

Does your eLearning experience invite you to *lean into the learning*; are you sitting back in your chair while you read and listen to audio/video recordings, or are you literally leaning forward into the computer and making choices, manipulating, and interacting with the course material? Are you intellectually curious and does the format awaken an emotional connection with the content? eLearning that sticks draws upon Bloom's Taxonomy of higher order thinking and offers six words that represent important experiences when engaging in eLearning. As with face-to-face professional development, both synchronous and asynchronous eLearning will be transformative when it engages the learner in the following experiences:

- **Remember** — Does the online course provide the opportunity to recognize or recall the facts and concepts; does it invite you to reflect on the material and provide a space for you to record your thoughts? It could be a quiz, multiple choice or true/false questions, a sorting or matching task.
- **Understand** — Does the online course provide you with the tools to compare and contrast information, or to physically reorganize information in a way that promotes and illustrates your comprehension; does it provide you with feedback?
- **Apply** — Does the online course provide you with the opportunity and the tools to: ❶ make choices, ❷ solve problems, ❸ apply new knowledge in different ways, or, ❹ use new information to formulate and record a plan of action? For example: create a classroom floor plan, develop a budget, or write an action plan.
- **Analyze** — Does the online course provide the tools to support critical thinking, to break information into parts, analyze elements and the inter-relationship between concepts and new principles. It could be in the form of a survey or poll questions, discussions, or sharing ideas through social networking tools.
- **Evaluate** — Does the online course provide the tools and opportunities to make judgments about information based on the validity of the information or a set of criteria? Maybe in the form of voting; rating information; responding to and/or presenting ideas using discussions, individual or group writing.
- **Create** — Does the online course inspire your creative thinking; does it provide the tools and opportunities to put new ideas together differently, post hypothetical questions, offer new solutions? Maybe in the form of discussions and formulating a hypothesis and designing action plans and/or action research.