



High Impact Learning

Change behavior, improve performance, and drive connection through learning science developed by NovoEd Co-Founder and CTO Farnaz Ronaghi at the Social Algorithms Lab at Stanford University. This science informs contextualized, guided, and relevant learning relative to the organization and the job function with methods including:

- Practice & Application
- Discussion & Feedback
- Team-Based Learning
- Structured Peer Learning





Practice & Application


At the heart and center of impactful learning are **practice and application**.

Practice is the act of improving performance through intentional application of new knowledge to a mindset or behavior.

Examples: Record and practice your sales pitch (Video); Practice the design process when tackling a problem (Assignment).

Application makes practice meaningful. It is the transfer of new knowledge into authentic, real-world situations.

Examples: Apply your leadership skills in a kick-off call (Video); Apply your new knowledge in a certificate program (Final Exam, Project, Quiz, etc.)



With opportunities for practice and application, one is more likely to develop deep learning and long-term retention of the skills and knowledge.

NovoEd empowers deeper learning experiences with these Practice & Application features:



Quizzes



Timed Exam



Individual Assignments



Team Assignments



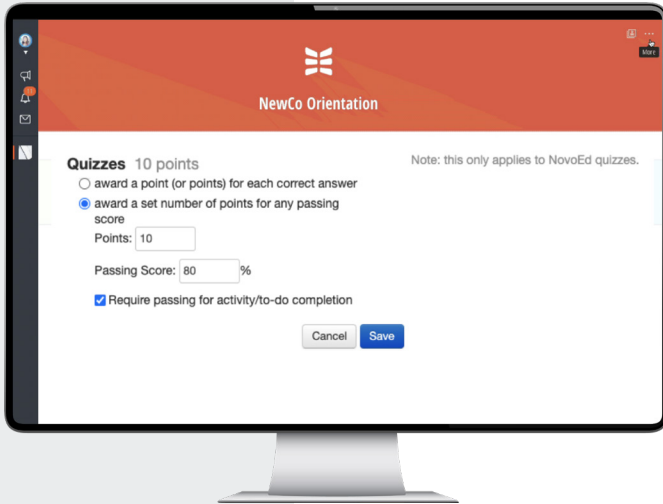
Assessments & Knowledge Checks



Video Practice



Quizzes are an effective method to provide quick feedback and can help reveal gaps in learners' knowledge.



Quizzes can provide learners with almost immediate access to scores, correct answers, explanations, and feedback.

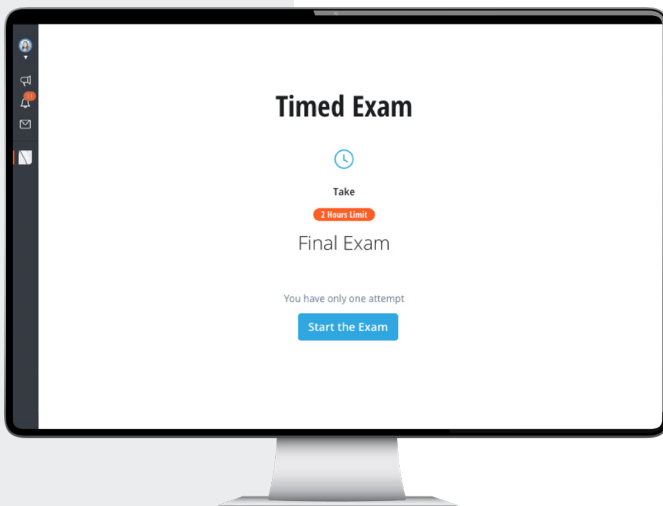
Types of questions that can be included:

- Text questions
- Multiple choice questions (with or without multiple answers)
- Number questions
- Likert Scale questions
- Table number questions

Timed Exam



Timed exams are a rigorous option for administrators who would like to deepen the criteria required to measure a learner's progress.



Unlike quizzes, timed exams set a specific time-limit during which learners are able to take the assessment.

