

Education Coordinator Update

Leesburg, Virginia | February 2, 2024



Office of Emergency Medical Services

Division of Accreditation, Certification & Education

Housekeeping Rules

100% Attendance & Participation Is Required To Obtain Your Education Coordinator Certification



Withhold the urge to visit Facebook, Instagram, Amazon.

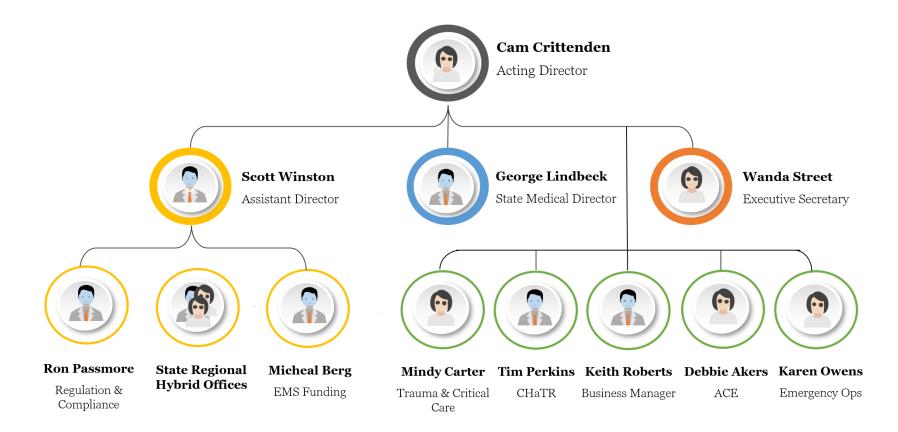
Use tobacco products, smoking, vaping, etc. is only permitted in designated locations.

Breaks will be taken, but if nature calls, please feel free to step out.

If there's a fire walk calmly to the nearest exits, which you will see all around the room.



Organizational Chart



Management & Consulting

We create solutions. When it comes to emergency services, Fitch & Associates is the only organization that combines the depth of a national, fulltime professional team with an extraordinary level of personal service and responsiveness to client needs.



Management & Consulting

Consulting

Specializing in emergency services, the Firm has consulted with over 1,000 communities in 49 U.S. states and in 12 countries. Projects have ranged from objective reviews, analysis and system design issues, procurement management, communications system design, productivity, and enhancement studies to detailed operational, financial, and transition management services.

Management

Leading a complex, highly specialized enterprise, such as an emergency services organization, fire department or medical transportation program, takes more than experience. It takes vision — and the ability to articulate that vision and inspire people to implement it.

Management & Consulting

Frank Gresh

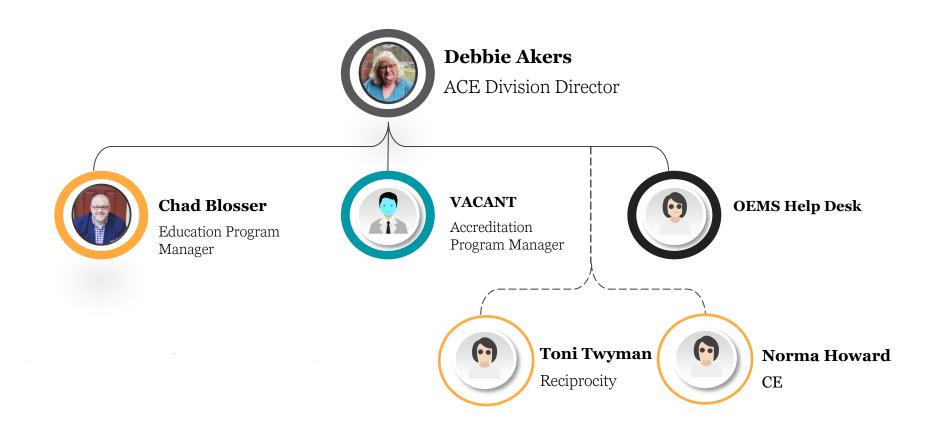
Frank has an office at OEMS in Technology Park. After about two weeks of introduction to our office, Frank began providing day-to-day management of OEMS in mid-January. He reports to the Deputy Commissioners Office at VDH.

fgresh@fitchassoc.com





ACE Division Org Chart





EMS Portal HelpDesk

Changes to the HelpDesk

- There are now 3 people answering HelpDesk tickets and calls.
- Even faster response times
- HelpDesk tickets and calls are NOT answered on weekends and designated holidays.



Please Send Your Providers to the Help Desk



Phone: 804-888-9102



OEMS-AppSupport@vdh.virginia.gov

ntactus

Contact Us

Debbie Akers

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Emergency Operations Division



MCIM I & II

Moodle > Institute Presentations > Day 2 > MCIM I & II

Office of Emergency Medical Services

Division of Accreditation, Certification & Education



Mass Casualty Incident Management I & II

Virginia Office of Emergency Medical Services

Division of Emergency Operations





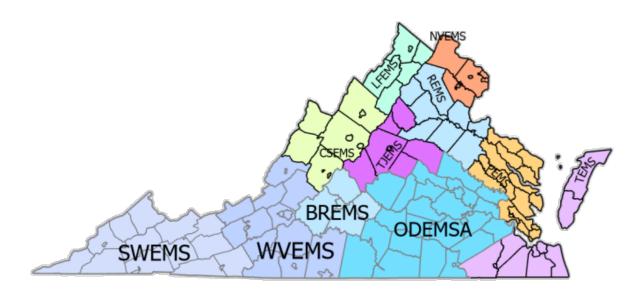
MCIM Training Program Manager

Sam Burnette

- samuel.burnette@vdh.virginia.gov
- eopstraining@vdh.virginia.gov



Please refer to your Regional EMS Council MCI Plan for any specific information related to mass casualty incident events





Two MCIM Courses Offered in Virginia

MCIM Module I - Awareness

- Locating/Accounting for Patients
- Conducting PatientTriage
- Completing Triage Tag

MCIM Module II - Operations

- Treatment/TransportDecisions
- Managing Resources
 - Providers/Personnel
 - Equipment
 - Units



MCIM I Course Objectives

Define Mass Casualty Incident (MCI)

Define the three goals of mass casualty incident management

Define the three objectives of mass casualty incident management

Describe initial response actions at a mass casualty incident

Understand the START and SALT methods of pre-hospital patient triage

Understand the components and purpose of a Commonwealth of Virginia approved pre-hospital triage tag.



MCIM I Skill Objectives

Demonstrate the ability to correctly triage simulated patients using the START triage method.

Demonstrate the ability to correctly triage simulated patients using the SALT triage method.

Demonstrate the ability to correctly complete a Virginia approved prehospital triage tag.



MCIM II Course Objectives

Identify key roles in the Medical Branch / Group at an MCI event

Describe the duties and responsibilities of Triage, Treatment, and Transport Units

Describe the duties and responsibilities of the various positions within the Triage, Treatment, and Transport Units

MCIM II Skill Objectives

Complete mass casualty incident management forms

Manage triage, treatment, and transport of simulated patients from the scene of an MCI to definitive care



EC Requirements for Initial EMT Courses

- □ Deliver MCIM I Awareness Level
- Contact Sam to get access to MCIMI materials on Dropbox
 - ACE will provide Sam with today's roster so he can ensure you have access to these materials
- Will be moving to Moodle soon





MCIM I Class Requirements

- You will need:
 - Minimum of (5) students
 - Maximum of (30) students
 - Copy of Virginia triage tags for each student
 - Photocopies are fine
 - Simulated patient cards or patients
 - Triage tape





OFFICE OF EMERGENCY MEDICAL SERVICES

This certificate is awarded to

Jane Doe

as evidence of satisfactory completion of the

MASS CASUALTY INCIDENT MANAGEMENT MODULE I & MODULE II

program requirements as prescribed by the Virginia Department of Health - Office of Emergency Medical Services.

In testimony where of this certificate is awarded this 23rd day of August 2022

Cam Crittenden

Camela Crittenden
Acting Director
Office of Emergency Medical Services



San Buntl

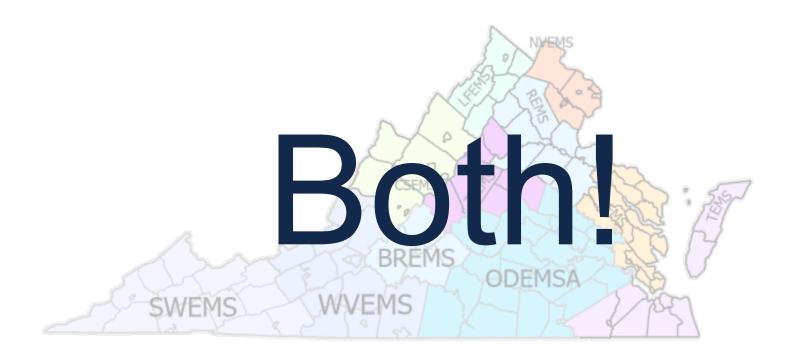
Sam Burnette Emergency Services Coordinator Office of Emergency Medical Services

Course Number: 220823-590-43M



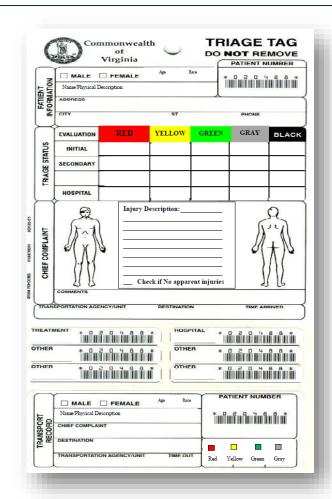


Which System Do I Use: START of SALT





Triage Tags---whew!!





Summary

- EC can teach MCIM I, but cannot teach MCIM II unless they complete an MCIM TTT
- If you want your students to receive certificates of attendance, you must submit student registration forms and roster to MCIM Program Manager.
- Be familiar with and provide instruction on both START and SALT
- Train according to your regional/agency MCI plan



Questions?



National Registry Update



National Registry Fee Increase

The fees for National Registry cognitive exams effective July 1, 2024:

EMR: \$88

☐ EMT: \$104

□ AEMT: \$1,44 now \$159□ Paramedic: \$160 now \$175





Introduction of TEI's

National Registry Update on Technology Enhanced Items in ALS Exams

The National Registry has debuted three new item types, referred to as Technology Enhanced Items (TEIs) in the testing industry, on the ALS examinations beginning January 2023.

