

Designing and Developing the Integrated Learning Model on Embryology

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1 Designing and Developing the Integrated Learning Model on Embryology

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Abstract

1 The aim of this research was to design and develop of integrated learning model (ILM) on embryology. There are the complex problems found on embryology learning, such as the use method of teaching is not equa1 with learning material, low mastery of learning, and learning of material of embriology are theory, concept, and process. The complex problems also show that students have different acad1mic ability. These complex problems is need for a research approach in educational practice on Embryology learning. Method is an educational design research with phase: preliminary research, prototyping phase, and assessment phase. The implementation of the model use the participants are students, practitioners and experts. The instruments used were validation and observation sheets. Means and standard deviation are calculated for finding the level of validity and observation on learning process. The result of this researsch shown that the relevancy and internal consistency of ILM on embryology learning based on characteristic, validity and observation on learning process. The result also shown that the product can be reflected in several aspects; design, model construction, learning approach, skills and learning method, and the relevance of integrated learning as an adaptive instructional system with development in higher education. ILM on Embryology learning has limitations in some sections. For the improvement, it is necessary to pay attention on deficiencies that become a factor of limitations on ILM. In conclusion, the relevancy and internal consistency of ILM on embryology learning based on characteristic, validity and observation on learning process.

Keywords: Design, develop, validity, integrated learning model (ILM), embryology learning.

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Introduction

Developing of learning theory that use on learning practice. Because there are paradigms revisited has investigation into a model to integrate objectivism and constructivism in instructional design (Elander and Cronje, 2016). Change in higher education can be conduct with integrated learning to development of sustainable assessment skills, elements of sustainable assessment and instructional methods for guiding students in the development of sustainable assessment skills (Fastré *et al.*, 2013), and a work integrated learning partnership model for higher education graduates to gain employment (Govender and Taylor, 2015). Change in higher education also can be condutc by improving course evaluations to improve instruction and complex learning (Frick *et al.*, 2010).

The improvement of higher education quality is one of important issues in low or middle income country. The higher education institutions are large, complex, adaptive social systems like all other human organizations, likely curriculum design/alignment, student employability, widening participation, quality of learning and teaching, quality of research, accreditation, integration of knowledge capital and cross-curricular initiatives and higher education governance and management and others (Sarker *et al.*, 2010). In low incomes country, there are five dimensions of quality that recurring themes of debate on quality effectiveness, efficiency, equality, relevance and sustainability. These five dimensions can serve as a basis for analysing the quality of educational innovations aimed any aspect of the education system, e.g. policy changes, national administration, local administration, classroom interventions (Barrett *et al.*, 2006).

There are a number of drivers of change in higher education today, including technology, globalization, changing demographics, economy, changing employer needs, increased demand for accountability, changing student expectations (Casares *et al.*, 2011). The ways of improving the quality of education is to improve learning. First, ILM proveing the quality of education need to be firmly focused on improving and oopportunities to learn how to address learner diversity and adequate behaviour (Barrett *et al.*, 2008). Second way is improving students learning by supporting quality teaching (Hightower *et al.*, 2011). Third, education can be improved by assessment, innovation, and evaluation (Henry *et al.*, 2006).

The effective of planning on teaching and learning can be approve by a systematic design of a learning. The study about systematic design of a learning can be address to to examine the effectiveness of systematically designed subject matter instruction in stimulating the development of domain-specific and domain-general CT skills, and to investigate the relationship between the two (Tiruneh *et al.*, 2016). This study also show that a learning environment, in the context of a freshman physics course,

was designed according to the First Principles of Instruction model. Developing educational materials also show that is an important factor on the planning on teaching and learning such as developing educational materials about risks on social network sites (Vanderhoven *et al.*, 2016).

Design of information communication and technologies (ICT) is a factor on the planning on teaching and learning such as intrinsic integration of domain-specific learning in game mechanics and game world (Ke, 2016); analysed 106 effective, ineffective and extraordinary instructional design and multimedia production (MP) activities (Sugar and Luterbach, 2016) and other maximizing research and development resources: identifying and testing load-bearing conditions for educational technology innovations (Iriti *et al.*, 2016).

