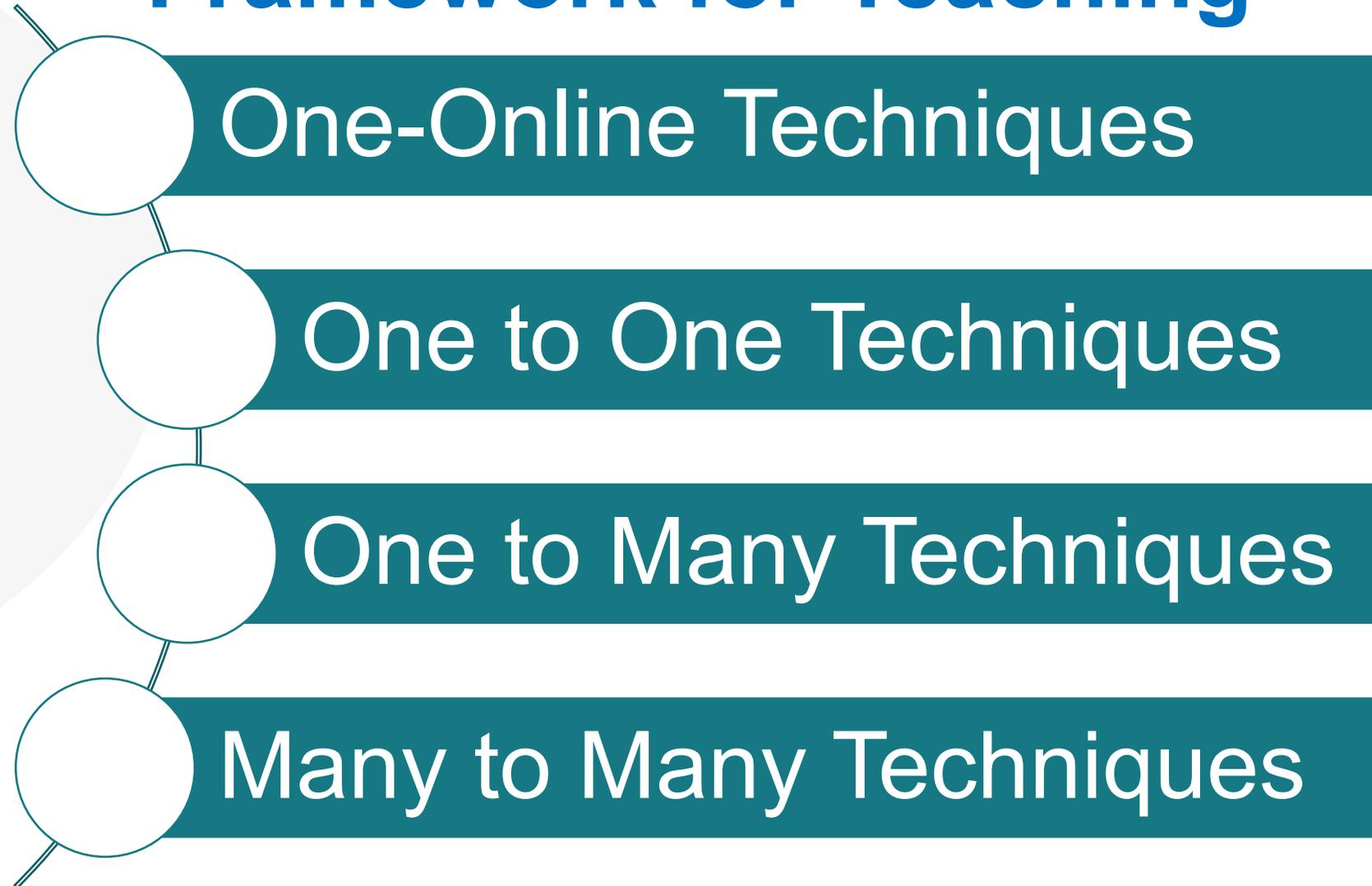
What
do we

Do

?



Framework for Teaching



Teaching

The Notice Board

The Public Tutorial

Individual Project

Peer Counselling

Free Flow Discussions

The Structured Seminar

Ref: McCreay & Van Duren (1987)

Teaching Techniques

Seminars

Small Working Groups

Online Café

Learning Partnership

Moderating by learners

Access to Additional Resources

Ref: Harasim (1991& 1992)

Teaching Techniques

Rekkedal and Paulsen (1989)

Distribution of information

Two-way communication

An alternative to face-to-face teaching

The public tutorial

Peer counseling

Free flow discussion

The library

Facilitation Techniques

Intellectual Functions

Social Functions

Organizational Functions

Assessment

Formative: activities that assess and provide feedback during the learning process

