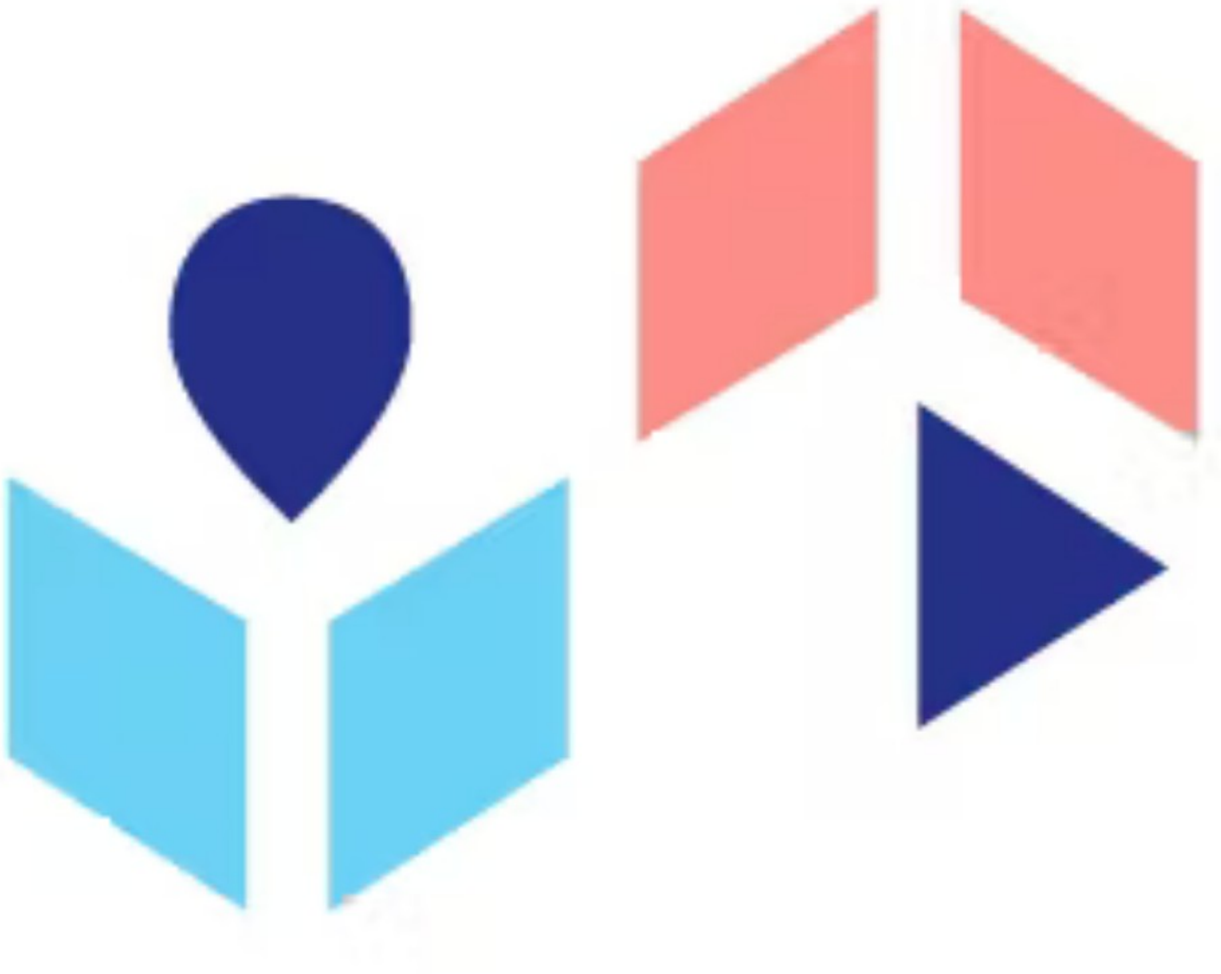
Principles for HyFlex

Today we have shared about some challenges and successes of HyFlex delivery through three key themes of;

a) Considerations,
b) Logistics and the
c) Human Element.

