

Na základe



Koncepcie rozvoja ľudských zdrojov

„Managerevolution“ - návod pre študentov

ČÍSLO PROJEKTU: 2020-CZ01-KA203-078478

Názov projektu: Transformácia tradičnej jazykovej školy prostredníctvom inovácie obchodného modelu



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Obsah

Introduction	3
Úvod.....	3
Sprievodca pre študentov krok za krokom.....	4
Kurz LL3 1: Managerevolution	4
1. TYPOLÓGIA ŠTUDENTOV A PRÍSLUŠNÉ ŠTÝLY UČENIA	17
2. KOMBINOVANÝ PRÍSTUP K UČENIU	23
3. METODIKA HODNOTENIA A POSUDZOVANIA KURZU	25
Ako používať platformu eLearningovú platformu LearnWorlds?..	26
Poznámky	27

Úvod

Táto publikácia je výsledkom projektu Erasmus+ (L)Earn & Lead - Transformácia tradičnej jazykovej školy prostredníctvom inovácie obchodného modelu (ďalej v texte "LandL").

Projekt LandL reflektuje súčasné zmeny v podnikateľskom prostredí a zameriava sa na rozvoj nového obchodného modelu pre obchodné školy, ktorý je založený na transformácii produktu na hodnotnejšiu formu jazykového vzdelávania, ktorá spája jazykové a odborné vzdelávanie. Takáto transformácia umožňuje jazykovej škole byť nielen poskytovateľom jazykového vzdelávania, ale efektívne ho prepojiť s odborným vzdelávaním zameraným na podnikanie a osobnostný rozvoj.

Základom na dosiahnutie týchto cieľov je strategická koncepcia Learn & Lead. Learn & Lead je strategická koncepcia, ktorá poskytuje alternatívu k pretrvávajúcej stagnácii v podnikaní tým, že integruje niekoľko inovatívnych kľúčových prvkov na transformáciu tradičnej jazykovej školy na inovatívny a nákladovo efektívny podnik.

Týmito kľúčovými prvkami sú prístup zameraný na učiaceho sa, rozvoj kurzov typu LL2 a LL3, výučba a riadenie zvyšovania kvalifikácie zamestnancov a rozvoj podnikateľského plánu na základe analýzy trhu. Prečo - Vízia šťastnej školy.

S cieľom podporiť organizácie a jednotlivcov na ich ceste partnerstvo vytvorilo 4 špecifické kurzy pre jednotlivé odvetvia a kurzy kombinovaného vzdelávania pre ľudí a podnikanie:

- 1) Spoločné budovanie kultúry excelencie
- 2) Reziliencia
- 3) Managerevolution
- 4) Posilnenie postavenia ľudí v práci

Účelom tejto príručky je podporiť študentov na ich ceste k zlepšeniu seba a svojej organizácie pomocou tohto kurzu kombinovaného vzdelávania "Managerevolution" a poskytnúť informácie, ktoré môžu podporiť proces učenia, ako aj jasný návod krok za krokom.

Sprievodca pre študentov krok za krokom

V tejto časti návodu sa dozviete, ako si vytvoriť cestu cez celý transformačný program (program SMART Mindset). Pre každý zo štyroch kurzov je k dispozícii samostatný návod.

Kurz LL3 3: [Managerevolution](#)

Prostredníctvom inšpiratívnych a interaktívnych aktivít získate prehľad o základných univerzálnych princípoch moderného človeka, ktoré vám môžu pomôcť pri budovaní vašej osobnej vízie. Budete povzbudení a podporení, aby ste si viac verili a konali v súlade so svojimi hodnotami a boli veľkým prínosom pre komunitu, do ktorej patríte.

Celkový čas potrebný na splnenie aktivity je 10 hodín a navrhovaný časový rámec pre túto aktivitu sú 4 týždne.