These new items aim to create a more authentic, field-related, and engaging testing experience for AEMT and Paramedic candidates. They simply use innovative computer technology to ask an examination question that collects more information than a standard multiple-choice response.



Introduction of TEI's

National Registry Update on Technology Enhanced Items in ALS Exams

While the current ALS examination has featured a TEI that performs as a multiple-response multiple choice item, National Registry will debut three new item types:

- Build list
- Drag and drop
- □ Option/check box











What Candidate's are Seeing TEI's?



Registry testing candidates at the following levels are now seeing TEI's.

- Advanced EMT
- Paramedics

Candidates for EMR and EMT exams **ARE NOT** seeing TEI's at this time.

Only multiple response multiple choice.

National Registry Continuing Education





National Registry



National Registry Requirements

Virginia continuing education (CE) requirements mirror those of National Registry allowing for easy recertification of a provider's National Registry and Virginia certifications.



Refresher Programs



Virginia does not offer or recognize "*Refresher*" programs for continuing education.

Virginia offers continuing education programs which meet the needs of recertification for EMS providers in the Commonwealth and the National Registry.



BLS & ALS Recertification Requirements – October 2020

CE Requirements

- ⊯ EMT 40 hours
- ★ AEMT 50 hours
- ★ Intermediate 55 hours
- ★ Paramedic 60 hours



Virginia Recertification Requirements

Basic Life Support CE Requirements (BLS)

Area#	National Continued Competency Requirements (NCCR)	Hours Required			
	, , , , , , , , , , , , , , , , , , , ,	EMR	EMT		
11	Airway, Oxygenation and Ventilation	1.0	1.5		
12	Cardiovascular	2.5	6.0		
13	Trauma	0.5	1.5		
14	Medical	3.0	6.0		
15	Operations	1.0	5.0		
	TOTAL NCCR HOURS	8	20		
	Local Continued Competency Requirements (LC Individual Continued Competency Requirements				
	LCCR/ICCR HOURS	8	20		

Advanced Life Support CE Requirements (ALS)

	National Continued Competency Requirements (NCCR)	-	Hours Requ			
		C AEMT	l Inter	E Paramedic		
16	Airway, Respiration and Ventilation	2.5	3.5	3.5		
17	Cardiovascular	7	7.5	8.5		
18	Trauma	3	3	3		
19	Medical	7.5	7.5	8.5		
20	Operations	5	6.5	6.5		
	TOTAL NCCR HOURS	25	28	30		
	Local Continued Competency Requirements (LCCR) Individual Continued Competency Requirements (ICCR)					
	LCCR/ICCR HOURS	25	27	30		
	TOTAL HOURS	50	55	60		

Virginia Office of Emergency Medical Services

1041 Technology Park Drive Glen Allen, VA 23059 804-888-9120

http://www.vdh.virginia.gov/emergency-medical-services/

EMS.TR.57 Effective: October 1, 2020

Page 1 of 1



Category 1 (NCCR)

- Requires a "Qualified Instructor" to be present
- Content based on the objectives in the National EMS Education Standards (NEMSES)
- Where can you find these resources?





Category 2 (LCCR / ICCR)

- "Qualified Instructor" must be present
- EMS related topics





Online CE















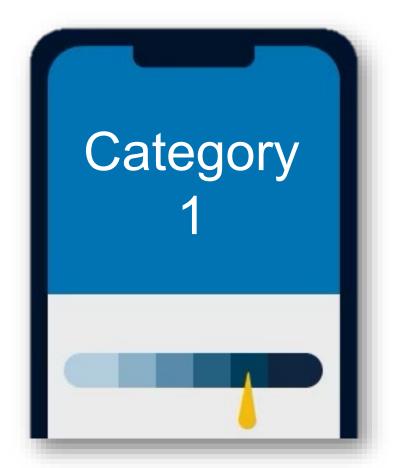


https://www.vdh.virginia.gov/emergency-medical-services/education-certification/provider-resources/web-based-continuing-education/



Category 1 Topics

- Airway, Respiration, Ventilation
- Cardiovascular
- Trauma
- Medical
- Operations

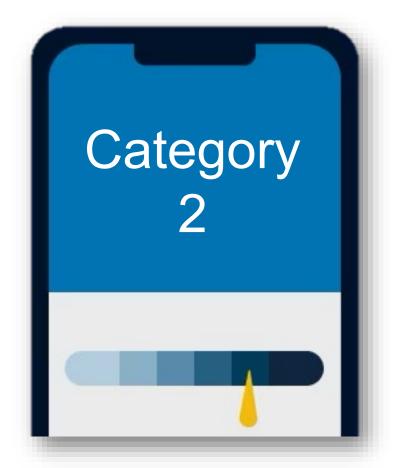




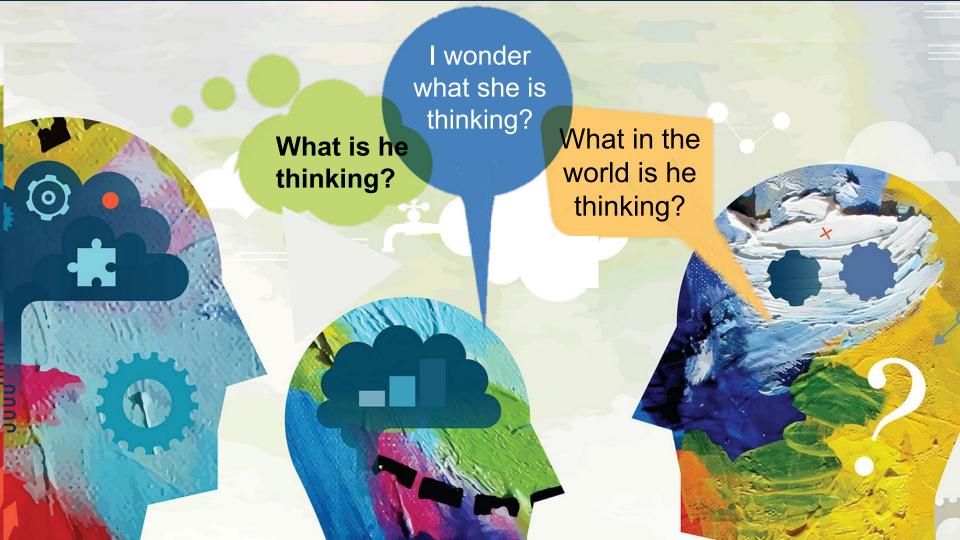
Category 2

& Category 2

Up to 20 hours



Custom Continuing Education Programs





Custom CE Programs

Over the past couple of years, educators have let the quality and their attention to detail falter when announcing Custom CE Programs.

In general, the way area numbers are randomly assigned just stinks.



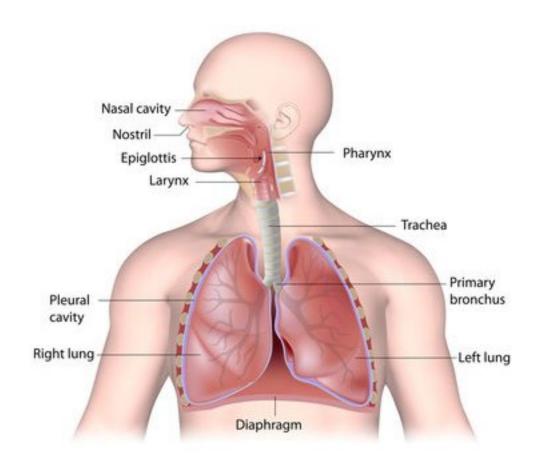
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into CE Area Numbers



Airway

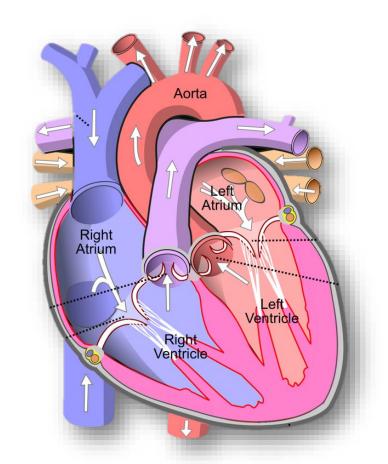
- & Ventilation
- & Oxygenation
- & Capnography
- & Airway Structure





Cardiovascular

- & Cardiac Arrest
- & Post Resuscitation Care
- & LVADS's
- & Congestive Heart Failure
- & Stroke
- & Acute Coronary Syndrome
- **&** Pediatric Cardiac Arrest
- & Rate Disturbances





Medical

- & Special Healthcare Needs
- **Q** OB Emergencies
- **Medical** Delivery
- & Pain Management
- & Behavioral Emergencies
- & Endocrine Emergencies
- **\(\)** Immunological Emergencies
- & Infectious Diseases
- & Toxological Emergencies





Operations

- & Ambulance Safety
- ☼ Field Triage (MCI & Disasters)
- & EMS Provider Hygiene, Safety & Vaccinations
- & Evidence Based Guidelines
- & At Risk Populations
- & Pediatric Transport
- & Cultural Safety
- & Crew Resource Management
- & EMS Research







National Registry Is Changing Continuing Education

Continuing education requirements will be changing later this year as we prepare for the 2025 National Registry recertification cycle.

The National Continued Competency Program (NCCP) was constructed using methodology similar to that of the <u>American Board of Medical Specialties</u> requirements and streamlines the recertification process into three strategic categories

The National Continued Competency Program encourages Nationally Certified EMS personnel to pursue life-long education while also providing state and local agencies the freedom to customize continuing education to meet local operational needs.



National Component Requirements

The national component of the NCCP constitutes 50% of the total recertification requirements. Topics included in the national reflect current trends in evidence-based medicine, scope of practice changes and position papers from numerous associations involved with EMS research.

- Expiration dates through Sept. 30, 2025
 - Download the 2016 NCCP Model (PDF)
- Expiration dates on or after March 31, 2026
 - O Download the 2025 NCCP Model (PDF)





Local Component Requirements



The local component constitutes 25% of the total recertification requirements. Specific topic requirements may be defined by your specific state, region or local agency. Examples of local content topics typically include state or local protocols, areas of specialization, or tasks that require additional focus based on QA/QI.