The planning on teaching and learning is a fundamental aspect of the role of educators. The activities involved are not carried out in a vacuum, but rather in accordance with the nature of the institution. The educators are must reasonably be expected to have an understanding of the culture of the institution are the mission and vision of the organization, the aspirations, the ethos and values (Ste2ni, 2008). The higher education is required to apply the specific learning in accd2ance with the characteristic of the outcomes. The changes in learning systems require the educators to revise instructional design, that is called 2daptive instructional system (Park and Lee, 2002), that will be a reference for educators to make intervention necessary for individual learners and can increase their knowledge and skills. The adaptive instructional system can be designed and revised with modern and integrative instruction (Agostinho *et al.*, 2003; Her2igton and Oliver, 2000).

The modern instructional is a systematic process of building the instructional syste2 that is effective and efficient (Suparman, 2012) and integrative instruction is one form of learning and part of the modern instructional (Drake and Burns, 2004). Then, there are some articles that related this study. There are the articles studied about model design (Richey *et al.*, 2002), the use of the concept, theory and the evaluation of model (Yanchar *et al.*, 2010; Williams *et al.*, 2011; Jonassen, 2006; Reigeluth and An, 2006), the integration of methods (Sadik, 2008; Erdogan, 2011; Dummer *et al.*, 2010; Cronje, 2006), and the adaptive instr2utional system (Park and Lee, 2002).

At preliminary, the complex problems found on embryology learning in our institution, such as the using method of teaching is not equal with learning material, low mastery of learning, and embryology course is the main and prerequisite subject at Department of Biology Education, State Institute of Islamic Studies (IAIN) Batusangkar, West Sumatera Indonesia. The complex problems also show that students have different academic ability. Based on preliminary results show that GPA's students can divide into five grades, namely grade 1 is very

good or '3.51 – 4.00' ($\chi = 23.37\%$), grade 2 is good or '3.01 – 3.51' ($\chi = 43.5\%$), grade 3 is good enough or '2,76 – 3,00' ($\chi = 17.22\%$), grade 4 is less good or '2.51 – 2,75' (4.75 %) and grade 5 is not good < '2,50' ($\chi = 7.27\%$). Based on the value of animals structure course showed that student also have different academic ability. The score of students are grade 1 is very good or 'A' or '80 – 100' ($\chi = 19.13\%$), grade 2 is good or 'B' or '65 – 79' ($\chi = 78.87\%$), grade 3 is good enough or 'C' or '55 – 64' ($\chi = 57.14\%$), grade 3 is less good or 'D' or '45 – 54' ($\chi = 8.76\%$), and grade 5 is not good or < '45' ($\chi = 2.08\%$). The complex problems also show that students coming from different types of schools. This data can divide in to five categories, namely the type 1 is natural science of senior high school ($\chi = 58.1\%$), type 2 is social science of senior high school ($\chi = 4.84\%$), type 3 is natural science of Islamic high school ($\chi = 34.20\%$), type 4 social science of Islamic high school ($\chi = 3.90\%$) and type 5 vocational high school ($\chi = 1.92\%$). The The complex problems also show that the learning of material of embriology are theory, concept, and process. The result of analysis on embriology contents was given in the following explanation.

At spermatogenesis, sperm maturation process occurs in the epididymis (Visconti *et al.*, 1995), that its very typical cell, the core is packed so densely with acrosome found in the apical region near the nucleus and mitochondria are arranged in a spiral shape around the base of the flagellum (Garner and Hafez, 2000). There is a change in the topography of the spermatid cells consists of four phases, Golgi complex, cap, acrosome and maturation (Jhonson and Everitt, 1995). Spermatozoa maturation process is also accompanied by the series of changes in the composition, for example, changes in the number and presence of particular proteins in the membrane of the sperm head. This process is call polarization protein that it needed in changes in morphology and function of spermatozoa (Hunnicut *et al.*, 1997). In this process, the protein is segregated from the anterior head domain or posterior head domain and found when spermatozoa momentarily left testes. Furthermore, the result of content analysis on fact was done in the following section. The results research showed that the membrane before it mixes with ejaculated, the spermatozoa still have an important component when in the caudal epididymis. The results of the study show the structure of the sperm membrane (Kohane *et al.*, 1987) is covered by proteins, carbohydrates, lipids and other materials, that it's release from the surface of the sperm membrane is an important part of capacitation (Visconti *et al.*, 1995).

