

Blended Learning Design Template

This template was created to help the instructional designer create a map of blended learning, on a program and (if desired) a unit level. The term “blended learning” here refers to any instructional design which achieves its learning objectives through a required blend of both face-to-face and technology-based learning.

The aim of this template is to encourage “smart blending,” meaning that your design will strategically employ a variety of learning modalities, materials, and instructional approaches in such a manner that...

- leverages the strength of each different modality / medium / platform / tool / instructional strategy / etc.
- combines and links the different components of the blend in a meaningful way – not merely as a technological “bolt on”)
- allows for modular, re-usable, and re-combinable units within and across multiple programs
- connects with the concept of Lewis & Orton’s “Learning Ecology Matrix”
(cf. Lewis, N. J., & Orton, P. Z. (2006). Blending learning for business impact)
- reinforces the importance of learner motivation and the affective domain
- links to the performance context and business issues faced by the sponsoring organization

HOW TO USE THIS TEMPLATE:

- 1) Read through the template. If you have questions about any of the fields, contact your local instructional design support team member: dan.spira@gmail.com.
- 2) Think about your audience and objectives and sketch out a draft “shape” your program using a pen and paper. Draw a flowchart with bubbles and arrows, or even a mind map. This will allow you capture the overall concept and encourage a level of creativity in the initial concept, which will then be refined by the more linear “fill in the boxes” process of the template.
- 3) Iterate between working on the Program and Unit descriptions, adding as many Units as required) and your overall program sketch. As your design progresses you will rely less and less on your overall program sketch/diagram/mind map, and eventually, the completed template-generated document will take its place.

Program ID:	Program Name:	Min/Max # of Learners per Cohort:
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Learner and Performance Context (summary of analysis of intended audience, functional roles, competency levels, entry behaviors, etc.)

Objectives (include any cognitive, affective and psychomotor learning objectives, e.g. what will they feel, value, or be able to do as a result of this program?)

Learner's Motivation (why do these objectives matter / what's in it for them?)

Business Issues Addressed (how do these objectives help the organization?)

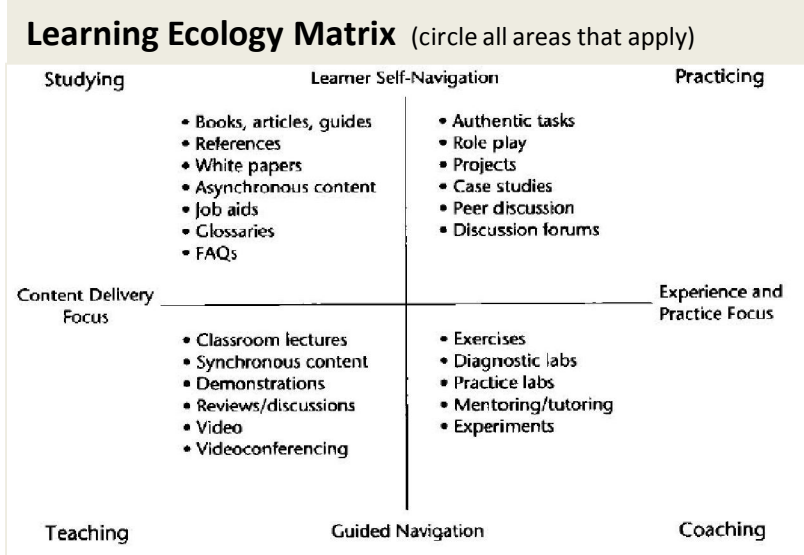
Component Unit IDs	Timing (hrs)	Pre-requisite Unit IDs (mandatory sequence / pathway, if any)

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Unit ID:	Unit Name:	Estimated Timing (hrs.) for Learner:
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Objectives (include any cognitive, affective and psychomotor learning objectives, e.g. what will they feel, value, or be able to do as a result of this unit?)

Learner's Motivation (why do these objectives matter / what's in it for them?)



Assessment (what type(s) of assessment, if any, are included in this unit?)

Alternative Unit IDs (if not mandatory)	Related Unit IDs	Related Program IDs

source: Lewis, N. J., & Orton, P. Z. (2006). *Blending learning for business impact*

Procedure (high-level description of steps)	Timing (hrs.)	Learning Context (where is this taking place?)	Activity Type	Media, Materials and Tools Used

Inputs used from other units	Source Unit IDs	Outputs generated by this unit	Destination Unit IDs