Boise State University  
Instructional & Performance Technology (IPT) Department  
IPT550 – Blended Learning for Performance Improvement (3 credits)

This is a synopsis of the course syllabus intended to provide an overview of the course. Please note that details of the course may change from semester to semester and that the syllabus used during a given semester takes precedence over this summary.

General Course Description

Students investigate various learning technologies that can contribute to the building and sharing of individual and organizational knowledge. Based on analysis of learners' performance needs, students design blended approaches to improving workplace learning and performance by combining face-to-face learning and e-learning.

Textbooks and Readings


Course Goals

At the end of this course, you should be able to do the following (evaluation method for each goal is listed in parentheses):

- Describe the use of blended learning techniques to enhance organizational performance (Weekly Discussions, Student-Led Session, Final Project)
- Based on performance needs, select an appropriate evidence-based combination of asynchronous and synchronous strategies (Final Project)
- Identify when and how to use different methods and media (ex. face-to-face, virtual synchronous, asynchronous, mobile learning, social learning, informal learning) to achieve the desired results (Weekly Discussions, Student-Led Session)
- Design a performance-oriented blended learning solution by applying learning theory and instructional design principles (Final Project)

Course Assignments

Weekly Discussions (Individual Assignment)

The success of this course depends on active participation from everyone in the online discussion. The grades for the online discussion will be based on both Quantity and Quality.

Student Led Discussions (Individual Assignment)

You will be responsible for leading a small-group discussion related to a chapter from the Hofmann & Miner textbook. You are assigned a particular chapter during the first week of class. You will need to find a scholarly article related to the particular instructional method. You will
then lead a discussion examining what you believe are the most important issues related to the article, the textbook chapter, and the course.

Finally, as the discussion leader you will post a brief “job aid” outlining the use of the instructional method that includes the: what, why, when, how and where. This job aid will be available to everyone in the class so each student will have a set of instructional method job aids in hopes that it will be a useful reference after the course is finished.

Final Project (Individual or Team Assignment)

For the final project you will be asked to design a blended solution to address a performance need at your own organization. You may choose to work on this project individually or as a team (teams can be no larger than 3 members).

The final project will include:

- Short description of client organization and performance need
- Justification of media and general methods used in blended solution based on the criteria found in Bersin's textbook, Ch. 4 and 5
- A Blended Solution Design:
  - Identification of specific instructional objectives for the blended learning solution
  - Description of delivery methodologies and instructional activities designed to fulfill the objectives, their expected impacts and assessment plan

Time Required

A general rule of thumb is that you should expect to invest approximately 45 hours per credit during a semester. IPT550 is a 3-credit course taught during an 8 week semester. This means that you should expect to invest approximately 135 hours (45 x 3) on this course. This translates to approximately 17 hours per week (135 ÷ 8 weeks). Remember that this is an approximation. You might spend more or less time on the course depending on your relevant work experience and your familiarity with the content. In addition, the primary assignment in this course could be a team project which will require your efforts to maintain effective communication and collaboration within the team. You might spend more or less time on the course depending on your experience with this kind of virtual team communication and collaboration.