Navrhovateľ: partner projektu Harmony Academy, Slovensko

Tento kurz podporuje osobný a organizačný rozvoj, osobnú víziu, budovanie tímu, tímovú komunikáciu, rozmanitosť v tíme, duševné zdravie a pohodu, poukazuje na stratégiu neustáleho zlepšovania všetkých procesov.

Témy: Nový leadership, riadenie podniku, duševné zdravie, pohoda, osobný rozvoj, mentoring, koučovanie, budovanie tímu

Cieľové kompetencie: osobnostné, sociálne a učebné kompetencie; podnikateľské kompetencie.

Cieľové skupiny: majitelia podnikov a manažéri všetkých úrovní zo všetkých typov organizácií; inovátori a školitelia v oblasti vzdelávania a učitelia v ktoromkoľvek odvetví vzdelávania a priemyslu.

Očakávané výsledky: účastníci sú pripravení zmeniť a transformovať k lepšiemu životu vo svojich komunitách, cítia sa istejšie na svojej ceste životom, dokážu lepšie pochopiť a oceniť ostatných v tíme.

Hodnotenie: aktívna účasť na kurze 30% a prezentácia akčného plánu na konci kurzu 70%

Kurz pozostáva z e-learningu a interakcie so školiteľmi a je rozdelený do 15 častí:

1. PART – LEAD-IN

FORM: E-learning. Serves as the first introduction to getting to know you and your needs, and to be introduced to “9 Learn & Lead Principles of a Smart Person” book.

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- Questionnaire
- Video on 9 Learn & Lead Principles of a Smart Person
- e-book 9 Learn & Lead Principles of a Smart Person
- The Story of YOU2
- The Story of NOTYOU

PROCESS/ACTIVITIES:

- After the enrollment to the course you will be able to access the lead-in questionnaire and watch the video on the 9 Learn & Lead Principles of a Smart Person.
- At the end of this part you be asked to download the e-book on the 9 Learn & Lead Principles of a Smart Person. [Download here](#)

TIME ALLOCATED: 40 MINUTES

2. PART – INTRO SESSION WITH A TRAINER

FORM: Face to face/online training interaction with the trainer.

WHAT YOU WILL NEED: computer with a good and stable internet connection, a microphone and a camera

CONTENT:

- Introducing yourself and meeting the other participants

- Goal setting and getting to know one another
- Inspirational quotes, introduction to the Principles

PROCESS/ACTIVITIES:

- Group and pair work
- Getting to know one another
- Discussion
- Presentation of goals
- Brainstorming

TIME ALLOCATED: 1 hour

ADDITIONAL RESOURCES: PPT

3. PART – PRINCIPLE 1

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- A Beautiful Day (audio on well-being)
- A Beautiful Day (full text)
- A Beautiful Day – follow up questions
- Quotes on courage
- Question on communication in challenging situations
- Video with a manager on Courage
- Case Study story on Fear versus Courage
- Questions about Fear and Courage

PROCESS/ACTIVITIES

- Listen to the audio about a Beautiful Day, then read the accompanying text and answer the questions
- Read and reflect on the quotes on Courage
- Read and answer the question on communication in challenging situations
- Watch the interview with a manager about Courage in life and business
- Read the Case Study on Fear and Courage
- Read, reflect and answer the questions on Fear versus Courage

TIME ALLOCATED: 32 mins

ADDITIONAL RESOURCES:

[A Beautiful Day audio link](#)

[Interview on Courage video link](#)

4. PART – PRINCIPLE 2

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- Just Be (audio)
- Just Be (full text)
- Just Be – follow up questions
- Question on communication in challenging situations
- Video with a manager on Proactivity
- Case Study story on Passive versus Proactive
- Questions about Passive versus Proactive

PROCESS/ACTIVITIES

- Listen to the audio about Just Be, then read the accompanying text and answer the questions
- Read and answer the question on communication in challenging situations
- Watch the interview with a manager about Proactivity in life and business
- Read the Case Study on Passive versus Proactive
- Read, reflect and answer the questions on Passive versus Proactive

