

Meet Faculty Members Where They Are with PD: A Sequenced Approach

The optimal approach to training faculty members to teach online would be to create a mini-conference at your institution. In that way, you can offer several workshops at the same time and meet the needs of a variety of online teaching skill levels and bring new LMS users on board. Meet the faculty where they are, whether it is a traditional instructor using the LMS for posting documents and links for their students or whether they are seasoned online instructors.

To get people started, begin with traditional faculty using the LMS for their on-ground courses. Continue to offer professional development opportunities beyond the LMS as a repository to technology enhanced instruction, where the LMS is part of the teaching and learning (communication, resource use, web content delivery, quizzes, etc.). Create a program for hybrid course and faculty development, where some on-ground time is replaced with online delivery. Create workshops for the next level, new fully-online instructors. Finally, develop ongoing professional development opportunities for growth of teaching practice and exploration of new design tools and strategies for the experienced online faculty member.

Key strategy: Be consistent! Offer workshops at the same time every term/year, which allows faculty members to plan and shows that the institution cares about providing opportunities for professional growth.

- Face-to-face Instructors: Using the LMS Effectively in a Traditional Class
 - LMS Functionality
 - Technology Enhanced Instruction
- Hybrid Course Development
 - Hybrid Teaching Practice
 - Content Development, Policies, Structure
 - Determination of online vs on-ground activities and content delivery.
- New Online Instructors
 - Online Teaching Practice (Andragogy)
 - Content Development, Policies, Structure
 - Develop Online Teaching Strategies and Effective Practice
 - LMS functionality with integrated course content
 - Build 2 Units: Orientation and One Content Unit
- Experienced Online Instructors (Regular Revision Cycle)
 - New Ideas/Tools
 - Advanced Canvas Functionality
 - Open Education Resources Implementation Strategies
 - Integrating New OEI Resources
 - Online Teaching Practice (Re-imagine)
 - Mentoring Program Design