When They DO It, They've GOT It!

How to Use Concrete Practice When Training
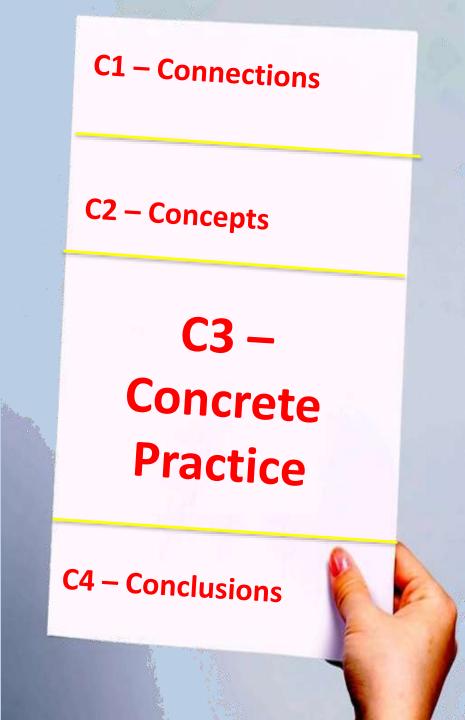
This micro-course was created
for the South Carolina Center
for Child Care Career Development.

SOUTH CAROLINA
CHILD CARE TRAINING SYSTEM

After participating in this micro-course, you will be able **to successfully apply Concrete Practice strategies** which are part of proven adult learning principles.

Being able to apply **Concrete Practice** correctly is the third step of the **4Cs** instructional design and **delivery "map."**

C1 – Connections

C2 – Concepts

C3 – Concrete Practice

C4 – Conclusions

4Cs

The **4Cs** is a practical and useful training design and delivery model.

To learn how to use all four steps of the 4Cs model, click on the micro-course titled **"Map It: Using the 4Cs to Design and Deliver Great Training."**
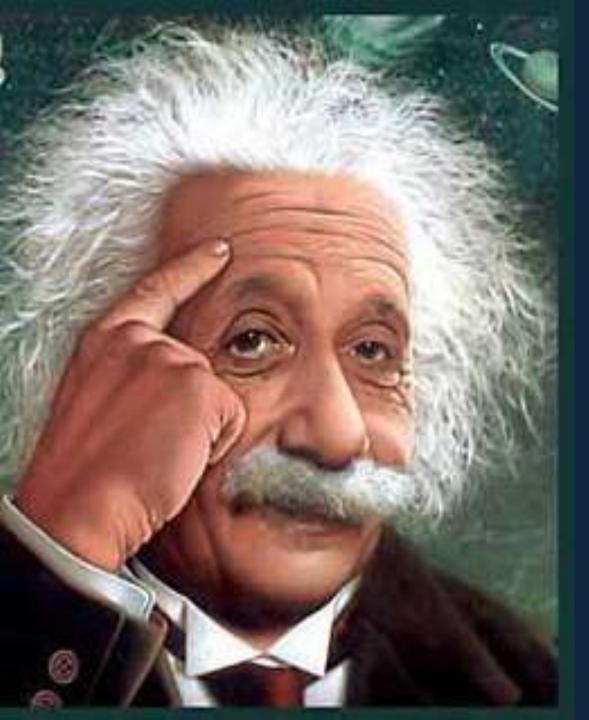
C1 – Connections

C2 – Concepts

C3 – Concrete Practice

C4 – Conclusions

All learning IS experience. Everything else is just information.

Albert Einstein

What do **YOU** already know about **Concrete Practice?**

Take the
"Choose and Click"
quiz on the next slide.

CHOOSE AND CLICK

Choose one response, then click to the next slide.

Concrete Practice is:

A. When the trainer demonstrates the skill being learned.

B. When the learners themselves practice a skill or participate in an activity to review important content.

C. When the instructor asks questions for the learners to answer.

**Did you choose
the correct answer?**

Concrete Practice is:

B. When the learners themselves practice a skill or participate in an activity to review important content.

Concrete practice is when **ALL** learners actively **practice** a **skill** they have just learned

AND/OR ...

ALL learners participate in an active review of important information they just learned.