The local component allows national recertification requirements to be adapted to the needs of the state and local agencies. If your state, region, or local agency does not specify topics, the content is considered flexible.



related education.

Individual Component Requirements

The individual constitutes 25% of the recertification requirements.
Registrants are free to take any state or CAPCE approved EMS-





Standardized Course Guide

Standardized Course Guide - NCCP Model 2025 - National Component



NCCR	National Component Requirement by Level	Airway	Cardiology	Trauma	Medical	Operations	Total National Component Credits
NREMR	Emergency Medical Responder	1.5	2	1	2.5	1	8
NREMT	Emergency Medical Technician	4	5	3	6	2	20
NRAEMT	Advanced Emergency Medical Technician	5	6	4	7	3	25
NRP	Paramedic	6	7	5	8	4	30

Note: Total credits required in the NCCP 2025 Model (National + Local + Individual) vary by level. EMR = 16, EMT = 40, AEMT = 50, Paramedic = 60



Cardiology

Acronyms	Full Course Name of Standardized Course Equivalence	Note: You must have at least 10% of your total credits in pediatric content							
	Cardiology	Airway	Cardiology	Trauma	Medical	Operations	Course Max.Credit		
CPR- HCP	CPR - Healthcare Professional	✓	✓		✓		4		
ACLS	Advanced Cardiac Life Support	✓	✓	✓	✓		10		
ALS	Advanced Life Support	✓	✓	✓	✓		10		

Note: A ✓ indicates that the course can be assigned under that broad topic domain in the application.



Medical

Acronyms	Full Course Name of Standardized Course Equivalence	Note: Yo	u must have a	t least 10% o	f your total c	redits in pedi	atric content
	Medical						
AMLS	Advanced Medical Life Support	✓	✓	✓	✓	✓	16
EMPACT	Emergency Medical Patients: Assessment, Care and Transport	✓	✓	✓	✓	✓	16
ABLS	Advanced Burn Life Support	✓		\checkmark	✓		7
ASLS	Advanced Stroke Life Support	✓	✓	\checkmark	✓		8
ENLS	Emergency Neurological Life Support	✓	✓	✓	✓		15

Note: A ✓ indicates that the course can be assigned under that broad topic domain in the application.



Special Populations

Acronyms	Full Course Name of Standardized Course Equivalence	Note: Yo	u must have a	t least 10% o	f your total c	redits in pedia	atric content
	Special Populations						
PALS	Pediatric Advanced Life Support	✓	✓		✓		12
APLS	Advanced Pediatric Life Support	✓	✓	✓	✓		14
PEARS	Pediatric Emergency, Recognition and Stabilization	✓	✓	✓	✓		8
NRP	Neonatal Resuscitation Program	✓	✓		✓		8
PEPP	Pediatric Education for Prehospital Professionals	✓	✓	✓	✓		12
EPC	Emergency Pediatric Course	✓	✓	✓	✓		16
GEMS	Geriatric Education for EMS	✓	✓	✓	✓		8

Note: A ✓ indicates that the course can be assigned under that broad topic domain in the application.



Special Populations

Acronyms	Full Course Name of Standardized Course Equivalence	Note: Yo	ou must have a	t least 10% o	of your total c	redits in pedi	atric content
	Trauma						
ITLS	International Trauma Life Support	✓	✓	✓	✓	✓	16
PHTLS	Prehospital Trauma Life Support	✓	✓	✓	✓	✓	16
TCCC	Tactical Casualty Combat Care	✓	✓	\checkmark	✓	✓	N/A
	*Tactical Casualty Combat Care - MP (Military Personnel)	✓	✓	\checkmark	✓	✓	16
	*Tactical Casualty Combat Care -CMC (Corpsman)	✓	✓	✓	✓	✓	63
	*Tactical Casualty Combat Care - CLS (Combat Lifesaver)	✓	✓	✓	✓	✓	40
	*Tactical Casualty Combat Care - ASM (All Service Members)	✓	✓	✓	✓	✓	7
TECC	Tactical Emergency Combat Care (Civilian)	✓	✓	✓	✓	✓	16
ATLS	Advanced Trauma Life Support	✓	✓	✓	✓	✓	16

Note: A ✓ indicates that the course can be assigned under that broad topic domain in the application.



Operations

Acronyms	Full Course Name of Standardized Course Equivalence	Note: You	u must have a	it least 10% o	f your total c	redits in pedia	atric content
	Operations						
EMS Safety	EMS Safety					✓	8
EVOC	Emergency Vehicle Operator Course / Safety Course					✓	8
TIMS	Traffic Incident Management					✓	4
HAZMAT	HAZMAT				✓	✓	N/A
	*Hazardous Materials Technician				✓	✓	20
	*Hazardous Materials Operations				✓	✓	20
	*Hazardous Materials Awareness				✓	✓	8
	*All Hazards Disaster Life Support				✓	✓	8
BDLS	Basic Disaster Life Support			✓	✓	✓	7.5
ADLS	Advanced Disaster Life Support			✓	✓	✓	15
IS 100	An Introduction to the Incident Command System, ICS 100				✓	✓	2
IS 200	An Introduction to the National Incident Management System				✓	✓	4
IS 300	ICS 300: Intermediate Incident Command System for Expanding Incidents				✓	✓	21
	ICS 400: Advanced Incident Command System for Command and General				./	./	15
IS 400	Staff-Complex Incidents				ď	·	15
IS 700	IS-700.B: An Introduction to the National Incident Management System				✓	✓	4
IS 800	IS-800.D: National Response Framework, An Introduction				✓	✓	3

Note: A ✓ indicates that the course can be assigned under that broad topic domain in the application.

Active/Inactive Continuing Education



Typical Phone Call

OEMS Staff: Office of EMS, Debbie speaking, how can I be of service?

Provider: Hi, I...I need a copy of my inactive CE to complete my um...recertification.

The EC at my agency told me to call you.

OEMS Staff: Are you referring to your National Registry certification?

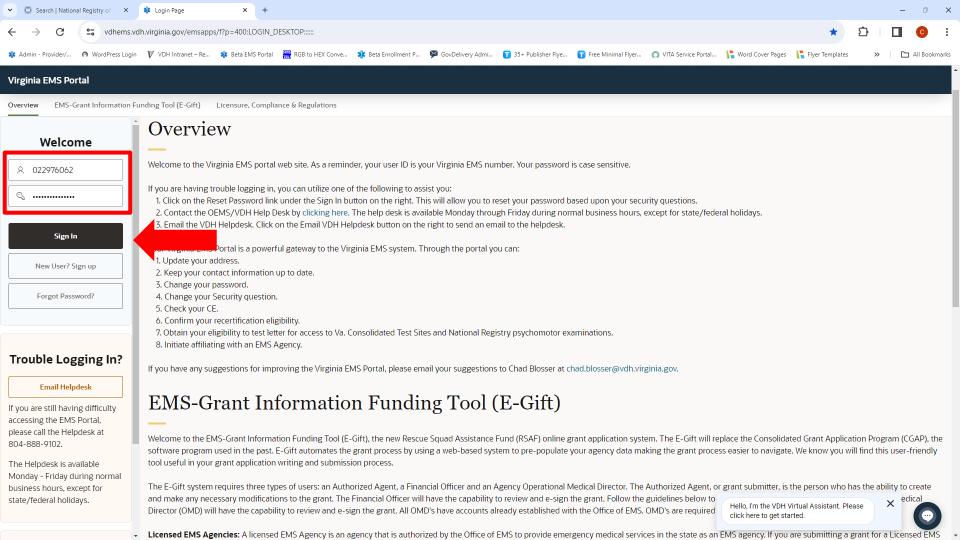
Provider: Um...yeah.

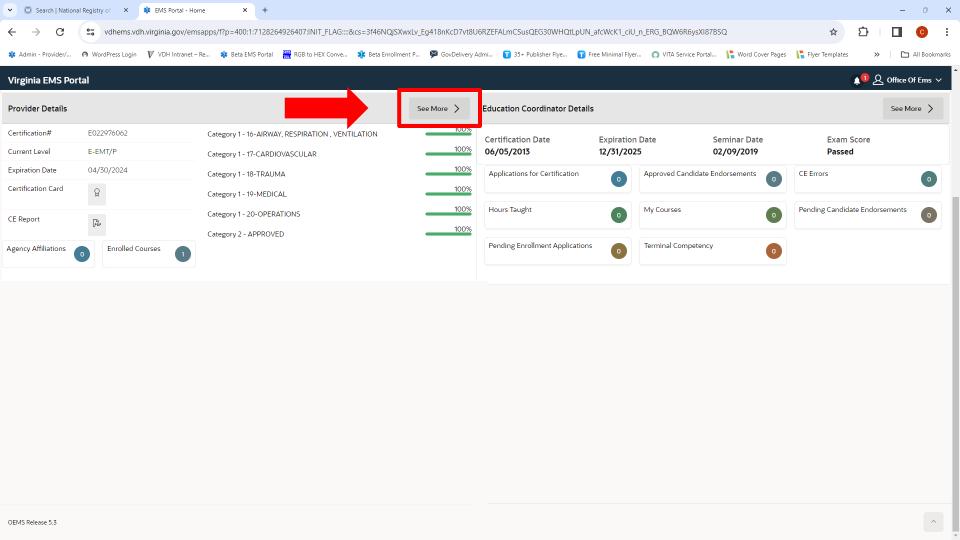
OEMS Staff: Well, you are in luck! About 2 years ago, we created a report in the EMS

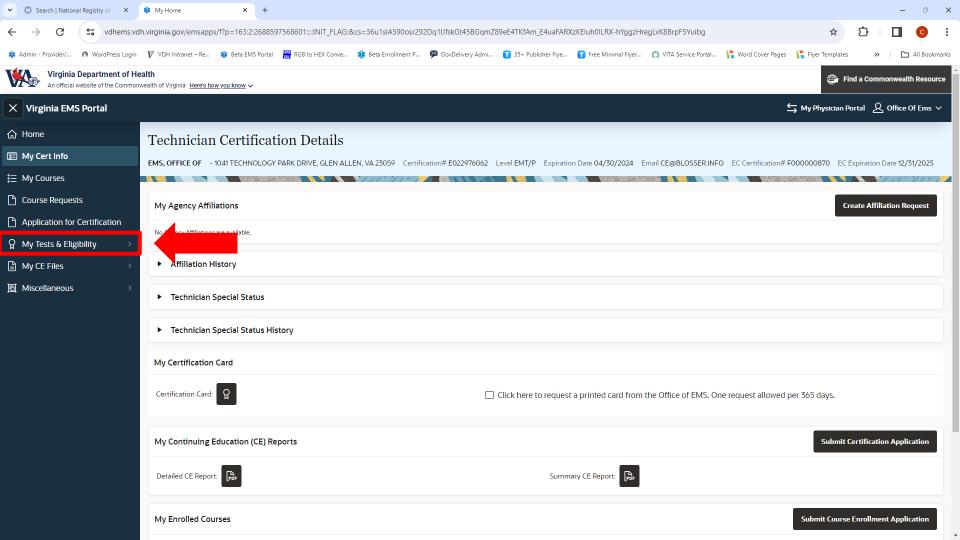
Portal which allows you to run and print your Active/Inactive CE Report.

