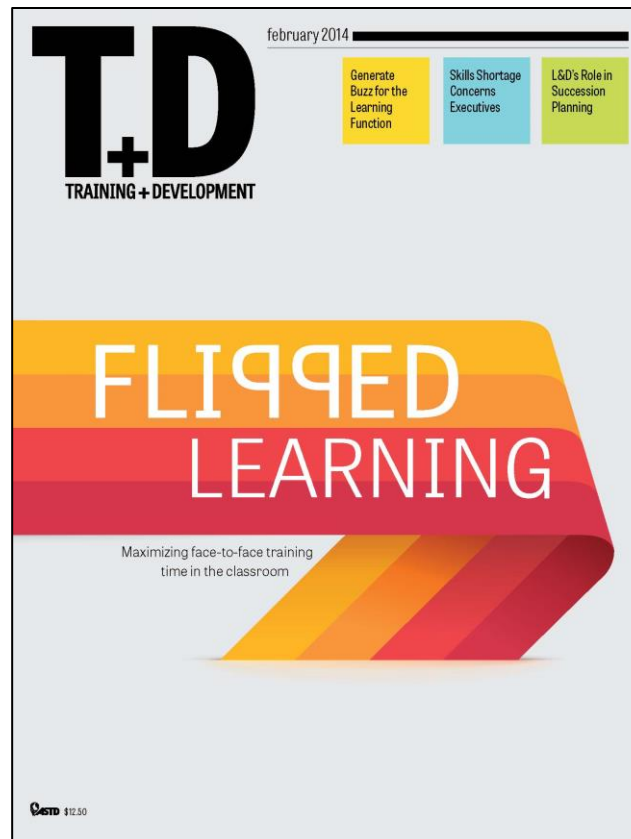


Flipped Learning

Presented by
Jon Bergmann, Aaron Sams,
and Ken Bruss

A Bonus Webcast From the February 2014 *T+D*





Stephanie Castellano
Writer/Editor
T+D



Jon Bergmann is a co-founder of the Flipped Learning Network, a not-for-profit organization that provides teachers the resources needed to implement flipped learning. He is co-author of *Flip Your Classroom: Reach Every Student in Every Class Every Day*.



Aaron Sams is president and CEO of Sams Learning Designs and director of digital learning at the Reformed Presbyterian Theological Seminary in Pittsburgh, Pennsylvania. He is co-author of *Flip Your Classroom: Reach Every Student in Every Class Every Day*.



Ken Bruss is a senior instructional designer and project manager at PARAXEL, a multinational contract research organization that serves companies in the pharmaceutical, biotech, and medical devices industries.

