



HyFlex Principles

The following principles were devised in consultation with attendees of the BCcampus HyFlex ReAction event held on February 15, 2022. They reflect five key themes participants highlighted in their responses to prompts about logistics and technology, considerations, and the human element of HyFlex delivery. Each theme that follows elicits two corresponding calls to action.



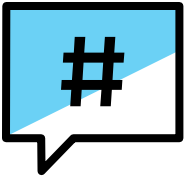
1. Definitions & Purpose

We understand that there is much ambiguity and variance in how each institution defines HyFlex. It's important that administrators, facilitators, and learners have a clearly articulated rationale for how HyFlex delivery will support and further their pedagogical experience.

Using a systems approach to reflect these varying needs, effective HyFlex delivery begins with a clear definition that is contextually specific and with clarity of purpose that includes tangible learning outcomes for all involved. It prioritizes the needs and experiences of all and applies the appropriate use of technology for learning.

Articulate a clear rationale for HyFlex delivery

Establish a consistent definition for your institution and all involved



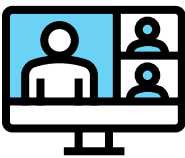
2. Support

We understand that effective HyFlex delivery is contingent on the support, collaboration, and commitment of an entire organization. This institutional support is an organizational commitment that requires a shared vision of faculty and allows for change management where necessary. It is reflected in capacity development, enhancing technical expertise, investing in the necessary technology, and the establishment of (technical and human) capital prior to the implementation of HyFlex programming.

Moreover, support must be strategically implemented through a framework and structure that sets up learners for success through community building and collaboration. This process will ensure the emotional, technical, cultural, and financial parameters that contribute to learner success have been accounted for.

Invite administrators, faculty, staff, and learners into decisions about HyFlex delivery

Develop a support plan to ensure well-resourced HyFlex delivery



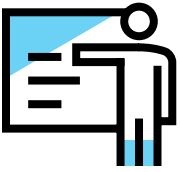
3. Learner

We understand that effective HyFlex delivery prioritizes learner needs; this includes equipping participants with the knowledge of how to learn and engage with HyFlex delivery. It means accounting for learners' voices and making necessary adjustments to reflect student needs and capabilities. It means supporting agency by giving learners choice, being transparent about design and delivery, co-creating an understanding of expectations, and ensuring all participants share an equitable experience of delivery regardless of their chosen modality.

Effective HyFlex delivery involves reflecting on how technology is used and being mindful of its potential limitations, including the digital divide/bandwidth, affordability, and accessibility. It is designing in a way that optimizes tools for maximum engagement of all while accounting for their well-being.

Equip learners with sufficient training and tools to succeed in HyFlex delivery

Promote learner agency through co-creation of HyFlex delivery



4. Faculty

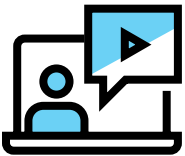
We understand that effective HyFlex delivery requires faculty voice. HyFlex planning is an additional component of instructor preparation. It requires ample time and preparation to ensure learners engage in an equitable and inclusive learning experience.

The growth and evolution of HyFlex delivery requires administrative support and institutional investment in continuous training for instructors to equip them with the capacity and tools to translate their expertise and pedagogical approach for different modalities.

Faculty should be consulted and engaged throughout the design and development of HyFlex delivery and supported to reimagine their content in alternative ways. This includes offering training, orientation, pilots, and co-facilitation opportunities with adequate compensation.

Compensate faculty and staff for the additional preparation and planning required for HyFlex delivery

Provide ample training opportunities for faculty involved in HyFlex delivery



5. Design & Technology

We understand that effective HyFlex delivery requires purposeful use of technology within course design to generate student engagement and ensure equitable experiences across modalities. Thoughtful pedagogical design balances the appropriate level of technology with the articulated goals and learning outcomes for the course (and larger curriculum) while remaining student-centered. This means determining the optimal ways for students to learn, offering alternative assessment opportunities to reflect student needs, offering IT supports and training to faculty, and continually evaluating their relevance and applicability for each context.

Develop a plan of action to promote the regular evaluation of technologies and training supports for HyFlex delivery

Prioritize people within pedagogical design that uses technology

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- Establish a consistent definition for your institution and all involved

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- Prioritize people within pedagogical design that uses technology