TIME ALLOCATED: 31 mins

ADDITIONAL RESOURCES:

[Just Be audio link](#)

[Interview on Proactivity video link](#)

5. PART - PRINCIPLE 3

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- 3 Wonders of Our Lives (audio)
- 3 Wonders of Our Lives (full text)
- 3 Wonders of Our Lives – follow up questions
- Why, where and how? (audio)
- Video with a manager on being a Team Player
- Case Study story on Individualist versus Team Player
- Questions about Individualist versus Team Player

PROCESS/ACTIVITIES

- Listen to the audio about 3 Wonders of Our Lives, then read the accompanying text and answer the questions
- Watch the video/Listen to the audio on Why, Where and How?
- Watch the interview with a manager about being a Team Player in life and business
- Read the Case Study on Individualist versus Team Player
- Read, reflect and answer the questions on Individualist versus Team Player

TIME ALLOCATED: 41 mins

ADDITIONAL RESOURCES:

3 Wonders of Our Lives [audio link](#)

Interview on Team Player [video link](#)

6. PART – INTERACTIVE GROUP SESSION WITH A TRAINER

FORM: Face to face/online training interaction with the trainer.

WHAT YOU WILL NEED: computer with a good and stable internet connection, a microphone and a camera

CONTENT:

- Updates on individual participant's progress
- Critical uncertainties & Future scenarios
- Questions & answers to the e-learning

PROCESS/ACTIVITIES:

- Discussion
- Brainstorming
- Pair and Group work

TIME ALLOCATED: 1 hour

ADDITIONAL RESOURCES: PPT

7. PART PART - PRINCIPLE 4

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- Why Now? (audio)
- Why Now? (full text)
- Why Now? – follow up questions
- Video with a manager on Intuition
- Case Study story on Logical versus Intuitive
- Questions about Logical versus Intuitive

PROCESS/ACTIVITIES

- Listen to the audio about Why Now? then read the accompanying text and answer the questions
- Watch the interview with a manager about Intuition in life and business
- Read the Case Study on Logical versus Intuitive
- Read, reflect and answer the questions on Logical versus Intuitive

TIME ALLOCATED: 33 mins

ADDITIONAL RESOURCES:

Why now? [audio link](#)

Interview on Intuition [video link](#)

8. PART - PRINCIPLE 5

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- Slow Down and Listen (audio)
- Slow Down and Listen? (full text)
- Slow Down and Listen? – follow up questions
- Case Study story on Close mind versus Open mind
- Questions about Close mind versus Open mind

PROCESS/ACTIVITIES

- Listen to the audio about Slow Down and Listen? then read the accompanying text and answer the questions
- Watch the interview with a manager about being open-minded in life and business
- Read the Case Study on Close mind versus Open mind
- Read, reflect and answer the questions on Close mind versus Open mind

TIME ALLOCATED: 35 mins

ADDITIONAL RESOURCES:

Slow Down and Listen? [audio link](#)

9. PART - PRINCIPLE 6

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- What Makes You Stay? (audio)
- What Makes You Stay? (full text)
- What Makes You Stay? – follow up questions
- Video with a manager on Persistence
- Case Study story on Surrendering versus Persistence
- Questions about Surrendering versus Persistence

PROCESS/ACTIVITIES

- Listen to the audio about What Makes You Stay? then read the accompanying text and answer the questions
- Watch the interview with a manager about being persistent in life and business
- Read the Case Study on Surrendering versus Persistence
- Read, reflect and answer the questions on Surrendering versus Persistence

TIME ALLOCATED: 35 mins

ADDITIONAL RESOURCES:

Slow Down and Listen? [audio link](#)

Interview on Persistence [video link](#)

10.PART – INTERACTIVE GROUP SESSION WITH A TRAINER

FORM: Face to face/online training interaction with the trainer.