We invite you to offer your suggestions of the key components that organizers and facilitators need to account for in their planning and delivery of HyFlex events.



Considerations

Mentimeter

capability of the faculty, capability of the students

Institutional support is a must.

Opportunity for authentic assessment rather than exams

Knowing your 'why' for hyflex

Clear understanding of why it's being done

Think about why - is it just trendy? Or is it meeting an identified need? Whose?

What is the end goal of your delivery choice?

Clearly defined support people for instructors

Students really need to know what they're signing up for.

156

Considerations

Mentimeter

Collective commitment

Shared vision

Change leadership

Pedagogical design

Very important but NOT ALWAYS and not for EVERYONE!

Being clear about the "why". Hyflex May not be appropriate for all courses/programs.

Willingness to undertake a ton of work in preparation for complete change

Known goals for learning

Commitment from the entire organization.

156

Considerations

Mentimeter

Support for instructors and students

Student experience

Keep the student experience in mind every step of prep

Facilitators as well as learners need to have opps to learn how to learn

Ensuring people come before technology.

Communicating clear expectations

purpose/need/goal

Giving students agency and pulling them into the conversation when designing courses.

What needs are being met by using Hyflex?

156

Considerations

Mentimeter

Student needs should be prioritized

Students have the bandwidth to connect remotely

Student's must have a voice. What opportunities does this open for all students.

Adequate preparation and ample resources for support and success

Will this benefit the student's learning?

we need to start with institutionally agreed upon definitions

Administrative understanding of the level of support required

Time, willingness, patience, support, persistence, compensation, student cooperation and understanding

Institutional support for the time needed for training and prep.

156

Considerations

Mentimeter

Community building and collaboration to leverage learning communities across modalities in a way that deepens learning and leads to high-level learning

A desire to do the pre-work to create a framework and support system to structure students for success.

Institutional support for teacher training and investment of technology

students

Considering asynchronous options as part of the choices students can have for participation.

Finding the appropriate level of tech

Honestly assess what problem a HyFlex offering would solve

Think about the why and have a vision

Who is your audience?

156

Considerations

Mentimeter

Organizational commitment to providing resources such as time, people, technology and support

Mindful collaboration and engagement with students, faculty, and anyone who would be in a position to support - asking why hyflex might be important to consider

Starting with quality course design that is right for the environment it is being delivered in

$$$

Is it the best way for the students to learn?

Human element. We are doing this for people (students). IT needs to work for them and for teachers teaching them

Student-centred planning, design, delivery

Instructor capability and ability to create an equitable and inclusive learning experience.

Meaningful equity for all students

156

Considerations

Mentimeter

Course design is essential to creating equivalence across modes

Make sure everyone is clear on definitions - what is HyFlex and how does it differ from Blended, Hybrid etc. How does it benefit student learning?

Labour relations - do you have the support of faculty? do they share the vision of the benefits, need to add it to the mix?

Defining the WHYof HyFlex before proceeding to the HOW

Why to offer in hyflex mode? What benefit to the student?

Need to overcome fears/suspicions of teaching in a new fashion

difference between modality and pedagogy

commitment from all those involved in the process (administrators, students and instructors)

Supporting faculty w/ time to do it right.

156

Considerations

Mentimeter

Adaptability

Being trained before stating to teach the HyFlex class

Support (resources, technology, learning, vision) for students and faculty to do Hyflex well

prepare the institution (services, training, instructional design)

Faculty are well trained and supported in the classroom

Time for instructors to prepare their existing material

All options need to be equitable for learners

Careful planning and consideration of the learners in the classroom for this modality.

Workload Reduction for faculty

156

Considerations

Mentimeter

Common vision and expectations between administrators, faculty, staff and students over what is required to make hyflex work

thinking ahead about student engagement, accessibility and choice and designing accordingly

Be clear on what problem you are seeking to solve and what your key performance indicators will be.