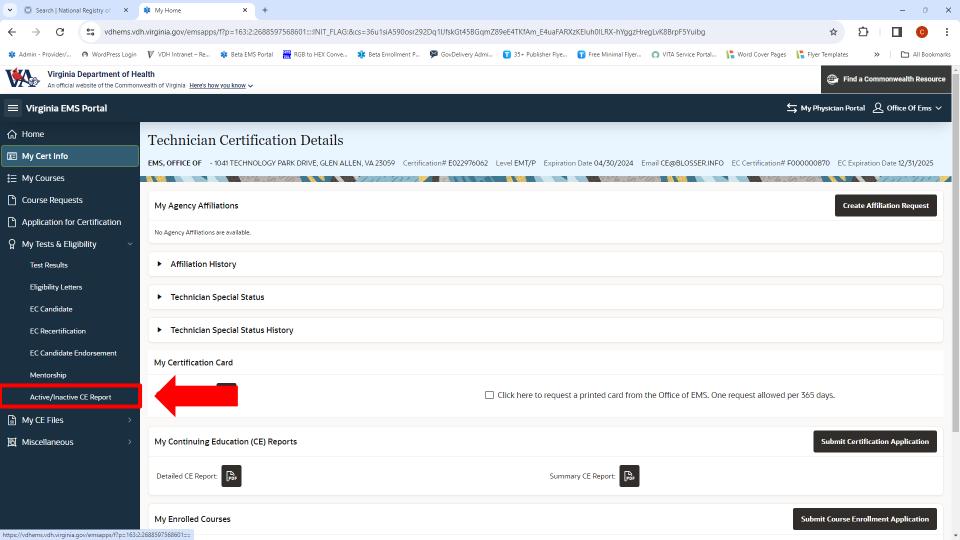
Do you know how to get into your EMS Portal?

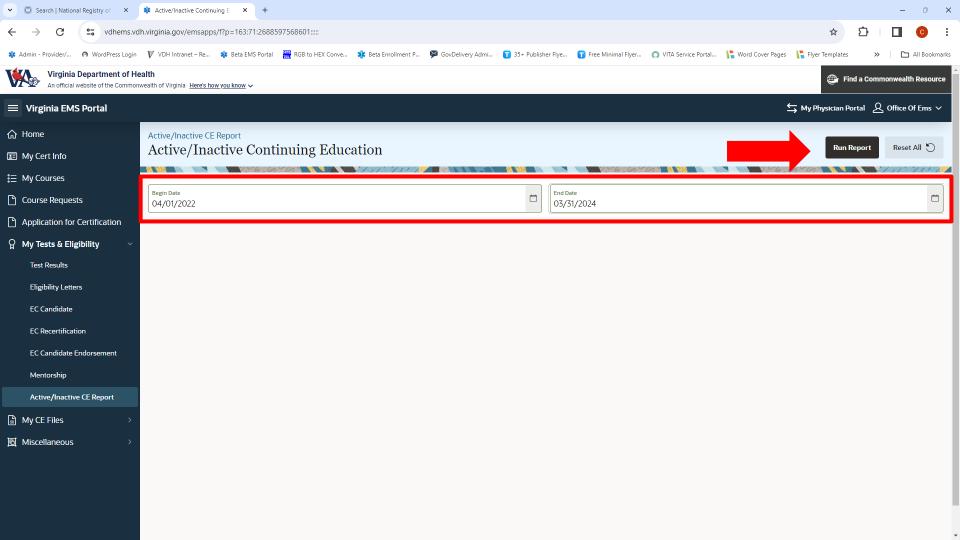
Provider: Yes, I know about the Portal. Wow, that's perfect. Thanks!.

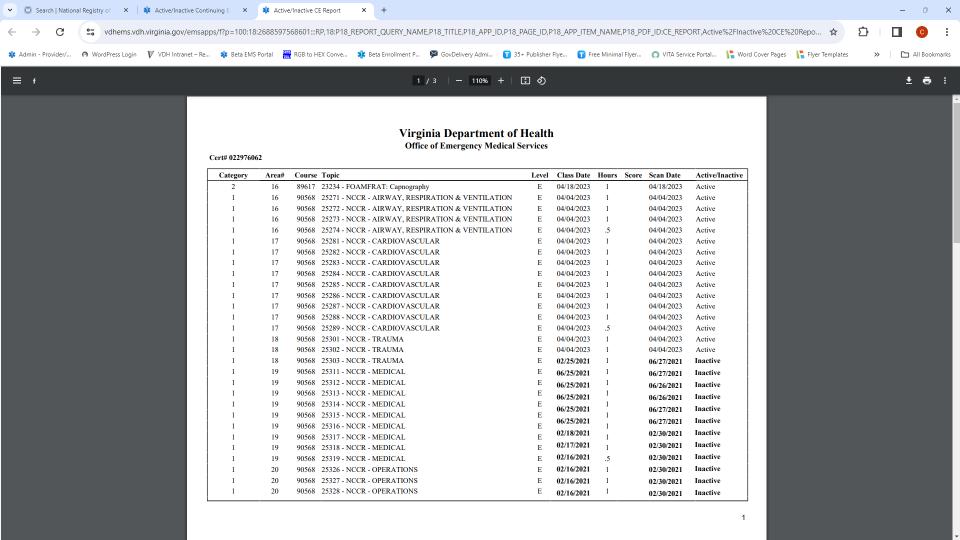












AEMT Exam Changes



AEMT Registry Exam

The National Registry AEMT Exam is changing from a linear exam to a CAT exam. NREMT has a workgroup that is working on the changes to this exam. In February, there will be a webinar for state official to roll out the design of the new exam.

- □ Gain a comprehensive understanding of the developmental process behind National
- Recognize the value of ensuring clinical accuracy, fairness, reliability, and validity for
 National Registry certification examinations.
- □ Understand the last day for Psychomotor Examination is June 30, 2024.
- Learn about the approved Basic Life Support (BLS) Practice Analysis and its critical role for developing National Registry certification examinations at the BLS level.

AEMT Exam Changes



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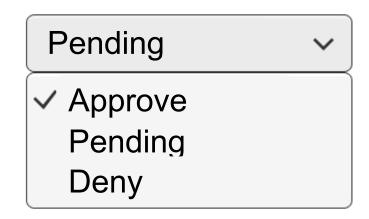
Approving Enrollment Applications



12VAC5-31-1431. Student course enrollment.

Over the past year, the ACE Division staff have experienced an increase in the number of EC's who either:

- do not have have their students enroll in their initial certification programs, or,
- who are not approving student enrollments in the EMS Portal per regulations.





Regulation in Question

12VAC5-31-1431. Student course enrollment.

For courses leading to certification at a new or higher level, the EMT instructor, ALS coordinator, or EMS education coordinator shall have each student complete a "Virginia EMS Training Program Enrollment" form at the first meeting of the course.

- 1. These forms must be reviewed by the EMT instructor, ALS coordinator, or EMS education coordinator and submitted to the Office of EMS no later than five business days following the first meeting of the course.
- 2. Any student who starts the program at a later date shall complete an enrollment form the first date of attendance providing 15% or more of the entire course has not been completed.

Statutory Authority § § 32.1-12 and 32.1-111.4 of the Code of Virginia.



Policy Change

The following policy went into effect on January 1, 2024.

Any student who has not submitted their enrollment application within five business days will be required to submit a variance requesting they be allowed to enroll in your course with a valid explanation as to why this was not completed within the required five business days.







Request for Variance

The following policy is now in effect:

 Any student who has not submitted their enrollment application within five business days will be required to submit a variance requesting they be allowed to enroll in your course with a valid explanation as to why this was not completed within the required five business days.



30-days to Approve Enrollments

As of January 1, 2024, the only enrollments that may be accepted during business days 6-30 are those where the student was late enrolling in the course.

In this case, the Education Coordinator has <u>five</u> <u>business days</u> following the receipt of the late enrollment to accept the student into your class.

For anyone enrolling outside of the 30-day enrollment window, the Educator shall contact either Debbie Akers or Chad Blosser to have the enrollment approved. Violations of this policy will result in an administrative action email from the ACE Division. Any further violations will result in an investigation by the Division of Regulation and Compliance.



