

Team-based Learning

An educational strategy developed by Larry Michaelsen, Oklahoma State University

Main Features of TBL

- Long-term, instructor-assigned groups of 4-7 students with diverse skill sets and backgrounds
- Individual accountability for out-of-class work assured by the Readiness-Assurance-Process (RAP)
- Incentivize working together as a team with rewards and punishments
- In-class application exercises

Benefits/outcomes of TBL

- Improves student engagement and attendance
- Supports deep learning
- Builds professional and life skills such as effective collaboration and negotiation
- Drives outcomes-based learning
- Facilitates assessment of student learning outcomes
- Easily transferable to professional applications

The Teams

- Instructor-assigned
 - Encourages focused work ethic
 - Involvement of all members of a class/group
- Make teams diverse incorporating a range of learning patterns and background
 - Enriches social experience
 - Broadens possible sources of data, experience, etc.

Accountability

- Assignments for out-of-class reading/research made to all individuals
- Individuals are assessed using the Readiness Assurance Process (RAP)
 - Multiple-choice 5 – 15 questions covering outside work (iRAT)
 - Team takes same test and are rewarded (tRAT)
- Answers marked wrong may be appealed (in writing)

Incentivize Team

- Give significant rewards (course points) for team activities including the tRAT, subsequent in-class activities (application exercises) and long-term team projects
- Give points for “team maintenance,” points given to recognize contributions and withheld when a team member is not pulling his/her weight

In-class application exercises

- Develop a series of significant team-based activities correlated to important course objectives, meaningful to the future work that the course might prepare a student for
- Provide in-class time to work on and to present these activities
 - Examples could be developing synthesis questions, multiple choice prompts and questions