The epithelial cells actively secrete fluid needed spermatozoa while in the epididymis (Setchell *et al.*, 1994) as changes in sperm surface associated with epididymis transit (Hammerstedt and Parks, 1987) and preventing the acrosome reaction early in the epididymis and shortly after ejaculation (Hunter *et al.*, 1978). The others show that the material facts produced in the tubules; it will undergo

a series of maturation process in the epididymis (Bredford, 1975). Mass, there is interaction between spermatozoa and it to the epithelial cells of the epididymis (Hammerstedt and Parks, 1987). At maturation, sperm acquire the ability to move, and the ability to fertilize from epididymis protein is sperm-egg binding proteins (Yanagimachi, 1994) and proteins that play a role in the agglutination between spermatozoa (Dacheux *et al.*, 1983). Agglutination effect decreased in the caudal epididymis before sperm are ejaculated (Dacheux and Dacheux, 1988). This is presumably due to the presence of other protein components that act as anti-agglutinin (Harayama *et al.*, 1994).

These complex problems is need for a research approach in educational practice on Embryology learning. The research approach is educational design research. Educational design research is perceived as the systematic study of designing, developing and evaluating educational interventions, such as programs, teaching-learning strategies and materials, products and systems – as solutions to such problems, which also aims at advancing our knowledge about the characteristics of these interventions and the processes to design and develop them (Plomp, 2010).

There are several studies about design and development integrated learning model are an integrated model for developing sustainable assessment skills (Fastre *et al.*, 2013); an integrated conceptual model with applications for course design and instruction (Majeski *et al.*, 2016); the design and development of the dragoon intelligent tutoring system for model construction (Wetzel *et al.*, 2016); a pluriliteracies approach to content and language integrated learning – mapping learner progressions in knowledge construction and meaning-making (Meyer *et al.*, 2015); a work integrated learning partnership model for higher education graduates to gain employment (Govender and Taylor, 2015); content-based instruction and content and language integrated learning (Cenoz, 2015); integrating critical thinking, contemplative inquiry, and the curriculum of modern life (Lewittes, 2015).

Design and develop an ILM on Embryology is need some related literature. There are some relevant theories found in this study, namely models of teaching (Joyce *et al.*, 1992), educational design research (Plomp, 2010) or developmental research (Richey *et al.*, 2002), adaptive instructional system (Park and Lee, 2002), integrative instruction (Drake and Burns, 2004), thinking map (Hyerle and Alper, 2011), cooperative learning (Slavin, 2005), and embryology (Dudek, 2014). Based on these explanations, designing the conceptual framework and the integrated instructional conceptual model were conducted. The conceptual are procedure of design and develop it is use educational design research (Plomp, 2010). The prototype of ILM should meet five components; syntax, principle reaction, social systems, support systems, and the instructional and nurturing effects. Syntax consists of

goals and motivation, information, organization, facilitation, evaluation and appreciation. The social systems are facilitator, collaborative reflector, constructors, mutual help and responsibility. The support systems are lecturers and students' guidelines, observing the implementation of the model, observing the students' skills, students' responses and achievement test. The instructional and nurturing effects are mastery of concepts (*know*), skills (*do*) and attitudes, values, and actions (*be*). The characteristic of models is meet the component of integrative instruction, thinking map, cooperative learning adaptive instructional system.

Design and develop of model is based on the relevancy and internal consistency that it characteristic, validity and observation on learning process. The aim of this research was to design and develop of ILM on embryology learning.

Materials and Methods

Research Design

This is an educational design research with phase: preliminary research, prototyping phase, and assessment phase (Plomp, 2010).

Research Questions

The research question is "what is the relevancy and internal consistency of ILM on embryology learning?"

