



# Fundamentals of Adult Learning

# Speaker



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# Objectives



After this session, you will be able to

- apply the Principles of Adult Learning to training design and delivery,
- construct a training outline using the ROPES Model

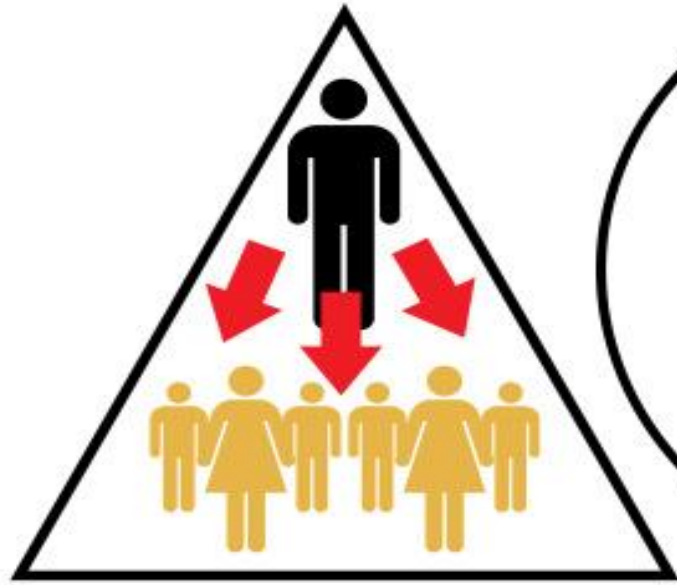


# Best and Worst

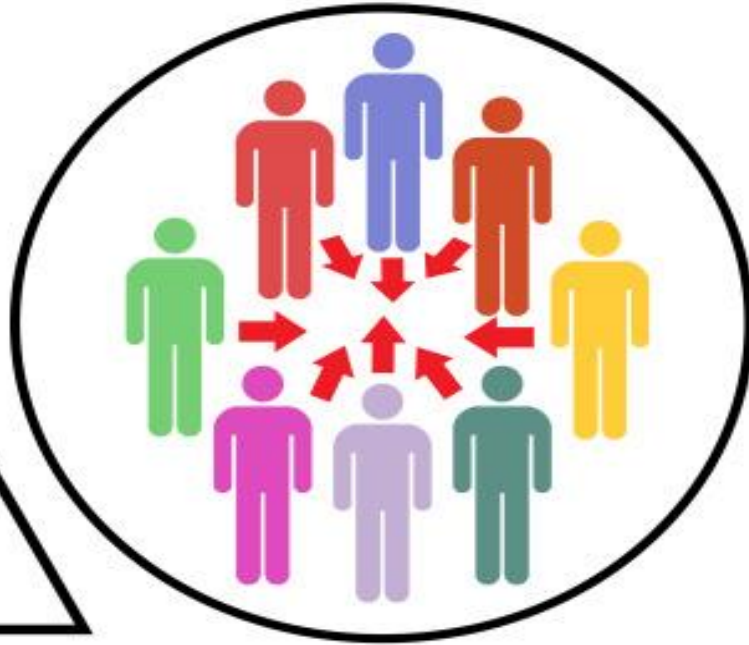


- What makes a training good?
- What makes a training bad?





Pedagogy



Andragogy

# Adult Learners



What do you know about adult learners?



# Principles of Adult Learning



- Are internally motivated and self-directed
- Have life experience and knowledge
- Are goal-oriented
- Are relevancy-oriented
- Are practical
- Need to be shown respect







## Adult Learning

- Language: English - Duration: 4h - ★★★★★

### ABOUT THIS COURSE

### CONTENT

Adult Learning is designed to be a supplemental online course to the Foundations of Training Excellence Master Trainer face-to-face course. The purpose of this course is to enhance the trainers' ability to actively engage trainees in training for improved learning and improved job performance.

**Target Audience:** Child Nutrition Professionals

**Hours of Instruction:** 4

**Key Area:** 3

**Professional Standard Code(s):** 3400, 3430



# ROPES Model



# R – Relate and Review



- Why is this important?
- How does this relate to my job?
- How can you gain their attention?



# O – Overview



- Provide overview
- Establish expectations/  
learning objectives



# P – Presentation



- Videos
- Demonstrations
- Small group work



# E – Exercise



- Practice new skills
- To keep the audience's attention, get blood flowing, or engage in movement
- For self-directed learning
- To assess learning throughout the training



# S – Summary



- Were objectives met?
- What went well?
- What did not go well?
- How can we improve it?



# Factors to Consider



- Why?
- Who?
- What?
- How?







## R – Relate and Review

(Hook the learner)

*“What’s in it for me?”*

Handwashing is one of the best ways to prevent illness, either from the common cold and flu, and from preventing foodborne illness. If we are ill and cannot work, that could mean we lose a day’s pay. If we contaminate our food, it may mean many students could become ill or even die.





## O – Overview

(Summarize key content/overview and objectives)

### *“Establishing expectations”*

Handwashing is a great way for each of us to stay healthy and prepare and serve safe foods to our students. Today, we are going to cover the correct procedure for handwashing.

At the end of this training, the participant will be able to

1. List when and describe how hands should be washed.
2. Demonstrate thorough handwashing using the 5 items at a hand wash station.





P – Presentation	(List objectives with the training methods you will use to achieve the objectives)
1. <u>List</u> when hands should be washed.	
Icebreaker activity – Teams they will list as many events when we should wash their hands. Need: chart paper, markers, blue tape	
2. <u>Describe</u> how hands should be washed.	
“Wash Your Hands” video with video viewing guide that requires describing the process. Need: video, DVD player or laptop, speakers, screen, video viewing guides for each attendee	
3. <u>Demonstrate</u> thorough handwashing using the 5 items at a hand wash station.	
Teams will be formed for a “GloGerm/Glitterbug” competition. Need: GloGerm or Glitterbug, black light, access to handwashing station, flipchart with a drawing of a large set of hands	



E – Exercise	(Describe activity-oriented, hands-on, learner-focused activity to reinforce learning)
	<ol style="list-style-type: none"><li>1. <u>List</u> when hands should be washed.  Icebreaker activity – staff will use chart paper and markers. In teams they will list as many events when we should wash their hands. Trainer allows each team to share 2-3 occurrences – other teams will add to their lists for items they did not list. Instructor concludes with any other important events not already mentioned.</li><li>2. <u>Describe</u> how hands should be washed.  Staff will watch “Wash Your Hands” video – then complete a video viewing guide on the proper steps and tools needed for thorough handwashing. Trainer debriefs using question and answer format.</li><li>3. <u>Demonstrate</u> thorough handwashing using the 5 items at a hand wash station.  Teams will be formed for a “GloGerm/Glitterbug” competition. Each team will have a representative. Representatives apply GloGerm/Glitterbug to their hands, then wash their hands using the correct technique described. After handwashing, teams use a blacklight to identify any missed places and uses a marker to identify these places on the large set of drawn hands.</li></ol>





<b>S – Summary</b>	<b>(To confirm achievement)</b> <b>-Final participant performance assessment</b> <b>-Trainer assessment/evaluation</b>
Online or interactive quiz: Using a pen/paper quiz, an online tool (Survey Monkey) or interactive tool ( <a href="https://kahoot.it">https://kahoot.it</a> ) staff answers questions to evaluate understanding of the content presented, and to evaluate the presentation and presenter.	

# Questions



# Professional Standards Codes



- This session provides one (1) CEU
  - **Key Area:** Human Resources and Staff Training – 3400
  - **Key Topic:** Develop employee training plans – 3430

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