

# **Interactive Scenario Design: The value of flowcharts and schemas in developing scenario-based lessons for online and flexible learning contexts**

**T.M. Stewart**

*e-Learning Fellow*

**M.E.Brown**

*Director of Distance Education*

**A. Weatherstone**

*Academic Consultant*

Centre for Academic Development and e-Learning  
Massey University (CADeL)  
Palmerston North  
New Zealand

## **Abstract**

A web-delivered problem-based scenario was designed for use in a distance education professional development workshop for academics, and also as a stand-alone module. Early Scenario design and development was assisted with flowcharts and iterative table-based schemas, which formalised and documented the process prior to authoring in the e-tool SBL Interactive. It is well established that such planning techniques can scaffold the course development process. While the flowcharts and schemas described in this paper are for use with this tool, the methodology described pertaining to their use as planning tools, is applicable for the design of interactive electronically-delivered problem-based scenarios generally. They also allow scenario descriptions and content to be archived and shared in an easily accessible form. The paper illustrates the basic principle that when designing a course there are many choices about what, when, where and how to teach. It provides an account of how conventional design techniques can be used alongside of new e-tools to systematically select and optimize the most appropriate instructional blend for a particular learning context.

## **Introduction**

Distance Education has been a central part of Massey University's focus since the first courses were offered in 1960. Since that time, the design of distance learning has moved from an "art" (often left to the teachers' own devices), to a sophisticated craft and applied science involving institutional assistance and training. Would-be distance course conveners now attend professional workshops on how to develop extramural courses based on contemporary principles of learning design and this is often followed up by one-to-one consultancies and checks during the preparation phase itself.

With the increasing complexity of the process it was felt the existing training and staff support on distance education course design would be enhanced by an interactive problem-based scenario. This would be used as a visually engaging and valuable teaching tool, allowing the learning consultant to 'walk' workshop participants through it in a tutorial session, promoting discussion on questions posed by the scenario. However, the scenario would also be designed to be used as a stand-alone flexible learning exercise which novice distance course designers could explore in their own time. Furthermore, in the spirit of open access it would be made available to other New Zealand distance providers to adapt and amend for their own training purposes.

The use of interactive problem-based scenarios in educational contexts are founded on the premise that students learn better by active engagement (i.e. doing things), then reflecting on what was done rather than simply listening (Bruner, 1973; Jonassen, Howland, Moore & Marra, 2003; Schön, 1991). Scenarios of this nature illustrate problems in context, and can aid in understanding of the subject material and the motivation to learn it (Hmelo-Silver, 2004, Mykytyn, Pearson, Souren & Mykytyn, 2008; Schank, Fano, Bell & Jona 1993; Tait & Tait, 2008).

One of the lessons from the above literature is that manifestation of the problem-based scenario paradigm in an e-learning context is often supported by an illustrated narrative, or story, which the student must follow by clicking through the “scenes”. At various stages of the scenario the student is required to provide input. In this sense, interactive scenarios are ideally suited to supporting the concept of personalised learning (Ministry of Education, 2006). Typically the story will take a “fly-on-the-wall” approach, following a central character through a series of tasks. Alternatively, the prose could be in the second person and the central character could be the student themselves. At certain points in the narrative the student may be asked to make a suggestion as to further exploration, and/or provide an analysis of what is wrong and suggest remedies.

While some details of this particular scenario and how it was used will be elaborated on below, describing the scenario or making others aware of its existence is not the main purpose of this paper. While delivery tools and authoring software exists to construct scenarios to be delivered electronically one of the most important (and time consuming) tasks in scenario-based learning is the design of the scenario itself. There must be real clarity about how the scenarios are created so they produce robust educational discussion (Savin-Baden, 2007). Major considerations include the narrative, what components will be needed, how will the scenario be used within a lesson and how will it support the learning outcomes? Although a very creative activity, answering these questions can be a difficult intellectual process. However, it is essential that this precise planning is done before constructing the scenario in any authoring/delivery tool otherwise the result can be a disorganised mess.

This paper details a methodology used in constructing interactive scenarios, using the scenario introduced above as an example. In particular, the paper describes how flowcharts and simple text templates were used as valuable aids to scenario design and planning. The case study illustrates that although course development is a dynamic and iterative process, quality learning designs require careful planning and appropriate scaffolding using a combination of design techniques. This conclusion supports the view that learning design is about making choices and decisions explicit throughout course development.

## **SBL Interactive**

Although the methodology outlined below is generic, some explanation of the authoring tool used to convert the scenario to an electronic format is necessary in order to appreciate the headings used in the schema tables and storyboards referred to later in this paper. This tool is SBL Interactive (SBLi) (Anon, 2009).

SBLi is an updated version of PBL Interactive, which is a scenario-based authoring and delivery system made available to all New Zealand Tertiary Institutions in late 2006 (Stewart, 2007). The what-you-see-is-what-you-get (WYSISYG) interface makes it easy to construct scenarios and scaffold them during student playback.

The software package consists of a client-based Scenario Builder for authoring, and a Player for scenario delivery. There is a server version of the Player, which can be used to deliver scenarios over the web, and a client version, which can be used to run scenarios direct from media on the client computer. Players extract the scenario from a scenario data file (produced by the Builder) which is essentially a package of XML documents.