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- Text questions
- Multiple choice questions (with or without multiple answers)
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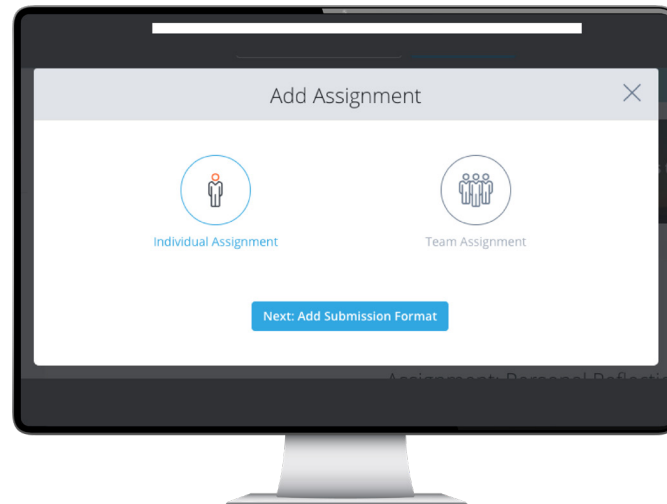


For Quizzes and Timed Exams, you can either set points per correct answer or set a total of points that will be awarded if a course participant earns a passing score of a certain %.

Assignments – Individual & Team

Assignments in NovoEd are flexible and provide ample opportunities for practice and application of skills and/or capabilities in a real world context.

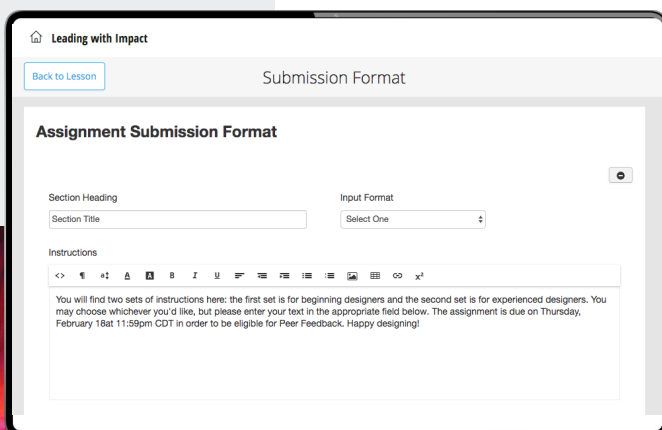
Course builders must decide whether the assignment is an **individual** or **team** assignment.



For individual assignments: Learners turn in assignments on their own behalf.



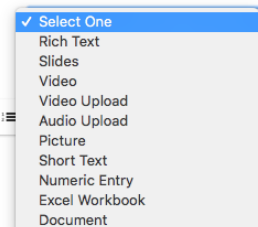
For team assignments: They appear on the lesson page and also the team workspace; while an individual submits on behalf of the team, the credit will be shared among the team.



Most assignments on NovoEd make use of the **Custom Submission Template**, for which you can mix and match input formats.

You will then be able to utilize the rich text field to write an assignment introduction and directions. You can add additional sections by clicking on the “+” buttons below the introduction text area.

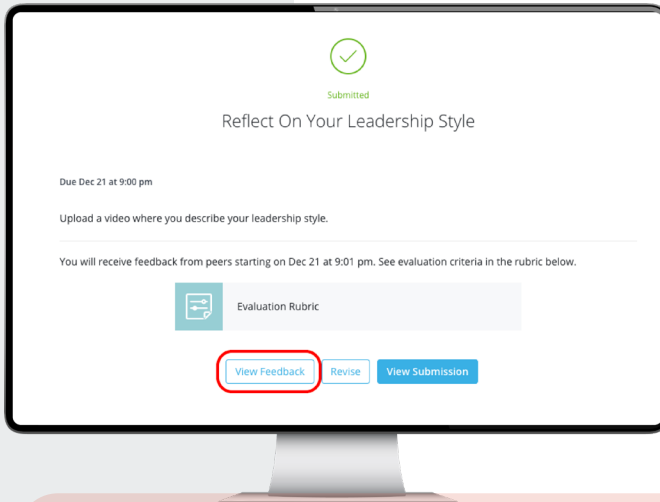
Input Format



Assessments & Knowledge Checks



NovoEd provides the opportunity to have both project-based and question-based assessments through free-form assignments and structured quizzes.



Assignments are customizable and enable learners to submit a variety of different materials, from text to PDFs to videos.

You can enable an optional “approval” workflow for assignments. This workflow will help ensure the quality of submissions when enabled by requiring assignment submissions to be approved to receive credit for completion. Submissions may also be sent back for revision with feedback if they do not meet the desired quality bar.

Additionally, assignments can be anonymously **peer-reviewed using a teaching team customized form**.

