BLEND ON!

BLEND

Blended Learning for Educators in a (global) Network for Development

kzn education
Department:
Education
KWAZULU-NATAL

The LEGO Foundation

vvob
education for development

asme
Centre For The Advancement of Science and Mathematics Education

BLEND project rationale

- **Accelerated shift** to online and blended Continuous Professional Development (COVID-19 pandemic crisis)
- ICT as **a tool** to improve teaching, learning and professional development of teachers and school leaders
- Overcoming **barriers** and grasping **opportunities** in specific contexts
- Global **exchange** and **learning**

kzn education
Department:
Education
KWAZULU-NATAL

The LEGO Foundation

vvob
education for development

asme
Centre For The Advancement of Science and Mathematics Education

Three-in-one learning trajectories

Global – South-Africa – Vietnam

Global Learning trajectory

BLEND SYMPOSIUM 2023

EdTech Hub

Coach

THE BROOKINGS INSTITUTE

Pratham

VSO

PLAN INTERNATIONAL

STIR education

AGA KHAN FOUNDATION

brac ied

RIGHT TO PLAY

kzn education
Department:
Education
KWAZULU-NATAL

The LEGO Foundation

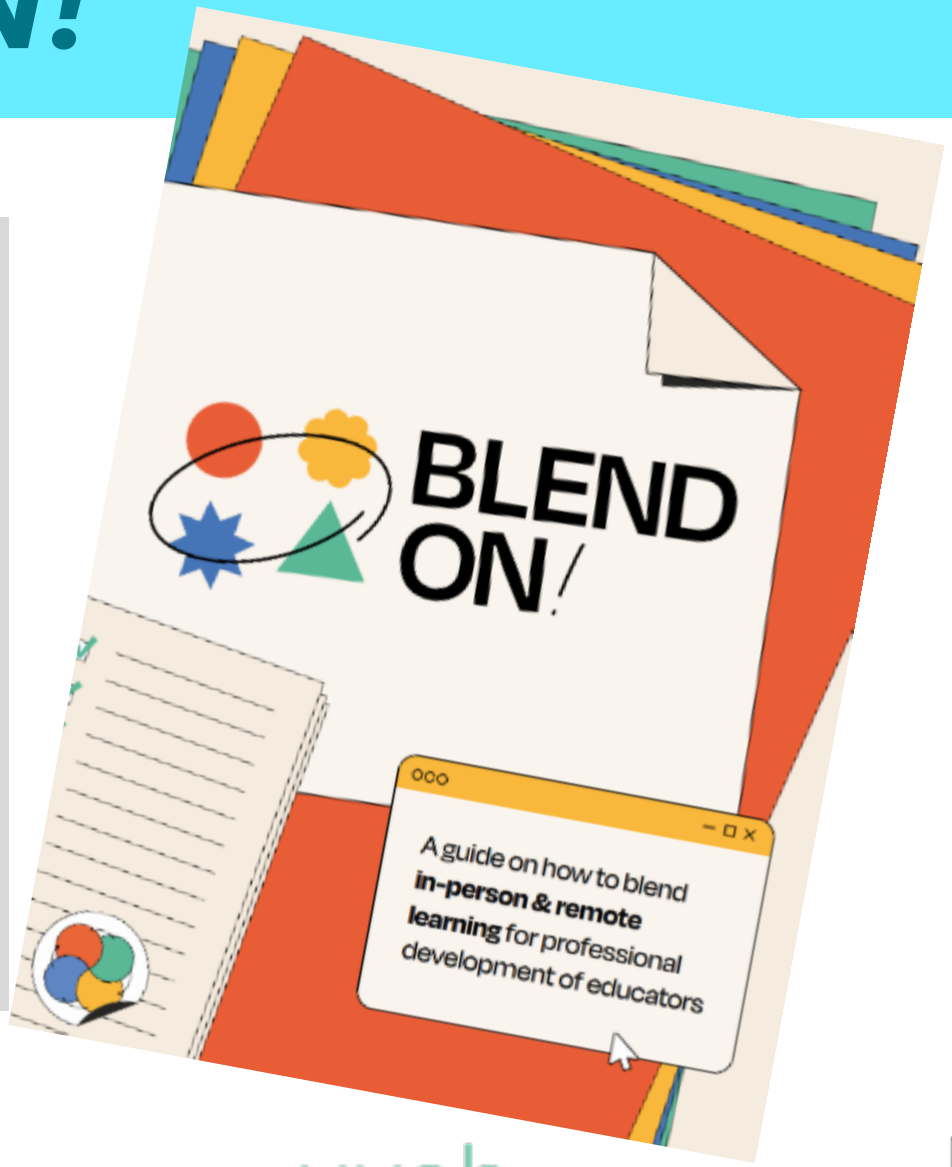
vvob education for development

asme
CENTRE FOR THE ADVANCEMENT OF SCIENCE AND MATHEMATICS EDUCATION

Output: blend ON!

BLEND SYMPOSIUM 2023

Guide for 'CPD providers' on how to develop blended CPD for educators



kzn education
Department: Education KWAZULU-NATAL

The LEGO Foundation

vvob education for development

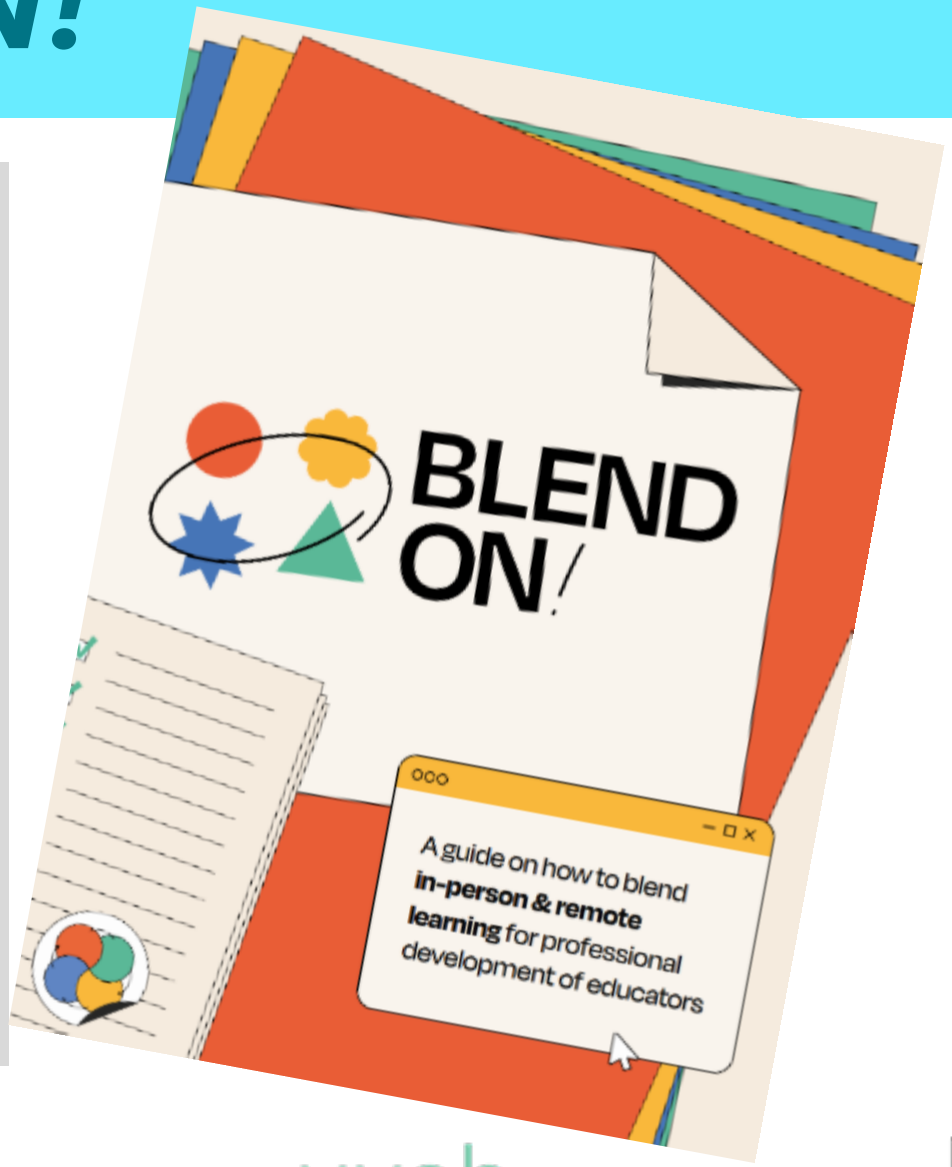
asme
Centre For The Advancement of Science and Mathematics Education

Output: blend ON!