SBLi uses the same interface for both authoring and delivery (Figure 1). The root object in a scenario is the Location, which may represent a real-world location (say a building) or a conceptual location (e.g. Reflections). Locations may contain further objects such as Items and Actions. Each of these objects is described by the Content Window which can hold text, images, hyperlinks (to embedded or external content), forms (which provide feedback on clicking) and embedded multimedia, all formatted by standard HTML code. Objects can be set to accrue a cost, either in money or time.

Items linked to a particular Location appear in the Environment Window. The Environment Window background graphic can change depending on the Location selected and gives the user exploring a scenario a feel for what they might see in the general area. Items can contain their own Actions and Contents. Items can also be collected during the course of a scenario and transported to different locations. In doing so, further functionality as regards that item may be revealed. Collected Items are revealed by the Collection Tab, and can be “uncollected” and placed in the current Environment Window.

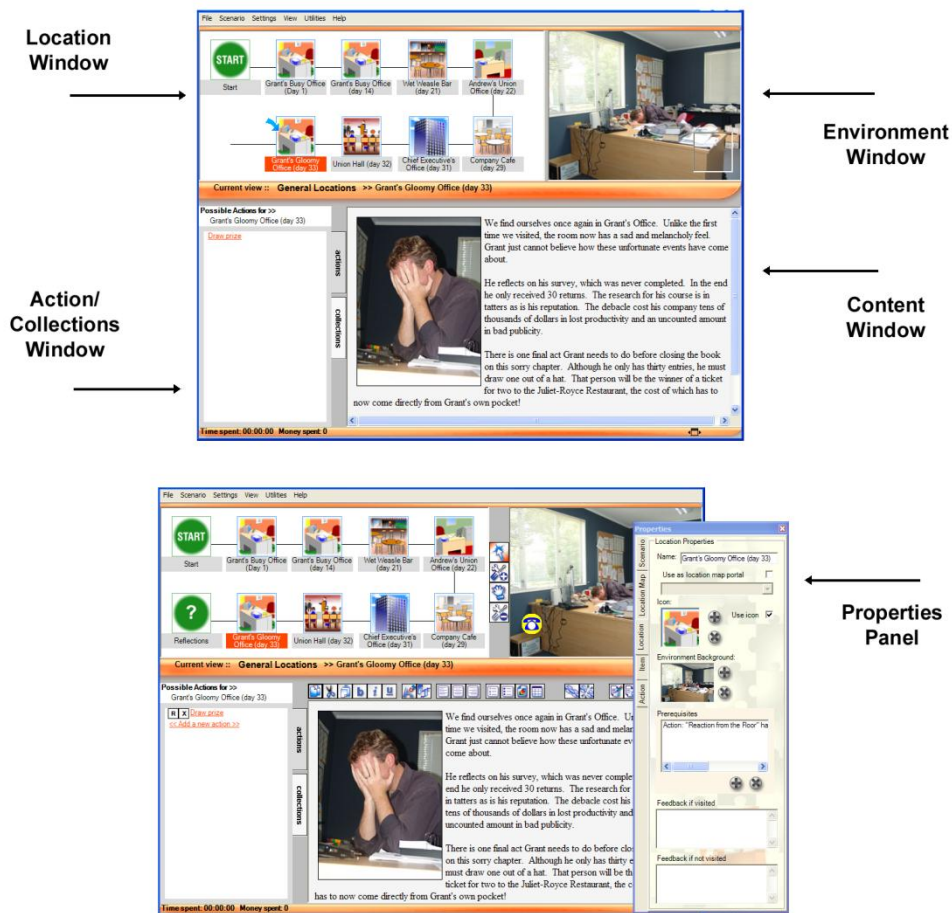


Figure 1. The SBLi Player (top) and Builder (bottom) showing a part of a scenario

All objects in a scenario are hidden or revealed by a system of prerequisite properties associated with that object. For example, in one point in our scenario, the central character reads a letter of complaint regarding a course from an ex-student, who happens to also work on the campus. It is only when that letter is read, that a location (her office) becomes visible in the scenario so that she can be visited and interviewed.

One of the strengths of SBLi is the ease of authoring. A specialist programmer is not required. Properties (prerequisites, costs etc.) are easily attributed to objects, and text, images using a Properties Panel (see Figure 1) and forms can be simply inserted in the Content Window with no scripting whatsoever. However, while SBLi provides a platform to turn scenarios into an electronic web-based exercise, it does not assist in the creative task of developing the original content. Problem-based scenarios are often more like a film script (Errington, 2005) with an unfolding story which allows for a number of interactive artefacts (i.e. web forms for input or graphics representing an object students may have to examine). Developing such scenarios requires a combination of very good planning, along with iterative re-visiting of the script which gradually takes shape into the “hard content” which will appear in the final product.

As alluded to above, simple table-based word documents, flow diagrams and storyboards are invaluable low-tech planning tools for developing the scenario. The following section outlines the method by which these tools were used in the development of the distance education course scenario.