Examples	Tasks	Benefits for Learners	Additional Benefits
 Visual models	Learners use words and images to create visual representations of information	To make connections, increase memory, and facilitate future retrieval of information	 Highlights preferences in learning style
 Verbal/written summaries	Learners use content-specific language to reflect, summarize, and make sense of what they have heard or read	To derive personal meaning from their learning experiences and increase their metacognitive skills	
 Peer activities	Learners collaborate or assess the quality of each other's work	To become more aware of their own strengths and weaknesses and see peers as resources to gain understanding	 Builds and strengthens a learning community within the training program
 Self-assessments	Learners critically evaluate their own performance and appropriately act on any insights acquired	To see themselves as responsible for their own learning, which helps to drive up engagement and increase retention	
 Lists, charts & graphic organizers	Learners communicate clearly and effectively by organizing information, making connections, and noting relationships	To demonstrate their ability to architect ideas, make decisions, clarify processes, and help solve problems	

Summative: using grades (or data) to demonstrate learner growth after instruction

Examples

Tasks

Benefits for Learners (applies to all examples)



Performance tasks

Learners complete a task to assess a specific set of skills and/or abilities



Written essays/reports

Learners create a piece of persuasive writing on a particular topic or a reflection about their learning experience



Oral presentations

Learners demonstrate their knowledge or present their research findings to an audience



Open book exams

Learners reference other resource materials to determine answers to questions while taking the exam to focus on their understanding of a subject, rather than on recall and memorization



Multiple-choice tests

Learners are given online or paper-based questionnaires to answer



Participation tasks

Learners are asked to actively engage in lectures/seminars/conferences or perform tasks in online discussion boards and group work

To motivate and create an engaging learning environment by focusing on an achievable outcome

To give learners a boost in confidence when they demonstrate positive results and to facilitate subsequent behavior change back in the workplace

To provide a measurable way of evaluating success against a standard or benchmark

TOP

INSTRUCTIONAL DESIGN CHALLENGES IN E-LEARNING



1

Lack of clarity in understanding the learning objectives

2

Who is your target audience?

3

Choosing the right instructional design model

4

Choosing the instructional design strategy

5

Information overload

6

Holding their attention for the entire course

7

Falling into the trap of using the same techniques over and over again

8

Project management

9

Evolve with the technology

What is LMS..?

Learning Management System is a broad term that is used for a wide range of systems that organize and provide access to online learning services for students, teachers, and administrators

- A Learning Management System (LMS) is software that automates the administration of training events.
- All Learning Management Systems manage the log-in of registered users, manage course catalogues, record data from learners, and provide reports to management.

In Online/LMS

What are possible...