Marking BLS Students as "Pass" in the EMS Portal



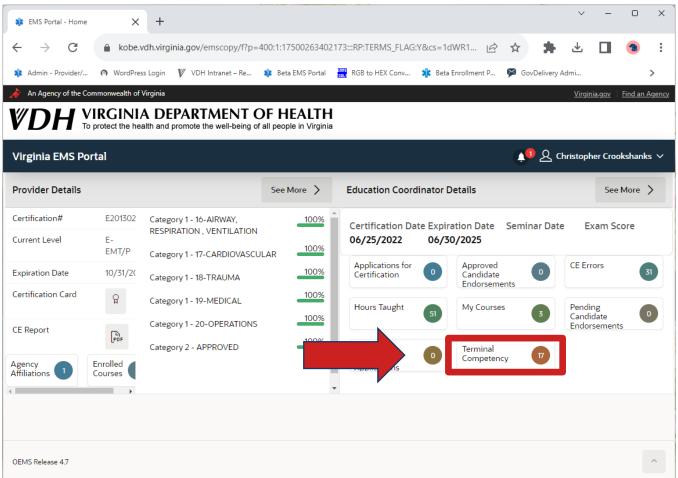
Marking Student Completions

We cannot place enough emphasis on the fact that you are:

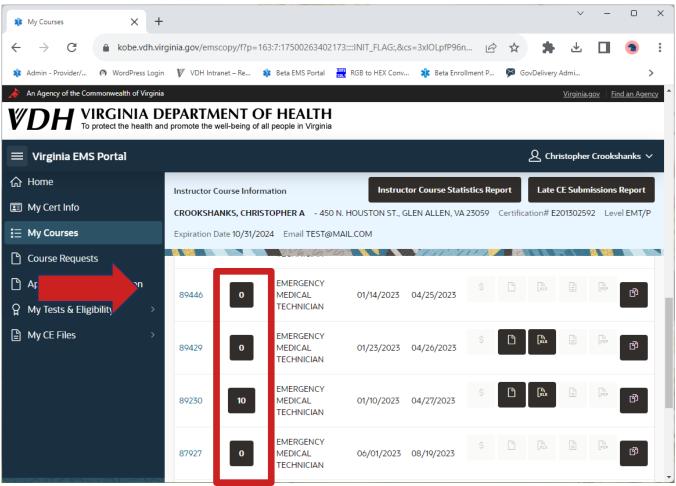
- ★ REQUIRED to have your students enroll in your initial certification courses, and;
- ★ REQUIRED to mark your students' disposition at the end date of your course.