### Description of the Method

We know that course planning is a creative rather than linear process (Laurillard, 2002). However, this does not mean that teachers should be left to discover by osmosis their own idiosyncratic model(s) of learning design. There is growing appreciation of the value of providing teachers with a learning design toolkit to support

effective pedagogy (Conole & Fill, 2005). The steps that follow describe a robust framework for developing scenario-based elearning products and solutions.

(i) Step one – Scenario Descriptor

The first task was to come up with a scenario descriptor. This summarised the plot and how the scenario would be embedded into a lesson for the learning outcomes (Table 1). It is an important document which serves as an anchor for further development. Note that the word “student” in this context refers to either a workshop participant or someone working through the scenario external to the workshop.

Table 1. The Scenario Descriptor for the Distance Materials Preparation Workshop

<b>Name:</b>	<b>Home Improvement – A distance course assessment</b>
<b>Synopsis</b>	<p>The plot will involve a young lecturer who has been given the job by their HOD, to re-vitalise a flagging distance course. The past course convener had retired and our main hapless young academic only has a few short months to first, examine the existing course to identify any deficiencies and then make improvements where feasible.</p> <p>The narrative will be in the second person, where the student plays the role of the central character. Students working through the scenario will get to see examples of the existing administration and study guides and associated e-learning material. These components will have flaws, which the students will be encouraged to identify. Furthermore, within the scenario our student will have conversations with both ex-students and collaborating staff. Further clues as to course deficiencies would be identified from these videoed conversations.</p>
<b>Expected Learning Outcomes</b>	Students will be made aware of common deficiencies in study material course design and delivery and how they can impact on learners. This should assist with avoiding these pitfalls when designing courses in the future
<b>Course, when and how it will be delivered?</b>	The scenario will be presented as a walk through tutor-lead demonstration during a workshop on study material preparation. It will also be available, in modified form, as an online scenario for self-reflective study, and for other institutions to download, amend and/or use.
<b>Assistance in Interpretation?</b>	Students will be prompted by the tutor during the live walkthrough but they would be expected to fully participate in the analysis of the deficiencies.
<b>Reflection and Feedback?</b>	Students will be prompted for reflection and analysis by a combination of multichoice and short-answer questions. Feedback will be given immediately.
<b>What study materials/resources are available? How will they be available?</b>	Students will have workshop materials available which will include guides on preparing good distance education courses.
<b>Assessment?</b>	Assessment is only formative. No scores will be kept
<b>Can the scenario be worked through many times or just once?</b>	Many
<b>Model answer(s)?</b>	Yes
<b>Teams or alone?</b>	Presented as a group exercise in real time, as facilitated by a tutor. However, the scenario can also be worked through alone.

(ii) Step two - Flowcharting the scenario

As the scenario was to be presented via the web through a series of clicks, a flowchart was needed so the various interactive and content screens could be determined. Initially a whiteboard was used in a ‘brainstorming’ process to flesh out the plot. Once an acceptable structure was produced this became part of the planning documentation. (Figure 2). A skeleton or blank SBLi scenario devoid of content was produced at this stage with placeholders for the main locations, items and actions, just to ensure the proposed flow “worked”.