Identifying areas of opportunity

First and foremost it is important that there is a vision that clearly outlines the purpose and value for using HyFlex (or any other learning choice).

There needs to be a way to ensure that the whole class can engage with each other in real time, when there are synchronous sessions - this is an important tech need.

That hyflex learning is championed and resourced properly.

Systems approach - think of all the effected parties starting with the learner

Support for innovative teaching strategies

156

Considerations

Mentimeter

Instructors workload and prep time allowance

Student experience

Manageable number of learners for faculty

student experience

Understanding exactly what in our context, Hyflex includes and planning accordingly.

what is cost of not using HyFlex? E.g., exclusion of some people, limitation of spreading valuable knowledge?

Faculty involvement during development and support on they way is the key!

Keeping the student experience in mind. Making sure that all students feel included and part of the conversation. This means that audio should extend to everyone in the real and virtual space, instructors address the online students as well.

I'm convinced it's important for students but how do you address faculty legit concerns about time and effort required?

156

Considerations

Mentimeter

Support from administration

Have a plan in advance (vs figuring it out as you go)

As much as for many of us, the work comes from a desire to include, that rationale for expending resources won't resonate for all. We need ROI data.

Preparation of quality course materials that make efficient use of instructors' time outside of class.

Instructional design should drive the process not technology.

A systems approach: recognizing that HyFlex involves many different parts of institutions and need to involve them all when working towards a vision/goals for HyFlex.

I would consider the point of 'access for students' who are not able to use HyFlex to its full capacity

collaboration on support with IT department -but need to keep goals in mind

Accessibility and support

156

Considerations

Mentimeter

What helps students learn

The instructor must be on-board and not forced into it

A well-designed course that has opportunities for student engagement to leverage HyFlex aspects for access and learning.

Hyflex needs strategic, faculty, student and service support.

stakeholder buy-in

Make sure there's buy-in from the instructors.

Open to doing things differently

Resources and support

Instructional support for instructors to rethink some material

156

Considerations

Mentimeter

support for students and faculty

What is the purpose, what are the options, and is Hyflex the best of the available options?

consideration for the students and where they are, support and buy-in from instructors, thinking of the supports needed for technology.

Type of course, mode of lecturingInstructor willingness and engagement with the type of hyflex deliveryStudent willingness and awareness of delivery mode - make a group agreement!

Defining what flexibility means

Discussing the 'why' not just the 'what'

connections before content before technology

defining HyFlex vs Hybrid vs Flexible

Support for change management

156

Considerations

Mentimeter

Recognition that technology is the vessel for delivery but it starts with the pedagogy and the people first

have to have people trained and available to support. It looks like a whole film shoot rather than a teacher in front of a class

Faculty voiceClear definition of Hyflex

Ensuring that pedagogy drives curriculum design

.

Ensuring that technology and human supports are in place first, before asking or encouraging instructors to dive into HyFlex campus-wide.

Institution supports

how many modalities can your institution support? Can't do it just because it's NEW

Student's willingness . Why Hyflex?Why not Hybrid?

156

Considerations

Mentimeter

Consistent outcomes across multi-modal activities

Money

teachers should feel they don't have to be a different person from one environment to the next. we want to bring out the best in all our educators, online, on site, or elsewhere

Allow and compensate for extra design and preparation time - unseen (not in the room) work

Supporting all people involved, faculty, students, and support staff

Focus on learning objectives also within larger curriculum)

I think it is essential to explain and define HyFlex in terms of what the stakeholders already know well. That is, why are doing HyFlex (to satisfy the same goals we have always had as educators and educational institutions) and and how it is built o

Don't do it because it more technology do it because you have a reason to do so

If we have to choose between student choice and accessibility or learners achieving deep levels of learning, what is priority?

156

Considerations

Mentimeter

teamwork

More supports on every course

Organization!

Support for tech

Prep! Prep! Prep!

Learning outcomes are clear

Bringing many parties together.

Yes tech support

Workload considerations for instructors - more than 1 course.

