

CPD Pulse Points

Application of Adult Learning Principles in Translating Live Content to Online

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Why consider online?

Rising trend in
online learning for
20+ years

Technology
increasingly used to
deliver education in
healthcare

- Live webcasts, on-demand

Many HCPS are
digital natives

COVID-19

- Rapid changes in healthcare delivery
- Substantial shift to online

Adult Learning Domains



Cognitive

Motivation/interest
Active information
processing
Reflective practice



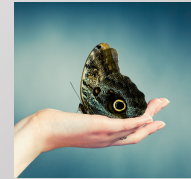
Social

Interaction with our own
experience and with
others
Situated learning
Communities of practice



Emotional

Cultivate sense of
belonging
Create community through
designated spaces



Environmental

Crisis/chaos/change

(Some) Principles of Adult Learning

Self-directed

Relevant

Problem-oriented

Experiential

Reflection and feedback



Advantages of Online

- Flexible, affordable, accessible
- Asynchronous dialogue and exchange
- Real-time dialogue and exchange with peers and educators
- Sequenced/spaced/pulsed via multiple doses to promote “stickiness”
- Interactive (e.g., cases, multimodal)
- Community building (e.g., communities of practice, workshop-based formats—Zoom breakouts)
- Effectiveness
 - Improve clinician knowledge and confidence
 - Close established clinical practice gaps
 - Improve patient health outcomes

Range of Instructional Formats

Type	Focus	Media
Workshop/breakout	Promotes interactive discovery, can be reflective, experiential, community-building	Video, scenario scripts, reflective practice, online discussion
Didactics	Instructor-led	Slides, polling, Q+A
Sequenced projects	Allows for individual or small group work, can be reflective, experiential	Case studies, patient cases, mix of content (e.g., text, mind maps, algorithms, interactive questions)
Self-directed study	Individual acquires skill through self-learning guided by structured materials	Case studies, simulations, branched cases, games
Problem-based	Active engagement, promotes critical thinking, skill application	Case studies, simulations, branched cases, podcasts, writing

Effective Formats



Engagement + feedback

Practice exercises, repetition, feedback, polling, social media, live chat, breakout rooms



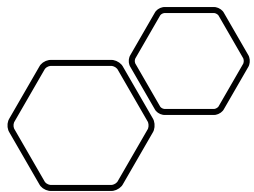
Multimedia activities

Audio, visual, blog posts, podcasts, social media



Case-based activities

Clinically relevant, emotional component, sense of story



Competencies Required for Online Teaching



PEDAGOGY, EXPERTISE



ABILITY TO
COMMUNICATE



ABILITY TO MANAGE
TECHNOLOGY

Avoid Cognitive Overload

- Scaffolding—stepwise journey through content, build on what learner knows at each step of the way
- Navigation—provide way to navigate through material
- Create learning snacks
 - Divide complex information into smaller chunks/nuggets
- Avoid clutter
 - Use white space in text
- Create ambience
 - Use color/audio to harmonize
- Boost retention
 - Pair text with audio/visuals
- Provide memory breaks
 - Sequenced/pulsed content within/across content
- Tell stories
- Provide resources

Partners and Platforms

- Instructional designers
- Writers
- Graphic designers

- Teachable
- Thinkific
- Kajabi
- Membervault
- YouTube
- Vimeo