That Was Great! Now What?

Shirley Biladeau
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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

Digital Literacy Update
Workshop

Location: ______________________

Date: ______________________

Evaluation

Please circle the number that most accurately describes your opinion.

<table>
<thead>
<tr>
<th>BEFORE the workshop, where were you on the skills and knowledge ladder? (1 is low and 5 is high)</th>
<th>AFTER the workshop, where are you on the skills and knowledge ladder? (1 is low and 5 is high)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My awareness of the role of the library as a community anchor:</td>
<td>1. My awareness of the role of the library as a community anchor:</td>
</tr>
<tr>
<td>(low) 1 - 2 - 3 - 4 - 5 (high)</td>
<td>(low) 1 - 2 - 3 - 4 - 5 (high)</td>
</tr>
<tr>
<td>2. My knowledge of how technology is integrated into library programming and services:</td>
<td>2. My knowledge of how technology is integrated into library programming and services:</td>
</tr>
<tr>
<td>(low) 1 - 2 - 3 - 4 - 5 (high)</td>
<td>(low) 1 - 2 - 3 - 4 - 5 (high)</td>
</tr>
<tr>
<td>3. My knowledge about the types of mobile devices:</td>
<td>3. My knowledge about the types of mobile devices:</td>
</tr>
<tr>
<td>(low) 1 - 2 - 3 - 4 - 5 (high)</td>
<td>(low) 1 - 2 - 3 - 4 - 5 (high)</td>
</tr>
</tbody>
</table>

http://libraries.idaho.gov/page/more-learning-resources
<table>
<thead>
<tr>
<th>Workshop Methods</th>
<th>Disagree ----------- Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>6. Important ideas were clearly stated and explained.</td>
<td>1 - 2 - 3 - 4 - 5</td>
</tr>
<tr>
<td>7. New and useful information was presented.</td>
<td>1 - 2 - 3 - 4 - 5</td>
</tr>
<tr>
<td>8. Presenter responded effectively to questions and comments.</td>
<td>1 - 2 - 3 - 4 - 5</td>
</tr>
<tr>
<td>9. Instructional aids (handouts) were helpful.</td>
<td>1 - 2 - 3 - 4 - 5</td>
</tr>
<tr>
<td>10. Overall, I found the workshop valuable.</td>
<td>1 - 2 - 3 - 4 - 5</td>
</tr>
</tbody>
</table>

11. Time allowed for the workshop was: (circle one)                           | Too short - About right - Too long

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:

http://libraries.idaho.gov/page/more-learning-resources
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!!

http://libraries.idaho.gov/page/more-learning-resources
Kirkpatrick Model

Evaluating Learning:

• Reaction
• Learning
• Behavior
• Results

Kirkpatrick Model – Donald Kirkpatrick, 1959
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:

Learning Leader
• Follow-up.

Director/Manager/Supervisor
• Support learning.
• Review expectations.
• Reward success.
• Take it to the next level.

Learner
• Track.
• Evaluate.
• Celebrate.
• Identify next step.
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:  

Idaho Commission for Libraries:  
http://libraries.idaho.gov/page/more-learning-resources -- ICFL Workshop Handouts