Foundations of Flipped Learning



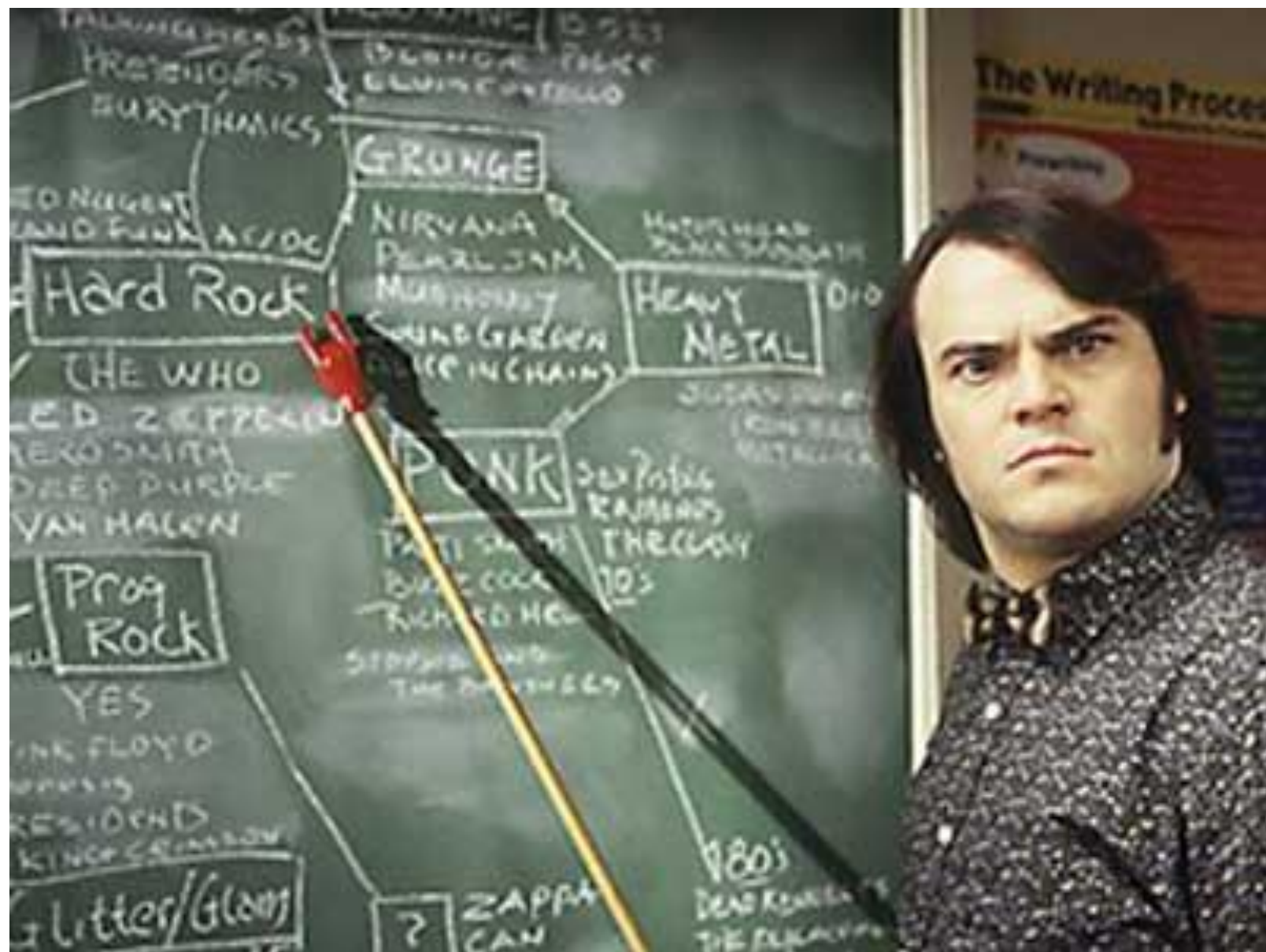
#flipclass

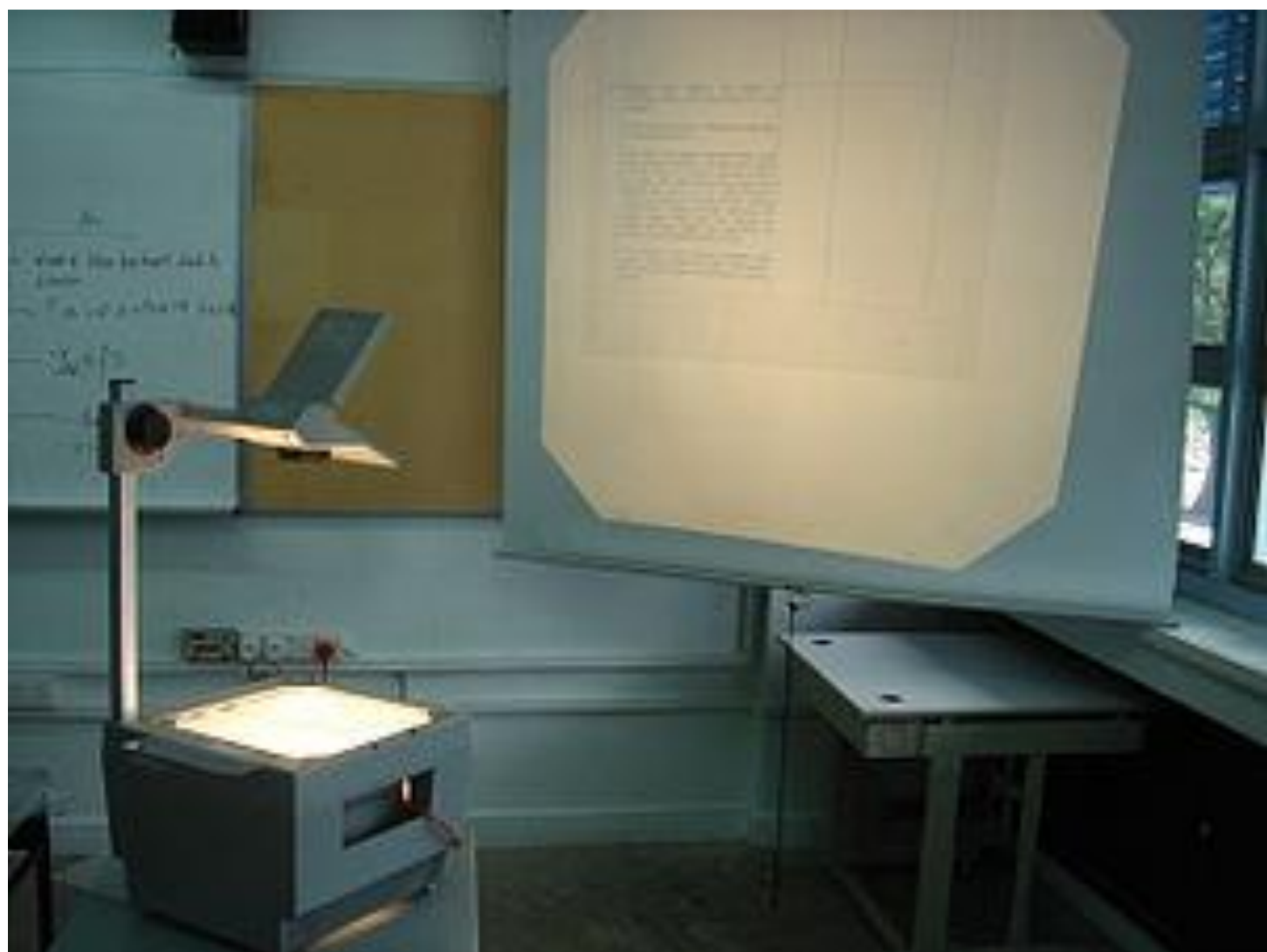
@chemicalsams

@jonbergmann

flippedclass.com

We are teachers













From This

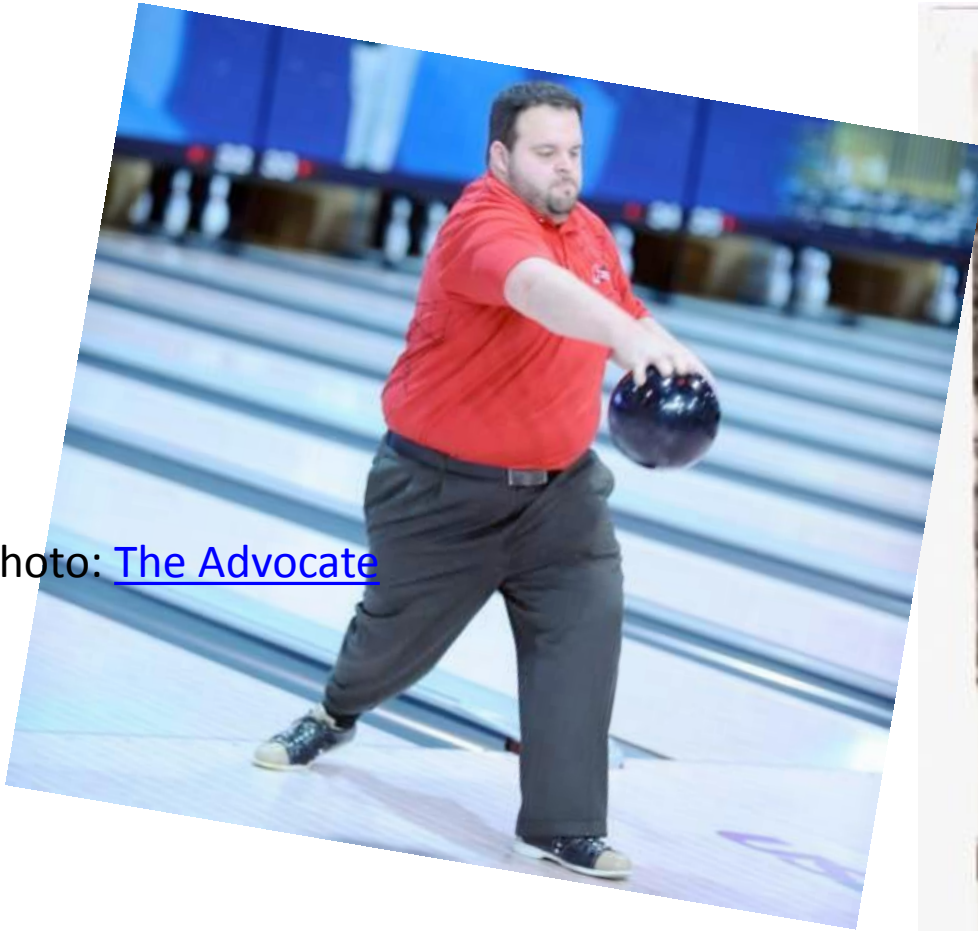


To these



we have training backwards

Photo: [The Advocate](#)





We send kids home to
do the hard stuff

Bloom's Taxonomy (revised)



Flip Bloom's Taxonomy



WHY | HOW

Flipped Class 101



bit.ly/FlipHurdle

3 Common Questions

Flipped Learning Relies on Videos



What if they don't watch?



Ask One Question...

What is the best use of your
face-to-face class time?



Hair Care Products

Conferences



vantageleadership.files.wordpress.com

FLIP YOUR MEETINGS



bit.ly/flipfaculty

What to flip?

From the Flipped Class to Flipped Learning

Flipped learning is a pedagogical approach in which direct instruction moves from the group learning space to the individual learning space, and the resulting group space is transformed into a dynamic, interactive learning environment where the educator guides students as they apply concepts and engage creatively in the subject matter.

Flipped learning is a pedagogical approach in which **direct instruction** moves from the **group learning space** to the **individual learning space**, and the resulting group space is transformed into a **dynamic, interactive learning environment** where the **educator guides students** as they **apply** concepts and **engage** creatively in the subject matter.



The Critics

bit.ly/teachersmatter

Where do I start?





