

Selbststudium braucht Selbstregulation! Fördermöglichkeiten in der Hochschullehre

Dr. Henrik Bellhäuser Johannes Gutenberg-Universität Mainz



JGU

Überblick



Wie lernen Studierende?



Was ist selbstreguliertes Lernen?



Wie kann selbstreguliertes Lernen gefördert werden?



Überblick



Zeitinvestment im Studium

Erwartetes Zeitinvestment im Studium: 40h/Woche (Europäische Union, 2015)

Was schätzen Sie?

Wie viel Stunden pro Woche investieren Studierende im Durchschnitt für ihr Studium (Präsenzveranstaltungen + Selbststudium)?



Wie lernen Studierende?



Fig. 3. Students lecture- and independent time investment (solid lines) and average lecture- and independent study time investment (dashed lines) aggregated for weeks 1 to 22 (in minutes). The plumb line indicates the begin of the exam period.



Wie lernen Studierende?





Zeitinvestment und Studienleistung

- N=424 Studierende
- Logfiles von Lernplattform



Theobald, Bellhäuser & Imhof (2019) Stichprobe: N=424 Geschlecht: 253 w, 171 m

Fig. 3. Individual (grey) and average (black) weekly time investment in minutes for low (n = 21, 10th percentile) and high conscientious (n = 21, 90th percentile) students. *Note.* We computed moving averages of weekly time investment for every week t_w using the time investment in the respective preceding (t_{w-1}) and subsequent week (t_{w+1}) .



Wie lernen Studierende?

Zeitinvestment

durchschnittlich 20,4h (Vorlesungszeit) bzw. 13,4h (Semesterferien) dennoch: weitverbreitetes Gefühl der Überforderung Besuch von Lehrveranstaltungen nimmt linear ab über die Vorlesungszeit Selbststudium nimmt linear zu über die Vorlesungszeit

Studienleistung

Absolutes Zeitinvestment nicht unbedingt entscheidend für Leistung Großer Einfluss von verteiltem Lernen auf Leistung



Überblick





Definition: Selbstreguliertes Lernen (SRL)

...processes whereby learners personally activate and sustain cognitions, affects, and behaviors that are systematically oriented toward the attainment of personal goals. (Zimmerman & Schunk, 2011)





Selbstreguliertes Lernen

Prozessmodell des selbstregulierten Lernens

Schmitz & Wiese (2006)





Einfluss von SRL auf akademische Leistungen

Metaanalyse

Psychological Correlates of University Students' Academic Performance

Richardson, Abraham & Bond, 2012

Maß	r	CI (95%)	Ν	k
Abschlussnote Schule	.40	[.35, .45]	34.724	46
Intelligenz	.20	[.16, .24]	7.820	35
Gewissenhaftigkeit	.19	[.17, .22]	27.875	69
Offenheit	.09	[.06, .12]	23.096	52
Neurotizismus	01	[04, .01]	23.659	58
Verträglichkeit	.07	[.04, .09]	21.734	47
Extraversion	04	[07,02]	23.730	58
Selbstwirksamkeitserwartung	.31	[.28, .34]	46.570	67
Intrinsische Motivation	.17	[.12, .23]	7.414	22
Zielsetzung	.35	[.28, .42]	2.670	13
Elaboration	.18	[.11, .24]	8.006	12
Metakognition	.18	[.10, .26]	6.205	9
Anstrengungsregulation	.32	[.29, .35]	8.862	19
Hilfesuchen	.15	[.08, .21]	2.057	8





Einfluss von SRL auf akademische Leistungen



Maß	r	(
Abschlussnote Schule	.40	[
Intelligenz	.20	[
Gewissenhaftigkeit	.19	[
Offenheit	.09	[
Neurotizismus	01	[.
Verträglichkeit	.07	[
Extraversion	04	_
Selbstwirksamkeitserwartung	.31	[
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Hilfesuchen	.15	[



Einfluss von SRL auf akademische Leistungen



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Zielsetzung	.35	
Elaboration	.18	[
Metakognition	.18	[
Anstrengungsregulation	.32	[
Hilfesuchen	.15	



Selbstreguliertes Lernen

Lernen wird als Prozess betrachtet, der auch Vor- und Nachbereitung umfasst.