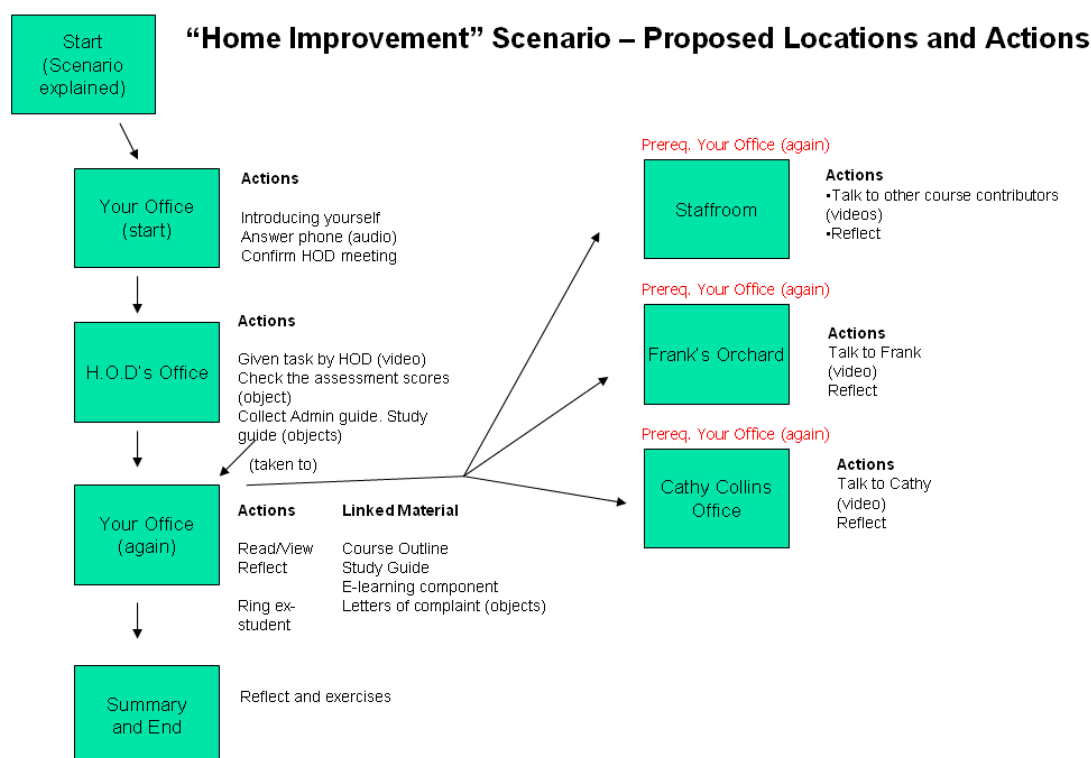


Figure 2. Scenario flowchart

## (iii) Step three - Developing the content using table schemas

A planning document containing a series of tables was developed. Initially the table held ideas then later, final information which related to, or be transferred directly to, SBLi. These tables followed each other sequentially, (roughly following the sequence outlined in the flowchart), to make up one large schema.

The main table type was called the *Content Schema*. Table 2 shows a Content Schema Template. Repeating tables of this type were used to plan (and finally hold) the scenario narrative.

Each Content Schema table was related to a particular *content* screen i.e. contextual information related to the scenario story, relayed to the student when an object (i.e. a location, item, action, hyperlink, etc) was clicked. Each row in the table relates to particular properties of the object in the SBLi environment.

Table 2. A Content Schema Template

<b>Where in Scenario?</b>	<i>Where does this object lie in the scenario tree? Insert the pathway here (e.g. General Locations → ).</i>
<b>Object type and name</b>	<i>Insert the type and name of the object someone has clicked on to reveal this content page. It could be a location (e.g. Office), an item (e.g. flowers), an action associated with either a location or item or an internal hyperlink associated with an action.</i>
<b>If Object is Location or: If Object is Item</b>	<i>Specify what image will be seen in the Environment Window in SBLi</i>
<b>Pre-requisite</b>	<i>What needs to be done before this object appears (or what makes it unavailable).</i>
<b>Content</b>	<i>What is the textual content the student will see when they explore (click on) this object..</i>
<b>- Media</b>	<i>What media will be incorporated into the content (i.e. video, audio, still images).</i>
<b>- Hyperlinks</b>	<i>What hyperlinks will be included in the content, either to external resources, or embedded internal ones..</i>
<b>Navigation Instructions</b>	<i>What instructions (if any) should the students be given as to what to do next?</i>
<b>Pre-requisites set?</b>	<i>Any pre-requisites set anywhere else in the scenario by clicking on this object.</i>
<b>Cost:</b>	<i>Is there a cost in time or money? Insert it here.</i>

During the development of the scenario, content schemas became living documents that were refined during a series of iterative visits. The first cut, would merely describe the content in general terms. It allowed the author to see what was required to be written as narrative, what may be needed as reference from the content (e.g. either an embedded PDF or information under or through a hyperlink), and which multimedia resources to gather. Once complete, feedback was sought. For example, Table 3a shows a Content Schema Table during the early development phase. Other tables in the whole schema document were of a similar nature.

Table 3a. A Content Schema table during the early development phase

<b>Where in Scenario?</b>	<i>General Locations-&gt;HODs Office (location)-&gt;</i>
<b>Object type and name</b>	<i>Action; About Jenny.</i>
<b>If Object Location?</b> or: <b>If Object Item?</b>	<i>N/A</i>
<b>Pre-requisite</b>	<i>Prerequisite triggered when the location "HODs Office" is clicked on</i>
<b>Content</b>	<i>The text will introduce us to the HOD. She will be female, successful and politically savvy.</i>
<b>- Media</b>	<i>There will be a static "head and shoulders" photo</i>
<b>- Hyperlinks</b>	<i>None</i>
<b>Navigation Instructions</b>	<i>Students will be told to click on "Your Task", which will have appeared in the action window</i>
<b>Pre-requisites set?</b>	<i>This will reveal the action "Your Task" immediately under the "About Jenny" Action</i>
<b>Cost:</b>	<i>N/A</i>

Once the content was described, the schema would be revisited, fine-tuned and the actual content inserted, i.e. the exact names of the objects and actions and what the student would be presented with, as regards text in the content window. The file names of the identified resources would also be given, so the author knew exactly which multimedia or embedded file was associated with which content (see Table 3b).

Table 3b. The same content schema table during the later development phase

<b>Where in Scenario?</b>	Scenario->HODs Office (location)->
<b>Object type and name</b>	Action; About Jenny.
<b>If Object Location?</b> or: <b>If Object Item?</b>	N/A
<b>Pre-requisite</b>	"HODs Office" is being visited
<b>Content</b>	<p>Although only 35, Jenny Fountain has been Head of the Institute of Crops and Pasture for the past two years. Before taking on the post, she had a successful career as a science administrator in one of the Crown Research Institutes, having made her name as a leading researcher in crop science.</p> <p>Her energy and political savvy has seen The Institute start to grow under her stewardship. Although you've only worked with her for a short time, she has your respect as someone with a clear vision and the will to drive it forward.</p>
<b>- Media</b>	jennifer.jpg
<b>- Hyperlinks</b>	None
<b>Navigation instructions</b>	Now click on the action "Your Task" in the Action Window
<b>Pre-requisites set?</b>	General Locations->HODs Office (location)->Your Task (action) will be revealed
<b>Cost:</b>	N/A