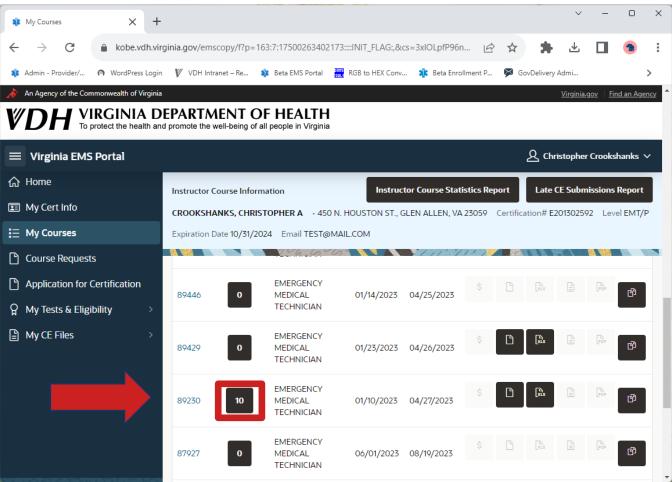




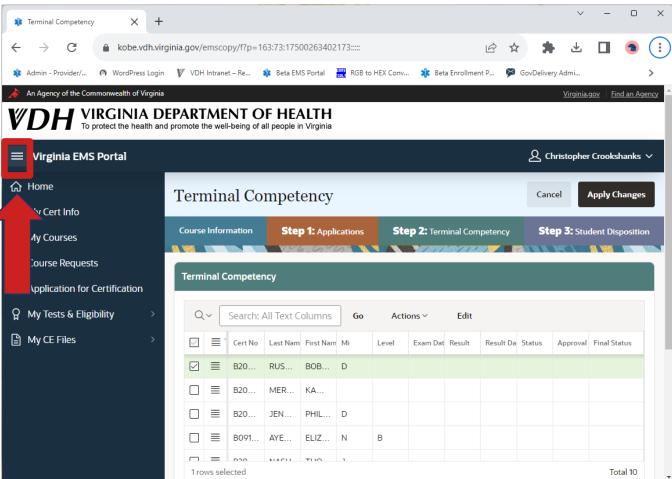




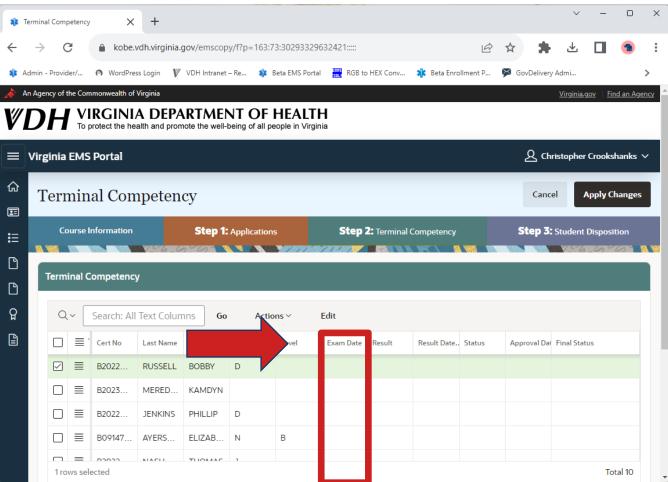




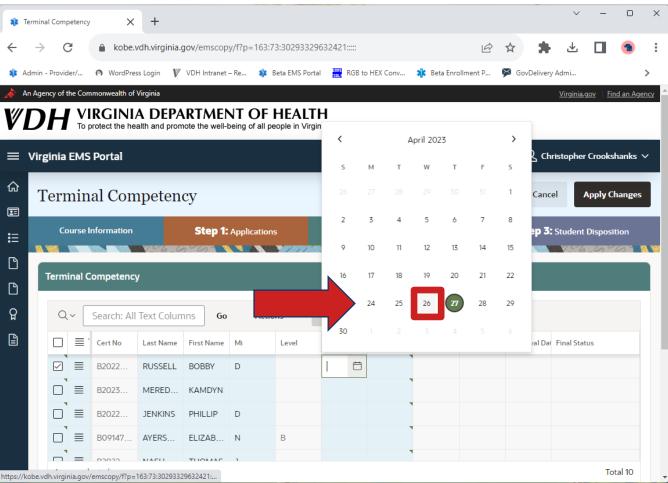




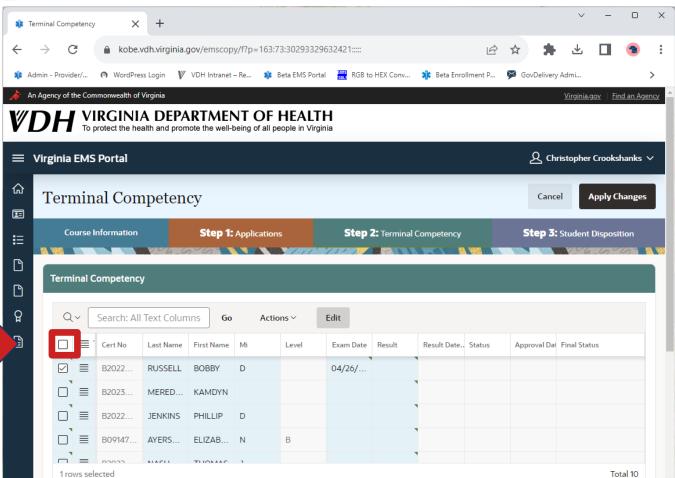




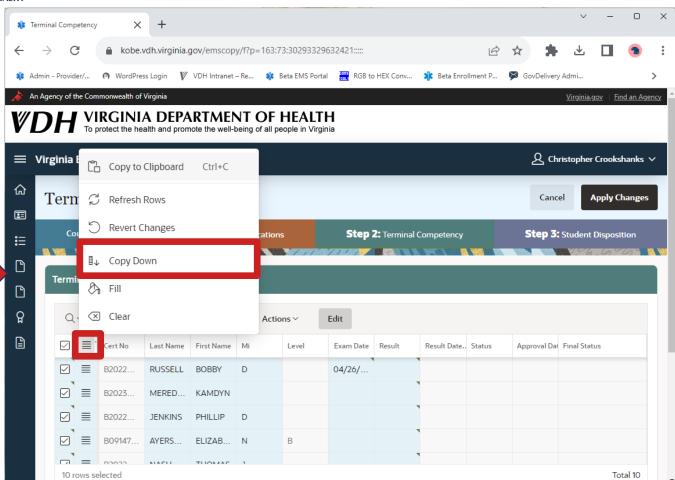




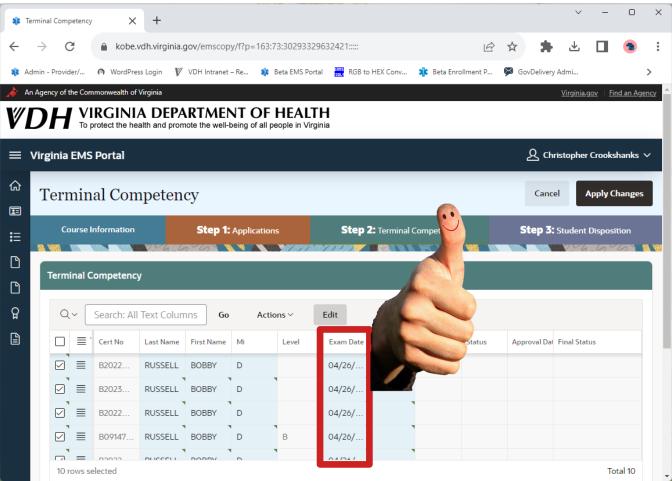




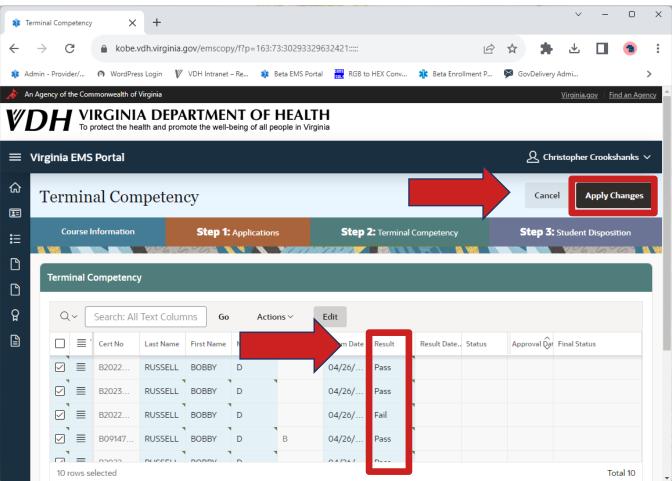


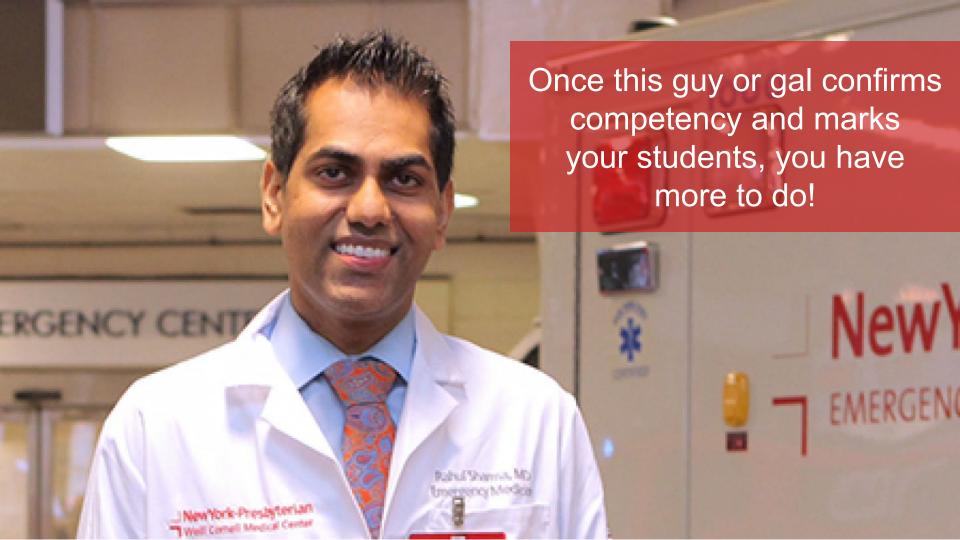




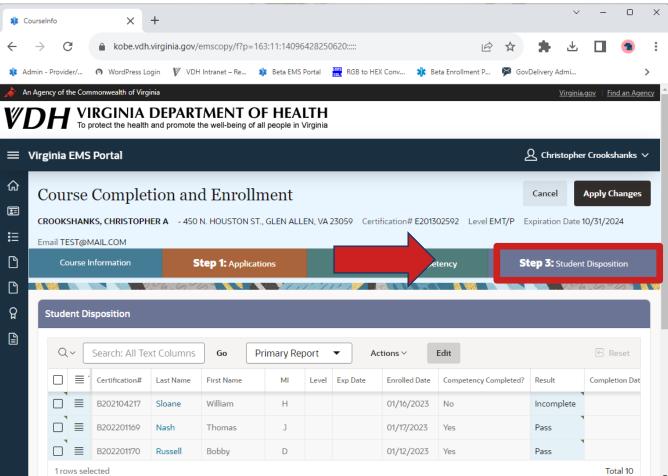




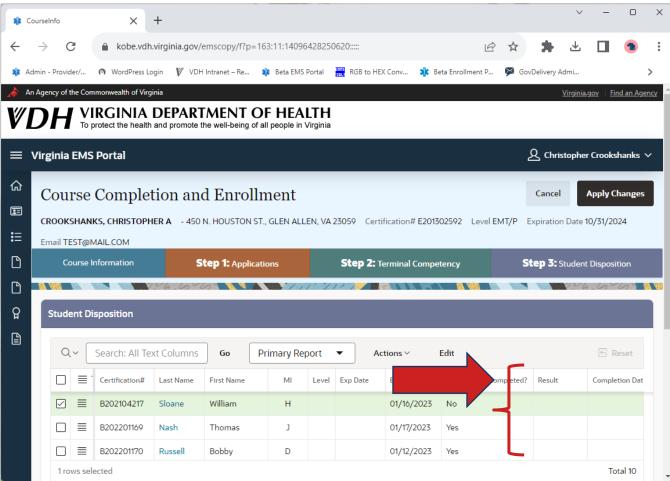




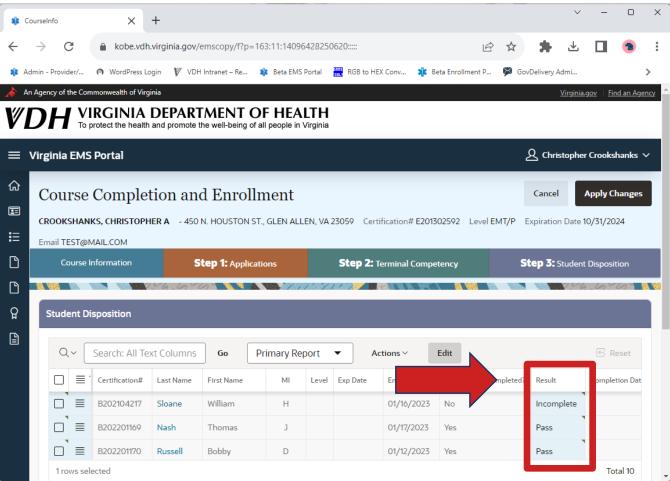




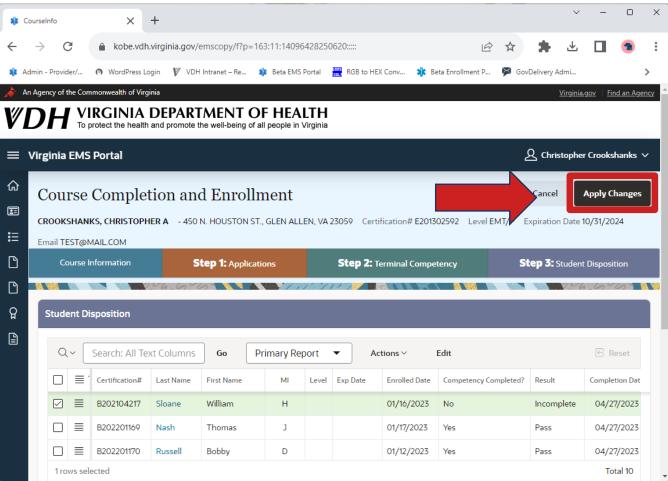














Marking Course Completions







Adult Education: Concepts and Strategies





Concepts and Strategies in Adult Education

This part of today's presentation provides an overview of theories and strategies for the instruction of adults. We have designed this to support instructors who are interested in building or improving their practice of teaching adult learners.





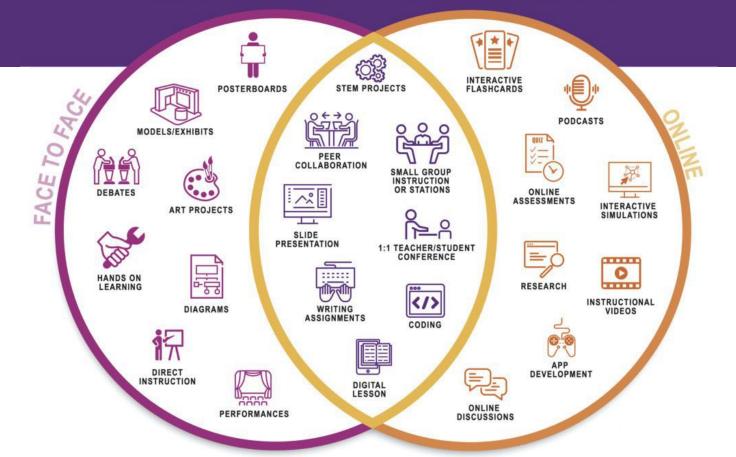
What is Adult Education?

Adult Education encompasses a wide range of instructional strategies and student skills from basic literacy to college level and beyond.

To help select which strategies to use as the mainstays of instruction, teachers should consider the following questions:

- How can students use the strategy across disciplines?
- How does the strategy engage students as active participants in their learning?
- How can students use the strategy independently of the teacher?
- ☐ Is the strategy flexible enough to be used in all learning environments?

BLENDED LEARNING STRATEGIES





Opening Thoughts

Examining your current thoughts on adult learning and instructional practices, turn to **Page 3** and take 5 minutes to briefly record your answers to the following questions.

- 1. What do you think are some important characteristics of adult learners?
- 2. What kinds of classroom and/or training activities have been most effective for you as an adult learner?
- 3. What are one or two activities that you usually include as an instructor? Briefly describe them.

Are you an andragogynist?



Andragogy & Pedagogy Defined

Merriam-Webster Dictionary Definitions:

- Pedagogy: the art, science, or profession of teaching
- Andragogy: the art or science of teaching adults

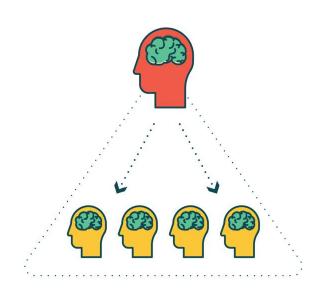
For the purpose of this presentation, consider the major difference between the two terms as the way we teach adults versus the way we teach children.

PEDAGOGY

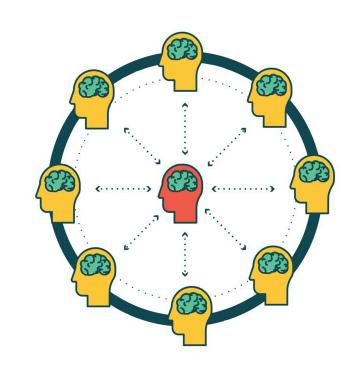
CHILDREN'S LEARNING PROCESS

ANDRAGOGY

ADULT LEARNING PROCESS







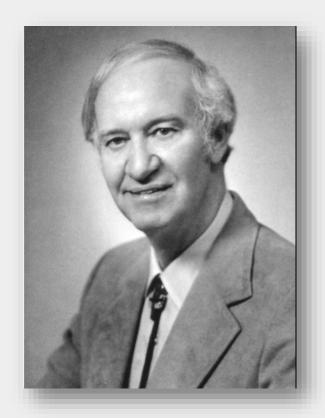
"Adult learning principles should be considered and bespoke, differing vastly from childhood learning principles."



Andragogy

The following six slides are based on the work of Malcolm Knowles, who was highly influential in the field of adult education and authored much of the seminal work in the discipline.

