



# 3-Day Workshop for 'Capacity Building and Professional Development of Teachers engaged in HEIs on Blended Learning'

*Organized by*

**Netaji Subhas Open University  
(NSOU)**

*in collaboration with*

**Commonwealth Educational Media  
Centre for Asia (CEMCA)**

**3-Day Workshop in Hybrid/Blended Mode**

**Report Prepared by  
NSOU Project Team Members**

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& Director, CIQA**

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### **Overview of the Project:**

The scenario of the higher education is rapidly changing and the need of the hour for accelerating the global competition, increase in employment opportunities, for ensuring inclusive and equitable quality education and promote lifelong learning opportunities for all. The outbreak of COVID-19 has resulted in a paradigm shift in education throughout the world. Online/ Blended teaching learning has become need of the hour to sustain our education system. However, there are demands for both technology and traditional learning methods. As a result of this, the art of combining digital learning tools with more traditional classroom face to face teaching gave birth to the term “Blended Learning”. The Project delivers and disseminates the idea that Blended learning is not a mere mix of online and face-to-face mode, but it refers to a well-planned combination of meaningful activities in both the modes. In this context nurturing 5 E's, (Engaging, Equalizing, Enriching, Enabling and Empowering) in the teachers to better equip with emerging technologies in their transaction of classes and creating, designing, developing the online courses for better learning, better employment, better livelihood, better citizen and for better and effective teaching learning processes.

### **Project Objectives:**

The Project lays emphasis and intends-

- ✚ To improve the knowledge and skills of teachers/academicians in higher education to develop and offer Online/Blended Course.
- ✚ To enable the staff/faculty members to the process of planning, designing, developing and delivering online courses.
- ✚ To adopt appropriate ICT tools and learning platforms as an adjunct to face-to-face teaching and to teach in a full online or distance learning context.
- ✚ To find out the prospects and challenges of providing online/blended learning in the context of Higher Education Institutions in West Bengal.
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### **Workshop File:**

- Date & Time: 7-9 January 2022, 10.30 AM-5 PM
- Venue: Hybrid/Blended, on ZOOM platform
- Participants- 45 (Male-36, Female-9)

**Backdrop:** ICT tools of learning have been around for past many decades but the Education Sector in India was reluctant to use it. However, with the coronavirus pandemic attacking life and learning as we know it, the ‘new normal’ in education had to fall back on technology driven education overnight and use the digital platform for teaching-learning. But the teachers were not adequately trained for this sudden shift from offline to online education, nor were the requisite technological tools easily available to them. Internet connectivity issue was also a major concern for online education.

In this context it was important to develop a blended form of teaching-learning which is not a mere combination of the online and face to face mode but an innovative methodology, facilitating the educator to adopt a more learner-centric approach, developing life skills and lifelong learning along with better opportunities of employment, social cohesion and human progress.

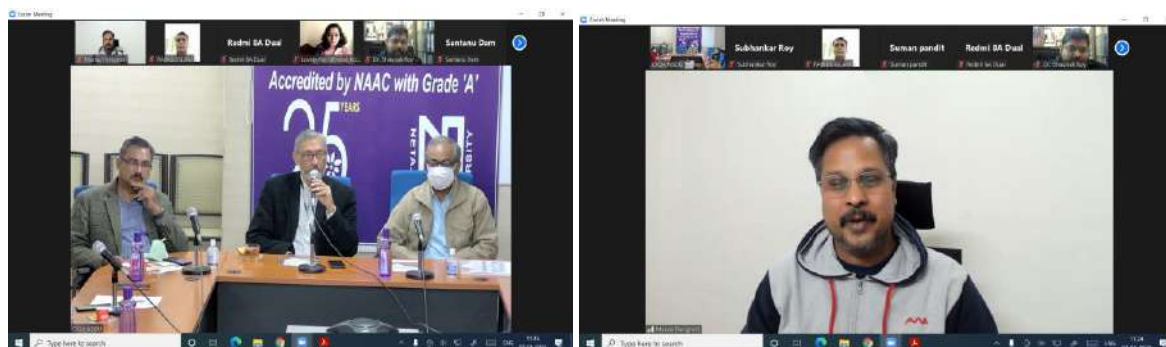
In this backdrop, CEMCA and NSOU collaborated to organize a series of workshops on 'Enhancing Capacity of Higher Education Teachers' to equip the teachers of Higher Education with the nuances of blended learning. The first workshop was organized Face to Face (F2F) successfully in Durgapur RC, NSOU. Due to upsurge of Covid-19 infection in the state and in view of the recently issued GO, the **second 3-Day workshop for 'Capacity Building & Professional Development of Teachers engaged in HEIs on Blended learning'** was shifted from Face-to-Face (F2F) mode to hybrid/blended mode. The mentors remained present in the Board Room (following the Covid protocols) of the University HQs to facilitate the workshop for the first two days while the third day was conducted fully online. College/University teachers from Darjeeling, Jalpaiguri, Coochbehar, Dakshin Dinajpur districts participated in this workshop. A total of 35 male teachers and 09 female teachers/educators participated in the workshop through online mode.