ALL learners, not some learners.
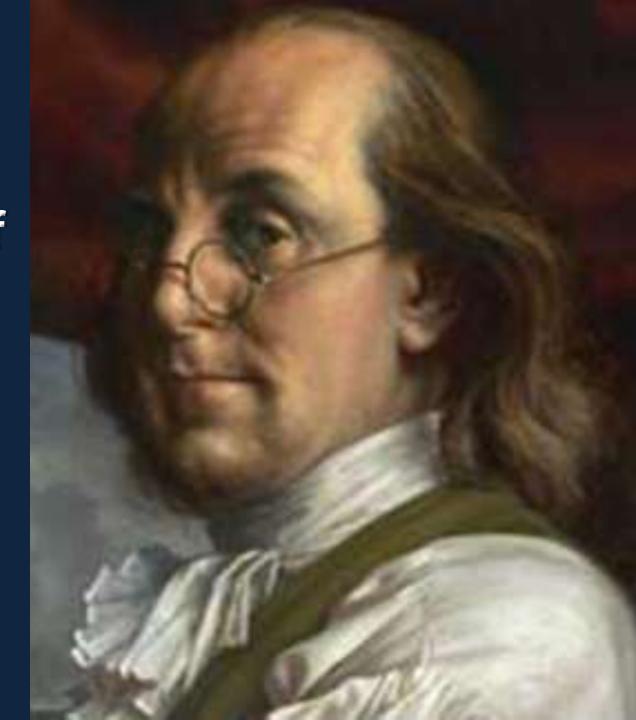LEARNERS practice and participate, not the trainer.
The practice is done DURING the class, not just afterwards.

WHY is
Concrete Practice
so important?

An ounce of
experience
is worth a
ton of
theory.

Ben Franklin
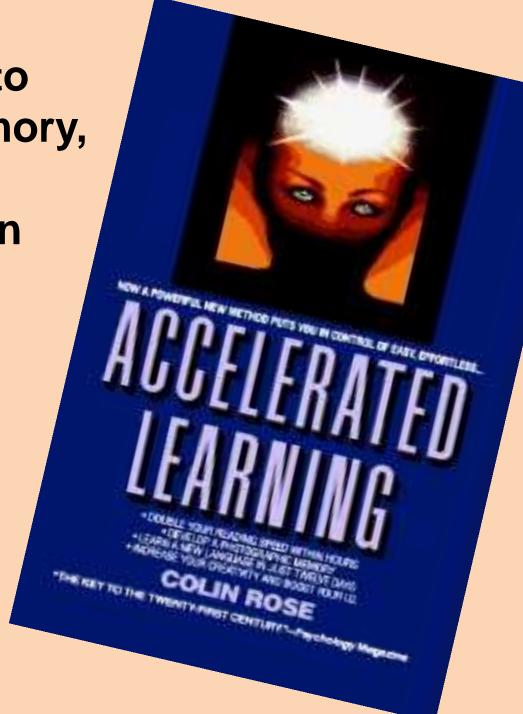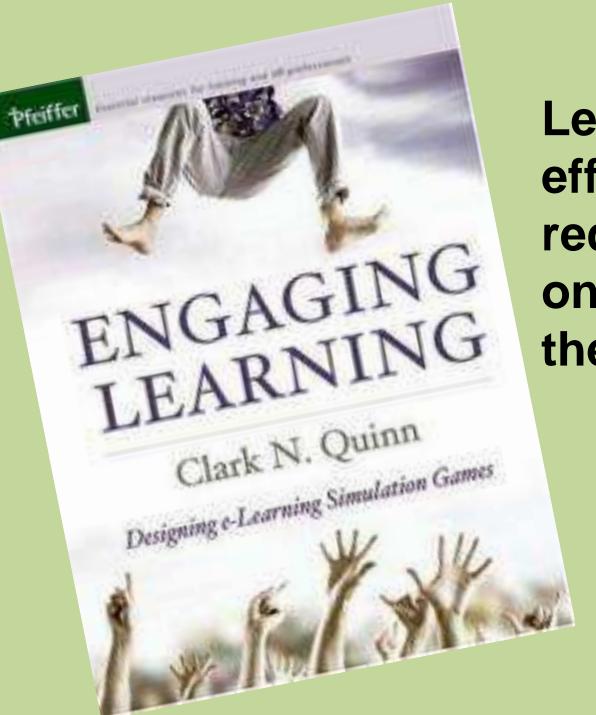
Concrete Practice reinforces the skills being learned or the information that has been taught.

If we want learners to create a strong memory, they need to store the information using ALL of their senses. When they've heard it, said it, seen it, and done it, they've got it!