The corresponding screen in SBLi appears in Figure 3

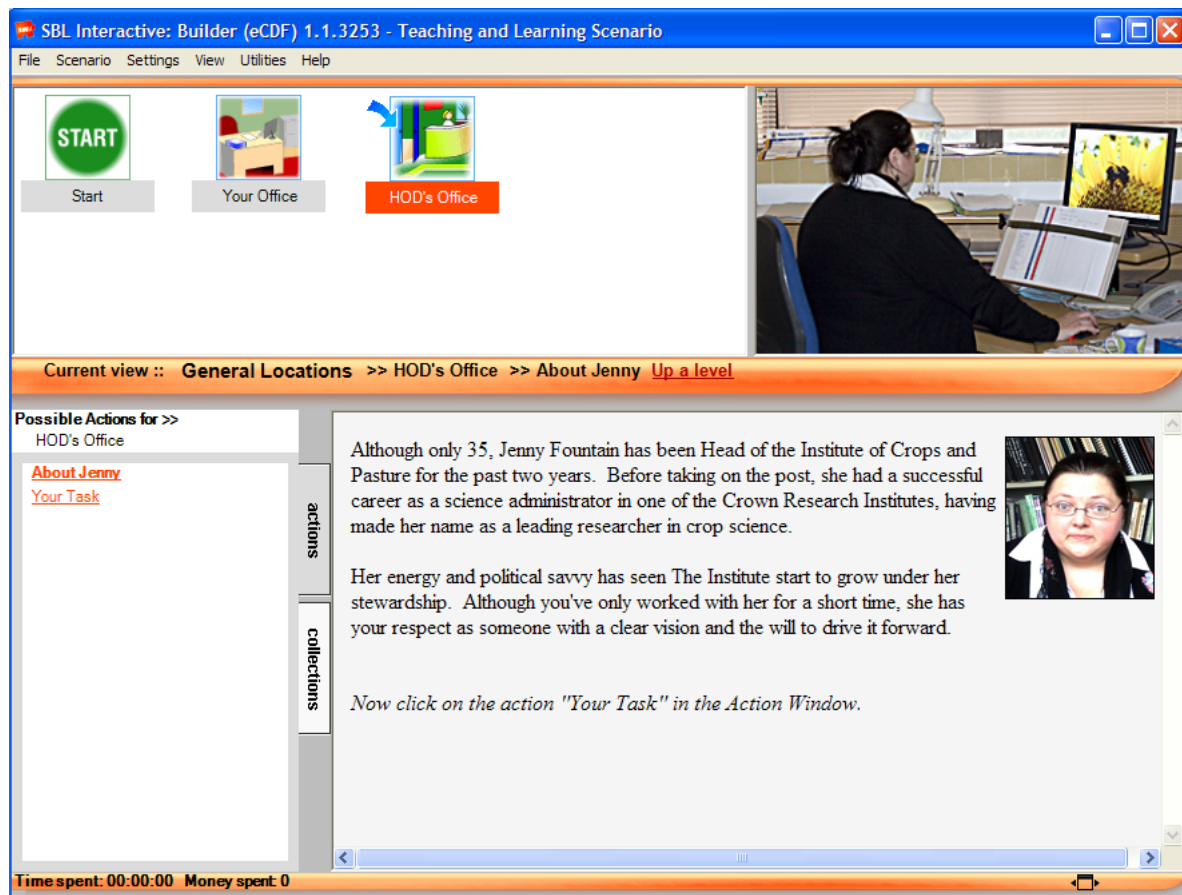


Figure 3. Final Screen in SBLi developed from the Content Schema Table shown in Table 3b

Towards the final stage, a second type of schema, the *Report Schema* was included. This held interactive exercises and student feedback. Report Schemas were themselves of two types. One assisted with content for multi-choice and tick box reports whereas the other type helped with free text input.

Report Schema Tables were inserted in sequence (as identified by the flowchart in Figure 2) in the whole schema document after the Content Schema Tables they were related to. An example of a Mutichoice/Tickbox



Report Schema Table can be seen in Table 4. As with the content schemas, the tables held the exact questions and feedback that were to appear in the interactive reports in SBLi.