BLEND SYMPOSIUM 2023

WHO THIS GUIDE IS FOR

The guide is for CPD providers in low- and middle-income countries (LMICs) who wish to re-design their CPD programmes from an in-person or remote modality to a blended modality, or who wish to develop new blended CPD programmes tailored to the needs of their context and participants



kzn education
Department: Education
KWAZULU-NATAL

The LEGO Foundation

vvob education for development

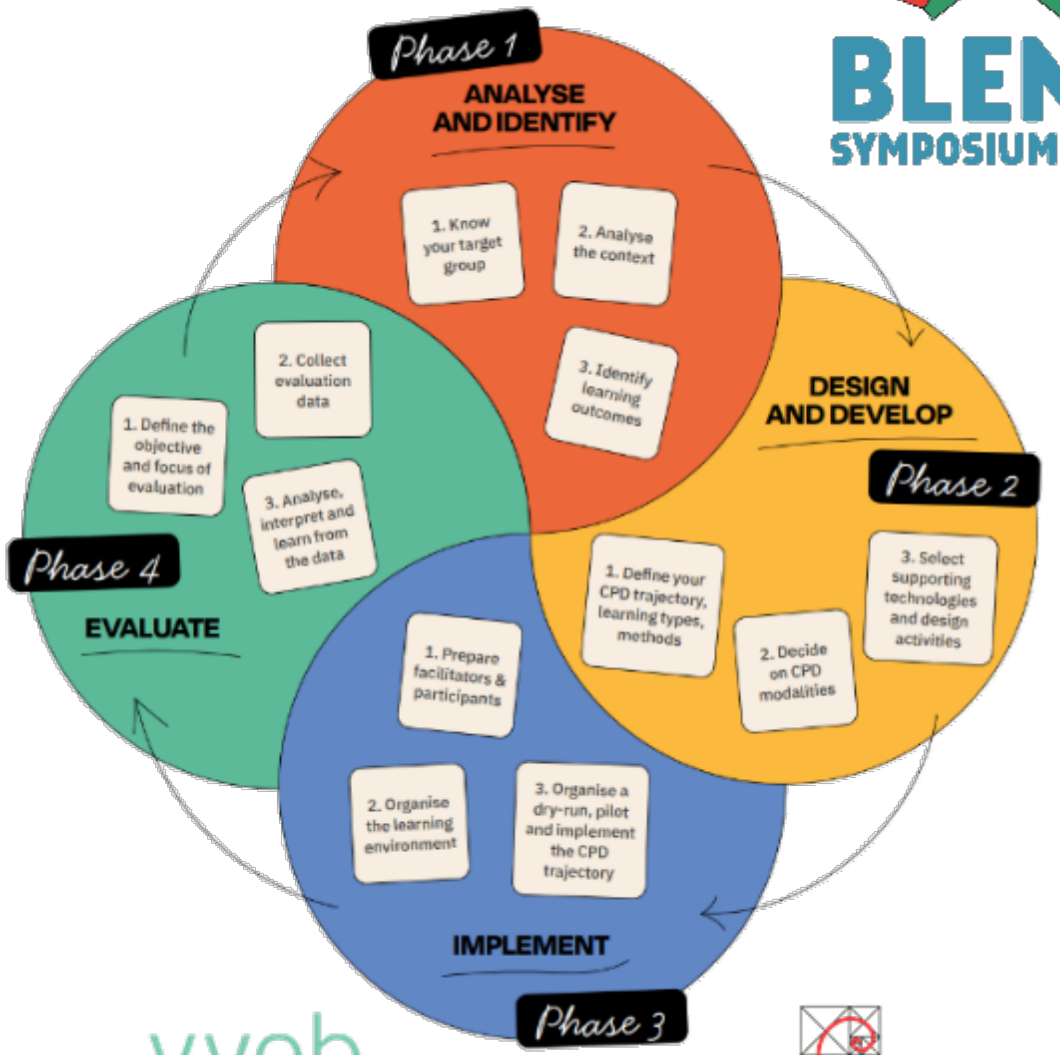
asme
Centre For The Advancement of Science and Mathematics Education

Output: blend ON!

