Description

- This session explores the Principles of andragogy with an emphasis on strategies that are most effective with adult learners. Understanding the characteristics of the 4 generations of learners in today’s interdisciplinary health care teams is critical to success. Integration of new educational technologies, as well as social learning strategies such as Team Based Learning and opening the possibility of transforming the classroom into a vibrant learning environment will be addressed. The development of the “flipped” classroom will be a key strategy explored in this session.
Objectives

1. Discuss the core principles and assumptions of andragogy (adult learning).
2. Identify the characteristics of learning mindsets.
3. Describe most effective teaching strategies to use with adult learners.
4. List the characteristics of the 4 generations potentially present in today’s Interdisciplinary Health Care Teams: Traditional/Silent, Baby Boomers, Generation X, Generation Y
5. Compare and contrast the differences in generational learning.

Objectives

6. Define the “flipped classroom”
7. List and describe the four pillars of flipped learning.
8. Discuss how the flipped learning environment promotes student learning and engagement.
9. Develop a strategy for “flipping” a course.
10. Describe strategies for the integration of educational technology into the modern classroom.

Competencies:

- 2a. Demonstrates an understanding of the adult learner theories

ANDROGY

The term andragogy can be supposedly equivalent to the term pedagogy. Andragogy in Greek means man-leading in comparison to pedagogy, which in Greek means child-leading. However, it should be noticed that the term pedagogy is used since the Ancient Greek times while Alexander Kapp, a German educator, originally used the term andragogy in 1833.
Andragogy

It is my own observation that those students who have entered a professional school or a job have made a big step toward seeing themselves as essentially self-directing. They have largely resolved their identity-formation issues; they are identified with an adult role. Any experience that they perceive as putting them in the position of being treated as children is bound to interface with their learning.

– Malcolm Knowles, 1978:58

Malcolm Shepherd Knowles (1910–1991)

Was an American educator well-known for the use of the term Andragogy as synonymous to the adult education.

According to Malcolm Knowles, andragogy is the art and science of adult learning, thus andragogy refers to any form of adult learning. (Knowles, 2010)
Teaching Strategies for Adult Learners

- Involve participants and be organized.
- Serve as facilitator.
- Determine interests of learners.
- Encourage participants to share their experiences and knowledge.
- Have clearly defined goals, objectives, and agenda for the training.
- Early in the training, show participants how it will help them achieve their goals.
- Explain how learning objectives relate to educational activities.
- Show relevance of training to occupation
- Acknowledge the wealth of knowledge and experiences the participants bring to the training.
- Treat the participants as equals rather than subordinates.

17 Tips for Motivating Adult Learners.
Who Are Today's Learners?

• The Silent Generation: Also called Traditionalists, Seniors, The Greatest Generation
  – Lived through the Great Depression and World War II
  – Sacrifice for the Greater Good
  – Prefer a "hands-on" approach or "reality"
  – Born between 1922 and 1943

• Baby Boomers: Also called the Me Generation, the Sandwich Generation
  – Materialistic
  – Responsible for Social Changes
  – Born between 1943 and 1960

Today's Learners

• Generation X: Sometimes called the Baby Bust Generation**
  – Use of technology is a given
  – Function well alone
  – Pessimistic and skeptical of authority and institutions
  – Short Attention spans
  – Born between 1960 and 1980

• Millennials: Also called the Echos, the Nexters, and Generation Y**
  – Identify with parents’ values
  – Gravitate toward group activities
  – Believe it's cool to be smart
  – New technology is a given
  – Short attention spans
  – Born between 1980 and 2000

Differences in Generational Learning

• Comfortable speaking with professors:
  – 60% of Millennials
  – < 40% of Gen Xers

• Believe that authority figures should set and enforce rules:
  – 70% of Millennials
  – 40% of Gen Xers

• Comfortable asking for special treatment:
  – 60% of Millennials
  – 29% of Gen Xers

• Feel comfortable challenging professors on grades:
  – 60% of Millennials
  – 35% of Gen Xers

• Want a clearly structured academic path:
  – 80% of Millennials
  – 60% of Gen Xers
The Beloit Mindset List

- Each August since 1998, Beloit College has released the Beloit College Mindset List, providing a look at the cultural touchstones that shape the lives of students entering college this fall.
- https://www.beloit.edu/mindset/previouslists/2015/

Flipped Learning

- “Schoolwork at home, Homework at School”

Flipped Learning

- Flipped Learning is a pedagogical approach in which direct instruction moves from the group learning space to the individual learning space, and the resulting group space is transformed into a dynamic, interactive learning environment where the educator guides students as they apply concepts and engage creatively in the subject matter.
The Four Pillars of Flipped Learning

- Flexible Environment
  - Establish spaces and time frames that permit students to interact and reflect on their learning
  - Continually observe and monitor students to make adjustments as appropriate
  - Provide students with different ways to learn content and demonstrate mastery

- Learning Culture
  - Give students the opportunity to engage in meaningful activities without the teacher being central
  - Scaffold these activities and make them accessible to all students through differentiation and feedback

The Flipped Classroom
The Flipped Classroom

- **Intentional Content**
  - Prioritize concepts used in direct instruction for learners to access on their own.
  - Create and/or curate relevant content for your students
  - Differentiate to make content accessible and relevant to all students

The Flipped Classroom

- **Professional Educator**
  - Make yourself available to all students for individual, small group, and class feedback in real time as needed.
  - Conduct ongoing formative assessments during class time through observation and by recording data to inform future instruction
  - Collaborate and reflect with other faculty members and take responsibility for transforming your practice

How to “Flip” a Course

- **Time Commitment**
- **Faculty Workload**
- **“Flipped” vs “Scrambled”**
- **Tasks**
  - Prioritize objectives and goals
  - Identify suitable content for on-line or read-ahead delivery
  - Identify assessment tools
  - Prepare for brief, micro-lectures
Integrating Educational Technology Into the Classroom

- Video podcasts
  - Doceri
    - https://doceri.com/
  - Educreations
    - https://www.educreations.com/
  - Show Me
    - http://www.showme.com/

Integrating Educational Technology Into the Classroom

- Assessment Tools
  - Quizlets
  - Student Authored Questions
  - Targeted Questions
    - “Muddiest Point” and “One Minute Questions”
- Audience Participation Software

The “Take Away” Message

- Adults learn differently than children knowing the principles of adult learning can improve teaching and learning.
- Today’s learners may be different based on the generation in which they were born.
- Adult learning should be problem-centered and relevant.
- Flipping a course (or class) can make better use of in-class time and improve the learning experience
Let’s Do It!!

- Using the materials provided, create a short (2-5 min) video to help your students prepare for an upcoming class.

Resources

- Malcom Knowles
  - [Informal, adult, education, self-direction, and self-design](http://infed.org/mobi/malcolm-knowles)
- Adrogogy Video
  - [https://www.youtube.com/watch?v=vLoPiHUZbEw](https://www.youtube.com/watch?v=vLoPiHUZbEw)
- Eight Important Characteristics of Adult Learners
  - [https://elearningindustry.com/8-important-characteristics-of-adult-learners](https://elearningindustry.com/8-important-characteristics-of-adult-learners)
- Four Pillars of Flipped Learning
- How to Flip a Classroom
  - [https://www.youtube.com/watch?v=9aGuLuipTwg](https://www.youtube.com/watch?v=9aGuLuipTwg)
- Beginner's Guide to Flipping
  - [https://www.youtube.com/watch?v=IjUtSvGvB](https://www.youtube.com/watch?v=IjUtSvGvB)

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