




Online Delivery Models

A synchronous online learning approach is useful for goals that require participant interactions or discussions in real time, whereas asynchronous online learning works well when goals are more learner-centered and content covers in-depth explanations or complex idea.²⁸ Hybrid learning supports a blend of both approaches to support ongoing goals allowing facilitators to create asynchronous activities for participants to complete at their own pace and then provide in-person discussion activities for participant interaction and reflection.

Types of Online Delivery Models

Type	Description	Examples
 Synchronous	Online learning happens in real time	<ul style="list-style-type: none"> ▪ Distance education courses ▪ Topic webinars ▪ Virtual coaching ▪ Teacher collaboration
 Asynchronous	Online learning activities happen at different times for different participants	<ul style="list-style-type: none"> ▪ Teacher social networks ▪ Discussion boards ▪ Self-based online learning courses ▪ Resource sharing websites
 Hybrid	Online learning activities take place in conjunction with in-person learning opportunities	<ul style="list-style-type: none"> ▪ In-person courses or workshops that require virtual collaboration or completion of online tasks between sessions

Source: Phi Delta Kappan.²⁹

²⁷ Bates, M., L. Phalen, and C. Moran. "Online Professional Development: A Primer." *Phi Delta Kappan*, 2016. p. 71. <https://journals.sagepub.com/doi/full/10.1177/0031721716629662>

²⁸ Hughes, A. "Comparing Asynchronous and Synchronous Learning." *Learning Solutions Magazine*, November 26, 2014. <https://www.learningsolutionsmag.com/articles/1577/comparing-asynchronous-and-synchronous-learning>

²⁹ Figure text taken verbatim from Bates, Phalen, and Moran, Op. cit., p. 71.

Source: "Best Practices in Online Learning." K-12 Education Learning Center: Hanover Research, March 2019, p. 10.