BLEND SYMPOSIUM 2023

With 12 hands-on steps in 4 key phases

- Analyse
- Design
- Implement
- Evaluate



kzn education
Department: Education
KWAZULU-NATAL

The LEGO Foundation

vvob education for development

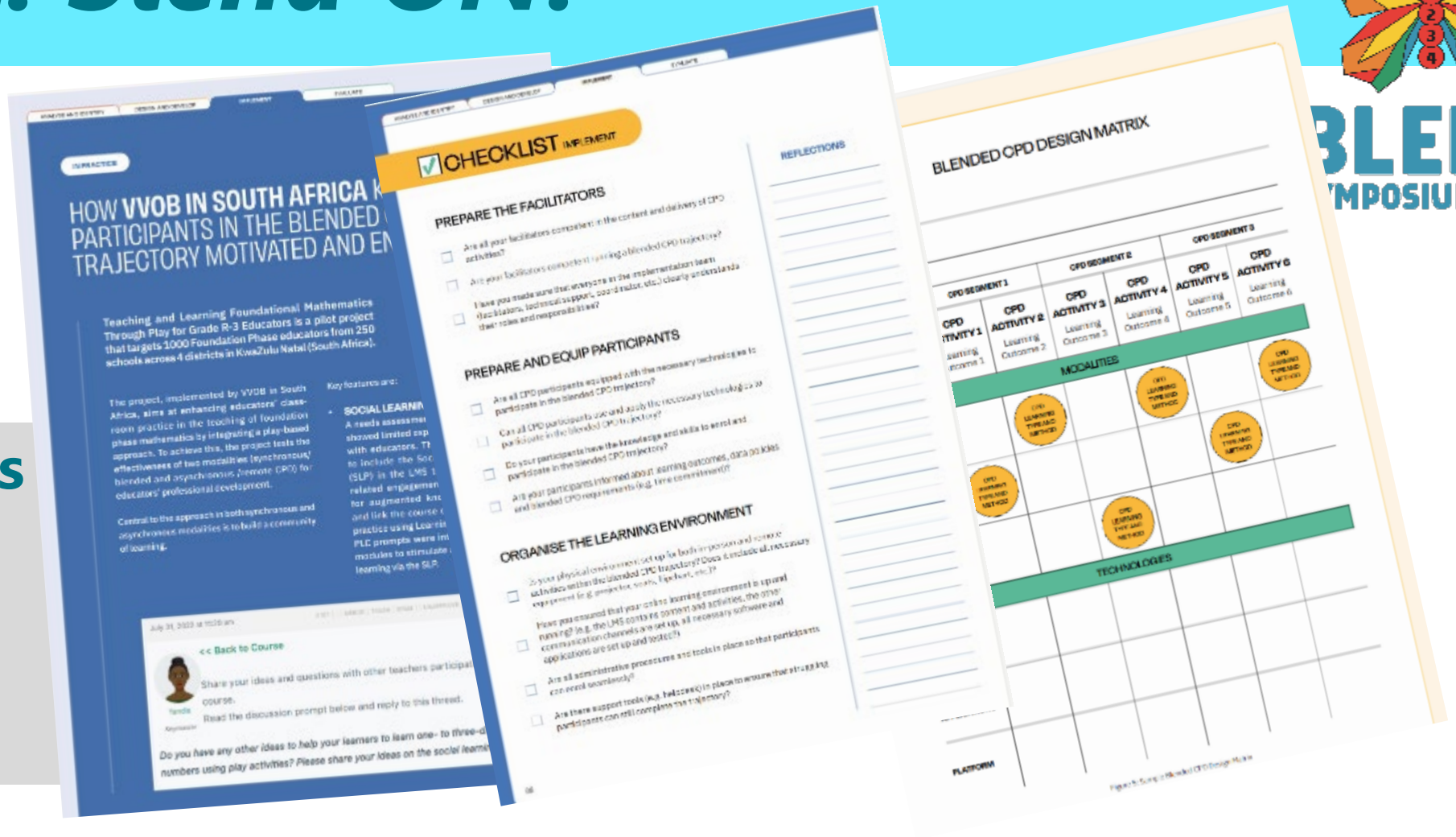
asme
Centre For The Advancement of Science and Mathematics Education