Colin Rose
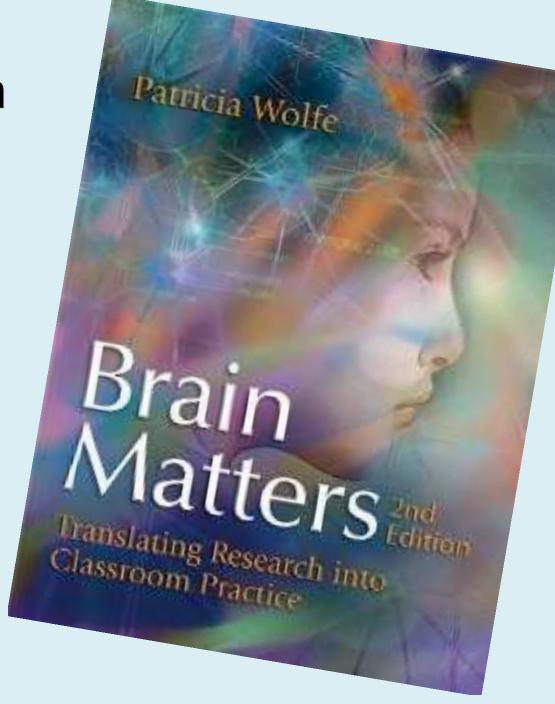
Learning is more effective if it requires ACTION on the part of the learner.

Clark Quinn

You don't learn to swim, or play the piano, by reading a book about it.

Patricia Wolfe

In other words:

Learning is NOT a spectator sport!

QUICK WRITE #1
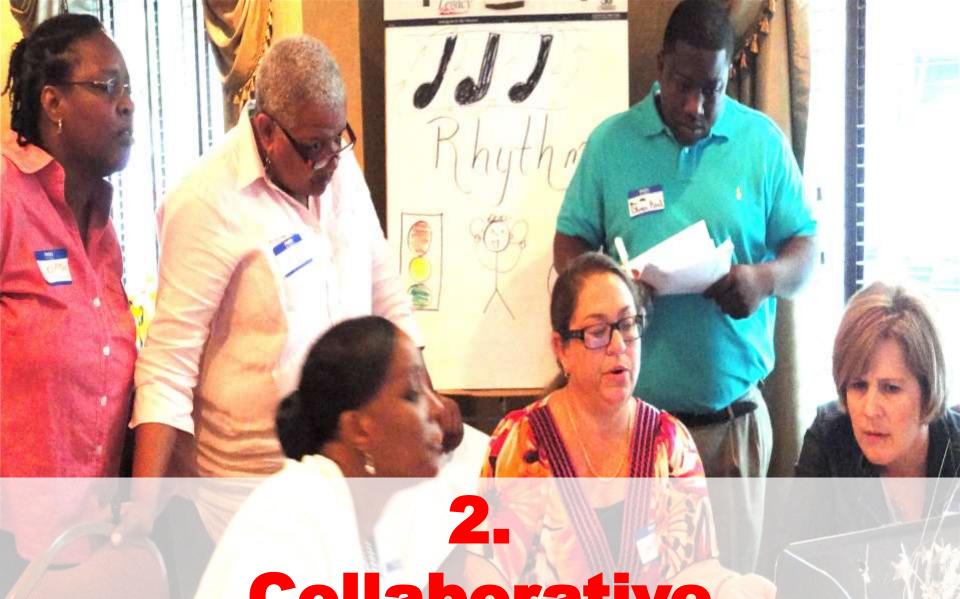
In your own words, list at least two reasons why **Concrete Practice** is important for adult learning.

Here are three elements of effective Concrete Practice:

1. Active Participation

ALL learners – not just a few – participate in practicing the skills or actively reviewing the content.

1.
Active
Participation

2.
Collaborative
Interdependence

Learners work together to practice skills, review content, and give each other feedback and encouragement.

2. Collaborative Interdependence

3. Individual Accountability

Each learner knows what he or she is responsible for practicing and learning.