WHAT YOU WILL NEED: computer with a good and stable internet connection, a microphone and a camera

CONTENT:

- Updates

- Whole person paradigm
- Leader vs Victim

PROCESS/ACTIVITIES:

- Discussion
- Pair and group work
- Brainstorming

TIME ALLOCATED: 1 hour

ADDITIONAL RESOURCES: PPT

11.PART - PRINCIPLE 7

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- Does Patience Grow Roses? (audio)
- Does Patience Grow Roses? (full text)
- Does Patience Grow Roses? – follow up questions
- Video with a manager on Patience
- Case Study story on Impatience versus Patience
- Questions about Impatience versus Patience

PROCESS/ACTIVITIES

- Listen to the audio about Does Patience Grow Roses? then read the accompanying text and answer the questions
- Watch the interview with a manager about having patience in life and business
- Read the Case Study on Impatience versus Patience

- Read, reflect and answer the questions on Impatience versus Patience

TIME ALLOCATED: 34 mins

ADDITIONAL RESOURCES:

Interview on Patience [video link](#)

12.PART - PRINCIPLE 8

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- Can You Feel Being Thankful? (audio)
- Can You Feel Being Thankful? (full text)
- Can You Feel Being Thankful? – follow up questions
- Video with a manager on Thankfulness
- Case Study story on Thankless versus Thankful
- Questions about Thankless versus Thankful

PROCESS/ACTIVITIES

- Listen to the audio about Can You Feel Being Thankful? then read the accompanying text and answer the questions
- Watch the interview with a manager about being thankful in life and business - 2 videos
- Read the Case Study on Thankless versus Thankful
- Read, reflect and answer the questions on Thankless versus Thankful

TIME ALLOCATED: 39 mins

ADDITIONAL RESOURCES:

Can You Feel Being Thankful? audio link

Interview on Thankfulness [video link](#)

13.PART - PRINCIPLE 9

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

CONTENT:

- What if Today...? (audio)
- What if Today...? (full text)
- What if Today...?- follow up questions
- Video with a manager on Beliefs
- Case Study story on Doubt yourself and wait versus Believe in yourself and act
- Questions about Doubt yourself and wait versus Believe in yourself and act

PROCESS/ACTIVITIES

- Listen to the audio about What If Today...? then read the accompanying text and answer the questions
- Watch the interview with a manager about believing in yourself and acting in life and business
- Read the Case Study on Doubt yourself and wait versus Believe in yourself and act
- Read, reflect and answer the questions on Doubt yourself and wait versus Believe in yourself and act

TIME ALLOCATED: 40 mins

ADDITIONAL RESOURCES:

- Interview on Believe in Yourself and Act [video link 1](#)
- Interview on Believe in Yourself and Act [video link 2](#)

14.PART – ACTION PLAN

FORM: e-learning

WHAT YOU WILL NEED: computer with a good internet connection

PROCESS/ACTIVITIES

- Create personal action plan for the future

TIME ALLOCATED: 20 mins

ADDITIONAL RESOURCES:

15.PART – INTERACTIVE GROUP SESSION WITH A TRAINER

FORM: Face to face/online training interaction with the trainer.

WHAT YOU WILL NEED: computer with a good and stable internet connection, a microphone and a camera

CONTENT:

- Action plan presentation

PROCESS/ACTIVITIES:

- This is the final part of the training
- At the beginning of the training session, each participant will be asked to present his/her action plan– this serves as the final assessment of each participant of this course

TIME ALLOCATED: 1 hour



The methodology – questions and answers

1. STUDENTS TYPOLOGY AND THE RELEVANT LEARNING STYLES

LEARNING STYLES

What are learning styles?

They are the ways that different students learn. A style of learning refers to an individual's preferred way to absorb, process, comprehend and retain information. Learning styles can be defined, classified, and identified in many different way. Generally, they are overall patterns that provide direction to learning and teaching. Learning style can also be described as a set of factors, behaviours, and attitudes that facilitate learning for an individual in a given situation.