Research Procedure

The activity of preliminary research are needs and context analysis, review of literature and development of a conceptual or theoretical framework for the study. Then, the prototype is design with characteristic meet five components; syntax, principle reaction, social systems, support systems, and the instructional and nurturing effects (Joyce *et al.*, 1992). Syntax consists of goals and motivation, information, organization, facilitation, evaluation and appreciation (Slavin, 2005). The social systems are facilitator, collaborative reflector, constructors, mutual help and responsibility. The support systems are lecturers and students' guidelines, observing the implementation of the model, observing the students' skills, students' responses and achievement test. The instructional and nurturing effects are mastery of concepts (*know*), skills (*do*) and attitudes, values, and actions (*be*) (Drake and Burn, 2004). The characteristic of models is meet the component of integrative instruction (Drake and Burn, 2004), thinking map (Hyerle and Alper, 2011), cooperative learning (Slavin, 2005) and adaptive instructional system (Park and Lee, 2002). The quality of prototype is determine by methods of formative evaluation with experts and practitioners review (Tessmer, 1993). Revision of prototype is conduct after formative evaluation. The result should demonstrate the valid and usable

prototype. If not so, the prototype should be revised and formative evaluation is re-done.

Research Participants, Instruments, and Technique of Data Analysis

The prototypes can be just paper-based for which the formative evaluation takes place via expert judgments (3 experts of instructional technology education, embryology and language, and 3 practitioners of embryology education). Observation on learning process is conduct with 128 students. This study use validation sheet (score of validity = 82.50 and score of reliability = 76.69 in α Cronbach) and observation sheet (score of validity = 84.38 and score of reliability = 76.13 in α Cronbach). Score of expert judgments and observation on learning process is calculate with descriptive statistics (*mean and standard deviation*) (Miles *et al.*, 2009).

Results

The result of relevancy and internal consistency of ILM on embryology learning based on characteristic, validity and observation on learning process. The result characteristics prototype of ILM on Embryology has been designed with five components; rationality, supporting theory, characteristics, implementation guidelines and devices of ILM. The rationally part explained the importance of ILM on Embryology. The supporting theory consists of the theories used on ILM. The characteristic part includes the syntax, principles of reaction, social systems, supported systems, instructional and nurturing effects (Joyce *et al.*, 1992). The development stage consists of preliminary research, prototyping phase and assessment phase (Plomp, 2010). The integrated approach consists of interdisciplinary approach, thinking maps and problem solving (Drake and Burns, 2004). The cooperative learning consists of learning, skills, recitation, discussion, question and answer, and presentation phases (Slavin, 2005). And the last, the prototype also consists of the Embryology learning materials (Dudek, 2011). The result of validity is shown on Table 1, 2 and 3. The prototype was revised based on the comments and suggestions from the experts, practitioners and students. Then, other characteristics such as the learning materials, thinking map, and integrated evaluation technique were added to the prototype. Some of the comments and suggestions can be seen in the following, "At the supporting theory, 1) please add explanation about the correlation of learning theory and model theory, 2) use the researcher own instructional materials to make it clearer and can be understood easily, and 3) re-design the prototype with colorful pictures and lay-out. Clarify the relationship between syntax and the students' needs. Specify the connection between the components and use the good language. Meanwhile, the supporting systems, the instructional and nurturing effects, learning approach, and

the models implementation are good already. Next suggestions are it is better to use a more comprehensive evaluation system to evaluate the students' mastery. Please revise the format of lecturer guideline. Re-design a

more simples and interesting prototype. Add time allocation for group discussion or the 20th step of learning.

Table 1: the validity score of characteristics ILM on embryology learning.

No	Aspect of assessment	Result test validity (n experts = 3)		
		χ	St.Dev.	Category
1	supporting theory	3.25	0.35	highly valid
2	syntax	3.44	0.09	highly valid
3	system social	3.5	0.71	highly valid
4	principle reaction	3.25	0.35	highly valid
5	supporting system	3.25	0.35	highly valid
6	instructional and nurturing effect	3.20	0.00	valid
7	approach	3.38	0.35	highly valid
8	implementation of the learning model	3.20	0.00	valid
1	average	3.31	0.275	highly valid

Note: $\chi > 3.20$ is highly valid; $2.40 < \chi \leq 3.20$ is valid; $1.60 < \chi \leq 2.40$ is valid; $0.80 < \chi \leq 1.60$ is valid; $\chi \leq 0.80$ is invalid.

Table 2: the validity score of lecture guidelines ILM on embryology learning.

