



**MARS**



**RAINFORREST  
ALLIANCE**



Investing in rural people

Sustainable Farming in Tropical Asian Landscapes (SFITAL)

# SHAPING LEARNING: Effective training design for the community



# Outline of the presentation



## Learning

How do humans learn?



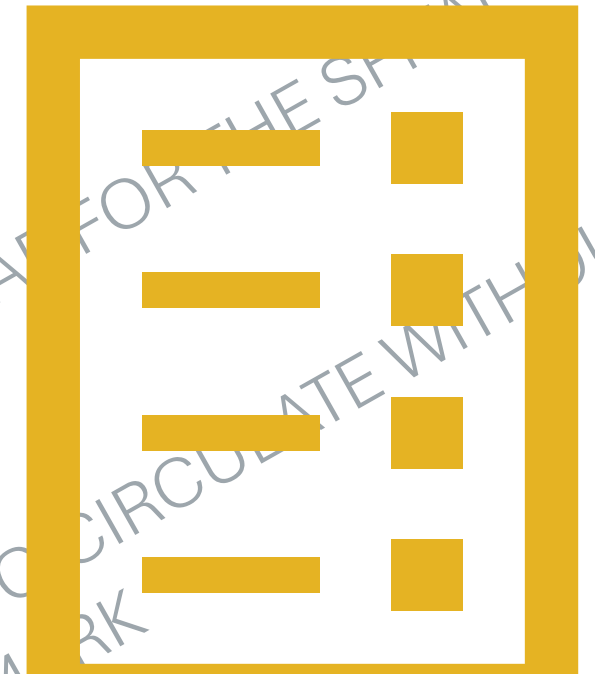
## Elements of a learning system

In designing a training session, what are the factors you should pay attention to?



## Designing a learning system

How do we plan a training session or a learning system? What are the do's and don'ts in designing a learning system?



# How do humans learn?



# Humans do not learn from scratch.

Every learner, no matter how (un)familiar with a concept, has something inside him/her that will influence how and what they will learn.



# Humans learn and grow differently.

*There is no single form of intelligence.*



**Spatial-visual**



**Intrapersonal**



**Bodily-  
kinesthetic**



**Verbal-linguistic**



**Logical-  
mathematical**



**Naturalistic**



**Interpersonal**



**Musical**



**Existential**

# Humans learn in different ways.



## Formal education

Learning through  
school, diploma  
courses



## Informal education

Lifelong learning  
through experience,  
daily life



## Non-formal education

Lifelong learning  
through training  
programs outside  
formal learning  
systems

# How do we facilitate learning?





# We facilitate learning through learning systems.

A **learning system** is “any situation where learning is supposed to take place through an instructional procedure.”  
(Cadiz, 2007)





# We facilitate learning through learning systems.

Learning systems include **training sessions, classes in schools, and even online capacity building activities.**



# Learning systems have several elements we should consider.



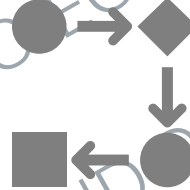
## People

Who are your target learners? Who will be the trainers/facilitators? Who are the other stakeholders that need to be involved?



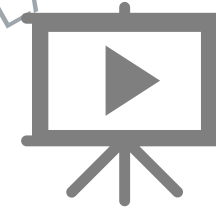
## Idea

What will you teach your learners? What do they have to learn?



## Procedure

What are the things you need to do/prepare for this learning system?



## Devices

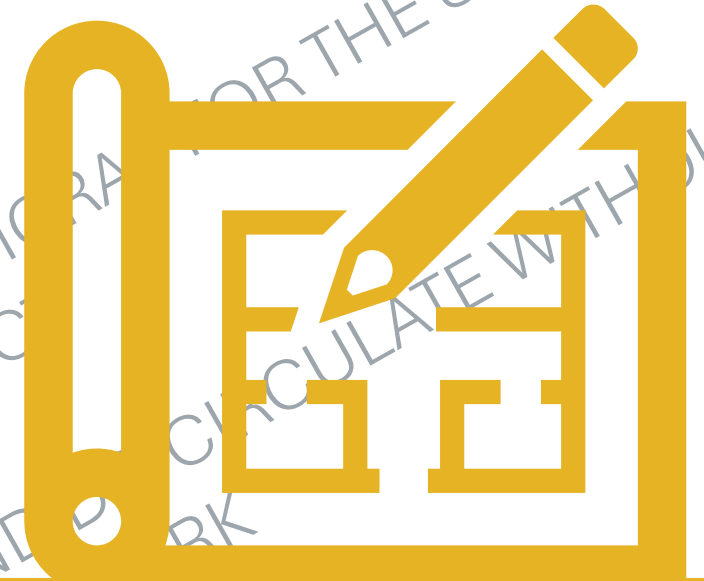
What media/materials will you use to aid the learning process?