How many learning styles are there?

There are 4 KEY learning styles are: visual, auditory, reading & writing and kinesthetic.

What are the characteristics of visual learners?

Auditory learners prefer to listen, discuss, memorize and debate in class. They learn best from audiobooks rather than print ones. Auditory learners rather listen to a lecture than read written notes, and they often use their own voices to reinforce new concepts and ideas. These types of learners prefer reading out loud to themselves. They aren't afraid to speak up among other people and are great at verbally explaining things.

What is characteristic of kinesthetic learners?

Kinesthetic learners learn best by touch and movement—they find opportunities to take part in demonstrations, writing or building models. Taking a physically active role, kinesthetic learners are hands-on and thrive when engaging all of their senses during course work. These learners tend to work well in scientific studies due to the hands-on lab component of the course.

Kinesthetic learners prefer to use their whole body in the learning process—they use gestures to communicate ideas and learn best in a hands-on environment.

What are characteristics of reading&writing learners?

They focus on the written words. Reading and writing learners succeed with written information on worksheets, presentations, and other text-heavy resources. These learners are note-takers and perform strongly when they can reference written text.

How knowing your learning style can help you to improve your academic success?

Learning styles pinpoint strengths and weaknesses when it comes to learning information. Knowing your learning style can help you create study activities that work best for you and can be tailored to your learning preferences. How you like to study has nothing to do with your learning style.

What is your learning style?

To discover your learning style, you can take an online assessment, like the VARK Questionnaire <https://vark-learn.com/the-vark-questionnaire/> After answering the multiple-choice questions, you'll receive your results.

What else can you do to assess your learning style?

If the assessment's results don't feel right, you can also observe yourself and your previous learning experiences to get an idea of how you learn best.

STUDENTS' TYPOLOGY

What is student's typology?

It is a kind of student's behaviour or a unique way through which the student perceives the world and interacts with the world.

Why the awareness of students' typology is important?

When we are aware of what and how many types of students are, we can better understand how and why others see the world differently from us. This awareness

leads to greater compassion and acceptance of others. Each student's type has a different motivation. Our motivation is a powerful force that drives most of our behaviour especially when the world around us supports and reinforces our motivation.

How many type of students are there?

There are 9 main types of students: The Serious Hard Worker, The People Pleasing Mentor, The Star of the Group, The Misunderstood Creative, The Intellectual Outsider, The Questioning Friend, The Cheerleader, The Challenger, The Accommodating Companion

What is characteristic in the serious hard worker?

The Serious Hard Worker has the motivation to be good and correct. He focuses on what's wrong (what's not as it should be). He follow rules, standards, and principals so closely that they will meet all expectations.

What is characteristic in the people pleasing mentor?

The People Pleasing Mentor wants to be appreciated. He focuses on other people and their needs. He earns appreciation by being kind to others.

What is characteristic in the star of the group?

The Star of the Group wants to be always successful. His focus is on results and achievement. His strategy is to win the esteem of others.

What is characteristic in the misunderstood creative?

His motivation is to find a special and unique identity. The Misunderstood Creative focuses on what's missing. His strategy is to withdraw from convention and get people to notice how different I am.

What is characteristic in the intellectual outsider?

The Intellectual Outsider 's motivation is to be competent and intelligent. He concentrates on what he knows and does well. He wants to withdraw from the world to study it.

What is characteristic in the questioning friend?

The Questioning Friend wants to be supported and secure. His focus is on uncertainties, risks, dangers, the unknown. He seeks guidance from those he trusts.

What is characteristic in the cheerleader?

Being happy and fulfilled is The Cheerleader's motivation. He concentrates on being positive. Always seeks happiness/ excitement in the world around them.

What is characteristic in the challenger?

The Challenger protects himself and he is in control. He focuses on power and justice. His strategy is to assert his independence.

What is characteristic in the accommodating companion?

