**Promoting Understanding and Retention of Material:**

**Adult Learning Theory Comes Alive!**

**Activity #1: Best and Upcoming Learning Events**

**2 minutes**

1. Consider the best teaching or learning event you can remember participating in…  
   What made this a great learning event?
2. What is an upcoming learning event you are supposed to teach?

**Share your thoughts with a partner (Think-Pair-Share)**

**We will hear a sample**

**Activity #2: Explore the AIM to ACT Toolbox**

**5 minutes**

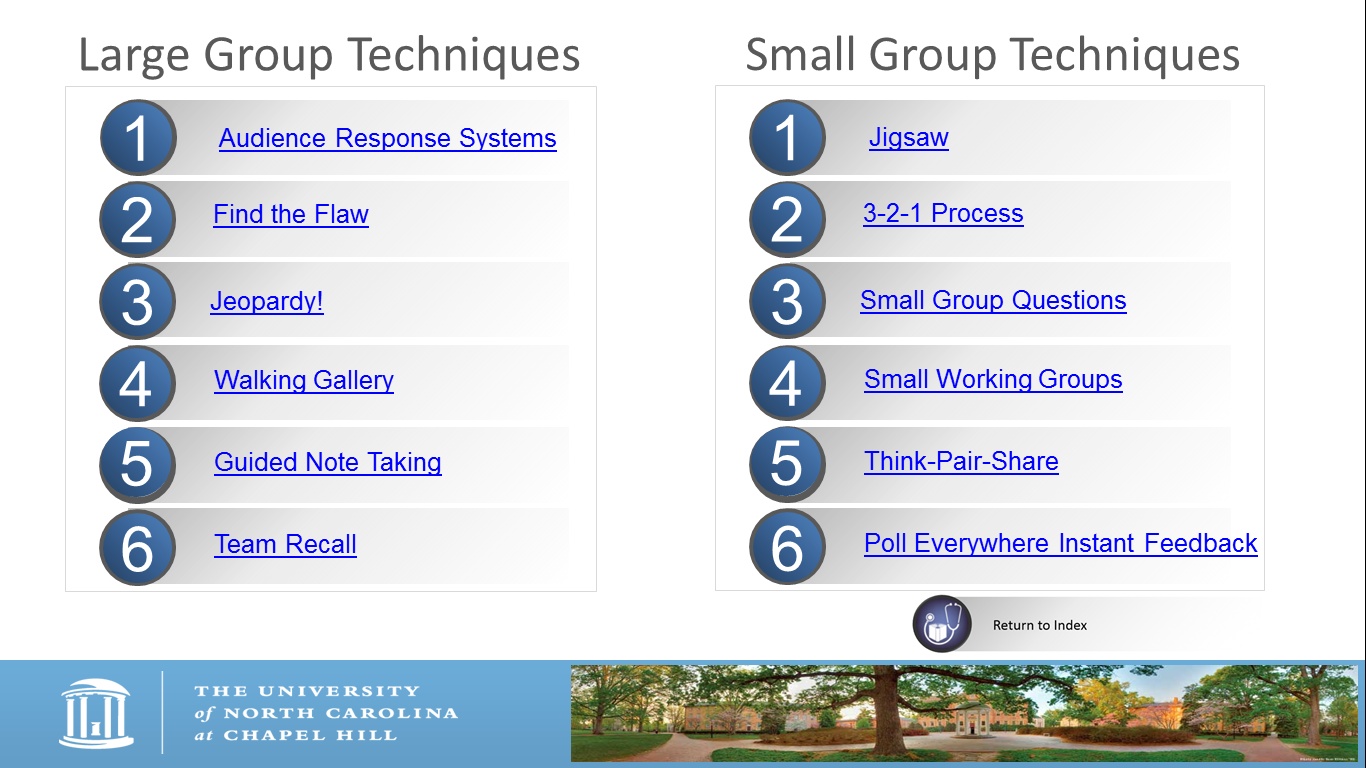
**Work in small groups**

Pick a topic your are scheduled to teach

Select 1-2 techniques from the Aim to ACT Toolbox

Incorporate them into your didactic plan

**Be prepared to share your plan**



**Activity 3: Planning This Learning Event Using the 8 Steps (Input)**

**Example of Our 8 Steps**

1. **Who:** 60 family physicians from various residencies across the country.
2. **Why:** To provide the opportunity to learn the 8 Steps and 4 A’s and practice developing learning tasks for CME lectures to learners, students, residents and faculty.
3. **So that:**

**Learning:** Did the participants learn the 8 Steps and 4 A’s, design learning tasks, and reframe their educational philosophy?

