

That Was Great! Now What?

Shirley Biladeau



That was Great! Now What?

Making Learning Stick

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ALA Conference 2013 – Learn Round Table





Learning
requires action
on part of the
learning leader,
learner and
supervisor.

Learning Leader:

- Relevant
Resources
- Access to
Content
- Follow-up



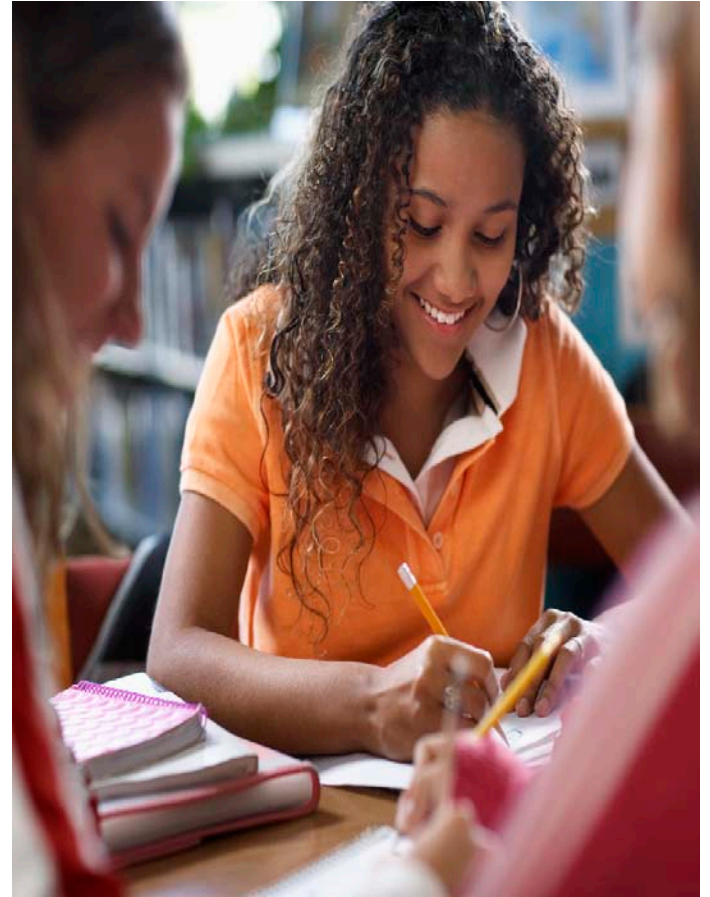
Directors, Managers, Supervisors:

- Support
- Require Sharing
- Empower
- Accountability



Learner:

- Reflect
- Share
- Identify Next Steps
- Celebrate Milestones



Tools Used by Idaho Commission for Libraries

Likert Scale Evaluation

Transfer of Training

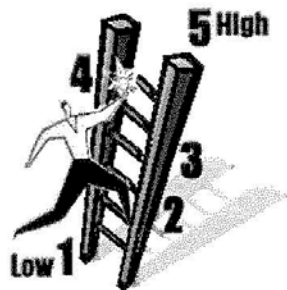


Kirkpatrick Evaluation Model

Kirkpatrick Model – Donald Kirkpatrick, 1959

<http://www.kirkpatrickpartners.com/OurPhilosophy/TheKirkpatrickModel/tabid/302/Default.aspx>

Digital Literacy Update Workshop



Location: _____

Date: _____

Evaluation

Please circle the number that most accurately describes your opinion.

**BEFORE the workshop, where were you
on the skills and knowledge ladder?
(1 is low and 5 is high)**

1. My awareness of the role of the library as
a community anchor:

(low) 1 - 2 - 3 - 4 - 5 (high)

2. My knowledge of how technology is
integrated into library programming and
services:

(low) 1 - 2 - 3 - 4 - 5 (high)

3. My knowledge about the types of mobile
devices:

(low) 1 - 2 - 3 - 4 - 5 (high)

**AFTER the workshop, where are you on
the skills and knowledge ladder?
(1 is low and 5 is high)**

1. My awareness of the role of the library as
a community anchor:

(low) 1 - 2 - 3 - 4 - 5 (high)

2. My knowledge of how technology is
integrated into library programming and
services:

(low) 1 - 2 - 3 - 4 - 5 (high)