Selbstregulierte Lerner sind erfolgreicher in der (Hoch-)Schule durch:

- Besseres Verständnis der Inhalte
- Effizienteres Lernverhalten •
- systematisches, eigenverantwortliches und zielgerichtetes Lernen ullet

Sie erreichen dadurch bessere Leistungen und sind zufriedener. Selbstreguliertes Lernen ist die Voraussetzung für lebenslanges Lernen.



Überblick





Interventionen zur Förderung von SRL Selbstreguliertes Lernen kann gefördert werden (Benz, 2010; Dignath & Büttner, 2008)

- 1) Trainingsinterventionen (Schmitz & Wiese, 2006)
- 2) Web-basiertes Training (Bellhäuser et al., 2016)
- 3) Lerntagebücher (Theobald, Dignath & Bellhäuser, under review)
- 4) Learning Analytics & Prompting (Bannert & Reimann, 2011)
- 5) Einsatz digitaler Medien (Tamim et al., 2011)









- Eigene Zielesetzung vergegenwärtigen
 - Langfristige Ziele
 - Kurzfristige Ziele
- SMARTe Ziele
 - Spezifisch
 - Messbar
 - Anspruchsvoll
 - Realistisch
 - Terminiert





- Überblick über Aufgaben verschaffen
- Prioritäten setzen
- Teilschritte planen
- Feste Zeiten definieren
- Verteiltes Lernen
- Pausen einplanen





- Intrinsische vs. extrinsische Motivation
- Schlaf
- Körperliche Aktivität
- Soziale Kontakte
- Erfolgserlebnisse
- Interesse
- Einstellung



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- Störquellen vorab ausschalten
- Arbeitsmaterialien bereitlegen
- Gewohnheiten / Rituale
- Leicht anfangen
- Durchhaltewillen trainieren





- Strukturieren
- Elaborieren
- Zusammenfassen
- Wiederholen





- Attribution / Ursachenzuschreibung
 - Internal vs. external
 - Stabil vs. variabel
- Bezugsnormorientierung
 - Soziale Bezugsnorm
 - Individuelle Bezugsnorm
 - Kriteriale Bezugsnorm



2) Web-basiertes Training (WBT)

Effektivität vs. Effizienz Zunehmende Studierendenzahlen

Hypermediale Lernumgebung im World Wide Web

Metaanalytischer Vergleich mit Classroom Instruction (CI): (Sitzman, Kraiger, Steward & Wisher, 2006)

- WBT effektiver f
 ür deklaratives Wissen
- WBT und CI gleichermaßen effektiv f
 ür prozedurales Wissen









3,0

Millionen

2) Web-basiertes Training (WBT)

000						Kur	s: Studie zum Or	nline-Lernverhalten		
	9	10 http://fb042	67.mathematik.t	tu-darmstad	t.de/lehrverans	taltungen	/course/view.php	?id=179&sesskey=i70	Xm9p2CF&switchr	role=: C Qr Google
m III	Google v	TU Darmstadt *	Spiegel online	Hilfreich 🔻	Psychologie *	Apple *	Entertainment *	Literaturrecherche *	Mathe-Vorkurs v	Konferenzen v

Studie zum Online-Lernverhalten

Sie sind angemeldet als Henrik Bellhäuser: Teilnehmer/in (Zu meiner Ausgangsrolle zurückkehren)





2) Web-basiertes Training (WBT)

Ursprüngliches Einsatz-Szenario: Vorkurs Mathematik (TU Darmstadt)

- Vorbereitung auf mathematikhaltiges Studium (Maschinenbau, Informatik, Bauingenieurwesen & Mathematik)
- ca. 50 Kapitel
- 4 Wochen vor Vorlesungsbeginn
- Online-Kurs (Plattform: Moodle)





2) Web-basiertes Training (WBT) WBT auf SRL-Wissen: Starke empirische Evidenz





2) Web-basiertes Training (WBT) WBT auf SRL-Verhalten: Starke empirische Evidenz





2) Web-basiertes Training (WBT) WBT auf Selbstwirksamkeit: Starke empirische Evidenz











2) Web-basiertes Training (WBT)





Lernstunden insgesamt (Logfiles)



3) Lerntagebücher

Standardisierte tägliche Kurzfragebögen

- Messmethode
- Intervention

Theobald, Dignath & Bellhäuser (under review)

N=194 Studierende

Tägliche Tagebucheinträge über 5 Wochen Morgens: Planung; Abends: Reflexion Experimentelles Design:

- Experimentalgruppe (tägliches Feedback)
- Kontrollgruppe (nur Tagebuch)



3) Lerntagebücher

Morgens	Abends	Feedback (nur EG)
Mein heutiger Zeitplan:	Mein heutiger Zeitplan:	
8.30h Lernbeginn11.30h Pause15.30h Lernzeit Ende	9.30h Lernbeginn10.30h Pause13.30h Lernzeit Ende	Sie haben sich heute nicht gut an Ihren Zeitplan gehalten.
Zeitinvestment geplant:	Zeitinvestment real:	Versuchen Sie morgen realistischer
	····	



3) Lerntagebücher



4) Learning Analytics & Prompting

- Automatische Erfassung von Daten über das Lernverhalten
- Rückmeldung an Dozierende und Studierende
- Prompting: konkrete Handlungsempfehlungen





4) Learning Analytics & Prompting



MetaTutor Azevedo et al. (2010)



4) Learning Analytics & Prompting



MetaTutor

Azevedo et al. (2010)



4) Learning Analytics & Prompting



MetaTutor Azevedo et al. (2010)



5) Einsatz digitaler Medien

- Ca. 4.000 empirische Studien
- Ca. 150 Meta-Analysen
- Zwei second-order Meta-Analysen (Hattie, 2009; Tamim et al., 2011)