The Accommodating Companion wants to be at peace. He focuses on people's point of view and denies own opinions and wants to accommodate others.

Multiple intelligence

What is a Multiple Intelligence Theory?

Howard Gardner's Multiple Intelligence Theory was first published in Howard Gardner's book, Frames Of Mind (1983), and quickly became established as a classical model by which to understand and teach many aspects of human intelligence, learning style, personality and behaviour - in education and industry. Howard Gardner initially developed his ideas and theory on multiple intelligences as a contribution to psychology, however, Gardner's theory was soon embraced by education, teaching and training communities, for whom the appeal was immediate and irresistible - a sure sign that Gardner had created a classic reference work and learning model.¹

What types of intelligences are there in MI?

Originally there were the following types of MI identified:

intelligence type	capability and perception
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Linguistic	words and language
Logical-Mathematical	logic and numbers
Musical	music, sound, rhythm
Bodily-Kinesthetic	body movement control
Spatial-Visual	images and space
Interpersonal	other people's feelings

Recently other types have been added:

intelligence type	capability and perception
Naturalist	natural environment
Spiritual/Existential	religion and 'ultimate issues'
Moral	ethics, humanity, value of life

How can this theory help me learn better?

The more you know about your preferred types of intelligences the better results in learning and life in general you can accomplish. You can test yourself and find out what you are prevailing types and how the theory of MI can help you upgrade and optimize your learning in general.

What can I do for me once I learn what my most dominant types of MI are?

When you find out more about your preferred types of MI, you can identify your dominant capabilities and perceptions. Based on this you can see what typical roles are connected to those types of MI and their related tasks and activities. You can see how much this description fits your current knowledge of yourself and your current role in your life. You can improve the quality of your learning by simply

following the suggested preferred learning styles that correspond to your most dominant types of MI.

Are there any online tools that can do right now?

Yes, of course. For more detailed information about the theory of MI you visit <https://www.businessballs.com/self-awareness/howard-gardners-multiple-intelligences/>. There are free tests available for you to use – pdf, excel formats.

What else can I do with the knowledge of MI?

Once you learn about this theory, you can also help other people in your surrounding to find out about their learning preferences and thus you can contribute to the upgrade of their quality in life. We live in the world that inevitably pushes all of us into the life-long learning path and so you can succeed in learning whatever you need when you know HOW. Each individual is different and so learning about us is the key to our happy life.

2. PRÍSTUP ZMIEŠANÉHO VZDELÁVANIA

Čo je zmiešané vzdelávanie?

Zmiešané vzdelávanie je vzdelávací prístup, ktorý kombinuje metódy osobnej odbornej prípravy/vyučovania a online materiály a iné interakcie online. Študenti/žiaci sa učia na klasických vyučovacích hodinách, ale zároveň sa určitá časť učenia organizuje online. Niekedy sa zmiešané vzdelávanie nazýva aj "hybridné vzdelávanie". Je to pomerne nový prístup k vzdelávaniu, pričom termín "blended learning" bol prvýkrát použitý a opísaný v roku 1999.

Aké metódy/platfomy sa používajú v rámci "zmiešaného vzdelávania"?

Na poskytovanie vzdelávacieho obsahu sa používajú rôzne platformy/metódy - e-learning, webináre, osobné stretnutia so školiteľom/učiteľom, online stretnutia so školiteľom/učiteľom, Facebook, e-mail, chatové denníky, podcasty, blogy, YouTube, Twitter atď.

Aj keď je celý proces vzdelávania organizovaný online a v prípade potreby sú k dispozícii osobné stretnutia/konzultácie alebo online stretnutia so školiteľom/učiteľom v reálnom čase, nazývame to "zmiešané vzdelávanie".

Existujú rôzne typy kombinovaného vzdelávania?