3. My knowledge about the types of mobile
devices:

(low) 1 - 2 - 3 - 4 - 5 (high)

Trustee Update Workshop

Page 2

Workshop Methods	Disagree - - - - - Agree
6. Important ideas were clearly stated and explained.	1 - 2 - 3 - 4 - 5
7. New and useful information was presented.	1 - 2 - 3 - 4 - 5
8. Presenter responded effectively to questions and comments.	1 - 2 - 3 - 4 - 5
9. Instructional aids (handouts) were helpful.	1 - 2 - 3 - 4 - 5
10. Overall, I found the workshop valuable.	1 - 2 - 3 - 4 - 5

11. Time allowed for the workshop was: (circle one)	Too short - About right - Too long
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12. The most useful part of the workshop was:

13. In order to make this workshop better, I suggest:

14. Other training or workshops I would like to see:

15. Other comments:



Transfer of Training

- ❖ Pair and Share
- ❖ Written Report or Newsletter Article
- ❖ Collaborative efforts with colleagues
- ❖ Presentation to colleagues
- ❖ YouTube Video
- ❖ Blog posts
- ❖ Pinterest - Facebook - Twitter



Be Creative –Do It!!

Kirkpatrick Model

Evaluating Learning:

- Reaction
- Learning
- Behavior
- Results



Kirkpatrick Model – Donald Kirkpatrick, 1959

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Reaction



Learning leader

- Evaluate.
- Know your audience.
- Adjust.

Director/manager

- Ask.
- Coach.
- Allow.

Learner

- Honestly, self-report.
- Reflect.
- Identify the next step.

Learning Leader

- Objectives/outcomes.
- Follow-up.

Learner

- Share.
- Establish a timeline.



Directors, Managers, Supervisors

- Debrief with the learner.
- Provide opportunity to share.

Learning Leader

- Follow-up.
- Survey colleagues.

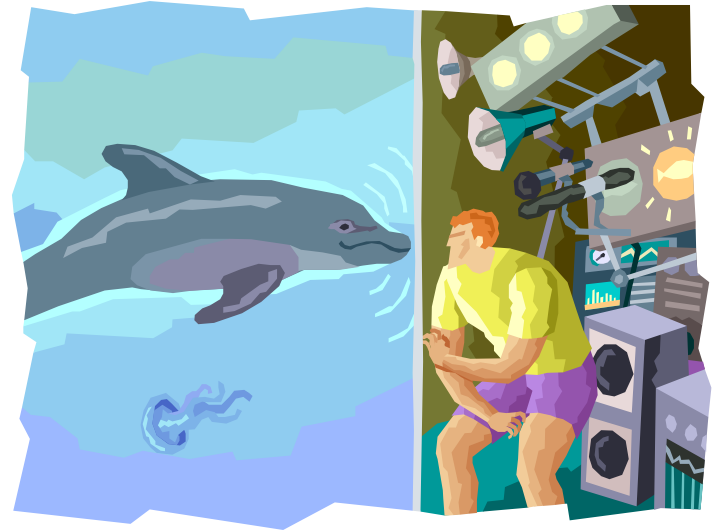
Director, Manager, Supervisor

- Identify touch points.
- Mentor.
- Reward.

Learner

- Track progress.
- Coordinate.
- Reflect and reward.

Behavior:



Results:



Learner

- Track.
- Evaluate.
- Celebrate.
- Identify next step.

Learning Leader

- Follow-up.

Director/Manager/Supervisor

- Support learning.
- Review expectations.
- Reward success.
- Take it to the next level.



Tips: Learning Leaders

- Provide relevant take-aways
- Provide online resources
- Follow-up
- Mix up teaching techniques



Tips: Directors & Managers

- Coach and mentor staff
- Establish clear learning goals
- Empower learners
- Encourage sharing
- Ask – Follow-up



Tips: Learners

- Implement one thing at a time
- Be careful of burnout
- Start with what makes the most sense
- Learn by sharing
- Explain the reason

Resources:

The Kirkpatrick Model:

<http://www.kirkpatrickpartners.com/Home/tabid/38/Default.aspx>

Idaho Commission for Libraries:

<http://libraries.idaho.gov/page/more-learning-resources> -- ICFL Workshop Handouts



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