Peer Review

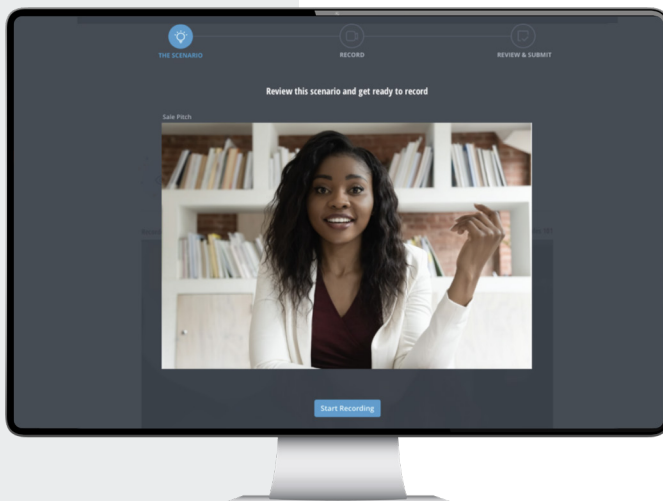
Peer reviews are a key component to effective online evaluations at scale as the practice engages learners deeply by forcing them to act as both a creator and evaluator. NovoEd has a robust peer review engine, as well as the ability for the instructor to calibrate reviews during the course itself.

Video Practice



Video Practice enables learners to rehearse real-world scenarios to go beyond knowledge acquisition to practice and demonstrations of mastery.

Course builders may create video practice scenarios with a prompt that learners may respond to as a video submission directly in the app.



Video Practice Elements

Practice Scenario: a practice prompt set by a Course Builder.

Practice Room: an organization-wide place where all practice scenarios are available for continuous practice. Practice submissions are viewable for peer learning and feedback.

Respond on the Spot: requires the learner to complete the activity within a time limit and with a configurable number of “takes” once the learner decides to launch the activity.

Respond When Ready: allows the learner to view the scenario prompt without completing the activity and allows an unlimited number of takes before submitting.

Discussions & Feedback

In collaborative online learning, discussions create spaces for colleagues **to connect, collaborate, reach out for help, reflect, and support one another.**

- **Deepen** the learner's understanding of the material
- **Encourage** the practice of reflection
- **Strengthen** shared mindsets and reinforce changes in behaviors
- **Empower** individuals to contribute ideas, insights, and expertise
- **Broaden** perspectives that might otherwise have been limited to individual experiences
- **Engage** introverted learners who might be inhibited in in-person learning environments



NovoEd allows for both informal, naturally-sparked discussions as well as intentional discussion activities.

NovoEd enriches learning experiences with the following Discussion & Feedback features:



Submission Gallery



Public Peer Feedback



Private Peer Feedback



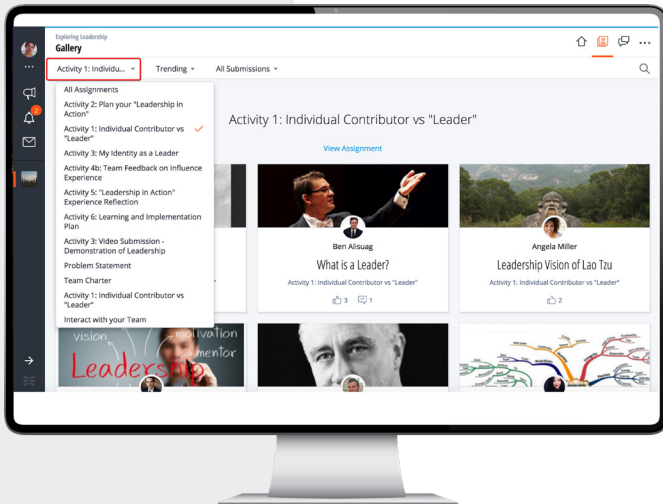
Course-wide Discussion



Team-based Discussion



For all public assignments, learners are able to view all submissions in a gallery. Interacting with peers is highly encouraged and enabled with features including voting, commenting, liking, and having discussions on specific submissions.



From the **Gallery** tab, you will be able to see the submissions of all of the learners who have enabled their assignments to be shared with the course by the deadline. In select courses, you may be able to comment and review submissions as they become available.

