Objectives
At the conclusion of this presentation the participants will be able to:
• Recognize the essentials of TBL design
• Summarize a process for adapting distance education courses using TBL pedagogy
• Discuss virtual team building strategies

What is TBL?
• Learner-centered approach
• Active learning strategy
• Collaborative pedagogy
• Based on 4 principles
• Requires students to self-regulate learning
• [www.teambasedlearning.org](http://www.teambasedlearning.org)
WHY TEAM-BASED LEARNING (TBL)?

- Are we engaging graduate students?
- Are we promoting active learning?
- Are we providing opportunities for collaboration?

Curriculum delivery must be used to engage students as active learners and facilitate collaboration/teams.

Why is it important to promote active learning using TBL?

- Active engagement of students in the learning process corresponds with higher motivation, deeper processing, and greater content retention.
- TBL augments critical thinking, contributes to collaboration, and fosters professional development.
FOUR Principles of TBL

Readiness Assurance Process

<table>
<thead>
<tr>
<th>Readiness Assurance Process</th>
<th>Preparation (pre-lesson)</th>
<th>Individual Study</th>
<th>Readiness Assurance</th>
<th>Individual TEST</th>
<th>Team TEST</th>
<th>Written APPEALS</th>
<th>Clarifying Lecture</th>
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</thead>
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Application Activities

- Team application activities require the team to effectively interact and collaborate
- The team application activities should be designed to assess student teams’ mastery of subject matter
Peer Evaluations

• A variety of methods
  – Students are provided a set number of points to distribute as they feel is fair amongst their team members
  – Standardized evaluation forms are developed and used for evaluating peers
  – Students are graded on their submissions of formative peer evaluations, rubric provided, must include areas for improvement
• Anonymous process

TEAMS

• Teams are purposely formed and managed by the instructor

Team-building Strategies for TBL

• Evaluating student accountability
• Peer-evaluation process
• Providing constructive feedback
• Encouraging competition between teams
Team-building/ Collaboration with TBL

• Team development is essential to the success of TBL
• Strategies to encourage collaboration:
  – Evaluating student accountability
  – Peer-evaluation process
  – Providing constructive feedback
  – Encouraging competition between teams evaluating student accountability by having students conduct peer assessments

Virtual Teams

• Team members are geographically unrestricted
• Opportunities for:
  – increased collaboration, communication, and ultimately student learning

Distance Education (DE)

• Students require flexibility with schedules
• Most students have multiple time commitments- work, families, schedules
• Maintain asynchronous distance education structure
**Structure of TBL for Distance Education**

**Before learning module**
- Readings for preparation
- Preview podcasts

**In learning module**
- Readiness Assurance Process:
  - Individual Test
  - Same test as a Team
  - Appeals
  - Mini-Lecture

**Application activities:**
- Teams work on significant problem that requires specific choice. All teams work on same problem simultaneously.

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**Traditional Distance Education**

- **INDIVIDUAL Student Responsibilities:**
  - Preparation
  - Tests/Assessments
  - Assignments

- **TEAM Responsibilities:**
  - NONE

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**TBL Distance Education**

- **INDIVIDUAL student Responsibilities:**
  - Preparation
  - Readiness assurance: Individual Tests
  - Peer evaluations

- **TEAM Responsibilities:**
  - Serve as a Team Leader
  - Readiness assurance: Team Tests
  - Participate in appeals process
  - Collaborate on assignments/application activities
Adapting Curriculum for TBL Distance Education

- Expert panel
- Backward design
- Essentials of TBL design
- Asynchronous timeline

Virtual Teams

- Team members are geographically unrestricted
Virtual Teams Framework

- Members
- Team Leaders
- Communication
- Trust
- Rewards
- Technology

Virtual Team Building Strategies

- Evaluating student accountability
- Peer-evaluation process
- Providing constructive feedback
- Encouraging competition between teams
- Context
- Technology

Virtual Teams Challenges

- Time
- Trust
Key Points

• Encourages collaboration
• Requires active participation
• Increases accountability
• Improves student outcomes/ performance

References