3. Individual Accountability
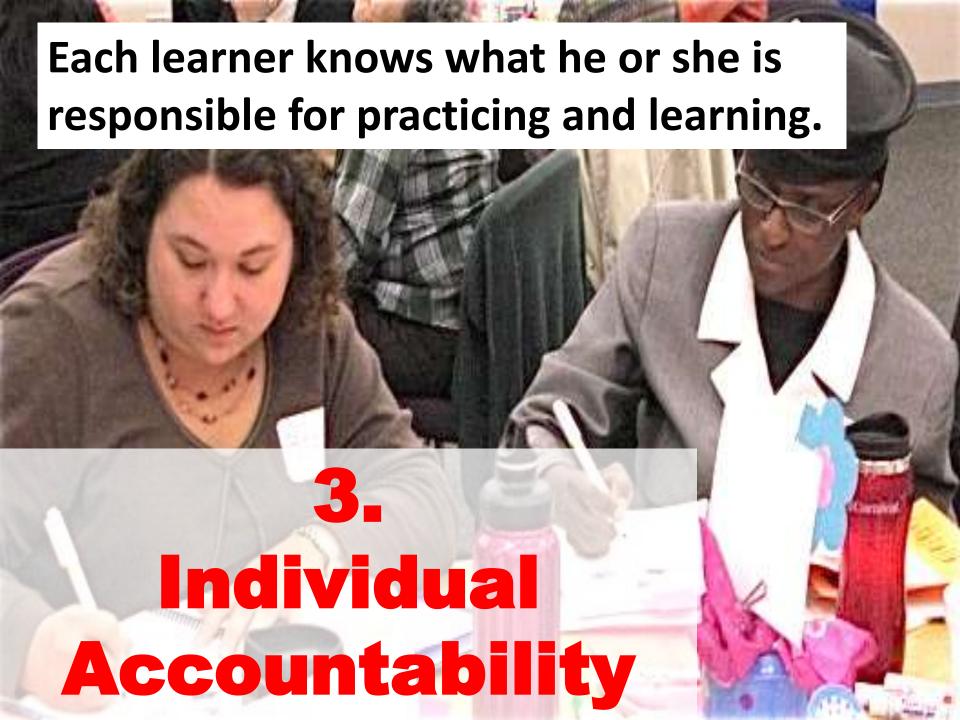
CHOOSE AND CLICK

Choose the BEST example of Concrete Practice that includes all three elements.

A. With their table groups, each learner helps create a content-related demonstration to present to the class.

B. The learners watch a video of the skill they are learning about.

C. The learners take a written test.

Yes, Sentence A is the best example of **Concrete Practice** because it includes all three elements.

A. With their table groups, each learner helps create a content-related demonstration to present to the class.

CHOOSE AND CLICK

Do one more: Which Concrete Practice below has all three elements?

A. On their own, learners practice the computer keyboarding procedure they are learning about.

B. Learners watch a teacher-led demonstration of the keyboarding procedure.

C. Learners pair up at each computer and alternately practice the procedure while giving each other feedback and suggestions.

Yes, Sentence C has all three elements.

C. Learners pair up at each computer and alternately practice the procedure while giving each other feedback and suggestions.

QUICK WRITE #2

Write down the three elements of effective **Concrete Practice.**

Here are six examples of effective Concrete Practice:

Paired Teach Backs
Learners teach each other what they know and correct any mistakes that might come up.

Triad Teach Backs
Learners take turns helping each other practice the new skill and giving each other feedback.

Table Teach Backs

Learners present information to their table groups and receive feedback about the content presented.

Skill Demonstrations

Learners demonstrate the new skill, with helpful suggestions from others, if needed.
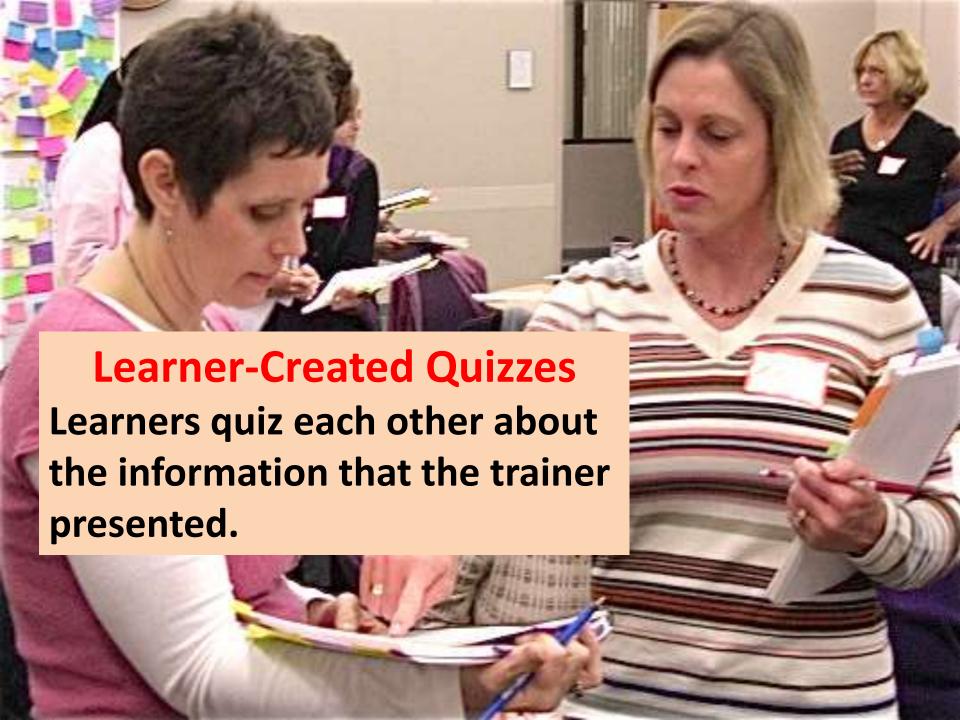
Review Games

