INTERNATIONAL LEARNING UNIT (ILU)

IMPLEMENTATION PROCESS

LERN

Learning Resources Network
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Information that Works

We have had many requests for suggestions as how to best implement an ILU offering from scratch as well as how to implement ILU offerings when providers also offer other types of offerings. This is a new way of tracking and acknowledging learning and we welcome your feedback. Here are suggestions from the Advisory Council at this point- with the caveat that each Provider may want to implement it based on their audiences/learners.:

ILU Process for Implementation for new offerings:

1. Register at www.LearningUnit.org

- This is a critical step that builds a web community for Providers, approving agencies and learners. The Website will have its official inauguration on January 1, 2005. This will be a pilot offering to build best practices and at no cost to users for the first year. Following the first year there will be minimal fees associated with the site in order to cover basic website costs. LERN is sponsoring the initiation of this site but it is planned that the community itself will be self-funded through minimal fees, sponsorships and/or donations.

- Registration on the site will allow the option of offering ILUs for course offerings and access to the ILU virtual community, including other Providers/Agencies. Once registered, this does not require ILUs to be offered, but rather formalizes the official designation as a Provider and/or Authorizing Agency with an interest in outcome based standards of measurement.

2. Approving Agencies

- Depending on Approving Agencies' pre-approval requirements- approvals may be warranted before offerings are presented for ILUs or done in concert with the ILU course offerings. If the activity to be awarded ILUs is one where approval from an Approving Agency (board, agency) is required, provide the Agency with the information supplied by the ILU website regarding ILUs and how they provide a measurement of learning or competency development that stems from an outcomes based standard and have developed from the need for both learners and Approving Agencies to increase affirmation of learning accomplishment.

3. The Offering(s).

- Start with one activity (course or event) to develop an ILU (outcome based standard) It is recommended that an activity is selected where there is substantial current or prospective interest in receiving a formal acknowledgment that learning is needed and has been achieved.

4. Outcome Based Standards

- Discuss the evaluation design with participating instructors. It is critical that the outcome based criteria is clearly understood. There are many options available to affirm the outcome based standards and the instructors are the best ones to determine which type of demonstration best fits the content. Again, as with any new idea, those instructors with the most interest and support for outcome based measurements will generate the best options for each offering.

- Collaboratively, with participating instructor/s, decide on how many ILUs the activity is worth. 0.1 ILU = 5 questions/demonstrations. Adjust the number according to the level and difficulty of the activity.

- The participating instructor/s need to develop the Evaluation (assessments). Build a feedback loop into the evaluation to assure best options are chosen according to difficulty, content and the application or purpose of the evaluation ie for certification or for general life long learning gain.

- Determine:
  - Whether to have one Evaluation (assessment) for the entire activity; or to break it up into subunits, with 5 questions/demonstrations for each 0.1 ILU, so that learners can pass subunits and know which areas to work on.

  - Whether a learner can retake the assessment/s.

  - Whether the questions/demonstrations can be identified before taking the quiz, or not.

5. Implementation:

- Develop the descriptive for the offering, including the new ILU option, that allows for clear and consistent outcome based standards that include the requirement of a "passing" evaluation of 80% in order to earn the ILU [or, to receive credit]..

- At the time of the offering itself, explain the ILU as an outcome based standard and highlight the value of this option of demonstrating competency. Inform participants before the start of the offering that for this activity to "count", they will need to pass a Test at 80% to gain their ILU/s.

- As done for other types of measurements ie PDU, CEU etc, in recording ILUs, have a hard copy or online record for each learner.

6. Follow Up:

- After the initial activity, evaluate the success of your effort, make modifications as needed, and continue offering the activity using the ILU standard.

- Continue to grow the ILU offerings, repeating the process. Most important, continue to provide feedback to the ILU best practices web community in order to continue to improve both the process and outcomes for this new learning measurement.

ILU Implementation Process for Providers currently offering measured credit activities ie CEU, PDU etc.

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3. Options for offerings

- Established programs that offer other types of measured learning (CEUs/PDUs, etc.) using the time-based standard, can continue doing so. In addition to the older programs, or in the conversion process, new ILU programs can be introduced using the outcome based standards.

4. Conversion:

- Start with one activity (course or event) to convert from the time based standard to the ILU outcomes based standard. It is recommended an activity is selected where there is substantial current or prospective interest in receiving CEUs/PDUs etc. or other formal acknowledgment that learning is needed and has been achieved.

- Give an overview to interested instructors. Identify an instructor or group of instructors to champion this new measurement process and through this individual/group develop the evaluation (assessment). The ILU web community will provide mentors to help in this process.

- If there is a major confusion between the terms ILU and CEU that stops the opportunity to convert to an outcome model for measurement, the offering(s) may still be referred to as a "CEU" and the outcome based ILU standard may be adopted regardless of "label". (There is no copyright on the term CEU.) [I recommend not stating this.]-Good Point- I agree

- Working with participating instructor/s, decide on how many ILUs the activity is worth. Rather than applying the traditional seat time formula, the opportunity is now open to look at conversion based on the level and difficulty of the activity and the learning that has taken place. Begin converting the standard measure of 1 hour of seat time to the new outcomes based standard of .1 ILU = 5 successfully questions/demonstration outcomes.

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