No	Aspect of assessment	Result test validity (n experts = 3)			Result test validity (n practitioners = 3)		
		χ	St.Dev.	Category	χ	St.Dev.	Category
1	Guidelines	3.50	0.71	highly valid	3.33	0.58	highly valid
2	syntax	3.00	0.00	valid	3.50	0.00	highly valid
3	social system	3.50	0.71	highly valid	3.33	0.58	highly valid
4	principle reaction	3.50	0.71	highly valid	3.00	0.00	valid
5	aim	3.13	0.18	valid	3.33	0.29	highly valid
6	content	3.50	0.71	highly valid	3.33	0.58	highly valid
7	language	3.25	0.35	highly valid	3.33	0.58	highly valid
8	physical form	3.00	0.00	valid	3.33	0.58	highly valid
9	benefit	3.00	0.00	valid	3.00	0.00	valid
1	average	3.26	0.374	very valid	3.28	0.35	highly valid

Note: χ = means, St. Dev. = Standard Deviation. $\chi > 3.20$ is highly valid; $2.40 < \chi \leq 3.20$ is valid; $1.60 < \chi \leq 2.40$ is valid; $0.80 < \chi \leq 1.60$ is valid; $\chi \leq 0.80$ is invalid.

Table 3: the validity score of student guidelines ILM on embryology learning.

No	Aspect of assessment	Result test validity (n experts = 3)			Result test validity (n students = 128)		
		χ	St.Dev.	Category	χ	St.Dev.	Category
1	guidelines	3.00	0.00	valid	3.40	0.54	highly valid
2	syntax	3.50	0.71	highly valid	3.22	0.44	highly valid
3	system social	3.50	0.71	highly valid	3.09	0.50	valid
4	principle reaction	3.00	0.00	valid	3.29	0.00	highly valid
5	aim	3.25	0.35	highly valid	3.40	0.21	highly valid
6	content	3.00	0.00	valid	2.77	0.64	valid
7	language	3.17	0.24	valid	3.30	0.59	highly valid
8	physical form	3.50	0.71	highly valid	2.94	0.68	valid
9	benefit	3.00	0.00	valid	3.55	0.50	highly valid

average	1	3.24	0.302	highly valid	3.24	0.46	highly valid
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Note: χ = means, *St. Dev.* = Standard Deviation. $\chi > 3.20$ is highly valid; $2.40 < \chi \leq 3.20$ is valid; $1.60 < \chi \leq 2.40$ is valid; $0.80 < \chi \leq 1.60$ is valid; $\chi \leq 0.80$ is invalid.

Table 4: result of learning process observation ILM on embryology learning.

	Aspect	χ	<i>St. Dev.</i>	Category	
Syntax	phase 1 introduce the objectives and motivations	3.06	0.35	practical or good	
	phase 2 delivering learning	3.36	0.20	highly practical or very good	
	phase 3 organize	3.17	0.18	practical or good	
	phase 4 guiding	3.2	0.08	practical or good	
	phase 5 evaluation	3.33	0.06	highly practical or very good	
	phase 6 appreciation	3.31	0.09	highly practical or very good	
Social system	average	3.24	0.16	practical or good	
	Facilitator	3.19	0.27	practical or good	
	Reflector	3.00	0.18	practical or good	
	Collaborator	3.13	0.00	practical or good	
	Constructor	3.06	0.27	practical or good	
	helping each other	3.00	0.18	practical or good	
	Responsibility	3.19	0.09	practical or good	
Principle reaction	average	3.09	0.16	practical or good	
	facilitating the learning process	3.17	0.18	practical or good	
	Reconstructing information	3.20	0.08	practical or good	
	providing guidance	3.33	0.06	highly practical or very good	
	giving appreciation/reward	3.31	0.09	practical or good	
	average	1	3.24	0.16	practical or good

Note: n observer = 3, χ = means, *St. Dev.* = Standard Deviation. $\chi > 3.20$ is highly practical/ very good; $2.40 < \chi \leq 3.20$ is practical/good; $1.60 < \chi \leq 2.40$ is enough practical/ enough good; $0.80 < \chi \leq 1.60$ is less practical / less good; $\chi \leq 0.80$ is not practical / not good.

