Lesson Title: Principles of Learning
Course: FTO School
Date: 03/16/05
Duration: 3 hours
Location Presented: PSTF
Method of Presentation: Lecture/Demonstration
Objectives: See attached PP Slides

Methods & Aids: Lecture

Video: NYS FTO/CA FTO Video Scenarios
Field Training Officer School

Principles of Adult Learning

Guy Rossi, PSTF Staff
Daria Bour, MC Probation
Introduction

- FTO in each police department worked, Fairport, Irondequoit and RPD.
- FTO Administrator for RPD
- Recruit Class Administrator RPD
- Developer of the Mentor Program
- Have instructed nationally at NAFTO

- Charter member of ASLET
- Instructor at Training Center since 1982
- Retired RPD 8/98
- Developer of DT Program since 1982
- BS in Instructional Design
- MS Adult Education
Objectives

At the conclusion of this module of training the adult learner will be able to orally or in writing:

1. Define the term “learning”.
2. List the difference between adult and child learning.
3. Compare and define multiple styles of learning.
Objectives

4. List methods to determining learning styles


6. List factors that impact the learning process.

Child and Adult Learning

- Adults are independent - Children are dependent.
- Adults are experienced - Children are inexperienced.

Objective 2
What is “Learning”?

- Learning is the gaining of knowledge or skill by study, scholarship, teaching, or discovery.

- Learning is an observable, sustained change of behavior.

Objective 1
Adults are internally motivated - Children are externally motivated.

- Adults want to know “what’s in it for me” - Children don’t worry about it.

The F.T.O. must remember the recruit is an adult.

Objective 2
Multiple Learning Styles

Some learn best by:

- Saying, hearing, and seeing words.
- Categorizing, classifying, and observing things.

Objective 3
Multiple Learning Styles

Some learn best by:

- Thinking, logically analyzing ideas and situations.
- Doing, processing knowledge through physical experiences.
- Relating to people, comparing, cooperating, and interviewing.

Objective 3
Categorized Learning Styles

- Visual
- Auditory
- Tactile
Visual Learner

- This type of person learns best by:

- Seeing words, observing the actions of others.

- Mentally visualizing a scenario or procedure.

- This person will use life experiences and reflect observations in the learning process.
Auditory Learner

This person learns best by:

- Hearing instructions rather than reading.

- Good at assimilating and processing through hearing instructional objectives and auditory commands.
Tactile Learner

- This person learns best by:
  - Doing, hands-on instruction serves this person best.
Ways to Determine Styles

- What types of activities do they enjoy most?
- Consult with prior phase F.T.O. and administrator.
- Consult Academy Staff.

Objective 4
Purpose of Education

- The discovery of new knowledge.
- The dissemination of existing knowledge.
- The translation of facts and knowledge into a practical application of action on the part of the student.
Eight Laws of Learning

- Motivation
- Reward
- Readiness
- Meaningfulness

- Association
- Simplicity
- Feedback
- Exercise

Objective 5
Law of Motivation

- Student must have the desire to learn.
  
  Q: What are some factors that can influence a student’s desire to learn?

- You need to motivate them.

- Know your recruit!
  
  Q: What are some of the ways to get to know them?
Law of Reward

- Practice "Unconditional Positive Regard"
  - Learn better if there is a reward.
  - Always give positive reward when the student responds to training.
  - Don’t berate the student.
  - Try to end the night on a positive note.
Law of Readiness

- The student learns best and fastest when they are prepared to learn.
- Mentally ready!
- Topic is important and they are enthusiastic.
Law of Meaningfulness

- Must relate topic to the job.
  - Adults learn best when the knowledge has meaning
  - Through experience
- How does the training benefit them in relation to the job.
- Don’t give meaningless tasks.
Law of Association

- Learning is easier when the student can associate what they are learning to what is already familiar to them.

Other than laws and departmental procedures is our job any different anywhere in the world?
Law of Simplicity

- Most of the time students learn better when the instruction is given in an orderly manner, one step at a time, rather than all at once.
  - **Break tasks into sub-skills**

- Some learners need to see the end result to understand why they are learning the steps.
Law of Feedback

- Students need to know if they are doing it right.
- Don’t wait until the end of the scenario or the end of the night to give negative feedback.
- Give positive feedback when earned!

Col. Lamar Cousins
Law of Exercise

- Repetition means building habit patterns.
- Correct habit patterns usually lead to success.
- Use and repetition of a response strengthens it.
- Failure to use weakens it.
Why is this Helpful?

- The eight “Laws of Learning” provide an overview of what motivates people to learn.

- An experienced trainer will use these “laws” to their advantage when charged with training new personnel.
Intelligence

Methods of Instruction

Factors That Influence Training

Instructor Factors

Student Factors

Learning Environment

Objective 6
Learning Environment Factors

- The F.T.O. is obligated to provide an environment where learning can occur.
Learning Environment Factors

- An efficient learning environment will be situational to what is being taught, such as:

  Firing range, patrol unit, and/or classroom
Learning Environment Factors

- Considerations of an efficient learning environment would be:
  - Recruit comfort, adequate equipment, and sufficient supplies.
Instructor Factors

- **Personal Qualities**
  - Personal appearance and hygiene.
  - Leadership and courtesy.
  - **Tact**, attitude and enthusiasm.

- **Communication Skills**
  - Non-verbal communication, appropriate language, grammar, pronunciation, and the ability to develop rapport.
Instructor Factors
(continued)

- Knowledge of Subject Matter
- Preparation
- Professionalism
- Instructor / Trainee interaction
Student Factors

- **Physiological**
  - Amount of *sleep*
    - Must determine what is causing this!
  - Diet and nutrition

- **Psychological**
  - Stress / emotional state of the student
  - Self confidence / well being
Student Factors (continued)

- **Experience**
  - Prior knowledge and training.
    - This could be good and bad.

- **Additional issues based on:**
  - Gender differences
  - Social differences
  - Cultural diversity
  - ADA issues
  - Educational differences
Environmental Factors

- Temperatures
- Lighting
- Sound quality
- Distractions
Methods of Instruction

Factors

- Role plays and demonstrations.
- Practice and drills.
- Questions and answer.
- Calls for service.
  - “Every call is training opportunity”
How Motivation Effects Learning

- Motivation’s effect on learning is very strong and potent.

- Students must be motivated before they can or will learn.

- Teaching/training tends to be most effective when the learner is “properly” motivated.
“Learning Plateau”

**Defined:**
A place where learning has stopped or was left off.
“Learning Plateau”

- Factors that may cause/influence learning plateaus:
  - Fatigue, boredom, distractions, too much information too fast, fading interest, and saturation.
- Possible solution:
  - Break the tension, change the method of instruction. Is it the instructor?
Conditions That Facilitate Adult Learning

- Show why the material is important.
- Strive for learner involvement.
- Vary the instructional methods and activities.
- Help manage the learner’s experience.
- Guide and reinforce the learner.
- Provide enough time for the learner to learn.
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