Áno, existujú rôzne modely kombinovaného vzdelávania, takže je možné vybrať si ten najvhodnejší pre dosiahnutie najlepších výsledkov a zároveň rešpektovať potreby každého študenta. Sú to napríklad: face-to-face driver, obrátená trieda, obohatená virtuálna trieda, flexi model atď.

Sú výsledky zmiešaného vzdelávania lepšie ako výsledky výlučne prezenčného vzdelávania?

Vo všeobecnosti sa uvádza, že riešenie zmiešaného vzdelávania je účinnejšie ako čisto prezenčná odborná príprava. Vďaka kombinácii digitálnej výučby a osobného vyučovania môžu študenti pracovať samostatne. Učitelia/škoolitelia majú potom viac času na prácu so študentmi a ich podporu na individuálnej úrovni.

Zvyčajne je tento typ školenia/výučby lacnejší, pretože nie je potrebná priama "každodenná" účasť školiteľa/učiteľa.

Zmiešané vzdelávanie si vyžaduje, aby študenti preukázali väčšiu samostatnosť, aby dosiahli úspech. Ak učitelia ponúknu určitú formu úvodnej orientácie v programe pred zavedením stratégií kombinovaného vzdelávania, môžu lepšie pripraviť študentov, aby sa cítili sebaisto v rôznych zložkách a aby si vytvorili silnejší pocit nezávislosti.

Je pre mňa vhodnejší prístup zmiešaného vzdelávania ako bežná prezenčná výučba?

Metóda kombinovaného vzdelávania môže pomôcť pri zapájaní študentov a zvyšovaní ich spokojnosti. Najmä ak patríte k študentom, ktorí majú problém udržať si pozornosť počas prezenčných školení a ste skôr vizuálny študent, potom bude mať metóda zmiešaného vzdelávania údajne pozitívny vplyv na vaše štúdium.

Ďalšími pozitívnymi skutočnosťami sú: štúdium vlastným tempom, väčšia dostupnosť, využívanie ďalších online materiálov, individuálna podpora zo strany učiteľa/školiteľa v prípade potreby, interaktívne zážitky atď.

Existujú nejaké nevýhody kombinovaného vzdelávania?

Áno, kombinovaný prístup k učeniu má popri výhodách aj niektoré nevýhody. Ide najmä o technologickú náročnosť, príliš vysokú kognitívnu záťaž študentov alebo problémy s dôveryhodnosťou, ktoré môžu nastať, keď si študenti sami vyhľadávajú dodatočné informácie. Tento negatívny efekt veľmi závisí od tútora a jeho prípadných prekážkových znalostí a pripravenosti na riešenie. Tieto nevýhody sa dajú zmierniť, keď tútor so študentmi vopred pracuje, napríklad im vysvetlí, ako rozpoznať, že dodatočné online materiály, ktoré môžu nájsť na internete, sú dôveryhodné.

3. HODNOTENIE KURZU A METODIKA HODNOTENIA

Budem počas kurzu kombinovaného vzdelávania hodnotený?

Áno, budete. Každý kurz bude mať svoj vlastný typ hodnotenia a posudzovania.

S akými typmi hodnotenia alebo posúdenia sa stretnem?

Testy, kvízy, krátke otázky a odpovede, dotazníky atď.

Prečo musím byť hodnotený a posudzovaný?

Hodnotenie kurzu je prostriedkom na získanie spätnej väzby, ktorú môže učiteľ a škola využiť na posúdenie kvality výučby. Proces (a) zhromažďovania informácií o vplyve výučby a vyučovacích postupov na učenie sa študentov, (b) analýzy a interpretácie týchto informácií a (c) reagovania na výsledky a konania na ich základe je cenný z niekoľkých dôvodov. Umožňujú vyučujúcim preskúmať, ako ostatní interpretujú ich vyučovacie metódy. Tieto informácie môžu spolu s ďalšími podkladmi využiť aj administrátori pri prijímaní sumatívnych rozhodnutí.

Aké sú typy hodnotenia?