Together, learners play a game to review information they just learned.

Learner-Created Quizzes

Learners quiz each other about the information that the trainer presented.

Tools for Your Trainer's Toolbox

Paired Teach Backs

Triad Teach Backs

Table Teach Backs
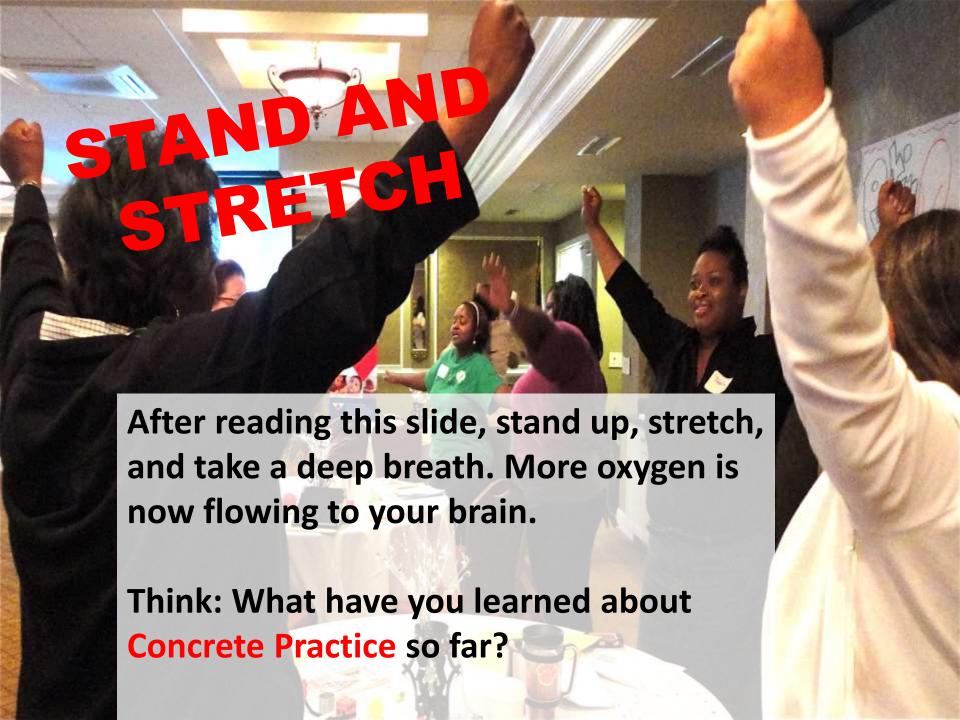
Skill Demonstrations

Review Games

Learner-Created Quizzes

QUICK WRITE #3

Choose two tools you plan to use from your **Trainer's Toolbox** on the previous slide and write them down.

STAND AND STRETCH

After reading this slide, stand up, stretch, and take a deep breath. More oxygen is now flowing to your brain.

Think: What have you learned about Concrete Practice so far?