Filtering & Search Functionality

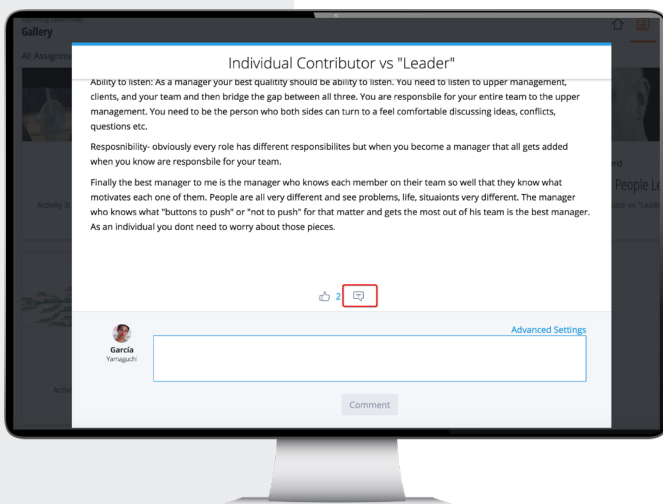
You can select the specific assignment you wish to view and filter by Trending/Most liked/Most recent, etc. You can keep track of the submissions you "like" by sorting by "Submissions I Like" and the submissions you have commented on by sorting by "Submissions I Commented On." You can also use the search bar if you have a specific term, idea, or learner you are looking for.

Public Peer Feedback

Submission Commenting Activity



The NovoEd platform provides a discussion space for all individual assignments. This is a great place to interact with your peers and provide critical feedback on submissions.



Learners and admins can view assignments configured for public peer feedback in a submission gallery. They can leverage the filtering and search functionality introduced above to find submissions to engage with. Once they find a submission, they can like it, comment on it, respond to other users' comments, and leave video comments.

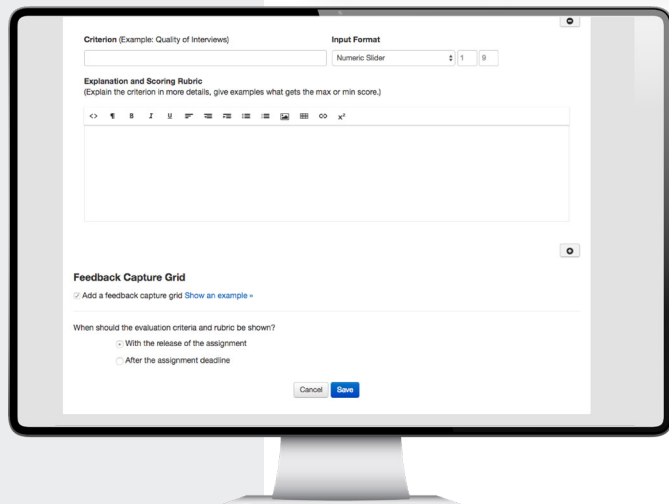
NovoEd can be configured to notify learners when their post or comment is interacted with, drawing them back into the social, cohort-based learning experience. In addition, learners can share their submissions to their team workspaces when they submit them if submission sharing to team workspaces is enabled.

Private Peer Feedback

Evaluation with Rubric



The peer review process is a great learning opportunity both for learners to step into the evaluator role in giving feedback and enabling them to receive it.



Peer evaluation tasks can be added to any lecture page that has not been released yet. You can choose who you would like to provide feedback.

You can add further details by selecting “Advanced Settings.” Under that section, you can also set the option of how the teaching team gets assigned submissions to evaluate and you can add **Evaluation Criteria and Rubrics**.

Evaluation Criteria and Rubrics (2 Display Formats)

1

Feedback Capture Grid provides an opportunity to summarize qualitative feedback.

2

Customized Criteria in Evaluation Criteria and Rubrics creates ability to elaborate on input for each scored criterion.

Discussion

Course-wide & Team-based

In discussions, participants can talk about the course material that's organized into various topics by the instructor. They can ask questions, respond to each other's comments, and share resources.



Course-wide Discussion

A **NovoEd Admin** can start discussion topics in a discussion page or embedded within a content page or video. **Participants** can navigate directly to the discussions page where they can find discussions, start new posts, and respond to discussion posts started by admins or peers.



Team-based Discussion

Team Discussions enables Course Admins to prompt a team specific discussion in a lesson page and integrate it into course content. Learners can view and participate in a team discussion from their lesson page and access the team discussion from the team workspace.