These slides present the **6 adult learning principles** and offer strategies for you as educators to address them. The order of the principles listed does not indicate a level of importance.





Adult learning is often characterized by internal motivation and self-direction.

Establish egalitarian relationships with adult students in which they can take ownership
their learning.
Actively listen to student questions. Active listening requires full concentration,
comprehension, and appropriate response.
Try to determine how students learn best (e.g., by taking notes, drawing diagrams, or
partner discussion), and then tailor learning activities reflecting student interests.
Allow students to take over most of an activity, decreasing support as they gain
confidence. This practice encourages adults to learn new things independently through
their own research and efforts to build on their existing knowledge.



The information adults have gained over a lifetime is useful to instructors and useful to other students.

Build on student interest in solving problems they have encountered in the past.
Learn about the adult student's life, work, and personal experiences, and use those pas
experiences to encourage problem solving and facilitate sharing with fellow students.
Prompt learners to discuss their solutions out loud using them as a demonstration of
analytical thinking.
Use reflective teaching techniques to help adult learners discover and question their
unconscious biases.
Remember that adults tend to have self-concepts that are based on their past
experiences, so they may be adept at self-management, motivation, and monitoring



Adults are goal oriented.

- ☐ Carefully consider why a learning activity is necessary for students. Adults learn and retain better when their learning has a strong WHY element.
- Present activities with learning experiences that kickstart learners' natural problem-solving tendencies, preferably ones aligned with their personal, professional, and future desires.
- Ask questions that facilitate reflection, inquiry, and further research.



Adults are relevancy oriented; adult students want to learn about the things they view as important.

Understand what adult students value, and craft relevant learning activities.
Help students at all levels build upon their previous knowledge.
Ask students what they expect to learn in an activity. The instructor may need to adjust
activities if students already know the concepts.
Give students options or challenges for completing problems that are in line with their
learning objectives.
If learners are in school to seek advancement in work or career, be aware of the skills they
need to acquire, and plan accordingly.



Adults are practical; learning needs to be timely and relevant.

- Help students begin working on a relatable project as soon as possible. Students will be motivated by an objective that has real-world application.
- Rely less on textbooks and more on hands-on learning. Demonstrate how what they are learning is useful to them or to the group.
- Provide plenty of practice and repetition of skills to increase competence and selfconfidence.



Adult learners prefer to be respected and acknowledged as colleagues in the classroom.

- Encourage students to express themselves, their ideas, and their thinking.
- Elicit feedback from learners, and use it to either validate or to enhance learning experiences.
- ☐ Value students as collaborators and co-learners; their life experiences are often equal to or even greater than that of the instructor.



REFLECTION 1

The principles of Malcolm Knowles form an important basis for adult learning theory; reflecting on them may help you to consider what inspires and what challenges your students.

Examining your current thoughts on adult learning and instructional practices, turn to Page 4 and take 5 minutes to briefly record your answers to the following questions.

- 1. Which of Knowles' principles guide, or could guide, your own teaching?
- 2. What motivates adult learners, and what might be some barriers to learning for adult students?



Barriers & Motivations in Adult Learning



REFLECTION 2

The principles of Malcolm Knowles form an important basis for adult learning theory; reflecting on Knowles' therory.

Turn to Page 5 in your handout and take 5 minutes to list some motivations and barriers for adult learners.



Progress

Students are interested in learning that aligns with their life goals

Exploration

Students want to learn by exploring,

NOT clicking a mouse through a course



Trust

Students are more influenced by messages that come from a trusted source or a figure of authority



Job Relevance

Students should be able to determine the need for learning



OUS tivation





Cognitive Load Theory



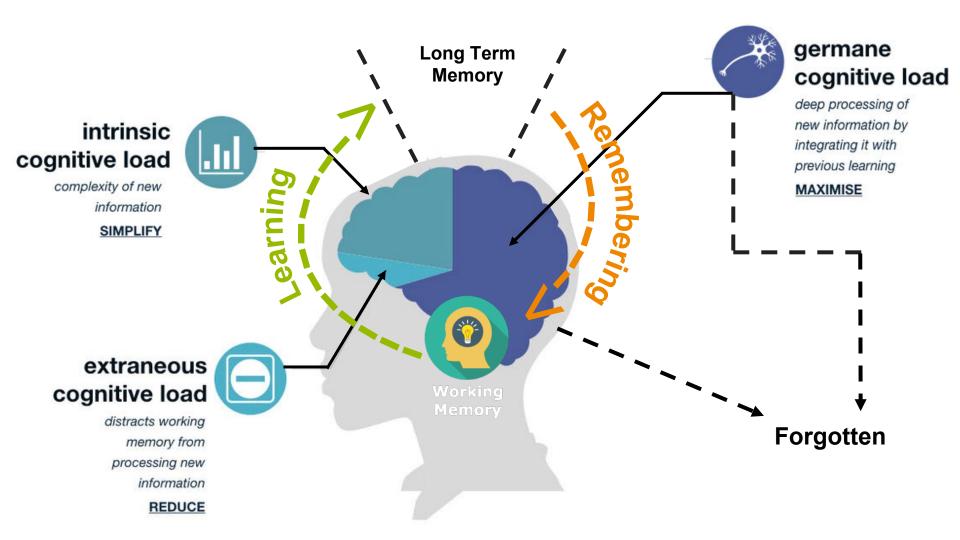
Cognitive Load Theory (CLT) Concepts

Cognitive Load Theory (CLT) is an instructional design model that reflects a person's cognitive architecture or the way that one processes information.

While learning, information must be held in the working memory until it has been processed sufficiently to pass into the long-term memory. The capacity of the working memory is very limited.

When too much information is presented at once, memory becomes overwhelmed (or overloaded) and much of that "learned" information is lost.

Many factors such as distractions in the classroom, personal issues, and ineffective instructional methods limit the amount of cognitive load a student can process.





Cognitive Load Theory (CLT) Strategies

Instructional strategies that reduce working memory load and facilitate the movement of concepts from short-term to long-term memory.

Breaking tasks into small units where possible
Using complete examples and then tapering off to partially complete examples as
students gain competency (e.g., start with a complete graphic organizer, move to
organizers with decreased information, and finally students develop their own
organizer).
Extending the capacity of working memory by using both visual and auditory
channels
Writing and speaking concisely; long-winded explanations add to the cognitive load
Using graphic organizers to help learners classify and clarify ideas
Employing "stop and think" strategies to allow the brain to incorporate new
information



Adult Learning Theory



Adult Learning Theory

Adult Learning Theory is a learning methodology which enables adults to apply what they have learned to the real world. Put into practice, it can result in shortened learning curves for students.

Adults are better able to embrace learning when educators include several important elements in the learning environment.

The next 7 slides will cover the following concepts and strategies associated with Adult Learning Theory:

- Believe to Achieve
- Real World Application
- Small Group Activities
- 70-30 Rule
- Process Comprehension Questions
- See, Do, Teach
- Emotional Memory



Believe to Achieve

Believe to Achieve

Adult students must consider a goal to be **achievable**. Never give students the impression that what they are about to learn is beyond their capacity to comprehend. If adults believe it will be too difficult, learning may not happen at all.

When confronted with difficult concepts, help students gain confidence with phrases like these: "If you found that confusing, you are not alone. I'll try to explain things in a different way."

If a student gives an incorrect answer to a question, positive, encouraging feedback such as "That's close" or "Tell me more" is more effective than "No, you're totally wrong!"



Real World Application

Real World Application

Adults must see the value in something before they will commit to learning it.

If they can see how it applies to them, adult learners will be more willing to engage in new learning. Application to the real world must be clear.

Knowing the reason for the task gives adult students a sense of purpose.



Small Group Activities

Small Group Activities

Adult students are enabled to share their learning experiences through small group activities. They teach each other concepts in a new way and discuss how it applies to them.

Peer support is enhanced, thus reducing fear of judgment. It also makes the class more interesting and interactive.

Whether online or in the classroom, create a collaborative learning environment where students have a safe space to exchange ideas and information.



70-30 Rule

The 70-30 Rule

Lecture-based learning is the oldest and most common method of teaching, yet it is the least effective. Studies show that students retain only about 5% of a lecture.

The 70-30 rule states that with more effective instruction, students talk about 70% of the time, and the instructor speaks for about 30% of the time.

The 70-30 rule can be achieved by using process comprehension questions, which are explained on the next slide.



Process Comprehension Questions

Process Comprehension Questions (PCQs)

Students are encouraged to think and speak more with process comprehension questions. Effective instructors avoid yes/no questions because they do not assess comprehension.

By asking **open-ended questions**, students can demonstrate how well they understand a certain concept or process. Take a moment to consider open-ended questions that you might ask your students regarding this prompt:

"Last year, the Dumont company developed a mobile app for its products."



Process Comprehension Questions

"Last year, the Dumont company developed a mobile app for its products."

Some open-ended questions are listed below. These are examples of PCQs an instructor might ask students regarding this prompt.

- Why do you think this company developed the app?
- Who do you think the target market for this app would be?
- How does this app enhance mobile usage?
- Where is the value (for the company and the customer)?



See, Do, Teach

See, Do, Teach

- During class, let students see how a certain concept or process works (e.g., demonstrate how a fulcrum and lever reduce the work needed to move an object).
- Then, give them a chance to do it by themselves.
- Finally, have the student teach someone else what they just learned.

According to research, students remember only 10% of what they read and 50% of what they see and hear, yet they can remember 90% of what they say and do.

By adding in the extra step of asking students to teach each other, instructors help them to lock in information with 90% retention.



See, Do, Teach

The heightened retention gained from the See, Do, Teach strategy is a result of:

- Verbalization: students say what they just learned, thus reinforcing the concept.
- Mastery: if one cannot teach others how to do something, does one really know how to do it?
- Class management: sometimes the instructor does not have time to check that every student has mastered the skill or concept; an extra set of eyes helps to ensure that each student is successful.
- Peer teaching: a fellow student may be able to explain concepts in a way that best fits another's learning style.



Emotional Memory

Emotional Memory

Memory is triggered by an emotional response.

According to research, students can remember **up to 100%** if they attach a strong emotion to the concept.

Effective instructors tell **memorable stories** throughout the course because they know it will help students remember.