Here are five MORE examples of effective Concrete Practice:

Sculpt It
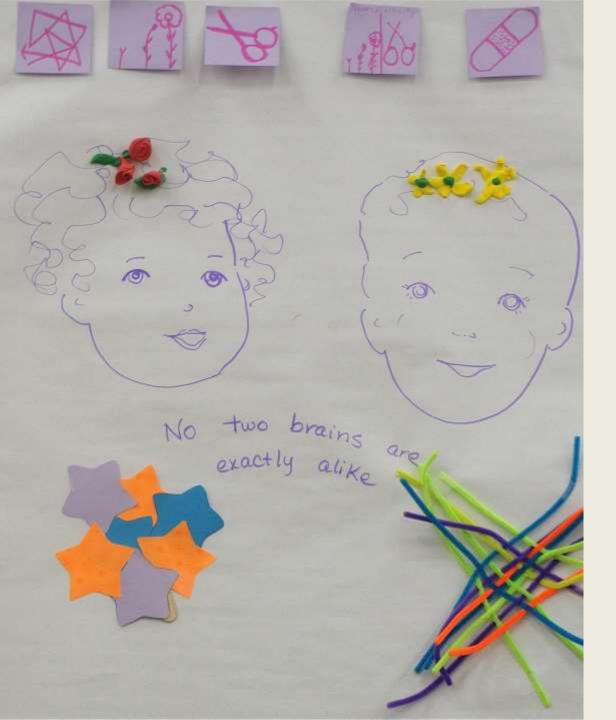
Learners build 3-dimensional representations of important concepts and explain their creations to the class.

Switching Games
Each table group creates a flashcard review game to exchange with another table group.
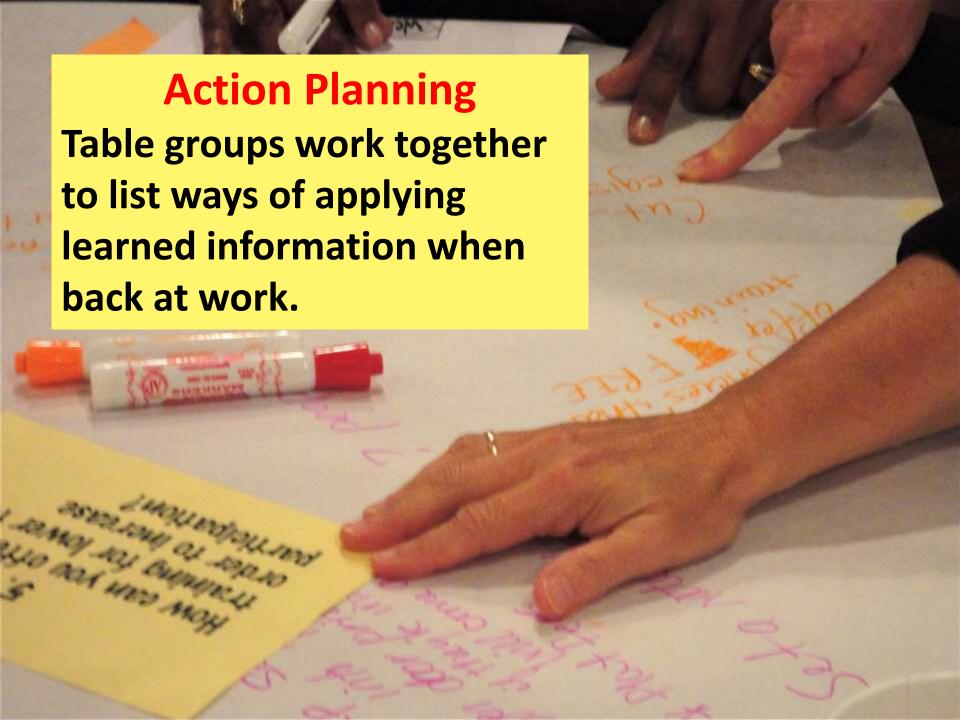
Improvisations

Learners create skits, simulations, or role-plays that show the skills they are learning..

Draw It

Learners create visual displays of the new Information and present the displays to the class.

Action Planning

Table groups work together to list ways of applying learned information when back at work.

More Tools for Your Trainer's Toolbox

Sculpt It

Switching Games

Improvisations

Draw It

Action Planning

QUICK WRITE #4

Choose two more tools that you plan to use for Concrete Practice and write them down.

YOUR TURN

You are teaching a class on child care curriculum which will help your adult students create a successful child care learning environment, plan appropriate activities, and facilitate children's growth and development.

You present 6 key components of effective child care curriculum while your students take notes.

What will you have them do next?

Choose the BEST **Concrete Practice** described below that you will use to follow your presentation. Then click to the next slide.

A. Learners work in pairs to complete a visual "web" display of one of the 6 components. They hang their webs on the walls and take turns explaining the displays to the class. The class suggests details to add to the webs.