FLIPPED LEARNING AT PAREXEL

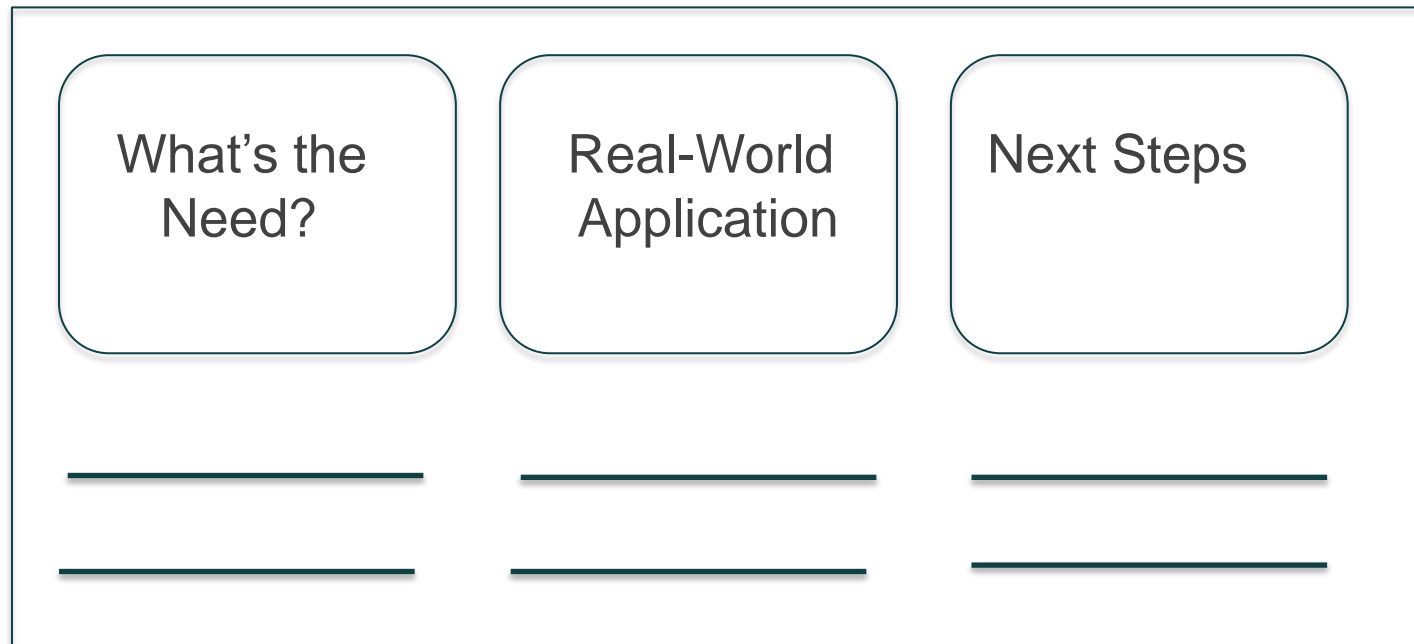
March 20, 2014

Ken Bruss, Ed.D.

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AGENDA



A wide-angle photograph of the London skyline at sunset. The sky is a warm orange and yellow. On the left, the large dome of St Paul's Cathedral is prominent. To its right, a cluster of modern skyscrapers, including the Gherkin, rises into the sky. In the foreground, a concrete bridge spans the River Thames, with several boats visible underneath. The text 'WHAT'S THE NEED?' is overlaid in blue, italicized font, with a horizontal line under the word 'NEED?'.

WHAT'S THE NEED?



Innovative

PAREXEL—CURRENT STATE (CONT.)



Fast paced



Heavily regulated

PAREXEL—CURRENT STATE (CONT.)



Rapidly growing

PAREXEL—CURRENT STATE (CONT.)



High demand
for training



Content-heavy
courses



Complex content

PAREXEL—CURRENT STATE (CONT.)