156

Considerations

Mentimeter

Consistent configurations in rooms

More sessions like this one to regularly connect with others in hybrid community

Concern for students

Quality audio training and support

Allowing adequate time for learning new technology.

Collaboration!

Wide consultations with faculty, students, and staff on what they see as needs/challenges with HyFlex and then ensuring the tech supports those needs, before purchasing tech & outfitting rooms.

Making space for faculty faltering.

Clear expectations for students

156

Considerations

Mentimeter

Student engagement and success is paramount!

Start with pilot with instructors who are interested in Hyflex

Deeply important to consider how to address very important workload concerns from faculty to make these changes. HyFlex can be very helpful for student accessibility and choice, but also have to support faculty to do it!

156

Logistics

Mentimeter

- Student access to technology
- Ample time and opportunity for training
- support
- pan-institutional buy in
- Training
- Simplicity
- User friendly and appropriate technology
- Tech support
- Adequate tech and support

99

Logistics

Mentimeter

- Workload
- Buy-in
- BUDGET to support the hyflex initiative
- Scalability
- Training programs
- team-based design and delivery
- Planning
- Tech training
- In class support

99

Logistics

Mentimeter

Instructor skills with course design and technology

Everyone at the table from the beginning

TIME

Ongoing evaluation of technologies and training support.

Training

Preparation & Practice

Team effort and support

Faculty training

Training for the staff and learners

99

Logistics

Mentimeter

Understanding that it takes a lot of time and energy investment to teach in this mode and to support that teaching

Cross-sectional working groups

Support for faculty

flexible solutions (no one size fits all)

Communicating what hyflex means to your particular institution to your students.

Orientation and prep for both instructors and students to this mode.

Collaboration - building a community of support

adequate access, bandwidth and stability for internet

change mangement

Logistics

Mentimeter

Relatively easy for instructors to use.

Good audio for in-class participants, so online students can be part of the conversation.

Faculty and Student Readiness -- SUPPORTS

A plan for tech solution and support

Training and easy to use.

Keep it simple!

Senior management, faculty and student buy-in.

Long-term thinking with respect to budgets for aging tech and software.

99

Logistics

Mentimeter

Know who you are directing it to and why

Tech that works

Adequate support, recognition of work required

Budget and people power

A newd for co facilitation

Appropriate technology that works for the programs and faculty

start with some well-supported pilots from andragogy to practice

Tech support

Budget from the university for proper systems, not cobbled together

99

Logistics

Mentimeter

Having adequate equipment and technical support.

Asynchronous over synchronous

adequate technology (not the shiniest, but what is actually needed)

teacher training

address the rural community needs - not the same as urban

a means of defining quality delivery

If faculty workload is not compensating, this is not going to scale.

Tech that allows for everyone to interact seamlessly regardless of format.

budget

99

Logistics

Mentimeter

Give learners an opportunity to learn about how to learn in hyflex

Pedagogically-driven design

Both tech and pedagogical support

integrated tech and learning design support

Can students equally access the hyflex model.

Support

consider the systems approach to implementation... more than just faculty and students need to be informed and consulted/involved

Support and appropriate resources (technology, LMS, methods and theories)

Need to be able to delivered by an instructor by themselves, as we do not have the additional HR resources to support additional technical dimensions of a hyflex delivery

Logistics

Mentimeter

Choose only the techniques and toolsets you can adequately support

Tech support and collaboration between IT and instructors in room design

Support at all levels

Tech support

Planning and support for teachers AND students

Time

(paid) training!

Tech support for the faculty in the classroom

technology support, training for instructors, buy-in, room layout, student engagement and support

99

Logistics

Mentimeter

Understanding that your tech is built around what you are trying to do or achieve pedagogically ...sometimes the tools are simple or free.

Transparency for students

Workload considerations for faculty

Collaborating from design to delivery with whole team

provide a tech host / technology lifeguard while instructor delivers if live / synchronous

High-end tech is useless without proper training

Training for Administrators so they understand the complexities and challenges to this approach (it's not a cash cow).

