Reaching Reluctant Learners: Backwards Design

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**Backward Design steps**

**Points to keep in mind**

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**Identify the outcome (What will the participants be able to do?)**

Start by keeping the end result in mind. Focusing on observable behaviors keeps training centered on skill acquisition.

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**Create the assessment (How will you know the participants have learned?)**

Trainers and trainees should have an established way of knowing that the training was effective.

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**Determine the necessary skills (What skills and support do the participants need in order to complete the assessment?)**

All trainees should have any prerequisite skills before training starts. Training methods and tools should be accessible to all learners regardless of limitations; trainers should make accommodations as needed.

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**Create the lesson plan (How will you provide training?)**

Trainers must account for external factors (attitudes, library culture, time, resources, etc.) and build a lesson that works for the library.

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**Provide training (How will you carry out your plan and what adjustments will you make?)**

Trainers must be attuned to the needs of trainees and must remain flexible. Change the lesson if trainees are not learning or if something goes wrong.

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**Administer the assessment (Have your participants achieved the expected outcome?)**

Assessment informs the trainer and the participants whether the training was effective. Trainers can provide supplement training and build on new skills as needed.
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Create the assessment:

Determine the necessary skills:

Create the lesson plan:

Provide training:

Administer the assessment:

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About the New Jersey State Library’s Technology Tapas program:

Technology Tapas (or TT) is based on the 23Things program by Helene Blowers from the Public Library of Charlotte and Mecklenburg County in Charlotte, NC. It was adapted for the New Jersey State Library by Andrea Simzak and Bob Keith. The Technology Tapas program is a self-paced technology discovery program spanning several weeks in which participants are escorted through a series of weekly exercises to introduce them to a host of technology topics such as blogs, wikis, RSS, photo sharing and others.

So why Technology Tapas? Tapas are small Spanish food items or snacks that people eat while commiserating with friends. Likewise, Technology Tapas is small bite-sized chunks of learning about technology that your co-workers can participate in as a group, thereby fostering community in the workplace and helping each other to learn and grow.

For more information about Technology Tapas:

- Technology Tapas Program Guide: http://njsltechnologytapas.pbworks.com/
- Technology Tapas Site: http://njsilearning.blogspot.com/