Limited time
for training

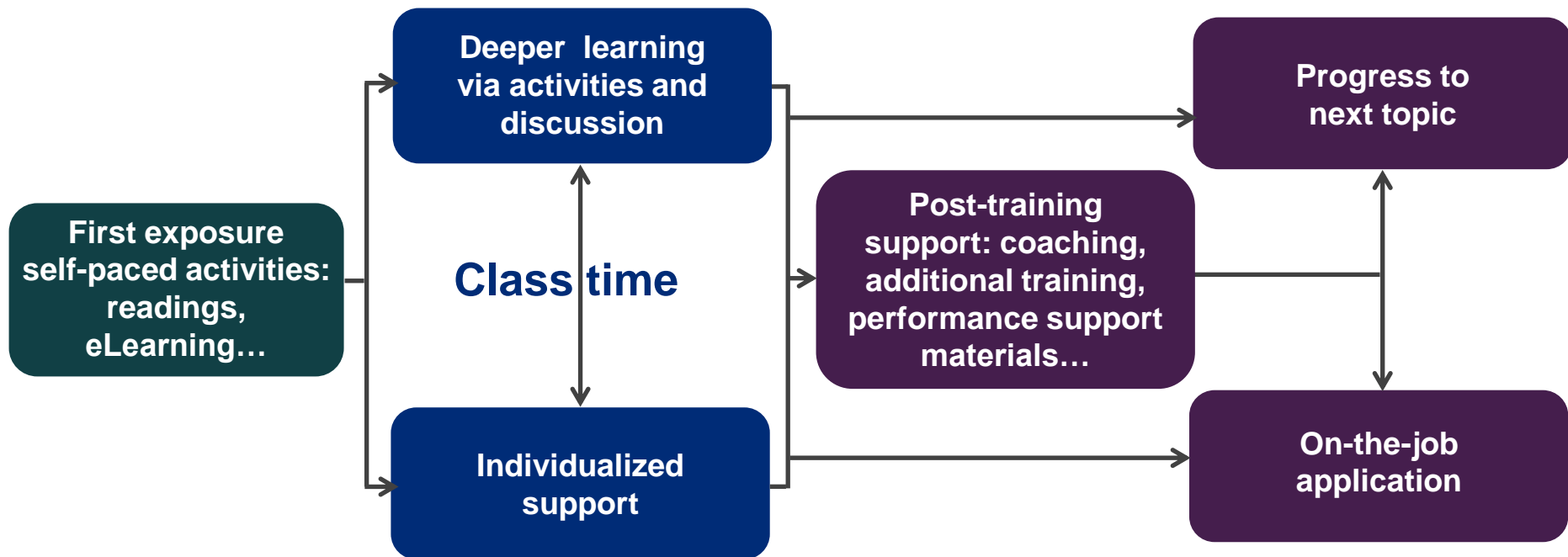


Cannot risk
poorly trained staff



REAL-WORLD APPLICATION

3-PRONGED APPROACH



PAREXEL INSTITUTE EXAMPLES

Salem State University:



- Leverage LMS infrastructure for “blended logistics”
- Students guided by homepage and checklist
- Stepwise approach to uploaded content
- WebEx replaced by narrated PowerPoint presentations
- Web-enabled discussion features
- Assessment follows each topic

Smaller pilot with NUSAGE



COMPLIANCE TRAINING EXAMPLE



- Audience – world-wide, multiple functions & roles
- eLearning pre-requisite for instructor-led course
- Key eLearning features:
 - Process overview (e.g., policies and procedures)
 - Systems demonstrations and practice exercises
 - Homework: learners will bring scenarios with them to ILT

COMPLIANCE TRAINING EXAMPLE (CONT.)



- Remote instructor-led course:
 - Light on theory
 - Emphasis on:
 - Hands-on application
 - Real-world problem solving
- eLearning tools demonstrations accessible before, during and after ILT

ADVANTAGE OF FLIPPED APPROACH



- **More efficient use of class time**
 - Briefly review basics & move to learner questions
 - Less lecture, and more practice, critique & practice again
 - More effectively leverage instructor expertise
- **Learners leave training skilled & confident**

ADVANTAGE OF FLIPPED APPROACH (CONT.)