## Organization

How do all these elements interact with each other?

# How do we design learning sessions?



# In designing any learning system, you must determine the following:



## Objectives

What do you want your learners to be able to do or achieve?



## Content

What exactly will you teach them?



## Learning strategies

How will you deliver the content? What activities will you implement during the learning session?



## Materials

What media/materials will you use considering your learning strategies?



## Evaluation

How will you measure their progress? How will you assess the effective of the learning session?



# Learning objectives

The objectives of your learning sessions should:

- Address a **general goal**

The goal answers this question:

***What do you want your learners  
to be able to achieve or do?***





# Learning objectives

The objectives of your learning sessions should:

- Address a **general goal**

The objectives, on the other hand, answers this question:

***What do your learners need to be able to do so you can say the goal has been achieved?***



# Learning objectives

The objectives of your learning sessions should:

- Be SMART: **S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
**T**ime-bound



# Learning objectives

The objectives of your learning sessions should:

- Indicate the following:



What do you expect your learners to be able to do?



To what extent should they be able to do the task expected from them?



When/In what condition should they be able to do the task expected from them?



# Content

Create an outline of your content.

- What are the general topics you will discuss?
- What are the specific concepts covered by the topics?

***Pro-tip: Refer to your learning objectives  
to easily create an outline of your learning  
content.***

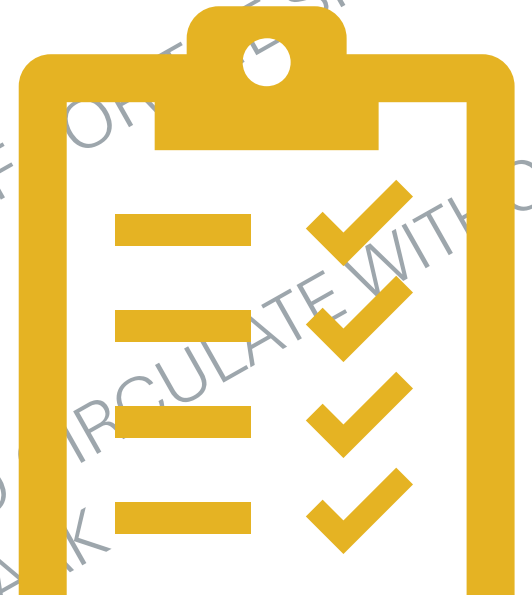


# Content

Make sure that it is organized in a **logical manner**.

Ask yourself the following questions:

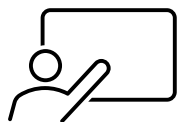
- Does the order of these topics make sense?
- Are the connections among these concepts understandable?





# Learning strategies

You can present the content in different ways. It can be through:



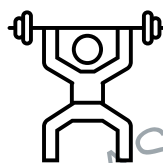
**Presentation**



**Discussion**



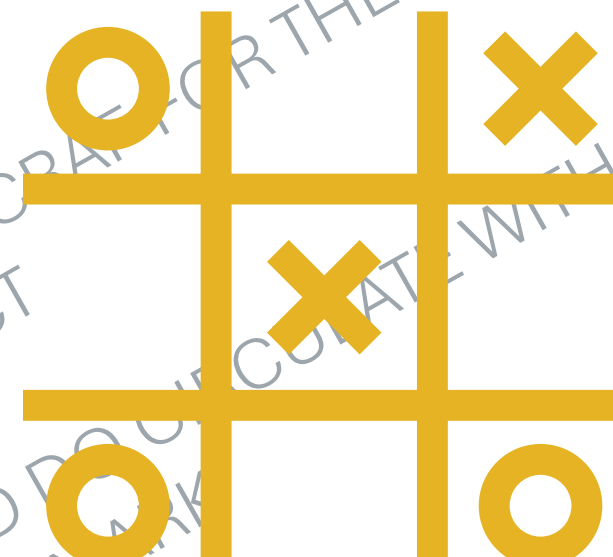
**Sharing**



**Doing/  
Hands-on**



**Feedback**



# Learning strategies

In delivering your learning content, make sure to:



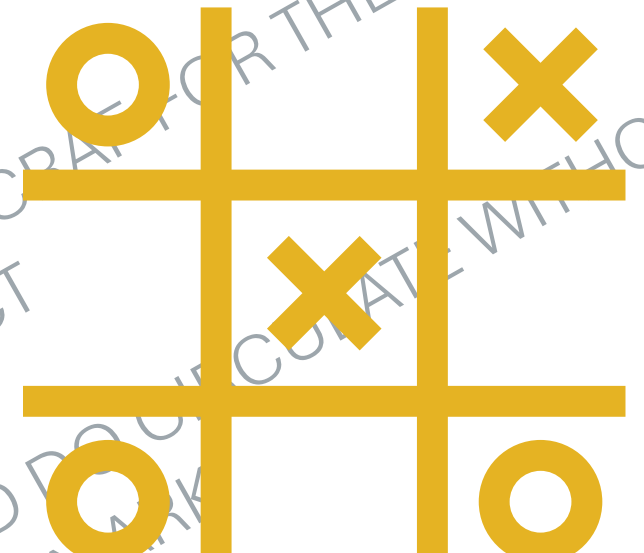
Use the appropriate language.



Use relatable examples.

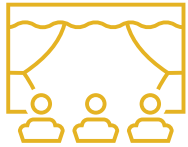


Choose the best strategy for your content and learning objectives.



# Evaluation

In evaluating learning systems, we evaluate two things:



The delivery of the learning system



The progress of our learners



# Evaluation

In terms of the **delivery of the learning system**, we usually evaluate the following:

- Relevance of the topic
- Completeness of the content
- Effectiveness of the resource persons
- Delivery of the presentation/s
- Logistical arrangements before and during the session



# Evaluation

In terms of the **delivery of the learning system**, some of the evaluation tools we can use are:

- Surveys
- Interviews
- Observation
- Informal discussions





# Evaluation

In terms of the **progress of the learners**, we usually assess:

- Change in knowledge or skill level (this would require you to assess their baseline knowledge)
- New knowledge or skills acquired
- Learners' reflections on the topics covered



# Evaluation

In terms of the **progress of the learners**, some of the evaluation tools we can use are:

- Tests and exercises
- Group discussions



# Do's and Don'ts in designing learning systems



- Depend the content to the needs and problems of the target learners
- Present the content in a way that is relatable and understandable to the learners
- Use strategic combination of learning strategies
- Treat learners as learning partners—they are also sources of knowledge as much as they are the recipients



- Push topics that are not needed by the target learners
- Use jargons and very technical terms, without explaining its definition and relevance
- Use a single learning strategy (e.g., straight lecture)
- Treat learners as 'empty slates'

# Workshop

## Groupings:

- Group 1: MAGRO Laak, Talle Farmers' Association, UP Min LRMO, DDOSC (1)
- Group 2: MAGROs of Monkayo, Montevista, Compostela, KFI (1)
- Group 3: MAGRO Nabunturan, KMPC, DTI RAPID, KFI (1), PAGRO
- Group 4: MAGRO New Bataan, MAGRO Mawab, KFI (1), DTI RAPID (1)
- Group 5: MAGRO Maragusan, DDOSC, PAGRO (1)
- Group 6: MAGRO Mabini, MAGRO Pantukan, PAGRO (1)



# Workshop

In your groups, create a training design related to IPDM and shade management by filling in these sections:

- Who are your target learners?
- What are their key issues?
- What are the goals and objectives of the training?
- What will be the topic and subtopics of your training?
- What learning strategies will you use to deliver the training?





# Cacaomustahan on FB

Interested to get a copy of the  
official photos from the TOT? We  
will post the posts in our  
Facebook group



# Daghang Salamat