Table 4. A Multichoice/Tick box Report Schema with questions and feedback content

<b>Where in Scenario?</b>	<i>General Locations</i> → <i>Your Office (location)</i> - → <i>Admin Guide (item)</i> - →			
<b>Object type and name:</b>	Action: Reflect on Admin Guide			
<b>Prerequisite</b>	Action: Read Admin Guide has been visited			
<b>Preamble content</b>	A good administration guide should have a number of components. Just what these are can sometimes depend on the subject being taught, but there are general features that are common to all. Let's examine these one by one, in the context of the Administration Guide you've just read.			
<b>Question</b>	<b><i>This Administration Guide...</i></b>			
<b>The item the student should select</b>	<b>Score?</b>	<b>Score visible</b>	<b>Response if selected</b>	<b>Response if not selected</b>
looks good to me	0	N/A	At first glance it seems ok, but parts of it are very vague, and a number of important items have been missed out altogether!	N/A
just needs one or two additions	0	N/A	No, it needs more than that. Parts of it are very vague, and a number of important items have been missed out altogether!	N/A
appears seriously deficient	0	N/A	Yes. Parts of it are very vague, and a number of important items have been missed out altogether!	N/A
isn't worth the paper it's written on!	0	N/A	Well, let's not go that far. It does have some value. However, parts of it are very vague, and a number of important items have been missed out altogether!	N/A
<b>Navigation directions at the end of the feedback</b>	<p><i>Now let's go through each section of The Guide and critique it. Click on new actions as they appear.</i></p> <p><i>Some tips on what should be in any administration distance learning guide will be discussed at the end of this scenario.</i></p>			
<b>Reveals</b>	Action: Study Guide Elements			

The content of this schema table in SBLi is shown in Figure 4a and 4b



Figure 4a. Screen in SBLi developed from the Report Schema in Table 4 posing reflective questions

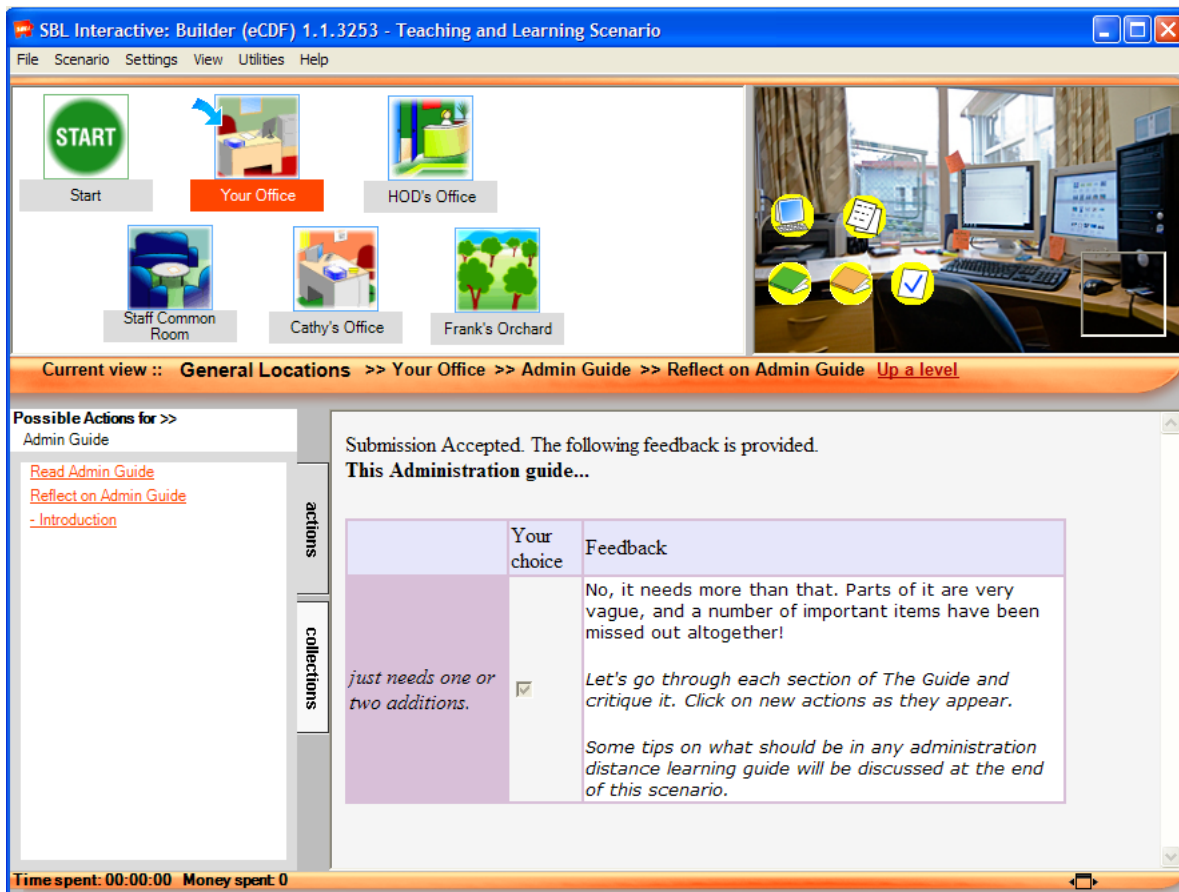


Figure 4b. Screen in SBLi developed from the Report Schema in Table 4 after a selection was made

Once completed, the whole schema document consisted of a sequence of the tables described above. It could be read through, checked and shared. With the exception of the multimedia content, which still needed to be produced, all the scenario content could now be pasted directly into SBLi to construct a draft scenario.

#### (iv) Step four - Authoring in SBLi

Actions and Items were created, and the textual parts of the content window simply pasted in from the Schema Document. Icons for Locations and Items were obtained from libraries developed for past scenarios.