- Real-time visibility as to learning goal attainment
- Enables:
 - In-class coaching
 - Post-training support
 - Continuous improvement
 - Management metrics

BUSINESS IMPACT



- Reduced number of hours spent in ILT
- Higher level of knowledge and skill upon course completion, resulting in:
 - Quicker time to billability
 - Reduction in quality issues
 - Higher productivity
 - Increased customer satisfaction

NEXT STEPS



MY GOALS



- Training seen as a source of competitive business advantage
- Our group recognized as best in class

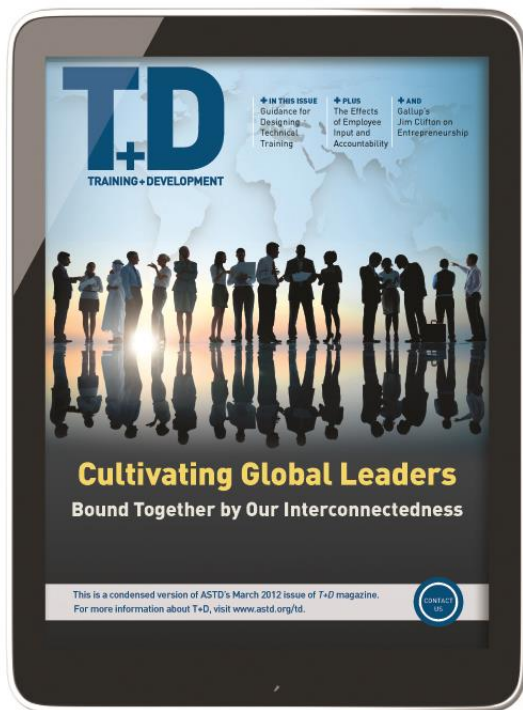
NEXT STEPS



Make this method the norm by:

- **Consistently using self-paced methods to share rote concepts**
- **Developing increasingly engaging eLearning**
- **Focusing ILT on high-value application and practice**
- **Securing senior management commitment to build pre-work into development plans and course schedules**
- **Expanding accessibility to resource materials on SharePoint sites and mobile devices**

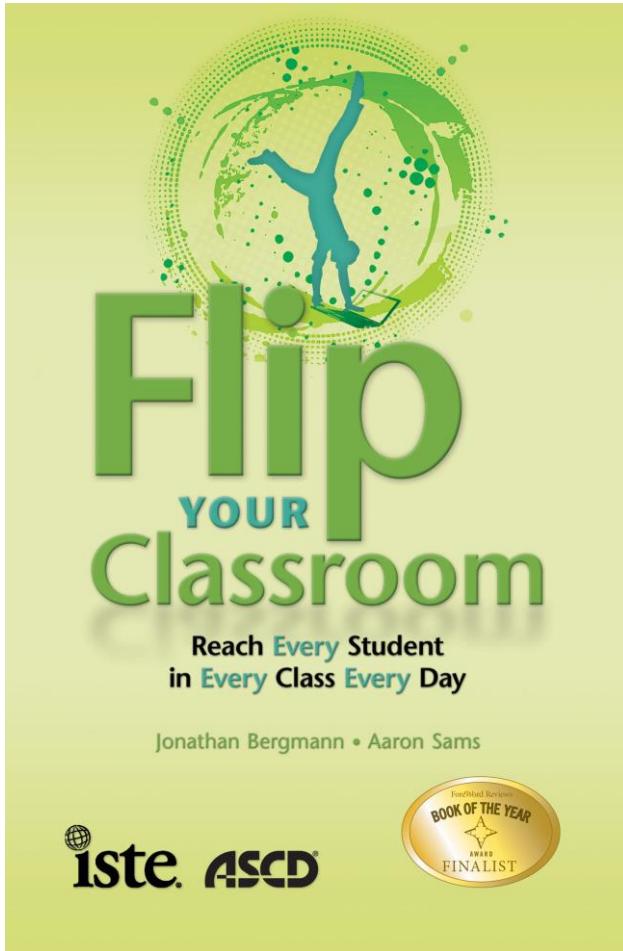
QUESTIONS?



T+D IPAD and Android APP

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www.astd.org/tdapp



Further explore the concept of flipped learning with Jon Bergmann and Aaron Sams's book *Flip Your Classroom: Reach Every Student in Every Class Every Day*, on sale now at a special discounted price at astd.org/flipyourclassroom.