

ASTD 2008 TECHKNOWLEDGE CONFERENCE & EXPOSITION

E-Learning by Gaming: Vision vs. Reality (TH102)

Presented by

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Learning Objectives:

- Analyze visions versus realities involving e-Learning development and share knowledge.
- Examine lessons learned in e-Learning development using a gaming environment.
- Apply knowledge gained to e-Learning development projects.

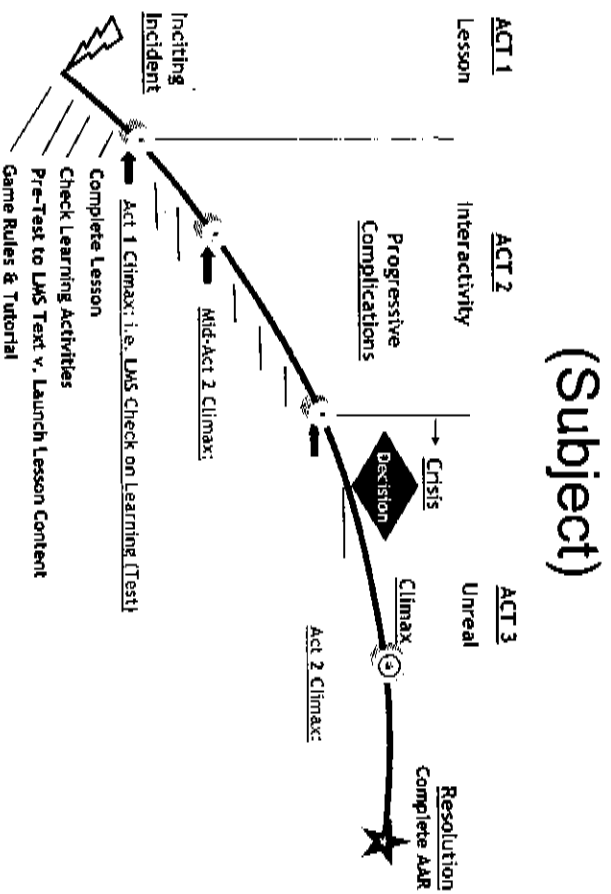
Frank Cassidy has worked in the healthcare and education field for over 26 years. His teaching experience encompasses various training environments within civilian and government institutions. He's developed and delivered curriculum for traditional classrooms, lectures, demonstrations, small group facilitation and conference presentations, including college settings as an adjunct professor. Currently, he's employed with the Department of Defense, as the Director of Education & Training, for the Army Medical Department Noncommissioned Officer Academy. In this position he supervises the development curriculum and training of trainers on newly developed and revised content. His latest project involved transforming current resident and legacy distant learning into a level 1-3 interactive multimedia instruction program. This involved creating web-based e-Learning content with assessments imbedded in a gaming environment. He holds graduate degrees in Business Administration, specializing in Healthcare Management, and in Education, specializing in Curriculum and Instruction.

Erwin Kaplan has worked in Distance Learning and Education with the US Army, as a Training Specialist in Applied Technology, since 1998. He piloted one of the initial online training sites for the Army Medical Department. Since that time he's completed research and development on blended pedagogy and intermediate desktop simulation. His projects include collaboration with the University of Texas and Fort Hood on Digital Warrior a battle staff digital training decision game, using a game based engine and dynamic modeling with adaptive assessment. He's currently developing a game based tool called the Medical Leadership Trainer. This is a blended learning environment using latest technologies in game and decision making processes to provide Soldiers a more immersed training atmosphere to mimic current or futuristic contemporary operational environments.

Vision vs. Reality

Briefly discuss in a small group each the following questions. Based on your discussion choose the best response for each question. Select a group spokesperson to provide feedback.

1. What is your concept of engaging learning activities?
2. How could you incorporate existing games into achieving your learning objectives?
3. What is your vision for e-Learning?



(Ref: *STORY* by Robert McKee and concept adapted from Larry Tuch's Story Arc, ICT, USC.)

Lessons Learned

Briefly discuss in a small group each question. Based on your discussion choose the best response for each question. Select a group spokesperson to provide feedback.

1. What was your most significant development challenge?
2. In applying lessons learned, how could future project development be effectively approached?

Application

Briefly discuss in a small group the following question. Based on your discussion choose the best response for the question. Select a group spokesperson to provide feedback.

How could you apply the knowledge shared today to your future e-Learning development projects?

Job Aid

Interactive Learning Design (not a one size fits all)

Section A. (Determine & Understand Your Environment)

"Questions are the doorway to understanding."

1. What is the Instructional Objective? (problem or task to be performed)
2. Develop (list) skills, knowledge and abilities needed to support objective.
3. Who is your Audience? (demographics, military, education, business)
4. What is your Platform? (system requirements)
5. What is your Budget? (create an immersive learning environment using a game engine)
6. What engine is available? (free vs. cost)
7. How much time available for development?
8. What is your strategy or what would you like the environment to do or look like?
9. What are your constraints?
10. What are your alternate strategies?

Section B. (Develop the Environment)

1. Develop the environment (this is a simplified representation of critical elements of your immersive environment) they should support your Objectives.
2. Develop the roles for your audience (students, managers, soldiers, etc).
3. Develop team or individual or a combination of both environments.
4. Develop interactions or performance measures.
5. Identify audience resources and resources of the objectives.
6. Develop rules of the environment, rewards, punishments, remedial training, re-teach, re-test.
7. Develop the end result (what does success look like).this should be based on the learners performance and the instructional objectives.

Section C. (Implement and Evaluate the Environment)

1. Develop supporting resources (Manuals for teacher and student).
2. Evaluate immersive environment to alternate instruction.
3. Modify immersive learning environment based upon surveys and evaluation results.