Font style was used throughout the scenario to distinguish between the different roles the text played within the exercise. Narrative text was written in Times Roman. Where a navigation instruction was issued to the student, the font was italicised.

For the first draft, the video and audio scripts were included as text in inverted commas, and images representing video clips were used as placemarkers to represent where the video would appear. This allowed the author and other interested parties to view the scenario in a form close to what it might look like when complete.

After the content part of the scenario was near completion, the reflective exercises were included. These exercises, taking the form of either multi-choice exercises or short answer questions, were dotted through the scenario and gave the students an opportunity to reflect and analyse the content. It was a simple job to paste them into the authoring tool from the Report Schema Tables.

To distinguish reflective prose from the narrative, Verdana font was used. It was also written in active prose to directly communicate with the user, posing questions and encouraging reflection.

#### (v) Step five – Adding the Multimedia

Multimedia had two functions within the scenario. The first for engagement and the second for conveying vital information.

The multimedia sections are the most expensive part to any e-learning exercise and they are also the most difficult parts to re-shoot or re-edit. Before these were captured therefore, the scenario was checked extensively and tried out on volunteers as a usability check. This resulted in some minor editing to both the content and the flow. Once these edits were done, video scripts were finalised, actors arranged and the video was filmed.

It was decided to include a link to a written representation of the script dialogue under the media box in the Content Window to allow students exploring the scenario on their own to read the video dialogue if (for any reason) their computer was unable to play the media.

After the video and audio was edited and included, the scenario was checked by peers. Minor tweaks were done at this point and the scenario was ready for use.

#### **Use in a Professional Development Session**

The above scenario was piloted late in 2008 for a professional development (PD) session on developing distance course material. The session consisted of five participants. After an introduction to what makes a “good” distance course, the scenario was used as a 30 minute walkthrough to show what does NOT constitute a good course, and some of the problems that can arise from less than adequate study material. The reflective questions embedded in the scenario were posed to the group.

Using the scenario in a group environment, even a small group, was a new experience as usually online scenarios are self paced to support flexible learning. This raised a number of issues to consider; for instance would the scenario text be large enough to be viewed easily via the data projector, how much of the text should participants read as opposed to the facilitator or would interest be sustained used in this way? To what extent did the scenario add value to the workshop?

Participants found the scenario a novel way to start thinking about writing distance materials. Although they found the problems used in the study guide example ‘too obvious’, they found it useful in terms of reflecting on the complexities of the teaching and learning process for distance delivery. Focusing on ‘what should not be done’ helped raise questions about levels of support, consultation, collaboration, curriculum and student needs. There were problems however, in using the scenario in a small group situation. These related mainly to the form of access; the print was too small, participants needed to rely on the facilitator to proceed while it took longer than expected to work through.

Amendments to the scenario are planned to address these concerns. Nevertheless, the pilot provided sufficient evidence that interactive scenarios have great potential in the professional development of staff, especially when face-to-face workshops are blended with the advantages of flexible delivery through online self-paced learning resources,

#### **Scenario Availability**

The scenario is available for viewing and/or downloading and amending at the AKO Aotearoa National Centre for Tertiary Teaching Excellence website (Stewart, 2009).

#### **Further Thoughts**

The scenario produced was a useful addition to Massey University’s training materials. Margolis and Bell (1984), summarising Knowles’s (1980) seminal work on the way adults learn make the point that experience is the richest resource for adult learning. They argue that “the core methodology for adult learning programs involves active participation in a planned series of experiences, the analysis of those experiences, and their application to work and life situations” (Margolis & Bell, 1984, p.17). Where first hand practical experience is

not possible, a simulated experience with reflective exercises would seem to go some way towards providing this learning experience, in accordance with Dewey's (1938) original Experience, Reflection and Learning model. This is what the scenario aims to do both in a workshop environment and as a self-study module or through a blend of both delivery strategies. Notably, irrespective of the instructional context the scenario can be used to operationalise Chickering and Gamson's (1987) seven principles of good practice for supporting learning:

1. Good practice encourages student teacher contact
2. Good practice encourages cooperation among learners
3. Good practice encourages active learning
4. Good practice gives prompt feedback
5. Good practice emphasises time on task
6. Good practice communicates high expectations
7. Good practice respects diverse talents and ways of learning

The key point is that these principles can be operationalised through interactive scenarios as they can embed and provide a rich context for active and meaningful learning. Importantly, the software itself is not the crucial ingredient but rather the assumptions and learning design(s) underpinning the end product. In our experience a robust planning framework helps to ensure choices about content, rich media, learning activities, and so on, constructively align with your original learning intentions.

The design approach refined during this process has proved invaluable. Using simple table-based schemas and flow diagrams for scenario development may seem a minor, even trivial methodology. However, this is not the case. It is always tempting to jump right into the authoring tool and start constructing scenarios, even without a clear plan of all the components. This is a big mistake. The non-linear nature of most interactive scenarios, with their hidden content and pre-requisite triggers can make it difficult to see all the component parts and how they relate to one another once the scenario is fixed in the authoring tool. Tools such as SBLi are certainly useful to quickly prototype scenarios but, as with designing websites, good planning and storyboarding of scenarios is essential. Some scenario-based authoring tools under development, such as the "Emergo" toolkit (Nadolski, 2007; Westera, Nadolski, Hummel & Wopereis, 2008) incorporate planning tools. However simple techniques such as the use of flow diagrams and table-based schemas can also provide this framework, if not incorporated into the main authoring program. In many respects, the major contribution of this article is to show that low-tech solutions to learning design still have a place. They can be viewed as a framework for "conversation" with one's self. Most of all they enforce a discipline and methodology on the scenario development process.

