Training Course on Blended Learning Design and Implementation for Leaders

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic digital education landscape, blended learning has emerged as a transformative solution that combines the flexibility of online instruction with the effectiveness of face-to-face learning. For educational leaders, designing and implementing a successful blended learning model requires more than just technological familiarity—it demands strategic vision, instructional design proficiency, and adaptive leadership. This course equips leaders with the critical skills and frameworks necessary to launch, evaluate, and scale blended learning initiatives effectively within various educational and organizational contexts.

Training Course on Blended Learning Design and Implementation for Leaders provides practical, evidence-based guidance on creating impactful learning environments that meet the needs of diverse learners. Participants will gain hands-on experience with instructional technologies, learning analytics, adaptive content delivery, and professional development frameworks for supporting faculty and staff. This training aligns with modern educational trends and addresses the increasing demand for hybrid education models, personalized learning, and technology-driven instructional leadership.

Programme Curriculum

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Course Objectives

1. Define the core principles of blended learning models and their pedagogical underpinnings.
2. Analyze the role of digital transformation in education and its impact on teaching strategies.
3. Design learner-centered instructional plans using blended learning frameworks.
4. Apply technology integration strategies to optimize learning outcomes.
5. Develop change management skills for leading blended learning transitions.
6. Explore effective assessment methods in hybrid learning environments.
7. Utilize learning management systems (LMS) for course design and tracking.
8. Evaluate student engagement strategies in digital and physical classrooms.
9. Implement scalable blended learning models in large or decentralized organizations.
10. Foster equity and accessibility through inclusive instructional design.
11. Support faculty development with targeted coaching in blended techniques.
12. Interpret learning analytics to inform instructional decisions.
13. Create sustainable blended learning strategies aligned with institutional goals.

Target Audiences

1. School Principals & Head Teachers
2. College and University Deans
3. Curriculum Coordinators
4. EdTech Specialists
5. Corporate Learning & Development Managers
6. Instructional Designers
7. Government Education Officers
8. Nonprofit Training Program Directors

Course Duration: 10 days

Course Modules

Module 1: Foundations of Blended Learning

- Definition and evolution of blended learning
- Key models: Rotation, Flex, A La Carte, Enriched Virtual
- Benefits and limitations
- Aligning with curriculum goals
- Success metrics in blended learning
- **Case Study: Implementing the Station Rotation Model in a public school system**

Module 2: Instructional Design Principles

- Backward design and UDL in blended settings
- Mapping objectives to delivery formats
- Sequencing synchronous and asynchronous activities
- Course flow and learner pacing
- Designing for interaction

- **Case Study: Applying UDL principles in a blended high school curriculum**

Module 3: Leadership and Change Management

- Leading digital change initiatives
- Building consensus among stakeholders
- Communication strategies for transition
- Overcoming resistance to technology
- Monitoring and adapting implementation plans
- **Case Study: Leadership strategies for transforming a traditional school to a hybrid model**

Module 4: Learning Management Systems (LMS)

- Overview of popular LMS platforms (Moodle, Canvas, Google Classroom)
- Customizing dashboards and features
- Integration with third-party tools
- Tracking learner progress
- Troubleshooting LMS-related issues
- **Case Study: Migrating from a legacy system to a cloud-based LMS**

Module 5: Digital Tools for Engagement

- Interactive apps and video platforms
- Gamification and badges
- Collaborative learning tools (Padlet, Jamboard)
- Augmented and virtual reality in the classroom
- Mobile-first learning solutions
- **Case Study: Increasing student retention using gamified modules**

Module 6: Content Development and Curation

- Sourcing and evaluating open educational resources (OER)
- Developing multimedia instructional content
- Blending synchronous lectures with asynchronous media
- Copyright and licensing
- Interactive vs. passive content
- **Case Study: Faculty-designed microlearning modules for STEM courses**

Module 7: Assessment and Feedback in Blended Learning

- Designing formative and summative assessments
- Online quizzes and peer reviews
- Rubrics for digital tasks
- Feedback loops and student reflections
- Using AI-powered grading tools
- **Case Study: Hybrid assessment strategy in an adult education program**

Module 8: Ensuring Equity and Accessibility

- Designing for learners with disabilities
- Addressing the digital divide
- Language and cultural inclusion
- Offline access solutions
- Accessibility checkers and WCAG compliance
- **Case Study: Enhancing accessibility in a multilingual online course**

Module 9: Building Educator Capacity

- Professional development plans
- Peer mentoring programs
- Certification pathways in blended learning
- Coaching and reflection models
- Addressing burnout and tech fatigue
- **Case Study: Coaching model for training 100+ teachers on hybrid instruction**

Module 10: Policy and Compliance in Blended Learning

- Data privacy laws (FERPA, GDPR)
- Intellectual property and copyright
- Student online conduct policies
- Cybersecurity measures
- Institutional accreditation and standards
- **Case Study: Aligning blended learning policy with national curriculum frameworks**

Module 11: Data and Learning Analytics

- Defining key performance indicators (KPIs)
- Collecting and visualizing data
- Predictive analytics for learner success
- Ethical considerations in data use
- Using dashboards for real-time insights
- **Case Study: Analytics-driven improvement in a community college**

Module 12: Family and Community Engagement

- Communicating blended learning goals to families
- Providing parent training and support
- Encouraging community resource integration
- Co-curricular blended activities
- Home-based learning strategies
- **Case Study: Building a community-school hybrid learning coalition**

Module 13: Monitoring and Evaluation

- Designing evaluation frameworks
- Surveys, interviews, and focus groups
- ROI and impact measurement
- Continuous improvement strategies
- Aligning evaluation to goals
- **Case Study: Longitudinal study of blended implementation across districts**

Module 14: Future Trends in Blended Learning

- AI and adaptive learning platforms
- Microlearning and nano-courses
- Blockchain credentials
- Virtual schools and the metaverse
- Smart classrooms and IoT
- **Case Study: Pilot program using AI tutors in a rural learning center**

Module 15: Capstone Project

- Design a blended learning strategy for your organization
- Present findings and prototype

- Peer review and feedback
- Final revision and documentation
- Implementation roadmap
- **Case Study: Participant-driven solution showcase from pilot institutions**

Training Methodology

- Interactive lectures with expert facilitators
- Hands-on sessions with real-world tools
- Group activities and role-playing scenarios
- Peer-reviewed projects and case-based learning
- Templates, checklists, and toolkits for implementation
- Continuous feedback and mentoring support

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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