

# Module One

Understanding the Learning Process

## Session Guide

### Session 1 Understanding the learning process

#### *Objectives:*

At the end of the session, the participants will be able to:

1. discuss why humans learn;
2. describe teaching and learning strategies of adults;
3. discuss why cooperative and collaborative learning are effective among adults; and
4. Describe “active learning”.

**Duration: 1 hour**

| Times  | Trainer   | Learners  |
|--------|---|---|
| 20 min | <p><b>Discuss the Maslow Motivation Theory:</b></p> <ul style="list-style-type: none"> <li>▪ Review the components of the pyramid               <ol style="list-style-type: none"> <li>1. Psychological needs</li> <li>2. Safety needs</li> <li>3. Love needs</li> <li>4. Esteem needs</li> <li>5. Self-actualization</li> </ol> </li> <li>▪ Importance of Maslow for education</li> <li>▪ Application of Maslow in education</li> </ul> <p>Provide practical examples of ways to meet fulfillment needs</p>                | <ul style="list-style-type: none"> <li>▪ Discuss the application of Maslow Theory to fishermen. Identify methods or actions appropriate for use in their training.</li> </ul>   |
| 5 min  | <p><b>Discuss the theory of Multiple Intelligence:</b></p> <ul style="list-style-type: none"> <li>▪ Why do different people learn differently? What are those differences in learning style?</li> </ul> <p>Provide some examples of learner style</p>   | <ul style="list-style-type: none"> <li>▪ Discuss the various learning styles of the current trainees and of the fishermen to be trained.</li> </ul>   |
| 10 min | <p><b>Discuss teaching and learning strategies for adults:</b></p> <ul style="list-style-type: none"> <li>▪ Adults want to know how the fundamental concepts in the discipline they are learning were established.</li> <li>▪ Adults want to be assured that obtaining a correct answer is not the only goal.</li> <li>▪ Adults need to be rewarded for independent thought.</li> <li>▪ Adults need to be exposed to a variety of teaching methods.</li> <li>▪ Adults need to be able to assess others' thinking</li> </ul> | <ul style="list-style-type: none"> <li>▪ Discuss why it is important that adults be able to connect previous concepts to the current learning activity.</li> <li>▪ Discuss why obtaining the right answer is not the only goal of learning and that there is more than one pathway in the learning process.</li> <li>▪ Discuss why adults need to be allowed to think independently.</li> <li>▪ Discuss why it is important for adult learners to know how others think.</li> </ul> |
| 5 min  | <p><b>Discuss the philosophy and principles of adult learning:</b></p> <ul style="list-style-type: none"> <li>▪ Apprehending structure</li> <li>▪ Integrating parts</li> <li>▪ Acting on the world</li> <li>▪ Using feedback for better results</li> <li>▪ Reflecting on goals-action-feedback</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Discuss why a practical assignment is easier to do than a conceptual one.</li> </ul>   |

| Times  | Trainer  | Learners  |
|--------|--|---|
| 5 min  | <p><b>Illustrate active learning:</b></p> <ul style="list-style-type: none"> <li>• Learning in an active mode is more effective than receiving information passively.</li> <li>• The teacher is a facilitator, coach, or midwife, a “guide on the side” rather than a "sage on the stage".</li> </ul>  | <ul style="list-style-type: none"> <li>▪ Discuss why being in the active mode is more effective than receiving information passively.</li> </ul>  |
| 10 min | <p><b>Enumerate and describe various strategies, skills and techniques useful for Cooperative and Collaborative Learning:</b></p> <ul style="list-style-type: none"> <li>• Organize.</li> <li>• Retain individuality within the group.</li> <li>• Focus on the <i>goal</i>, not the means.</li> <li>• Make it relevant and keep it in perspective.</li> <li>• Form groups with care.</li> <li>• Optimize through size.</li> <li>• Supervise and structure.</li> <li>• Start small.</li> <li>• Adjust your methods.</li> <li>• Look for opportunities.</li> </ul> <p>Prepare the necessary social skills among the participants</p> | <ul style="list-style-type: none"> <li>▪ Discuss the various strategies, skills, and techniques the participants found useful in learning new things.</li> </ul>  |
| 5 min  | <p><b>Summarize the different aspects of adult learning that the groups learned:</b></p> <ul style="list-style-type: none"> <li>▪ Teaching and learning strategies</li> <li>▪ Cooperative and collaborative learning</li> <li>▪ Active learning</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Describe teaching and learning strategies among adults.</li> <li>▪ Discuss why cooperative and collaborative learning are effective among adults.</li> <li>▪ Describe “active learning”</li> </ul> |