The result of observation on learning process is describe on several meeting and it observed and noted by three observers. The result of observation at meeting 1, the students did not understand the steps of learning well. Many students were very enthusiastic in studying. Learning time management was poor, especially for step 1 and 2 that causes the next learning cannot run well. Consequently, the students' achievement is not satisfied, and the instructional model needs to be adopted by the students. The result of observation at meeting 2, the students were ready to study because they have understood the learning steps. The students did interesting discussion. Time allocated for step 3 (reading the learning materials) were quite longer, because of students' difference ability in understanding the lesson. Another observation showed that some students did works out of the learning materials. Then, some revisions were done, such as adding the time allocation for experts' discussion; revising the learning steps by combining step 14 and 15; and revising the format of assessment.

However, another problem occurred, the group discussion members were not completed so several learning groups were combined into one.

The implementation of the ILM at meeting 4 revealed a fact that the members of group 2, 4, and 5 are not

completed. Consequently, there was no expert team in those groups. The solution was to combine the 3 group members to become one group. The observations on meeting 6, the lecturer explained the materials much longer, the students remained enthusiastic about performing the steps of learning, and students have integrative ability.

The observation on meeting 7, the students got a little bored in running the learning process, but still enthusiastic in learning. Then, the students' achievements were better than the previous steps, and many students already had integrative ability. The observations on meeting 8, the students already got more comprehensive experience, many students had integrative ability. However, they started undisciplined in running the learning process because of boredom. The observations on meeting 9, the students were back to enthusiastically feeling in learning and many students had integrative ability. The observation on meeting 10, the students got difficulty in understanding the learning materials, because at this step, high level of understanding was required. But, in fact, the students already mastered the high level of integrative ability.

Discussion

Design and develop of ILM on embryology based on the good theories. As it is written previously, the related theories are used in this research. The theories are the construction of models (Joyce *et al.*, 1992), educational design research (Plomp, 2010), developmental research (Richey *et al.*, 2002), adaptive instructional system (Park and Lee, 2002), integrative instruction (Drake and Burns, 2004), thinking map (Hyerle and Alper, 2011), cooperative learning (Slavin, 2005), embryology (Dudek, 2014). The result of this study also demonstrated that the ILM on embryology was designed through a good process of product development that will be used in learning process.

This result showed that the product has met the fundamental aspects of the study. It is the logical consistency and the conformity between the expectation and reality (Nieveen, 2010). This product has also met another qualification that was designed through identification process (Richey *et al.*, 2002). The product was designed through cyclical process in the activities of design, assessment, and revision. The formative evaluation (Tessmer, 1993) was done at once and reflected in systematic documentation (Plomp, 2010).

The result of this study showed that the learning process which includes syntax, social system and reaction principles performed well. The integrated learning process has the proper syntax to use in the learning process. These results also demonstrated the fulfilment of the indicators of learning models quality that has written in the research method. For example, the components of the models should be implemented by lecturers and students based on their roles in the learning process. The lecturer acts as a facilitator and the students are the main learners. Both have moderate activity based on the concept of integrative learning (Drake and Burns, 2004).

The result of this study can be reflected in some aspects namely design, model construction, learning approach, skills and learning method, and the correlation of the development of ILM as adaptive instruction system and the development of higher education. The first reflection is design. This research has four stages of development, they are preliminary, prototyping and assessment phase.

This procedure was chosen because it is easy to do and can accommodate all needs in development. At preliminary phase, the analysis toward students' characteristics and instructional have done well. Based on the theory of educational design research (Plomp, 2010), the phase is called need analysis and context of the problem. Then, in-depth analysis was done about the review of related literature. The review of related literature was done to support the development of the model. For example, at the prototype stage, the design was continued by doing formative evaluation and some revision. At the preparation, the prototype has designed. At the assessment stage, practicality and effectiveness test were done. Both are part of formative evaluation (Tessmer,

1993). Finally, the results are documented systematically which followed by some reflection.

The second reflection is the model construction. The components of this model were reconstructed from the models of teaching (Joyce *et al.*, 1992). This theory explains that learning model is built by five components, namely syntax, reaction principles, social systems, proponent system and the instructional and adherent effects. This result also showed that the construction of the product is well done.

