

Sections Criteria	Sections Criteria
<p>Overview</p>	<p>South Range State College 6500 undergrad and 2000 grad experiencing financial difficulty undergrad enrollment is decreasing grad enrollment is constant Director of Online Learning Provost no faculty may teach more than one course per semester online due to the poor evaluations</p>
<p>Needs Analysis</p>	<p>Goal - increase online class sizes to gain revenue Goal – improve online class evaluations In order to achieve these goals information must be collected.</p> <ul style="list-style-type: none"> • direct observation - Director of Online Learning will log into and review online discussion boards and live chats and review class evaluations. • questionnaires - Director of Online Learning will create a survey of students to determine why they gave poor evaluations to the online classes. • consultation with persons in key positions, and/or with specific knowledge - Director of Online Learning will meet the Provost to determine if all teachers need to be restricted in the number of classes they teach or just the ones with poor evaluations. • review of relevant literature - Director of Online Learning will research best practices in online learning. • interviews - Director of Online Learning will interview teachers to determine if training is required.
<p>Task Analysis</p>	<p>Director of Online Learning needs to determine if the current staff is capable of teaching quality online classes in order to improve student satisfaction. If the staff does not have the skills, the Director of Online Learning must determine if training is needed or to hire new staff. This will be accomplished by reviewing the data collected in the needs analysis.</p>
<p>Learner Analysis</p>	<p>The audience is comprised of students, teachers, provost, president, and board of directors. Their current level is in the order listed.</p>
<p>Goals/Objectives Identify solutions. What are your goals and objectives? List at least 1 goal and 3 objectives. What changes in behavior or</p>	<p>Goal #1 – increase enrollment in online classes Solution #1 Object #1 identify what student need and what</p>

performance are expected? What are the expected economic costs and benefits of any projected solutions?

they feel will improve the classes
 Object #2 identify the needs of the teachers to improve the class.
 Objective #3 provide training to teachers on how to meet those needs.

Teachers will be more confident in their jobs and provide improved instruction. Students will be satisfied with the class and provide positive feedback. The cost of teacher training will be offset by increased tuition revenue.

Solution #2 – identify the needs of students, then hire new teachers to meet those needs
 Object #1 identify the needs of students, what do they feel will improve the classes
 Object #2 conduct research to identify the skills required of new teachers
 Objective #3 recruit new teachers for these positions.

New teachers will have the skills to provide improved instruction. Students will be satisfied with the class and provide positive feedback. The cost of teacher training will be offset by increased tuition revenue.

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Overview

Paul Seymour - teacher
 Molecular Evolution students – unhappy with group work
 State University at Chicago
 Department of Integrative Biology – receiving bad reports from students
 Professor David Montague – unhappy with no research

Needs Analysis

Students need to understand that collaboration is an important skill to become happy with the class.
 Paul should use his strengths at explaining things to become a better teacher. If these are best skills, he should use them.

	<p>Paul should conduct research to make Montague happy</p> <ul style="list-style-type: none"> • direct observation – observe other Molecular Evolution classes to see how they are taught using collaboration • questionnaires – ask students why they feel that collaboration is not important, then address their issues by teaching them why it is. • consultation with persons in key positions, and/or with specific knowledge – discuss with Montague what research he would like conducted and how he would like the class taught • review of relevant literature – determine how much collaboration and lecture should be mixed in the class and how his class can help students prepare for MCATS • interviews – discuss with students the importance of mixing skill sets and how MCATS are only part of their education • focus groups – determine how much research other professors are conducting
Task Analysis	<p>Paul Seymour needs to convince students that he is providing them with an education that will help them succeed in their careers for long term and the MCATS short term. He needs to satisfy Montague’s need for research.</p>
Learner Analysis	<p>Molecular Evolution students, Montague, Department of Integrative Biology</p>
Goals/Objectives	<p>Goals – Students evaluation of the Molecular Evolution class will increase by 20%.</p> <p>Objective #1 Research five new methods of collaborative learning in Molecular Evolution curriculum.</p> <p>Objective #2 Implement three new teaching methods in the class while increasing students understanding of the importance of the method</p> <p>Objective #3 increase use of lecture by 15% in order to increase satisfaction in job performance because it’s Paul’s strength.</p> <p>The expected economic costs are the time and effort spent researching methods and benefits received will be the retention of his job.</p>