B. Learners watch a video about playground safety.

C. Learners read a handout about the 6 components and ask questions afterwards.

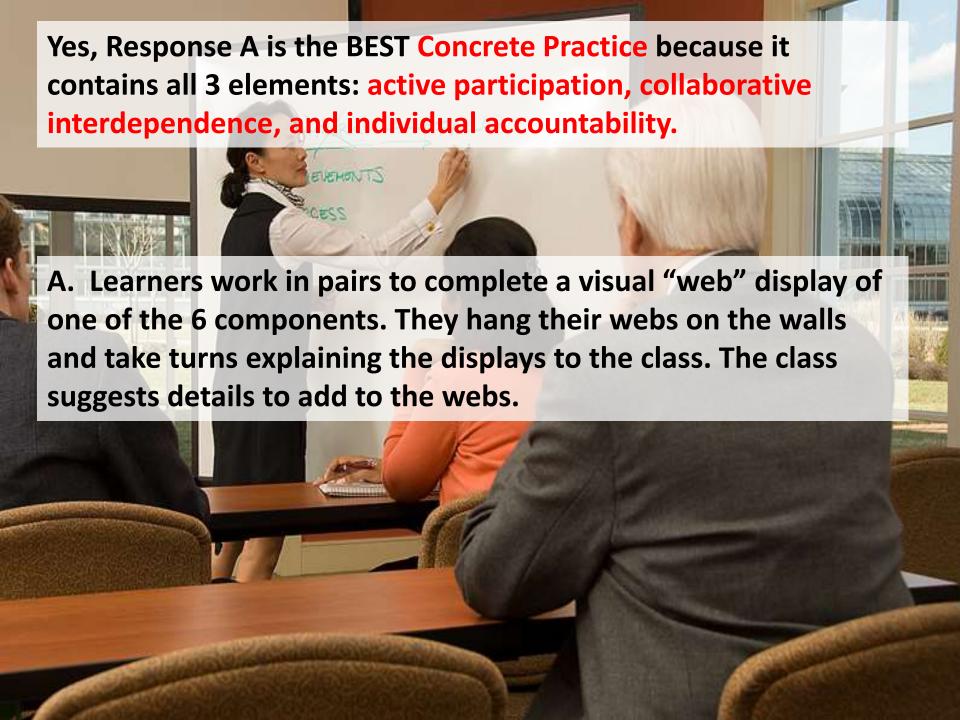Yes, Response A is the BEST **Concrete Practice** because it contains all 3 elements: **active participation, collaborative interdependence, and individual accountability.**

A. Learners work in pairs to complete a visual "web" display of one of the 6 components. They hang their webs on the walls and take turns explaining the displays to the class. The class suggests details to add to the webs.
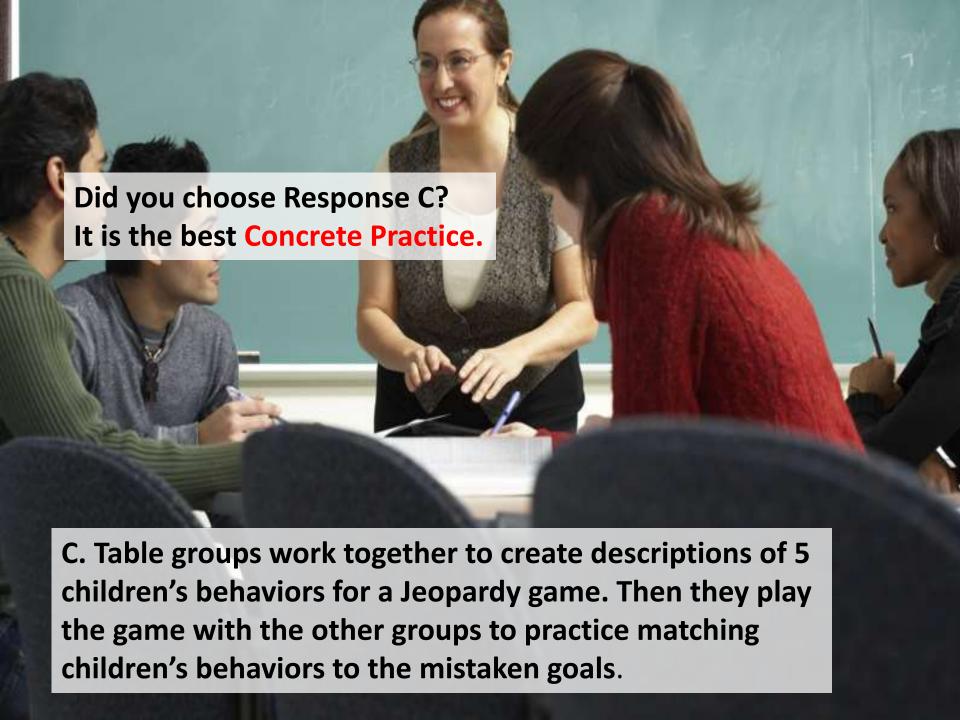
YOUR TURN

