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EDLD 5315
Outline Assignment

- I. What is the topic of your action research?

Enhancing Professional Learning and Development for Educators

- II. What is the purpose of your study

The fundamental goal of this research is to establish a culture of ongoing professional development and active learning within school districts, ultimately leading to enhanced instructional efficacy and job satisfaction among teachers. By adopting personalized and mixed learning approaches, this study intends to create a dynamic and supportive learning environment tailored to the specific needs of adult learners or teachers (Knowles, 1980; Merriam, Caffarella, & Baumgartner, 2007). The focus is on developing individual professional competencies, which will also contribute to overall organizational effectiveness. This approach acknowledges the rapidly changing educational landscape and the need for educators to continuously update their skills and knowledge to meet the diverse needs of adult learners (Boud & Solomon, 2001).

- III. What is your research question?

In what ways can a tailored and blended learning approach impact professional development for educators?

The central question of this study is how a personalized and integrated learning method may facilitate professional growth among adult learners. This question guides the investigation into various learning methodologies and their effectiveness in addressing the professional development needs within the organization (Garrison & Vaughan, 2008). By exploring these methodologies, the study seeks to identify the best practices that can be implemented to support continuous learning and development.

- IV. What is your research design (Qualitative, Quantitative, or Mixed Methods)

A mixed-methods research design will be employed to conduct a comprehensive analysis of the study's objectives. This approach combines qualitative and quantitative research methods to gather a diverse range of data, providing a holistic view of the effectiveness of the blended learning approach (Merriam & Bierema, 2014). Qualitative data will be gathered through in-depth interviews and focus groups with staff members, offering valuable insights into their experiences, needs, and perspectives (Caffarella & O'Donnell, 2012). Quantitative data will be collected

using surveys and pre/post assessments, enabling the measurement of improvements in skills, knowledge, and job satisfaction over time (Kerka, 2000).

a. Why did you choose this design

A mixed-methods research design was chosen for its capacity to offer a comprehensive analysis of the study's objectives. This approach synergizes qualitative and quantitative research methods, allowing for the collection of a diverse range of data and providing a holistic view of the effectiveness of the blended learning approach (Merriam & Bierema, 2014).

By employing a mixed-methods approach, the research intends to leverage the strengths of both qualitative and quantitative methodologies, ultimately leading to more robust and actionable insights. This combination ensures that the study is both comprehensive and balanced, addressing the research questions from multiple angles and providing a clearer picture of the impact of blended learning on professional development.

V. What data will you collect?

The study will utilize a variety of data collection methods to ensure a comprehensive understanding of the research problem. Qualitative data will be gathered through open-ended interviews and focus groups, allowing participants to freely express their detailed experiences and ideas (Boud & Miller, 1996). This approach will help uncover the complexities of adult learners' needs and preferences in professional development. Quantitative data will be collected using structured surveys and pre/post assessments, employing a combination of multiple-choice, Likert scale, and open-ended questions to gather a broad spectrum of data on skill acquisition, knowledge retention, and job satisfaction (Boud & Falchikov, 2006).

VI. What types of measurement will you use?

Several measurement instruments will be employed to accurately assess the research findings. Surveys will include Likert scale questions to evaluate participants' satisfaction and perceptions of the learning interventions (Henschke, 2011). Comprehensive interview guidelines and focus group protocols will be developed to ensure consistent and in-depth qualitative data collection (Garrison & Anderson, 2003). Additionally, pre/post-assessment tools will be designed to evaluate specific skill acquisition and knowledge retention before and after the implementation of the blended learning strategy (Kolb, 1984).

VII. What is the focus of your lit review?

The literature review will concentrate on best practices in adult education and professional development, the effectiveness of blended learning models in professional contexts, and strategies for personalized learning paths and ongoing

support. By examining existing theories, models, and case studies in these areas, the research will establish a strong theoretical foundation and guide the development of effective learning interventions (Merriam & Caffarella, 1999). This review will also highlight the importance of aligning educational strategies with adult learners' characteristics and the learning sciences (Garrison & Vaughan, 2008).

My literature review will highlight the following:

- Best practices in adult education and professional development.
- The effectiveness of blended learning models in professional settings.
- Strategies for personalized learning paths and continuous support.

Audience

The results of this study will primarily benefit organizational leaders, educators, and professional development coordinators. These stakeholders play a crucial role in developing and sustaining professional development initiatives within the organization (Boud & Solomon, 2001). The study aims to assist these leaders in fostering a culture of continual learning and growth, thereby enhancing employee performance and organizational success. By providing evidence-based recommendations, the study will support decision-makers in implementing effective professional development strategies that meet the evolving needs of adult learners.

Impact

The intended outcome of this study is to create a transformative professional development framework that fosters continuous learning, skill advancement, and job satisfaction among adult learners (Garrison & Vaughan, 2008). By addressing adult learners' specific requirements and preferences, the personalized and blended learning approach is expected to result in significant improvements in instructional effectiveness and job satisfaction (Caffarella & O'Donnell, 2012). This, in turn, will lead to a more engaged and capable workforce, contributing to organizational success and a more positive work environment. The study's findings will also provide valuable insights into the role of technology and innovation in enhancing professional development opportunities for adult learners.

References

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