Table-based schemas are also flexible. The senior author uses slightly different schemas to develop diagnostic scenarios as opposed to linear examples as discussed here. Being simple text tables, these adaptations to the schema can be facilitated by adding a few extra property rows, such as collectable items.

Lastly, once scenarios are captured in a generic format such as a fully-fleshed schema, they can be used and delivered in a variety of different ways, perhaps without involving computer technology at all! They are an easily accessible archive independent of any particular software platform. Given the time it can take to create these scenarios, this durability of content is especially important in today's times, where software is constantly evolving.

### **Acknowledgements:**

The authors would like to thank Ako Aotearoa for funding this project, Gordon Suddaby, Director, CADeL, Massey University for facilitating it and the volunteer actors, who appeared in the video and audio clips.

### **References**

- Anonymous (2009). *SBL Interactive*. Retrieved April 30<sup>th</sup>, 2009, from <http://www.sblinteractive.org>
- Bruner, J. (1973). *Going beyond the information given*. New York: Norton.
- Chickering, A., & Gamson, Z. (1987). Seven principles for good practice in undergraduate education. *The Wingspread Journal*, 9 (2), Retrieved 30 April, 2009 from [http://www.johnsonfdn.org/Publications/ConferenceReports/SevenPrinciples/SevenPrinciples\\_pdf.pdf](http://www.johnsonfdn.org/Publications/ConferenceReports/SevenPrinciples/SevenPrinciples_pdf.pdf)

- Conole, G., & Fill, F. (2005). A learning design toolkit to create pedagogically effective learning activities. *Journal of Interactive Media in Education* 8. Retrieved 20 May, 2009 from <http://www-jime.open.ac.uk/>
- Dewey, J. (1938) *Experience and education*. New York: Kappa Delta, then Collier.
- Errington, E. (2005). *Creating learning scenarios: A planning guide for adult educators*. Palmerston North, New Zealand: Cool Books/ Florida,USA; Krieger Publishing,
- Jonassen, D. H., Howland, J., Moore, J., & Marra, R. M. (2003). *Learning to solve problems with technology*. Upper Saddle River, NJ: Merrill Prentice Hall.
- Knowles, M. (1980). *The Modern Practice of Adult Education: From Pedagogy to Andragogy*, rev. ed. Chicago: Follett.
- Laurillard, D. (2002). *Rethinking university teaching: A conversational framework for the effective use of learning technologies* (2<sup>nd</sup> ed). London; New York : RoutledgeFalmer.
- Margolis, F.H., & Bell, C.R. (1984). *Managing the Learning Process*. Minneapolis: Lakewood Books
- Ministry of Education. (2006). *Let's talk about: Personalised learning*. Wellington.
- Mykytyn, K., Pearson, A., Souren, P., & Mykytyn, P. (2008). The use of problem-based learning to enhance MIS education. *Decision Sciences Journal of Innovative Education*, 6(1), 89-113
- Nadolski, R., Hummel, H., van den Brink, H., Hoefakker, R., Slootmaker, A., Kurvers H., & Storm J. (2007). *Emergo: methodology and toolkit for efficient development of serious games in higher education*. Retrieved April 30<sup>th</sup>, 2009, from <http://dspace.ou.nl/handle/1820/1046>
- Savin-Baden, M. (2007). *A practical guide to problem-based learning online*. London and New York: Routledge
- Schank, R. A., Fano, A., Bell, B., & Jona, M. (1993). The design of goal-based scenarios. *Journal of the Learning Sciences*, 3, 305-345
- Schön, D. (1991). *The reflective turn: Case studies in and on educational practice*. New York: Teachers College Press.
- Stewart, T.M. (2007). Tools and techniques for scenario based e-learning for New Zealand tertiary students: Prototype to adoption. In *ICT: Providing choices for learners and learning. Proceedings ascilite*, Singapore 2007. Retrieved April 30<sup>th</sup>, 2009, from <http://www.ascilite.org.au/conferences/singapore07/procs/stewart-t.pdf>
- Stewart, T.M. (2009). *Home Improvement: A Distance Course Assessment scenario*. Retrieved April 30<sup>th</sup>, 2009, from <http://akoaotearoa.ac.nz/community/tools-delivering-scenario-based-e-learning-both-locally-and-across-internet/resources/page>
- Tait, M., Tait, D., Thornton, F., & Edwards, M. (2008). Development and evaluation of a critical care e-learning scenario. *Nurse Education Today*, 28(8), 970-80
- Westera, W., Nadolski, R.J., Hummel, H.G.K., & Wopereis, I.G.J.H. (2008). Serious games for higher education: a framework for reducing design complexity. *Journal of Computer Assisted Learning*, 24, 420–432