### **DAY 1 (07.01.2022)**

#### **Inaugural Ceremony:**

**The Welcome Address** was delivered by C.A. Kishore Sengupta, Registrar, NSOU. Sri. Sengupta at the very outset extended a warm welcome and new year greetings to all the dignitaries and learned participants present online and offline in the event. He traced NSOU's development from its humble beginnings as the sole State Open University in West Bengal to its recent award of Grade 'A' by NAAC and its new goals in its Silver Jubilee year of existence.

**Address by Project Director**-Professor Anirban Ghosh, Project Director, and Director, CIQA, Director (i/c), SoPS, SVS, NSOU succinctly pointed out the significance of reaching out to all learners and delivering educational content to them through the digital platform. He showed how NSOU had gainfully collaborated with CEMCA since 2014-15 to design innovative and technology-driven educational programmes, which held it in good stead during the pandemic while other academic institutions were caught unawares and floundering. Prof. Ghosh further recollected the glorious association of NSOU with CEMCA and its ardent support in various academic projects like, NSOU-OER Repository, Institutional Access, Capacity Building of Academic Counsellors and so on over the last eight years. And this recent collaborative venture spearheading on Implementation of Blended Learning in HEIs in West Bengal will suffice the need of the hour to a great extent.



**Key Note Address** was delivered by Dr. Manas Ranjan Panigrahi, Senior Programme Officer CEMCA. He brilliantly urged the participants to implement the best practices in teaching – learning and to make use of technology for interactive and better intervention of their learners. He favoured a learning strategy of comprehensive support to learners which involved not only their aspirational goals in higher education but also ensured for them better employment and sustainable lives. Dr. Panigrahi envisioned the spirit and points of action

scripted in NEP 2020 reverberating with ICT integrated education. He focussed on how blended learning can meet the need-based learning of the millennials and equip the facilitation process.

**The Presidential Address** was delivered by Professor Subha Sankar Sarkar, Hon'ble Vice Chancellor, NSOU. Professor Sarkar pointed out how open universities like NSOU had breached the digital divide by adopting various measures in its goal to 'reach the unreached'. He also reiterated the role of open and distance learning in fostering skills and disseminating education to all strata of the society. He deliberated that the same had been acknowledged by NEP 2020 which had laid special emphasis on online education. He lauded the objectives of the workshop and wished it fruition.

**Vote of Thanks** was proposed by Sri Santanu Dam, Dy. Director, Jalpaiguri RC, NSOU.

Dr. Papiya Upadhyay, Project Coordinator and Assistant Professor, School of Education, NSOU **compered** the inaugural event.

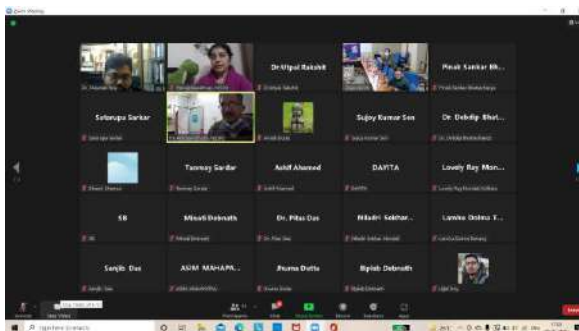
### **Technical Session:**

**Session 1** aptly commenced with a brief 'Introduction to Blended Learning' by the Project Director, Prof. Anirban Ghosh which set the tone of the sessions to come.

**Session 2:** 'Ice-breaking Session on Competency Mapping (splitting into five Breakout Rooms)'- Master Trainer Mr. Purandar Sengupta and Dr. Shaunak Roy in a warming-up session, divided the participants into groups and used 'competency mapping' to elicit the psycho-social competencies of the participants as the true identifier of their respective personalities, which they in turn could use later to understand their learners better.

**Session 3:** 'Introduction to Blended Learning & Orientation to "Edutainment" as a Pedagogical Tool in Blended Learning'-The resource persons oriented the educators towards blended learning as a tool of joyful learning i.e., Edutainment, so that they could make their classes entertaining to their learners.

**Session 4:** ICT tools in a Blended Learning Context, Introduction to ICT Tools & its Relevance in Higher Education Mind Mapping using ICT Tools using hands-on approach) - In the last session of the first day, the participants were given an idea of the relevant ICT tools which they could use in their classes. They were trained for 'mind mapping', using these tools for divergent as well as convergent thinking.