Supporting and Retaining Adult Learners

In addition to utilizing the instructional practices mentioned earlier in this presentation, adult educators can further help reduce the stress and fears their students may have by doing the following:

- ☐ Creating a safe and relaxed learning atmosphere
- ☐ Facilitating the formation of support groups
- ☐ Including team learning projects
- ☐ Presenting information in multiple formats
- ☐ Addressing students' unique needs
- ☐ Respecting cultural differences



Quiz

A **5-question quiz** begins next.

This quiz can help to cement an understanding of theories and instructional strategies for working with adult learners.

Please record your quiz answers on the correct page of the workbook.



Question 1

Which of the following is NOT one of Malcolm Knowles' assumptions about adult learners?

- A. Adult learners have a self-concept of being responsible for their own decisions.
- B. Adult learners are motivated primarily by extrinsic factors.
- C. Adult learners draw upon their own life experiences to help themselves learn.
- D. Adults learn best when they know why they are learning something.



Which of the following is NOT recommended for adult educators to do in the classroom?

- A. Set a cooperative climate for learning in the classroom.
- B. Design sequential activities to achieve the objectives.
- c. Follow the textbook explicitly.
- D. Work collaboratively with the learners to select methods, materials, and resources for instruction.



Which of the following can be a barrier to adult participation in learning?

- A. Time and/or money issues
- B. Conflicts with childcare and/or transportation
- c. Lack of confidence and/or interest
- D. Lack of information about opportunities to learn
- E. All of the above



According to the "See, Do, Teach" model of adult learning theory, students retain the most from _____

- A. what they do.
- B. what they see and hear.
- c. what they read.
- D. what they say.



All of the following are recommended strategies for minimizing the cognitive load on learners EXCEPT for which one?

- A. Using graphic organizers
- B. Chunking complex content into smaller bits
- c. Lecturing extensively on relevant topics
- D. Stopping instruction momentarily to give students time to think about what they are learning



REFLECTION 3

Summarizing your thoughts on adult learning theories and strategies, and then relating them to your current and future instructional practices, can help to strengthen your skills as an adult education facilitator.

Please briefly record your responses for Reflection 3 on Workbook page 9.

- 1. How would you define an "adult learner"?
- 2. What is one aspect of adult learning theory that closely aligns with your current teaching style? Describe that alignment.
- 3. What is one learning strategy or idea for adult instruction that you would like to learn more about and/or incorporate into your own teaching? Why?



Complexities of Adult Learners

This Concepts and Strategies in Adult Education Module primarily addressed how the instruction of adults may differ from the instruction of children.

A wide array of learners enter our classrooms. While some students come ready and excited to learn, others may be struggling with the effects of:

- adverse childhood experiences (ACEs),
- legal issues,
- learning disabilities,
- homelessness, and other forms of trauma.

These roadblocks often make learning difficult.



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Foster, A. 2014, April 18. *Adult Learning Theory.* [Video]. YouTube. https://www.youtube.com/watch?v=vkyYY1xTB7U

Graham, S. 2017, May 22. *A Simple, Easy To Understand Guide to Andragogy.*https://www.cornerstone.edu/blogs/lifelong-learning-matters/post/a-simple-easy-to-understand-guide-to-andragogy

Knowles, M. 1984. The Adult Learner: A Neglected Species. Gulf Pub. Co., Book Division.

"Pedagogy and Andragogy." *Collegiate Dictionary*. *Merriam-Webster*. 2016. unabridged.merriam-webster.com/collegiate/pedagogy and andragogy.



Reinhardt, J. (2017, March 14). *Pedagogy vs. Andragogy.* [Video]. YouTube. https://www.youtube.com/watch?v=guRoWTYfxMs

Smith, C. (n.d.). *The Six Adult Learning Principles.* [Video]. YouTube. https://www.youtube.com/watch?v=vLJ7cRwKl-l

Schwartz, M. (Teaching and Learning Office, Ryerson University) n.d. *Engaging Adult Learners*. https://www.ryerson.ca/content/dam/learning-teaching/teaching-resources/teach-a-course/engaging-adult-learners.pdf

Soloman, H. Last Updated 2018, November. Cognitive Load Theory (John Sweller). Retrieved from https://www.instructionaldesign.org/theories/cognitive-load/



TEAL Center Fact Sheet No. 11: Adult Learning Theories. (2019, April 8). Retrieved from https://lincs.ed.gov/state-resources/federal-initiatives/teal/guide/adultlearning

University of Maine Instructional Services. (2015, September 13). *Cognitive Load Theory*. [Video]. YouTube. https://www.youtube.com/watch?v=1AyXphKqOEk



Additional Resources

Adult Education and Literacy: U.S. Department of Education. https://lincs.ed.gov/

California Department of Education. *Adult Education: What Makes Teaching Effective?* (2016, July). Retrieved from https://www.calpro-online.org/documents/CALPRO_BRIEF_13_508.pdf

Curry, D. (2019). The PIACC Numeracy Framework: A Guide to Instruction. *Adult Literacy Education: The International Journal of Literacy, Language, and Numeracy, 1* (2), 33 - 51. https://www.proliteracy.org/ALE-Journal

Heritagecollegevideos. 2011, Dec.14. *Teaching Strategies – Learning Styles*. [Video]. YouTube. https://www.youtube.com/watch?v=oNxCporOofo



Additional Resources

KET Education PBS Learning Media. 2020. *Teaching Strategies: Resources for Adult Educators*. https://opb.pbslearningmedia.org/collection/ketae/

Learning Disability Association of America. *Adult Literacy.* (2020). Retrieved from https://ldaamerica.org/category/adult-literacy/

National Coalition for the Homeless. 2020. *Teaching Resources*. Retrieved from https://nationalhomeless.org/references/teaching/

NWIA College. 2011, February 8. What is Active Learning? [Video]. YouTube. https://www.youtube.com/watch?v=UsDI6hDx5ul



Additional Resources

Oregon Adult College and Career Readiness Standards (OACCRS) **Mathematics** Handbook: OACCRS: Handbook for Mathematics Instruction

Oregon Adult College and Career Readiness Standards (OACCRS) Language Arts Handbook:

OACCRS: Handbook for Language Arts Instruction

Trauma Informed Oregon - Trauma Informed Care in Oregon. (n.d.) Retrieved February 21, 2020. https://traumainformedoregon.org/

WV Adult Education. *Teaching Adults in a Correctional Facility WVAdultEd Instructor Handbook, Section 15.* 2018. Retrieved February 21, 2020.

https://wvde.state.wv.us/abe/tcher_handbook_pdf/section15.pdf

ALS Coordinator Recertification



ALS-C Recertification Reminders

- Maintain provider certification
- Attend at least 1 update per certification cycle (2 years)
- Complete re-endorsement application (TR-31)
- Obtain EMS physician recommendation signature
- Obtain Regional EMS Council Executive Director signature for every council region you will be offering classes in.
- Email to Chad BEFORE your ALS-C expiration date

Education Coordinator Recertification



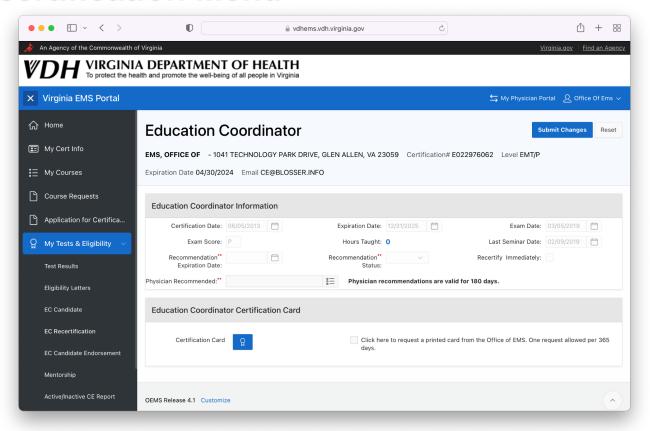
EC Recertification Reminders

- Maintain provider certification
- Teach at least 50 hours of Category 1 CE or initial education
- Attend at least 1 update per certification cycle (3 years)
- Complete online recertification quiz (open resource)
- Obtain EMS physician recommendation (EMS Portal)

http://www.vdh.virginia.gov/emergency-medical-services/ems-education-coordinator-recertification-requirements/

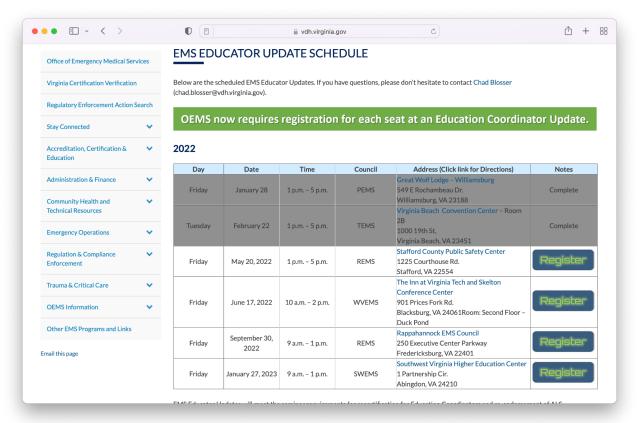


EC Recertification Menu



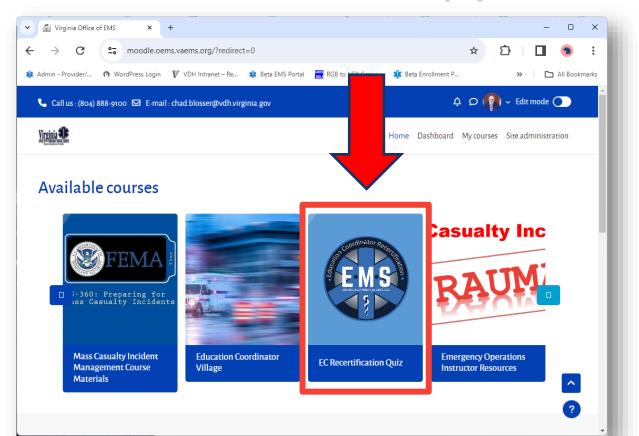


Educator Update Schedule





Recertification Quiz on Moodle (Open Resource)



THANKYOU