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		Vanhney et al. Journal of Otolonyngology - Head and Neck Surgery 2014, 4340 http://www.journaletofms.com/content/43/1/40	Y - This	'o sum-
hren und Lernen mit digitalen Medien			mari tech	mputer srooms
sätze und Befunde der empirischen Bildungsfor	rschung	ORIGINAL RESEARCH ARTICLE Open Access	s as cu	I meta- on. An
sten Stegmann, Christof Wecker, Heinz Mandl und Fran	k Fischer	The McGill simulator for endoscopic sinus surgery (MSESS): a validation study Rikul Vashey ^{12*} , sau Frenkel ¹ , uly HP Nguyen ¹³ , Meredith Young ¹³ , Rolando Del Maestro ⁴ , Anthony Zetouni	exter incli enca 0.35 neou anal	=.50 ^{in the} rature, size of eroge- meta- 13 out
usammenfassung d=.05	'loch- mgs- laber Learning Analytics for Smart Learning Environments: A Meta-Analysis of Empirical Research Results from 2009 to 2015	Abstract Background, Endoscopic sinus surgery (ESD) is a technically challenging procedure, associated with a dignificant risk of complications. Virtual reality simulation has demonstrated benefit in many disciplines as an important or sveh approximate validity evide arring media arring media arring media differentiate (Methods: 10 anterior efform metrics relate epots-immutics: Results: The	ing collabo based grou	andom sut the future earning, instructional technologies, achievement, Authors' pre-publication copy Aleven, V., McLaren, B. M., Sewall, J., van Velsen, N Ringenberg, M., & Koedinger, K. R. (2016). Example development for non-programmers. International Jou Education, 26(1), 224-269. doi:10.1007/s40593-015-0
egmann (E) • E. Fischer (E) mål för Empirische Pådgapgå und Pådgapgåche Psychologie, Ladwig-Mas ett i karten sammeliges inna de, frank förcher@goss/ma de ti karten sammeliges inna de, frank förcher@goss/ma de ti der ett i samt ett i samt ett i samt ett i samt ett i samt ett i karten samt ett i samt ett i samt ett i samt ett i karten samt ett i samt ett i samt ett i samt ett i karten samt ett i	Zacharoula Papamitsiou and Anastasios A. Economides Contents Introduction The Next Meta-Analysis Review The Research Questions Methodology Contents Conten	8.57 ± 0.69, re I that it should be incorporated (10 medical students) and 10 junior (10 medical students) related to qu. mance metrics Conclusion: m. This simulator may be a potential resource to nept tilt the void in endoscopic smus surgery training. multiple Keywords: Rhinology, Endoscopic sinus surgery, Training, Education, Simulation, Virtual reality, Resident, Minimally invasive surgery, Haptic, Technical abilities, Performance metrics, Nasal model and proficiency in maneuvering with the indirect visu of the paramast simuses to critical structures such as i for the paramast simuses to critical structures such as i to in the United States [3], and why the rate of compa- tation in the United States [3]. normality invasive surgery (ESS) requires specialized technical skills involving complex spatial, perceptual ador a 2-dimensional monitor [2]. (Specifies in this mini- ally invasive surgery necessitates bimanual decritica anatomy vital structures (i.e. orbits, hrain and carcidi attructures thereating applied knowledge of the intricate anatomy "bage lices (critical whereation whereation the tradicational space). ************************************	⁵ June 2015 / Accepted: 16 October 2016 / Published online: 14 November nal Society of the Learning Sciences, Inc. 2016 Orchestrating collaborative learning in the classroom involves t bis difference to the the the the the the the the the the	Example-tracing Tutors: Intelligent Tutor Dev Non-Programmers Vincent Aleven, Bruce M. McLaren, Jonathan Sewall, Martin van Popescu, Sandra Demi, Michael Ringenberg, Kenneth R. Koeding Human-Computer Interaction Institute Carnegie Mellon University 5000 Forbes Ave Pittsburgh, PA 15213 Corresponding author: Vincent Aleven aleven@es.cmu.ed +1 (412) 268-5475 +1 (412) 268-5475
22.11.19	Although several qualitative analyses appeared in the domain of Learning lytics (LA), a systematic quantitative analysis of the effects of the emp research findings toward the development of more reliable Smart Lea Environments (SLE) is still missing. This chapter aims at preserving and en- ing the chronicles of recent LA developments as well as covering Z. Papamistan (CD) A.A. Economide Interdepartmental Pongument Schedens in Information Systems, University of Macdoning, Thesalandi, Greece en emil preparatiogune and greecomodel 2016 J.M. Sperger International Pollicing Scienced 2016 J.M. Sperger Laternation Pollicing Design and Technology, DOI 10.1007/978-3-319-17727-4_15-1	Image: set and a data water and the data water and the data water and the set and the data water	ded twice as many concepts in an essay after discussing as thes see results show the potential of the GRT to support both tead ⊡ Melanic Erkens melanic crkens@un-duc.de ⊡ Daniel Bodemer bodemer@un-duc.de H. Ulrich Hoppe	Abstract In 2009, we report tracing tutors, that Authoring Tools (i) cost-effective as e: and its associated 1 have been used for tracing tutors are an effective and mature 11S paradigm, CLA1-bu used by approximately 44,000 students and account for 40% of th a large open repository for educational technology data sets. We r tracing tutors built since 2009, which have been shown to be effect learn in real educational settings, often with large pre/post effect to example-tracing tutors can only handle problems with no more th
_		This is a PDF file of an une ervice to our customers we are providing unsidently reason on the memory providing the memory were welforgo copyediting, typesetting, and review of the resulting proof before it is published in its final form. Please note that during the production process errors may be discovered which could affect the content, and all lead disciplinger that advice the usured participe.	hoppe@collide.info 1 University of Duisburg-Essen (Media-Based Knowledge Construction), Loth 47057 Duisburg, Germany	and other TTS authoring tools illustrate that non-programmer appr are viable and useful and will likely play a key role in making ITS

wall, J., van Velsen, M., Popescu, O., D. Z. R. (2016). Example-Tracing tutors: In ers. International Journal of Artificial In .1007/s40593-015-0088-2

ent Tutor Development fo

Sewall, Martin van Velsen, Octav enneth R. Koedinger

Review of Educational Research March 2011, Vol. 81, No. 1, pp. 4-28 DOI: 10.3102/0034654310393361 © 2011 AERA. http://rer.aera.net

What Forty Years of Research Says About the Impact of Technology on Learning: A Second-Order Meta-Analysis and Validation Study

> Rana M. Tamim Hamdan Bin Mohammed e-University Robert M. Bernard, Eugene Borokhovski, Philin C. Abrami, and Richard F. Schmid

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aradigm, CIAI-built tutors have be ount for 40% of the data sets in Dat ogy data sets. We review 18 exampl shown to be effective in helping st ge pre/post effect sizes. The fact that ns with no more than a moderatelyoften not, a practical impediment. C n-programmer approaches to buildin role in making ITS widespread.