Output: blend ON!

BLEND ON!

BLEND SYMPOSIUM 2023

- Checklists
- Tools
- Case Studies



kzn education
Department:
Education
KWAZULU-NATAL

The LEGO Foundation

vvob
education for development

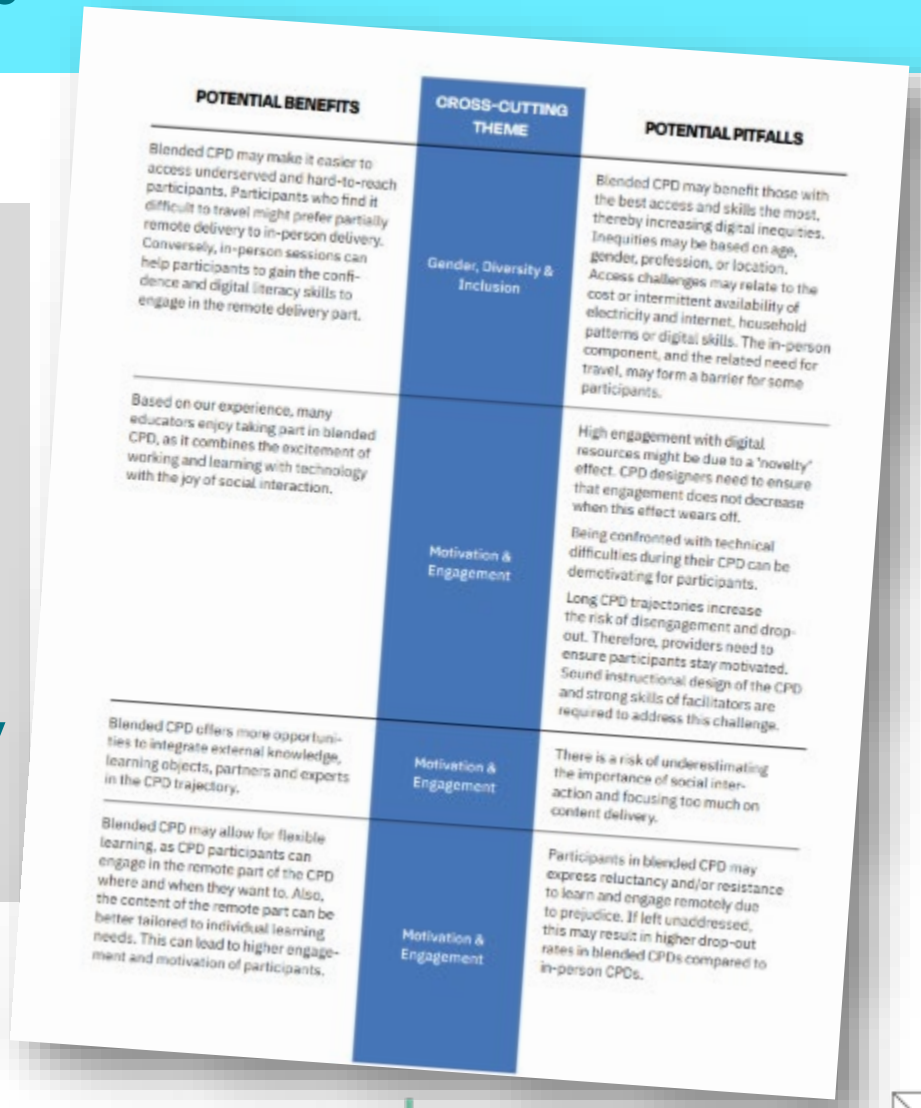
asme
Centre For The Advancement of Science and Mathematics Education

Output: blend ON!