### **DAY 2 (08.01.2022)**

**Session 5 and Session 6:** 'Facilitation with Participatory Tools and Methods'- These two interesting sessions introduced the participants to participatory analysis, motivational success stories, appreciative inquiry, behaviour modelling, paraphrasing, probing, design thinking, situational planning among other innovative teaching-learning strategies.

**Session 7:** ‘ICT Tools in a Blended Learning Context, Gamifying the classroom, Creating Quizzes, Creating Infographics’- These ICT tools were explained in details by providing many examples and their role in collaborative and participatory learning was emphasized by Dr. Shaunak Roy.

**Session 8:** ‘Activity Sessions’- Learning by activity proved to be a very popular with the participants. The energy during the Escape Room Game was palpable. The link to venture into the game was posted in the dedicated Workshop WhatsApp group for participation. Each and every participant responded with enthusiasm to crack the game. This led to a joyful learning

### **DAY 3 (09.01.2022)**

**Session 9:** ‘Effective Learning Models in Higher Education’- The participants were introduced with Situation driven learning. Resources related to this were shared beforehand by the mentors for readiness among the participants. It was ideated properly through role-playing among participants. This session instilled means of upskilling problem-solving behaviour among learners. This session also surfaced the ideas of direct and indirect counselling process between facilitator and learner. In addition to this, various learning models were discussed which could be used by them effectively to facilitate and engage their learners. The next phase of the session dealt with demonstration on some ICT tools.

**Session 10:** ‘Discussion on Programme Output, Q & A, Wrapping Up’: Master Trainer and CEMCA Resource person Purandar Sengupta encouraged the participants to discuss the outputs that had emerged during the 3 day-long sessions. The learners made many relevant points and their queries were answered with expertise by both the resource persons.

**Wrapping Up-**It was concluded that the workshop had trained the educators to engage in dialogue driven intervention, participatory learning, collaborative learning, discovery learning, experiential learning and last but not the least, joyful learning.



**Valedictory session:** At the end, the participants shared their views and experiences on the workshop. They appreciated all the learning materials provided to them. They lauded the role of the resource persons and the project team members in organizing a truly interactive and innovative workshop and hoped NSOU and CEMCA would conduct further programmes to enhance the capacity of teachers. Professor Ghosh rightly pointed out that NSOU was the only educational institution in West Bengal to have organized such capacity building workshops on implementation of blended learning.

### **Outcome of the workshop:**

The workshop established the following capacity building and professional development outcomes to a large extent among the participants:

- ✚ A Collaborative, facilitating and innovating mindset were rekindled
- ✚ Various ICT tools, software and their blending with situation-based learning were integrated
- ✚ Understanding of Effective Learning Models and Cognitive-Behavioural Interventions, connecting with context and experiences
- ✚ Elicited engaging activities and exercises to promote collaborative, facilitating and participatory learning environment

The **Vote of Thanks** was proposed by Dr. Papiya Upadhyay, Project Coordinator and Assistant Professor, School of Education.



## **WORKSHOP SCHEDULE AND ACTIVITIES**



### **3-Day Workshop for 'Capacity Building & Professional Development of Teachers Engaged in HEIs on Blended Learning'**

**Date: 07-09 January 2022**

**Venue: Online Platform (Zoom) for NSOU Regional Centre Jalpaiguri**

**Objectives:** In view of capacity building and professional development of teachers for implementation of Blended Learning in HEIs, the objectives considered are:

- To improve the knowledge and skills of teachers/academics in higher education to develop and offer Online/Blended Course.
- To enable the staff/faculty members to the process of planning, designing, developing and delivering online courses.
- To adopt appropriate ICT tools and learning platforms as an adjunct to face-to-face teaching and to teach in a full online or distance learning context.

- To find out the prospects and challenges of providing online/blended learning in the context of Higher Education Institutions in West Bengal.

### Methodology:

The workshop will be conducted in the online mode due to the outbreak of the new variant of COVID-19. The mentors will follow the following activities during the training:

- Focused Group Discussion
- Role Play
- Story Telling
- Creative & Analytical Exercises
- Problem Solving Games
- Introspection
- Probing & eliciting pent up potential
- Fish Bowl Exercise
- Six Thinking Hats