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Varshney et al. Journal of Utolatyn http://www.journalotohns.com/cod	gology - Head and Neck Surgery 2014, ntent/43/1/40	JOURNAL OF OTOLARYNGOLOGY - HEAD & NECK SURGERY	ence in
The McGill s	imulator for e	endoscopic sinus surgery	
Rickul Varshney ^{1,7*} , Saul Fre Elias Saad ^S , W Robert J Fun	nkiel ¹ , Lily HP Nguyen ^{1,2} , Mere nell ^{1,5} , National Research Cour	edith Young ^{2,3} , Rolando Del Maestro ⁴ , Anthony Zeitouni ¹ , ncil Canada ⁶ and Marc A Tewfik ¹	
Abstract Background: Endoscopic risk of complications. Virtue educational tool for surgicz validity evidence supportin the acceptability, perceivec among medical students; o differentiato, user bacad o	sinus surgery (ESS) is a technica Il reality simulation has demons al training. Within the field of th g their integration into residen d realism and benefit of the McI tolaryngology residents and far their level of training the transmit	Ily challenging procedure, associated with a significant trated benefit in many disciplines as an important inology, there is a tack of ESS simulators with appropriate cy education. The dejictives of this study are to evaluate Elli Simulator for Endocase. Smus Surgery (MSSS) cuty, and to present evolverce supporting its ability to the same study of the same study.	
Methods: 10 medical stud anterior ethmoidectomies, metrics related to quality (etc.) and safety (e.g. conta- post-simulation questionna	In their level of training through ents, 10 junior residents, 10 sen posterior ethmoidectomies and e.g. percentage of tissue remow it with no-go zones, maximum irre related to realism, usefulnes	In the periormance metrics. It is performed a expert sinus surgeons performed d wide sphenoidotomies on the MSESS. Performance ed), efficiency (e.g. time, path length, bimanual dexterity, applied force, etc.) were calculated. All users completed a s and perceived benefits of training on the MSESS.	
Results: The MSESS was for 8.57 ± 0.69, respectively on incorporated into their cum and 10 junior residents) an related to quality (<i>p</i> < 0.05)	und to be realistic and useful fi a 10-point rating scale. Most st riculum. There were significant of d senior surgeons (10 senior re- , efficiency ($p < 0.01$) and safety	or training surgical skills with scores of 7.97 \pm 0.29 and udents and residents (29/30) believed that it should be differences between novice surgeons (10 medical students sidents and 3 sinus surgeons) in performance metrics (p < 0.05).	
Conclusion: The MSESS de may be a potential resource Keywords: Rhinology, End invasive surgery, Haptic, Te	emonstrated initial evidence sup e to help fill the void in endoso oscopic sinus surgery, Training, chnical abilities, Performance m	oporting its use for residency education. This simulator copic sinus surgery training. Education, Simulation, Virtual reality, Resident, Minimally netrics, Nasal model	р,
Introduction Endoscopic sinus surgery technical skills involving co psychomotor performances ally invasive surgery nec within a small 3-dimension vital structures (i.e. orbits thorough applied knowled	(ESS) requires specialized mplex spatial, perceptual and [1]. Expertise in this minim- ssitates bimanual dexterity a space [1], avoidance of key brain and carotid artery), ge of the intricate anatomy,	and proficiency in maneuvering with the indirect visual aid of 2-dimensional monitor [2]. Given the proximity of the paranasi sinuses to critical structures such as the orbits and skull base, it can be understood why ESS is the most frequent reason for oloakyngic surgical litiga- tion in the United States [3], and why the rate of compli- cations during ESS is higher in trainees when compared to attending physicians [4]. Those teaching ESS have found alternative modalities to	IS ;
0 11 0	nail.com	the traditional apprenticeship training model such as ca- daveric dissections and 3D silicone models [1]. However	
* Correspondence: rickul varshney@gn ¹ Department of Yoslawyngology, Head Montreal, Canada ² Royal Victoria Hospital, 687 Ave Des I H3A 11A, Canada Full list of author information is availa	i and Neck Surgery, McGall University, Pins O., Rm E4.41, Montreal, Quebec ble at the end of the article	the latter have substantial limitations with regards to the complex needs of ESS training, such as the lack of tissue	

