DESIGN THE TEACHER EXPERIENCE

Alignment with the student experience

Given the student experience you want to create, what are the key roles teachers will need to play? (e.g., delivering face-to-face instruction; providing face-to-face tutoring, guidance, and enrichment; serving as an online teacher-of-record; etc.)

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Key motivators for most employees

Reflect on this list employee motivators. Which one do you most wish that you had more of in your job today?

1. Responsibility

2. Growth

3. Type of work itself

4. Achievement

5. Recognition

Designing to motivate teachers

Blended learning presents the opportunity to amplify motivators in ways that are difficult in the traditional, analog classroom. The following are five strategies that you can use to unlock these motivators for teachers. For each strategy, brainstorm specific ideas for implementing that strategy in your blended program.

Strategy #1: Extend the reach of great teachers

Strategy #2: Assign individual teachers specialized responsibilities

(Continued)

Strategy #3: Allow teachers to teach in teams

Strategy #4: Award teachers micro-credentials for the mastery of skills

(Continued)

Strategy #5: Grant authority to blended-learning teams

Synthesis

Which of the above ideas excites you the most? Identify three or four that you think deserve top priority.

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