Some way of knowing which students are in which mode of delivery and who is or who is not there

Reduced workload to accommodate increased prep time

Logistics

Mentimeter

Benefit to students.

Focus on interactive and engaging asynchronous activities

Inclusion

Instructors should have the opportunity to teach a class several times before teaching it in a HyFlex modality if possible.

Time time time

Have a clear vision, communicating why HyFlex is being offered.

Helping all stakeholders to understand that behind all the tech lie the same pedagogical goals and techniques

Unlimited supply of coffee and red bull

Ability to manage multiple screens and activities

99

Human Elements

Mentimeter

Patience and compassion for the students and the instructor

Who are we leaving out?

Clear communication and understanding of student needs

equity across platforms

Communication, communication, communication

Consistency!!! For both students AND instructors

Student needs, Teacher capacity, Patience

Flexibility

Ensure there is emotional, technical support for faculty... this is really hard work

79

Human Elements

Mentimeter

shared vision that creates willingness and buy-in

making each audience/mode feel included

Care

Institutions need to resource people NOT just technology. And remember equity and access for students

Face to face interaction

Multiple access points for learners

Student needs

Leadership

Students must feel included no matter how they participate

79

Human Elements

Mentimeter

Buy-in

Flexibility

Is the mode of delivery appropriate for the content

Mental and emotional status of both students and instrcutors

Taking on the perspective of learners across all 3 modalities AND their unique learning situation

Resources, capacity, capabilities and time management

Reflecting on how hyflex can contribute to BOTH student and faculty success.

Train students... they aren't all ready for the responsibility of Hyflex learning

Creating community

79

Human Elements

Mentimeter

Training

Determining if there is a demand for hyflex from students of your institution

UDL

We need to know what students barriers to access are during this time, we are still living in a pandemic context and will be for some time.

Open and clear communication

bring in the people you are designing for, as part of the consultation and design process... with AND for people

Student needs, realities, stresses

Consistency of learning environments

Access for all!

79

Human Elements

Mentimeter

Support. It's okay to fail.

Care and support for all groups involved

Not losing the human element when you allow for a student to choose totally asynchronous - never interacting in a synchronous way

remembering our learners, and all the stuff beyond the screens

Willingness to change and evolve

Keep the students at the centre of all decisions.

Inclusivity

Building community together, across formats

Respect for faculty needs, respect for students needs

Human Elements

Mentimeter

People first before content before technology

A cyclical feedback system with students and stake holders

clarity (for everyone)

Ensure students are clear on the expectations of the modality and make that modality transparent in the institutional course listing.

Empathy

Well-being of students and instructors

Change leadership

Feedback

Short term midterm and long term objectives and expectations

79

Human Elements

Mentimeter

Instructors definitely take more efforts than students

Understanding students' & facilitators' needs

Doing hyflex is hard and mistakes will be made. Patience needed

Availability for 1:1 faculty support, for tech, for pedagogy, for course delivery strategies, for a bit of empathy

Clear expectations

Clear expectations

Patience, empathy, awareness of challenges being faced

Reflection and open-mindedness to change - what used to work and what works now?

Trusting students to know if they should be on camera, in class, etc

79

Human Elements

Mentimeter

Look for connection points for students who are distant from the f2f synchronous learners

Community

Balancing student and faculty needs

Ensure students know how to use and have access to all the 'bells and whistles' that we might incorporate

might require a big change in how teaching and learning is perceived

Diversity, Inclusion - does this help or hinder

Safety

Consistency, providing student training in tech as well as subject material

79

Human Elements

Mentimeter

remembering good teachers work hard for their students, so let's support them

Realistic, achievable goals

genuine regard and respect for others

Consideration of student needs. Thinking about accessable learning for all

What tech, financial and cultural supports are needed to help students

Equality

Respecting instructors capabilities, even though I am a relatively high tech instructor, I really don't want to have to design for multiple simultaneous modes of delivery

79