### Learning Inputs:

ICT Tools & Software	Effective Learning Models	Cognitive-Behavioural Interventions
<ul style="list-style-type: none"> <li>➤ PADLET</li> <li>➤ POPPLET</li> <li>➤ FREE MIND</li> <li>➤ KIALO EDU</li> <li>➤ MENTIMETER</li> <li>➤ QUIZZIZ</li> <li>➤ BOOK CREATOR</li> <li>➤ VIRTUAL ESCAPE - ROOM</li> </ul>	<ul style="list-style-type: none"> <li>• Successive Approximation Model</li> <li>• Individualized Instruction Model</li> <li>• Problem Based Learning Model</li> <li>• Discovery Learning Model</li> <li>• Action Learning Model</li> <li>• Collaborative Learning Model</li> <li>• Learning Retention Model</li> <li>• Component Display Model</li> <li>• Elaboration Model</li> <li>• Cognitive Load Reduction</li> <li>• Bloom's Taxonomy &amp; TLO</li> <li>• Generative Learning Model</li> <li>• Backward Design Model</li> </ul>	<ul style="list-style-type: none"> <li>✚ Design Thinking</li> <li>✚ Mind Mapping</li> <li>✚ Affinity Diagram</li> <li>✚ Venn Diagram</li> <li>✚ Outcome Mapping</li> <li>✚ Force Field analysis</li> <li>✚ Identification of Critical Success Factors in Success Story</li> <li>✚ Case Analysis &amp; Problem Solving</li> <li>✚ Logical Sequencing</li> <li>✚ Logical Framework Analysis</li> </ul>

## Workshop Schedule

### DAY 1 (07.01.2022)

Time	Event
10:30 AM	<b>Joining through the Zoom Link</b>
11.00 AM – 11.30 AM	<p style="text-align: center;"><b>Inaugural Ceremony</b></p> <ul style="list-style-type: none"> <li>▪ <i>Welcome Address by C.A. Kishore Sengupta, Registrar, NSOU</i></li> <li>▪ <i>Address by Project Director, Professor Anirban Ghosh, Director,</i></li> </ul>

	<p><i>CIQA, NSOU</i></p> <ul style="list-style-type: none"> <li>▪ <i>Key Note Address by Dr. Manas Ranjan Panigrahi, Sr. Programme Officer, CEMCA</i></li> <li>▪ <i>Presidential Address by Professor Subha Sankar Sarkar, Hon'ble V.C., NSOU</i></li> <li>▪ <i>Vote of Thanks by Sri. Santanu Dam, Dy Director, Jalpaiguri RC, NSOU</i></li> </ul>
11.30 AM – 12.00 AM	<b>Session 1:</b> Introduction to Blended Learning (by Professor Anirban Ghosh, Director, CIQA, NSOU)
12.00 AM – 12.15 PM	Tea/ Water Break
12.15 PM – 1.30 PM	<b>Session 2:</b> Ice-breaking Session on Competency Mapping (using Breakout Rooms)
1.30 PM – 2.00 PM	Lunch
2.00 PM – 3.00 PM	<b>Session 3:</b> Introduction to Blended Learning & Orientation to “Edutainment” as a Pedagogical Tool in Blended Learning
3.00 PM – 3.15 PM	Tea Break
3.15 PM – 5.00 PM	<b>Session 4:</b> ICT Tools in a Blended Learning Context: <ul style="list-style-type: none"> <li>▪ <i>Introduction to ICT Tools &amp; its Relevance in Higher Education</i></li> <li>▪ <i>Mind-mapping using ICT Tools (using hands-on approach)</i></li> </ul>

## DAY 2 (08.01.2022)

Time	Event
10.00 AM – 11.45 AM	<b>Session 5:</b> Facilitation with Participatory Tools & Methods
11.45 AM – 12.00 PM	Tea Break
12.00 PM – 1.30 AM	<b>Session 6:</b> Facilitation with Participatory Tools & Methods (Cont.)
1.30 PM – 2.00 PM	Lunch
2.00 PM – 3.30 PM	<b>Session 7:</b> ICT Tools in a Blended Learning Context: <ul style="list-style-type: none"> <li>▪ Gamifying the classroom</li> <li>▪ Creating Quizzes</li> <li>▪ Creating Infographics</li> </ul>
3.30 PM – 3.45 PM	Tea Break
3.45 PM – 5.00 PM	<b>Session 8:</b> Activity Sessions

## DAY 3 (09.01.2022)

Time	Event
10.00 AM – 12.30 PM	<b>Session 9:</b> Effective Learning Models in Higher Education
12.30 PM – 1.00 PM	<b>Session 10:</b> Discussion on Program Output, Q&As & Wrapping Up



1.00 PM – 1.30 PM

**Closing Ceremony**

**Resource Persons:**

*Mr. Purandar Sengupta*

*Dr. Shaunak Roy*

**Project Coordinators**

Dr. Ritu Mathur Mitra

*Associate Professor*

*History, NSOU*

Dr. Papiya Upadhyay

*Assistant Professor,*

*Education, NSOU*

**Project Director**

Professor Anirban Ghosh

*Director, Centre for Internal Quality Assurance*

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**Details of Participants**

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