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 **Foundation of Learning and Teaching** (FOLT) Program
What we did

- Redevelopment of the Centre for eLearning website (http://cel.curtin.edu.au)
What we did

- Regular eNewsletters
  [http://blogs.curtin.edu.au/cel/]

“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?

- Upgrading to Blackboard 9.1 - an overview: Good
- Introduction to Blackboard for New Staff: Good
- Sessionals - Introduction to Blackboard: Very Good
- Online Assignment Manager: Good
- How to use the Grade Center: Good
- Blackboard Tests, Quizzes and Surveys: Very Good
- Introduction to Wikis: Average
- Echo360 Personal Capture: Very Good
- Elluminate Live (Virtual Classroom): Good
- Elluminate Live (Virtual Classroom) - Advanced: Very Good
- All Other Responses: Very Good
“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.
Repeat attendance was high.

Number of Workshops Attended
(467 individual staff)

Win #1: Attendance
How do we reach more staff?

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)
- Staff not remunerated for attending e-learning PD
We built it but they didn’t come!

Attendance Hurdle #3: Booking v Attendance rates
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?

Click on a button below to see how Elluminate works and practice 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**

---

**Win #2: Program**

Weekly Elluminate ‘drop in’ session
- Dave (Elluminate Manager) showing his ‘drop in’ skills.
Win #2: Program

Our program has been successful because it is constantly adapting
Hurdle #2: Program

- Workload pressures
- Limited time availability

Hurdle #2: Program

Fear of using technology

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
Win #3: Format

- Standardised Blackboard training units set up
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