Addressing

cross-cutting themes:

- Engagement and motivation
- Gender equity and inclusion
- Cost-effectiveness, scalability and sustainability



POTENTIAL BENEFITS	CROSS-CUTTING THEME	POTENTIAL PITFALLS
Blended CPD may make it easier to access underserved and hard-to-reach participants. Participants who find it difficult to travel might prefer partially remote delivery to in-person delivery. Conversely, in-person sessions can help participants to gain the confidence and digital literacy skills to engage in the remote delivery part.	Gender, Diversity & Inclusion	Blended CPD may benefit those with the best access and skills the most, thereby increasing digital inequities. Inequities may be based on age, gender, profession, or location. Access challenges may relate to the cost or intermittent availability of electricity and internet, household patterns or digital skills. The in-person component, and the related need for travel, may form a barrier for some participants.
Based on our experience, many educators enjoy taking part in blended CPD, as it combines the excitement of working and learning with technology with the joy of social interaction.	Motivation & Engagement	High engagement with digital resources might be due to a 'novelty' effect. CPD designers need to ensure that engagement does not decrease when this effect wears off. Being confronted with technical difficulties during their CPD can be demotivating for participants. Long CPD trajectories increase the risk of disengagement and drop-out. Therefore, providers need to ensure participants stay motivated. Sound instructional design of the CPD and strong skills of facilitators are required to address this challenge.
Blended CPD offers more opportunities to integrate external knowledge, learning objects, partners and experts in the CPD trajectory.	Motivation & Engagement	There is a risk of underestimating the importance of social interaction and focusing too much on content delivery.
Blended CPD may allow for flexible learning, as CPD participants can engage in the remote part of the CPD where and when they want to. Also, the content of the remote part can be better tailored to individual learning needs. This can lead to higher engagement and motivation of participants.	Motivation & Engagement	Participants in blended CPD may express reluctancy and/or resistance to learn and engage remotely due to prejudice. If left unaddressed, this may result in higher drop-out rates in blended CPDs compared to in-person CPDs.

