

## CARA SUMMERFIELD

### INSTRUCTIONAL PACKAGE

In this training, you will be learning the basics of adult learning principles as well as how they interact with teaching and learning styles in the classroom. By the end of the training, you will be able to:

1. Assess provided scenarios for adult behaviors and identify key principles of adult learning theory by differentiating which key principle relates to the adult's behavior by choosing the correct answer.
2. Using the corresponding web page, assess teaching styles and determine effective techniques for utilization into the lesson plan/session by determining proper strategies in a scenario and having a 100% success rate on the multiple choice test.
3. Using the corresponding web page, assess learning styles and determine effective techniques for utilization into the lesson plan/session by determining proper strategies in a scenario and having a 100% success rate on the multiple choice test.

There are three modules you will go through by clicking on the "next" button to move forward through the training. If you have the need to go back and review the prior page, click on the "previous" button. You will be quizzed on each concept. In each module, you will

Module 1 – Be introduced to adult learning principles

Module 2 – Be introduced to the four primary teaching styles

Module 3 - Have a review of learning styles

The time it will take to complete the training is 20 minutes.

**Draft of instructional materials** – Include objectives for each section, an introduction for each section of content that motivates learners and explains the relevance of the content, the content, examples, and practice activities for learners to try out the concepts or skills and feedback for them to consider.

#### **Draft of Instructional Materials**

**Objective 1:** Assess provided scenarios for adult behaviors and identify key principles of adult learning theory by differentiating which key principle relates to the adult's behavior by choosing the correct answer.

**Introduction:** The introduction not only captures the learners' attention, but also invites them to reflect on being instructors themselves.

"As you know, being an instructor, takes more than just delivering information. However, when teaching adults, it is highly important that you know what makes the adult learner tick in order to keep them motivated throughout the course. This module will provide you with a basic understanding of adult learning principles and shows you how your choices in teaching styles and responses to learning styles affect your learners' motivation and success in learning. In this module, you will:

- Assess provided scenarios for adult behaviors and identify key principles of adult learning theory by differentiating which key principle relates to the adult's behavior by choosing the correct answer.
- Using the corresponding web page, assess teaching styles and determine effective techniques for utilization into the lesson plan/session by determining proper strategies in a scenario and having a 100% success rate on the multiple choice test. Receive an overview of adult learning principles
- Using the corresponding web page, assess learning styles and determine effective techniques for utilization into the lesson plan/session by determining proper strategies in a scenario and having a 100% success rate on the multiple choice test.

This training consists of three modules and will take approximately 20 minutes to complete. To get to the next page, you will click on "next". To close out, click "close" and to go back, click "previous". You will be able to start again at the place you left off should you desire to close out.

**Content Related to Objective:** Definition of Andragogy and Pedagogy is provided. In addition to the definitions, there is a simple drag and drop practice quiz wherein the learners match up the terms with images. List of the six principles with pop ups that provide descriptions of behaviors and/or needs associated with each principle is displayed. This introduces the material to the learners.

The "practice" quizzes are threefold: They provide the prompting of learners' performance, provides immediate feedback to the learners, and evaluates how well the learners are achieving the objectives.

**Practice Exercise and Feedback:** The practice exercise consists of a scenario which requires an appropriate solution. Feedback is instantaneous. Assess scenario for appropriate solutions to behavioral challenge. Take a multiple choice quiz. Instantaneous feedback is provided off of quiz.

By building on each concept, the design is using the scaffolding process which ingrains the information into the learners' minds.

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**Objective 2:** Using the corresponding web page, assess teaching styles and determine effective techniques for utilization into the lesson plan/session by determining proper strategies in a scenario and having a 100% success rate on the multiple choice test.

**Introduction:** The introduction not only captures the learners' attention, but also invites them to reflect on being instructors themselves.

"When thinking about teaching, what comes to mind for you? Memories you had when you were taking classes or coaching little league, or you reflect on how much you know about a certain topic that you wish to train someone else in. However, if you don't know the four main teaching styles and how they are actually used, your students will walk away with nothing and probably feel frustrated. In adult education, it is extremely important to know your student and assess the teaching style which will better meet their needs."

In addition to the above text, there is also a video which portrays a very poor instructor.

**Content Related to Objective:** For a review of andragogy and pedagogy, there is a simple quiz that requires the learners to define the teaching theory that is present in the video. There is a list of the four teaching styles with pop ups that provide definitions of each style as well as images portraying the type of style. Each style is categorized as student or instructor focused. The following page displays a table that outlines the pros and cons of each style.

The “practice” quizzes are threefold: They provide the prompting of learners’ performance, provides immediate feedback to the learners, and evaluates how well the learners are achieving the objectives.

**Practice Exercise and Feedback:** The practice exercise consists of a scenario which requires an appropriate solution. Learners point and click to the correct solution(s). Feedback is instantaneous.

By building on each concept, the design is using the scaffolding process which ingrains the information into the learners’ minds.

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**Objective 3:** Using the corresponding web page, assess learning styles and determine effective techniques for utilization into the lesson plan/session by determining proper strategies in a scenario and having a 100% success rate on the multiple choice test.

**Introduction:** The introduction not only captures the learners’ attention, but also invites them to think about their own learning styles. There is a video which explains the 6 learning styles.

“As instructors, we are all familiar with learning styles and may even know our own personal styles. In this module, you will have a review of the three most dominant styles, visual, kinesthetic, and aural. Without providing lessons that address these styles, you may lose a certain percentage of your students to boredom or overwhelm.”

They are also required to take the simple drag and drop quiz, which tests them on the three basic styles – visual, auditory, and kinesthetic.

**Content Related to Objective:** The video which describes and explains learning styles provides the information needed. This information is repeat information for all instructors. Therefore, the content meets the requirements of the objective.

The “practice” quiz is threefold: It provides the prompting of learners’ performance, provides immediate feedback to the learners, and evaluates how well the learners are achieving the objectives.

**Practice Exercise and Feedback:** Learners will assess a scenario for appropriate solutions to working with kinesthetic learners. They take a multiple choice quiz, wherein instantaneous feedback is provided.

## Final Test

1. What are the two most important adult learning principles to apply at all times?
  - a. Adults are self-directed.
  - b. Adults have an enormous amount of knowledge and skills from past experiences that must be respected.
  - c. Adults are responsible for their own learning.
  - d. Adults want to learn.

Correct Answer: b and d

2. When determining the correct teaching style to use with your adult students, you must take into consideration:
  - a. The subject matter being delivered
  - b. Your goal for their learning
  - c. The time allowed for each activity
  - d. If you want your learners to apply real life experience to the lesson
  - e. All of the above.

Correct Answer: e

3. If learning styles are not addressed in the classroom, what can happen to your students?
  - a. They become frustrated.
  - b. They become overwhelmed.
  - c. They leave the course
  - d. They drop out of school.
  - e. All of the above.

Correct Answer: e

## References

Angelabroz87 (Uploaded 2010) Boring Economics teacher (Video) United States: YouTube

Cafeterocr (2012) Learning styles (Video). United States: YouTube

Lieb, S. (Fall, 1991) Principles of adult learning, *VISION* Retrieved from [http://www.lindenwood.edu/education/andragogy/andragogy/2011/Lieb\\_1991.pdf](http://www.lindenwood.edu/education/andragogy/andragogy/2011/Lieb_1991.pdf)

Seven Things to Consider. . . (n.d.) *University of South Carolina, Center for Teaching Excellence*, Retrieved from <http://www.sc.edu/cte/guide/teachingstyles/index.shtml>.