



INTRODUCTION

Team-based learning (TBL) is an active learning method developed by Dr. Larry K. Michaelsen (see Michaelsen, Knight, & Fink, 2002). The goal of TBL is to help students achieve course objectives through collaborative work while learning to function in teams. Students are active participants in and out of the classroom through pre-class preparation and group discussion. In order to successfully implement TBL, an instructor must incorporate the four essential elements of TBL and follow the three repeating phases of TBL. A review of literature supports the effectiveness of TBL and advantages of incorporating this method in the post-secondary classroom.

FOUR ESSENTIAL ELEMENTS OF TBL

1. **GROUPS:** Groups must be properly formed and managed
2. **ACCOUNTABILITY:** Students must be held accountable for the quality of their individual and group work
3. **FEEDBACK:** Students must receive frequent and timely feedback
4. **ASSIGNMENT DESIGN:** Group assignments must promote both learning and team development

"When these four elements are implemented in a course, the stage is set for student groups to evolve into cohesive learning teams."
-Larry K. Michaelsen

CONCLUSION

- When properly implemented, TBL can transform a traditional classroom to a collaborative, active learning environment.
- Students engaged in TBL experience the opportunity for increased interpersonal skills, teamwork skills, critical thinking, and engagement.
- TBL increases attendance through mutual accountability and team cohesiveness.
- Students learn important interpersonal skills that are applicable to the workplace such as team work, accountability, respect, and peer-to-peer evaluation.

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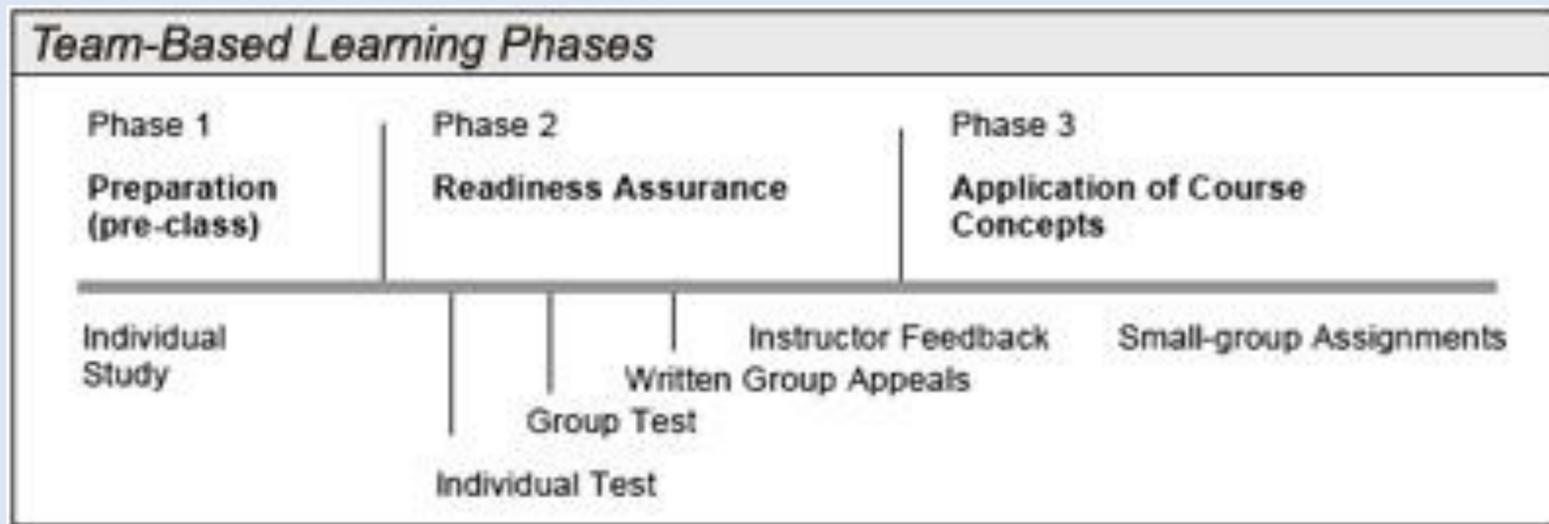
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Acknowledgements

Special thanks to Carolyn Stephenson, Art Khaw, and Mike Penrod for the many discussions and continued collaboration regarding Team-Based Learning.

LITERATURE REVIEW

- Findings show significant differences in student engagement versus traditional lecture-based classes.
- Reinforced self-directed learning and fostered an appreciation for peer respect.
- Students were more engaged while taking TBL classes versus traditional lecture-based classes.
- TBL shown to significantly influence students' learning outcomes.
- TBL fosters learner-to-learner interactions which lead to more active engagement and teamwork among learners.



"The teams were a fun way get to know other students in my class."
~College 101 Student

"This is the one class that I attended consistently because I didn't want to let my team down."
~Introduction to Psychology Student

"At first I was nervous about the teams. I am very shy and I don't like working in groups. I am so glad I stuck it out. I learned so much working with my team and became friends with them."
~Introduction to Psychology Student

"I had you for Intro and I specifically took your class because I love the team format and your teaching style."
~Developmental Psychology Student

REFLECTION

- Incorporating Team-based learning has been transformative for myself and my students. Student feedback reflects an appreciation for the collaborative atmosphere and the accountability that TBL demands.
- TBL allows for a collaborative learning environment, engaging and including students in the learning process, which shifts the role of the instructor from a lecturer to a facilitator and co-collaborator.
- Students make connections with their peers and the instructor makes connections with their students in a more relaxed and interactive atmosphere.

Contact Information

For further information on this study, please contact Christine at cshea@kirkwood.edu