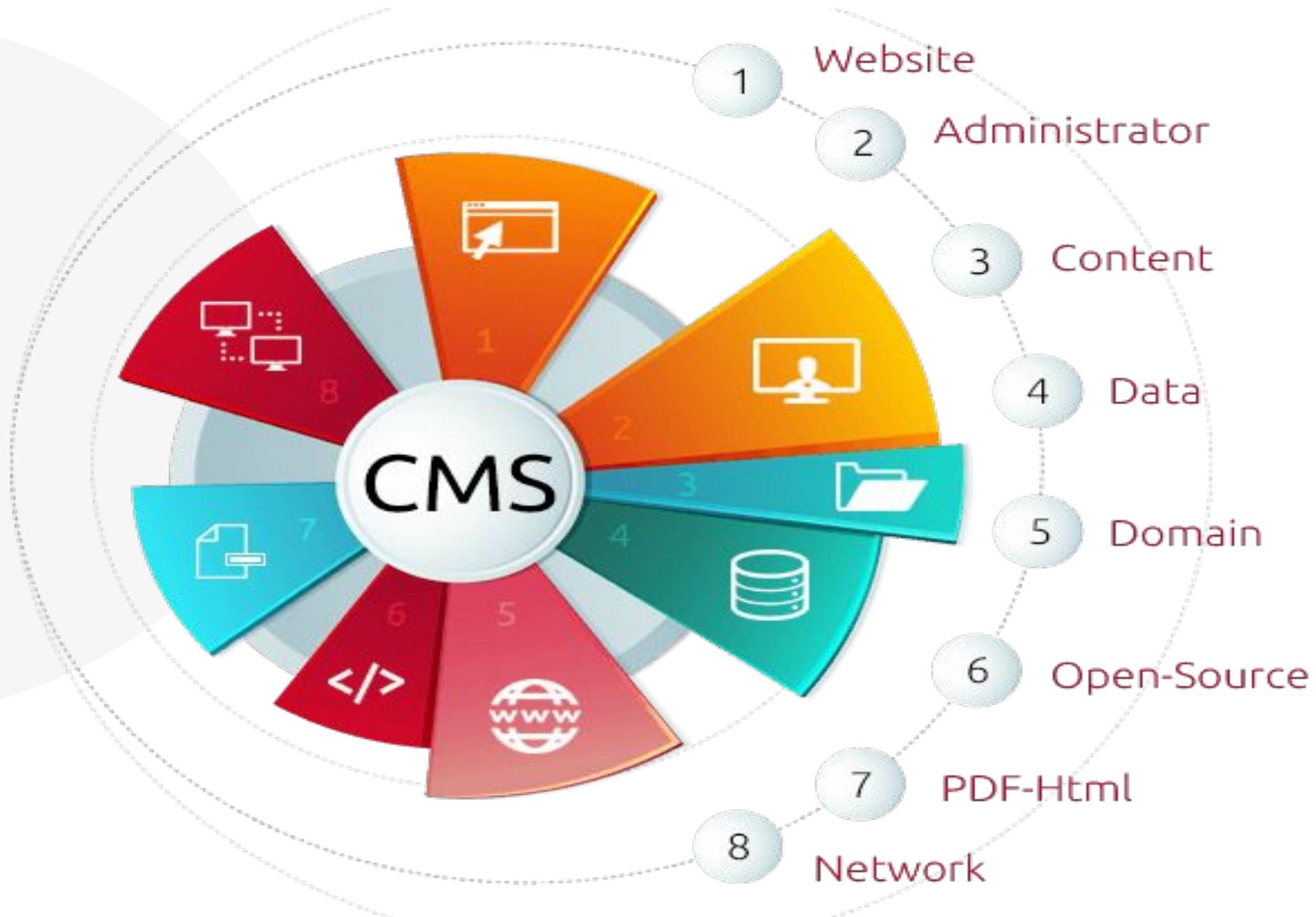


Authoring | Classroom Management | Competency
Management | Knowledge management | Certification or compliance
training
Personalization | Chat | Discussion
Boards

WHAT IS AN LMS?







CMS

LCMS

LMS

Content Management System

Learning Content Management System

Learning Management System

Create, publish, and organize videos, images, slideshows, copy, and other content

Used in hundreds of industries

Used by any industry, not specific to Learning and Development

A CMS that caters to the unique needs of learning and development professionals

Has more functions than a CMS

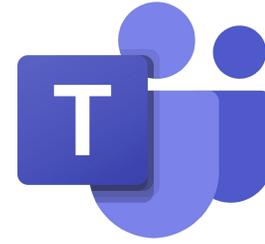
Addresses specific needs of the Learning and Development industry

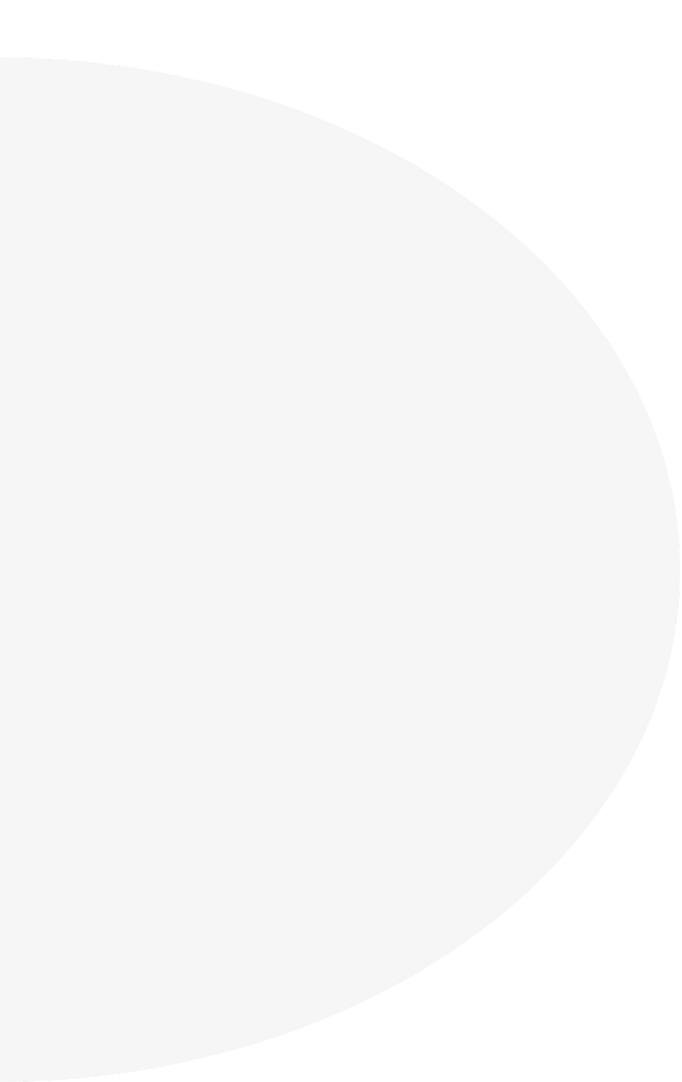
Administer and assign learning courses.

Track and manage learners and their progress

Score learners

Used for administering learning courses, not for creating content





Questions?