**Transfer:** Did the participants give their educational session using the 8 Steps and 4 A’s prepared during this workshop? Future learning event?

**Impact:** Have they continued to use this educational philosophy to prepare for and execute other educational sessions? Are they teaching others the same concepts?

1. **When:** 4 April 2016; 1430-1530; late afternoon on a Monday.
2. **Where:** Hotel Conference Room, must bring handouts, laptop, clicker and speakers.
3. **What:** 
   * Knowledge: the 8 Steps, 4 A’s from Jane Vella’s, On Teaching and Learning.
   * Skills: Design learning tasks.
   * Attitudes: Reframe previous educational philosophy to incorporate Vella’s system and learning tasks.
4. **What for:** achievement based objectives.

By the end of our session together, we will have:

* **Learned** one planning system.
* **Identified** the four types of learning tasks and examples of each.
* **Designed** four learning tasks for an implementation activity as well as for a planned educational event with one example from each of the 4 A’s.
* **Shared** planned educational event and learning tasks with one individual or the group.

1. **How (4 A’s):**

**Timeline:** 50 minutes total

**Anchor Activities:** 5 minutes

**Add Activities:** 20 minutes

**Apply Activities:** 20 minutes

**Away Activities:** 5 minutes

Using my example as a template, complete the 8 Steps for a learning event you will do.

**Activity 4: Planning Your Learning Event Using the 8 Steps (Implementation)**

Don’t work on the 4 A’s yet!

When you are finished, share your ideas with 2-3 people around you.

Take 10 minutes.

**Your Learning Event Topic: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Your 8 Steps**

1. **Who: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
2. **Why: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
3. **So that (the ultimate change to be seen):**

**Learning:** what occurs within the event\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ ?

**Transfer:** taking learning to new place \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ ?

**Impact:** change in organization/system \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?

1. **When: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
2. **Where: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
3. **What: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

* Knowledge: **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
* Skills: **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
* Attitudes: **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **What for:** Achievement based objectives

By the end of our session together, we will have:

* **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Objectives** should be:

* Specific
* Measurable
* Expressed as a verb
* **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
* **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
* **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **How (4 A’s):**

**Timeline –** Amount of Time**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Activity 5: Planning These Learning Activities Using the 4 A’s (Add)**

**Example of my 4 A’s**

**7. How (4 A’s)**

**Anchor Activity** (5 minutes) – intro, quote, objectives using PowerPoint.

**Add Activity 1** (10 minutes) - Example 8 steps and timeline using worksheet and PowerPoint.

**Apply Activity 2** (10 minutes) – Participants fill in 8 steps for an upcoming educational event.

**Anchor/Add Activity 3** (5 minutes) – Example 4 A’s using worksheet and PowerPoint.

**Apply Activity** (5 minutes) – Participants develop 4 tasks using each of 4 A’s for a 4 year old to learn how to make PB&J sandwich.

**Add Activity** (5 minutes) – Watch PB&J video.

**Apply Activity** (20 minutes) – Participants collaborate and develop 4 tasks using 4 A’s, principles and techniques for an upcoming educational event.

**Away Activity** (5 minutes) – Participants share their event with 1 colleague and then give the event.

**Anchor: connect with what they know**

**Add: learn something new**

**Apply: practice what they learned**

**Away: take it home and use it**

**Activity 6: How to Make a PB&J Sandwich Using the 4 I’s (Implementation)**

Develop 4 learning tasks to teach a 4 year old how to make a Peanut Butter and Jelly sandwich.

Learning Event: How to make a Peanut Butter and Jelly Sandwich for a 4 year old

Learning Task 1 (Anchor Task): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Learning Task 2 (Add Task):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Learning Task 3 (Apply Task):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Learning Task 4 (Away Task):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Design one learning activity for each of the 4 A’s (Anchor, Add, Apply, Away) for your educational event. Consider active learning techniques you have used or experienced.

**Activity 7: Planning Your Learning Activities Using the 4 A’s (Apply)**

Work in any size group.

Work preferably with colleagues with whom you will interact outside of this workshop.

Feel free to move around.

I will circulate to help as needed.

Learning Activity 1 (Anchor Task): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Learning Task 2 (Add Task):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Learning Task 3 (Apply Task):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Learning Task 4 (Away Task): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Activity 8: Give Your Learning Event (Away)**

Find a buddy…

**Share** your planned educational event and learning tasks with a colleague, collaborate, and be accountable to each other.

**Attend** each other’s events (give feedback on their use of active learning and learning tasks).

**Buy** the other a cup of coffee after the event.

**Write** the details below:

My Educational Event (topic and possible date): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

My Buddy’s Event: (topic and possible date): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

My reward for completing the event: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

My Buddy’s reward: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_