You have just completed a short lecture on Dreikurs' 4 mistaken goals of misbehavior: attention, power, revenge and avoidance of failure. Your trainees took notes on a fill-in-the-blanks graphic organizer.

What Concrete Practice should follow?

Again, choose the BEST Concrete Practice below to follow your lecture, then click to the next slide.

A. Learners make signs with titles of the 4 mistaken goals of behavior.

B. Learners take a test on Dreikur's content.

C. Table groups work together to create descriptions of 5 children's behaviors for a Jeopardy game. Then they play the game with the other groups to practice matching children's behaviors to the mistaken goals.

Did you choose Response C?
It is the best Concrete Practice.

C. Table groups work together to create descriptions of 5 children's behaviors for a Jeopardy game. Then they play the game with the other groups to practice matching children's behaviors to the mistaken goals.

QUICK WRITE #5

Now write down one fact about **Concrete Practice** that you've learned from this presentation that you didn't know before.

Give yourself a
high five for your efforts!
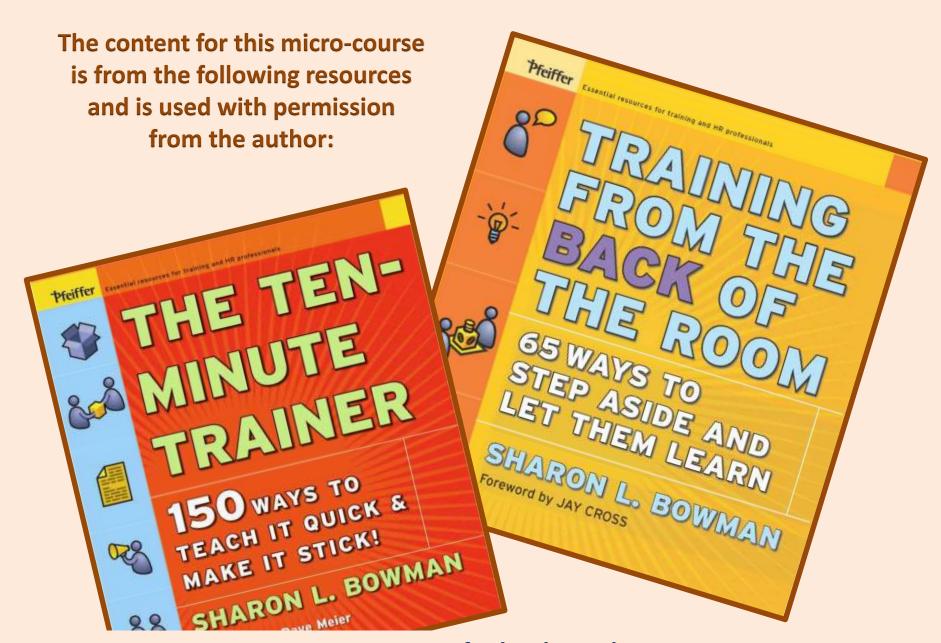
SOUTH CAROLINA
CHILD CARE TRAINING SYSTEM

A Note to All Trainers for the South Carolina
Center for Child Care Career Development

If you have completed this micro-course as part of your requirements for **Principles of Adult Learning,** please photocopy your **Quick Writes #3, #4, #5** and e-mail them to: **melissa.starker@dss.sc.gov** or fax them to **864-250-8690.** Be sure to include your name and contact information (email or phone number).

This slide set was created for the South Carolina Center for Child Care Career Development.

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Essential resources for training and HR professionals

THE TEN-
MINUTE
TRAINER

150 WAYS TO
TEACH IT QUICK &
MAKE IT STICK!

SHARON L. BOWMAN
Dave Meier

Pfeiffer
Essential resources for training and HR professionals

TRAINING
FROM THE
BACK OF
THE ROOM

65 WAYS TO
STEP ASIDE AND
LET THEM LEARN

SHARON L. BOWMAN
Foreword by JAY CROSS

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