The third reflection is learning approach. This study used the theory of integrative approach (Drake and Burns, 2004). An important aspect of this theory is drawn from interdisciplinary, thinking map and problem solving. This study has met some characteristics and principles of interdisciplinary integrative, such as the central organization, the concept of knowledge, the role of disciplines, the role of lecturers, basic implementation, the level of integrative, assessment, know/do/be, planning the learning process, the nature of the approach and assessment. This study emphasizes the skills of cooperative (Slavin, 2005) and the concept of embryology (Dudek, 2014). This research has also released a product consists of thinking map and problem solving on embryology. It was used to meet the needs of learning materials on embryology which is based on facts, concepts, principles and theories.

The fourth reflection is the skills and learning methods. This study used cooperative learning which consists of skills, methods of recitation, discussion, question and answer and presentation and Jigsaw learning phase II (Slavin, 2005). The use of cooperative syntax in learning process also a part of integrated learning (Drake and Burns, 2004). The aim of the use of cooperative learning syntax is meeting the needs of students' characteristics. The diversity of students' academic achievement can be handled by using this. In addition, the use of cooperative learning syntax can help the students mastering the materials about embryology, and understanding the cooperative skill.

The fifth reflection is the relevancy of ILM as an adaptive instructional system with development of higher education. The result of this study is relevant with the adaptive instructional system theory. These findings have reconstructed the main components of learning embryology, such as instructional goals, depth of curriculum content and delivery systems. They are adopted by using specific instructional procedures and strategies for specific student characteristics, to adapt instruction on a micro-level by diagnosing the student's specific learning needs during instruction and providing instructional prescriptions for the needs, new pedagogical approaches such as metacognitive strategies, collaborative learning, constructivist learning, and motivational competence, and three stages input, transactions and output (Park and Lee, 2002). This research related to

design and development of the curriculum in higher education. It designed to accommodate aspects of accountability and related education in the future and focus on creating an effective learning (Drake and Burns, 2004).

ILM on Embryology learning has limitations in some sections. For the improvement, it is necessary to pay attention on deficiencies that become a factor of limitations on ILM. The first limitation is that the study has tested the practicality and effectiveness simultaneously. This treatment could decrease the quality of the product, which is not resistant for revision. Based on evaluation theory, the implementation of the model by using this test evaluation was categorized as a small group evaluation (Tessmer, 1993). The weakness of this evaluation technique is to have a mid-level revision, so that the resulting products have little or no resistances to the revision. Based on evaluation theory, the type of product evaluation is categories that resistant to revision at field testing or micro evaluation. The large scale of field tests must be conducted by observing the level of user acceptance, implementation and acceptance of the other institution.

Thus, the relevant explanation is considered the resistant to revision as well as the limitations of this model of developmental research. A second limitation of this study is related to the aspects, actions and invisible values. Because it was not done by using a particular observation sheet. It requires additional observations inside and outside the classroom in a long period. At the end, the two aspects (values and action), are considered to be a limitation in the development of this ILM. In short, that aspect of *be* is a part that should be examined for further research.

Related with determination of ILM on embryology learning, the present moment in the history of higher education requires setting strategies and specific action plans to guarantee a place in the highly competitive and demanding world scenario was describe (Laverde and Cifuentes, 2007). There is the incorporation of information and communication technologies is one of the feasible paths to be considered, but this requires formulating proposals insuring appropriate use of said technologies seeking improvement of education quality. In this research also need some tools regquried to apply the model of ILM.

In others research finding also show that the participants had difficulties understanding pedagogical knowledge (PK), which hindered their learning of integrated knowledge of TPACK and their learning of TPACK was the combination rather than the integration of PK, technological knowledge, and content knowledge (Lee and Kim, 2014). But, others research finding show that highly integrated model assessment technology and tools is web-based and has been shown to scale up for practical use in educational and workplace settings, unlike many of

the research tools developed solely to study basic issues in human learning and performance (Dummer *et al.*, 2010).

Conclusion

The prototype of ILM on embryology learning was design and develop with five sections. At assessment phase, the result showed that the prototypes were categorized valid. At implementation, the results showed that eight aspects acquire very practical value. This finding also were reflected in some aspects: design, model construction, learning approach, skills and learning method, and the relevance of ILM as an adaptive instructional system with development in higher education. In conclusion, the relevancy and internal consistency of ILM on embryology learning based on characteristic, validity and observation on learning process.

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