Predbežné hodnotenie alebo diagnostické hodnotenie, formatívne hodnotenie, sumatívne hodnotenie, konfirmačné hodnotenie, hodnotenie podľa noriem, hodnotenie podľa kritérií a ipsatívne hodnotenie

Kapitola

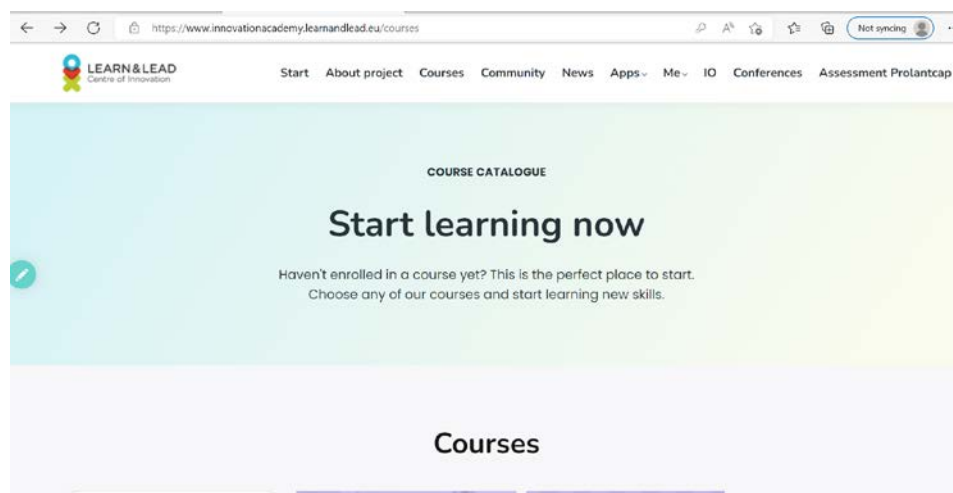
3

How to use the LearnWorlds eLearning platform?

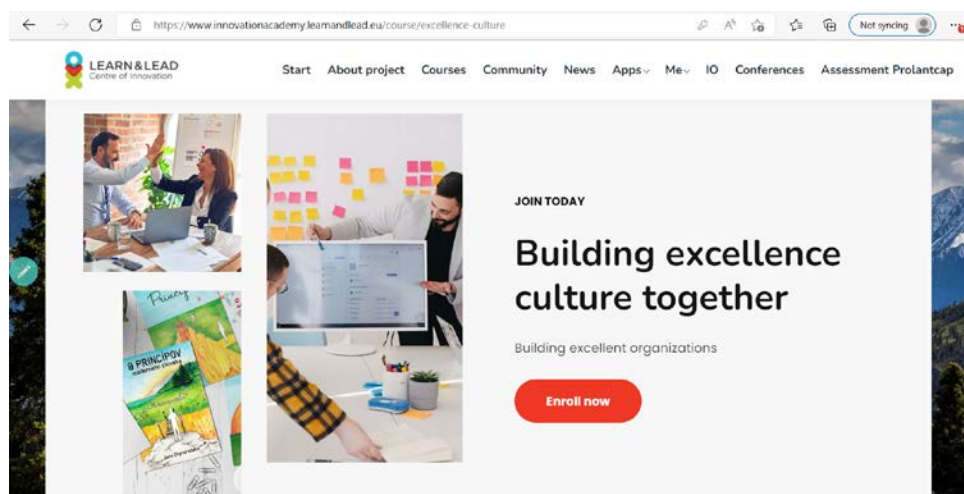
In this Students' tutorial part you can learn how to use the e-learning platform „Learn & Lead Academy Online“.

On the platform there is available: information about the project, e-learning courses and Prolantcap assessment – teacher assessment. Further information is devoted to the part e-learning courses and you need it in case you enroll to the course/courses.

1. Step - when you enroll to the course, you see the main screen and can choose between all the courses you are enrolled to.



2. Step – you enter the course



3. Step - you enter the course content

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