BLEND SYMPOSIUM 2023

kzn education
Department:
Education
KWAZULU-NATAL

The LEGO Foundation

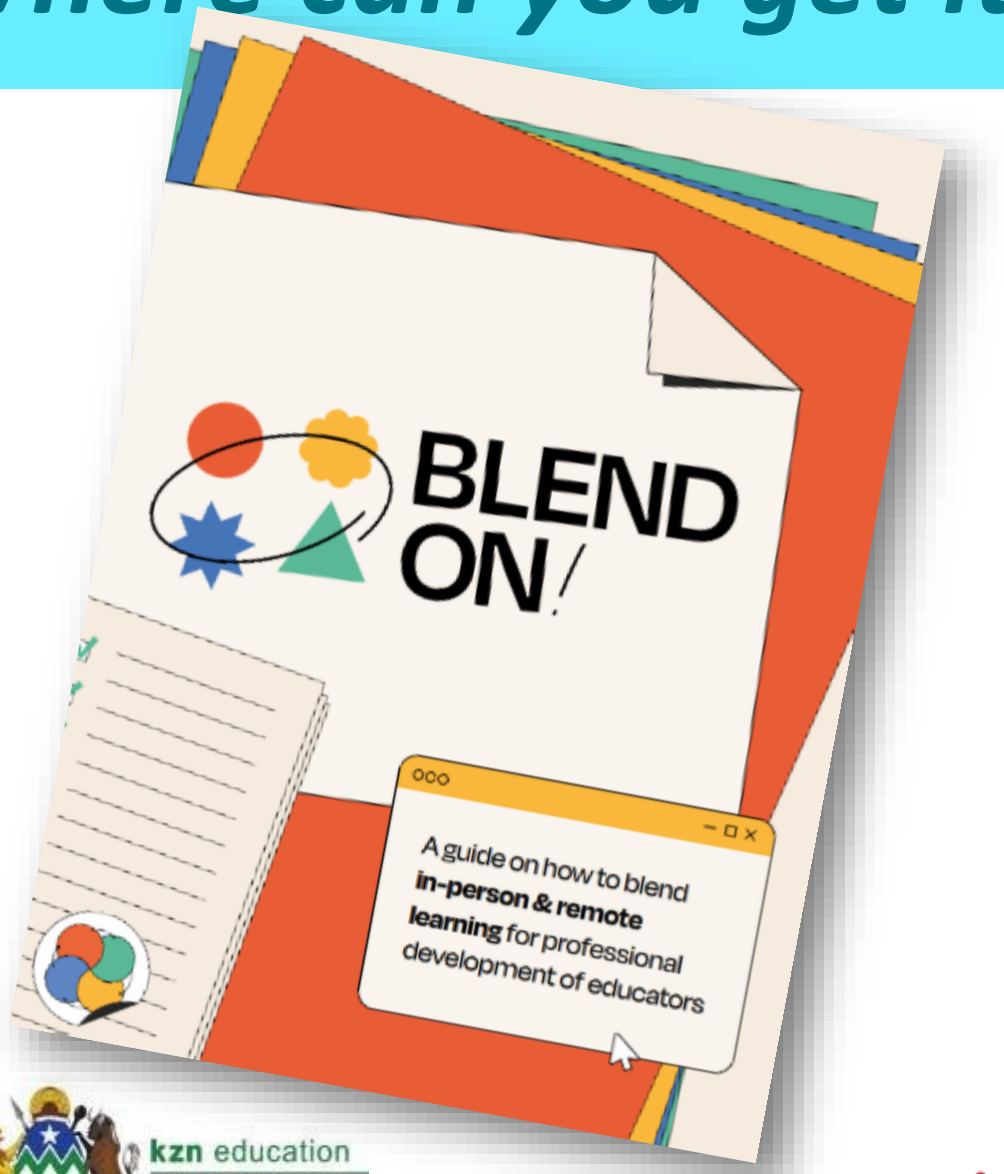
vvob education for development

asme
Centre For The Advancement of Science and Mathematics Education

Main insights

- There is still a tendency to value in-person modalities over online modalities. **Blended CPD trajectories help to shift that mindset.**
- When schools organize more online meetings, **EQUITY increases** as more teachers can attend.
- To ensure active participation in blended CPD trajectories, conditions like time, workload, preparation, support, and motivation need to be carefully considered.
- Educators at all levels (provincial, district and school) need to have full awareness and a good understanding of the blended CPD approach.

Where can you get it?

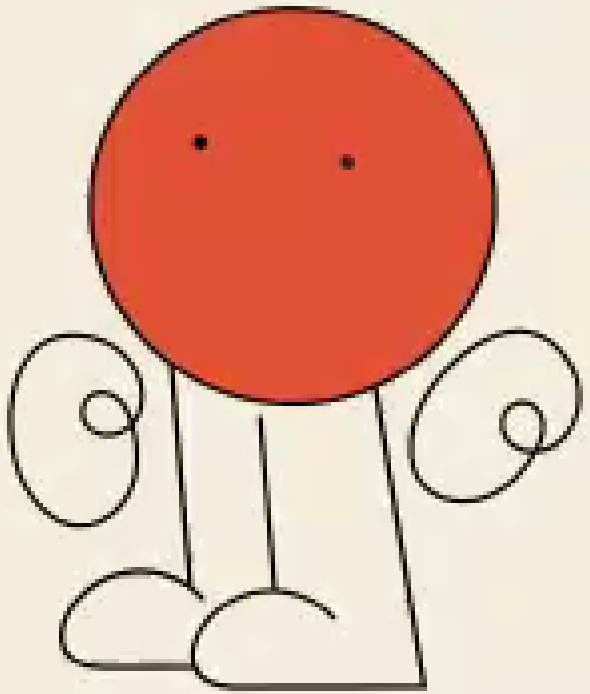


- Open Education Resource
- **Printable PDF Download**
- **Online Course**

Pre-register at BLEND-ON.ORG

kzn education
Department:
Education
KWAZULU-NATAL

The LEGO Foundation

vvob education for development

asme
Centre For The Advancement of Science and Mathematics Education