d=.05
d=.15
d=.30
d=.35
d=.50
d=.60
d=.80

H. Bellhäuser



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Varshney et al. Journal of Otolaryn http://www.journalotohns.com/cor	gology - Head and Neck Surgery 2014, htent/43/1/40	JOURNAL OF OTOLARYNGOLOGY - HEAD & NECK SURGERY	ence in
ORIGINAL RESE		Open Access	
The McGill s	imulator for e	endoscopic sinus surgery	
(MSESS): a v	alidation stud	ly	
Rickul Varshney ^{1,7*} , Saul Fre	nkiel ¹ , Lily HP Nguyen ^{1,2} , Mere	dith Young ^{2,3} , Rolando Del Maestro ⁴ , Anthony Zeitouni ¹ ,	
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differentiate users based on Methods: 10 medical stud anterior ethmoidectomies, metrics related to quality (etc.) and safety (e.g. contar post-simulation questionna	n their level of training through ents, 10 junior residents, 10 sen posterior ethmoidectomies and e.g. percentage of tissue removi t with no-go zones, maximum ire related to realism, usefulnes	the performance metrics. or residents and 3 expert sinus surgeons performed wide sphenoidotomies on the MSESS. Performance (d), efficiency (e.g. time, path length, bimanual dexterity, applied force, etc.) were calculated. All users completed a and perceived benefits of training on the MSESS.	
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* Correspondence: rickul.varshney@gn	ail.com and Neck Surgery, McGill University,	the traditional apprenticeship training model such as ca- daveric dissections and 3D silicone models [1]. However, the latter have substantial limitations with regards to the	

d=.39

- + Überblick über Literatur
- + belastbarer als Einzelstudien
- + Moderatoranalysen
- Äpfel-Birnen-Problem
- Garbage-in → Garbage-out



5) Einsatz digitaler Medien

- Ca. 4.000 empirische Studien
- Ca. 150 Meta-Analysen
- Zwei second-order Meta-Analysen (Hattie, 2009; Tamim et al., 2011)





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Wie groß ist der Effekt? Competition

Get ready to compete!

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Wie groß ist der Effekt? Lernen von Vokabeln am Computer (Chiu, 2013) = Bereitstellung von Übungen + Feedback



kein Effekt (d=.03) kleiner Effekt (d=.24) mittlerer Effekt (d=.75) großer Effekt (d>.91)

Wie groß ist der Effekt? Game-based Learning (Wouters et al., 2013) = in Spiel eingebettetes Lernen; Wettbewerbscharakter (Punktzahl, Konkurrenz)



kein Effekt (d=.08) kleiner Effekt (d=.22) mittlerer Effekt (d=.62) großer Effekt (d>.95)

Total Results: 0

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Wie groß ist der Effekt?

Simulationsbasiertes Lernen mit virtuellen Patienten (Consorti et al., 2012) = authentische Problemsituationen mit Zeitraffer, Zeitlupe, Wiederholbarkeit, Individualisierung, Risikovermeidung



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kein Effekt (d=.07)
```

kleiner Effekt (d=.32)

mittlerer Effekt (d=.71)

sehr großer Effekt (d=2.19)

Wie groß ist der Effekt? Intelligente Tutorielle Systeme (Ma et al., 2014) = adaptive Instruktion mit individuellem Feedback



kein Effekt (d=.12) kleiner Effekt (d=.34) mittlerer Effekt (d=.49) sehr großer Effekt (d=1.67)

Total Results: 0

Start the presentation to see live content. Still no live content? Install the app or get help at PollEv.com/app

5) Einsatz digitaler Medien

Warum ist Lernen mit digitalen Medien wirksam?

- Motivation (Deci & Ryan, 2000): Autonomie, Kompetenzerleben, Anschluss
- Kognitive Aktivierung (Klieme, 2006)
- Feedback (Hattie & Timperley, 2007)
- Problemlösen (Vygotsky, 1978): Zone der proximalen Entwicklung





Take-home messages

Studierende brauchen Unterstützung beim selbstregulierten Lernen. Seien Sie ein positives Rollenvorbild:

Kommunizieren Sie klare Ziele für Ihre Lehrveranstaltungen!

Zeigen Sie regelmäßig die Gliederung Ihrer Veranstaltung auf!

Bieten Sie Raum für unterschiedliche Lernwege!

Sprechen Sie über geeignete Lernstrategien!

Schaffen Sie eine positive Fehlerkultur!

Setzen Sie nicht ausschließlich auf die soziale Bezugsnorm!

Wecken Sie die intrinsische Motivation der Studierenden!

Besprechen Sie mit Ihren Studierenden die Evaluationsergebnisse!



Ich wünsche Ihnen eine erfolgreiche und inspirierende Konferenz!

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