2-9: Methods Of Instructional Delivery
Types Of Instructional Delivery

- Instructor-led training
- Technology-based training
- Other instructional methods
Lecture Method

- Instructor’s role
- Effective method for providing
  - Facts
  - Rules/regulations
  - Clarifications
  - Examples
  - Definitions
Lecture Method

Advantages

- One speaker can reach people in any size group
- Format is familiar to students
- They are aware of what to expect and what is expected of them
- Delivered through distance learning
- Extend beyond the limits of one classroom
Lecture Method

- Disadvantages
  - Limited student/instructor interaction
  - Lack of student feedback
  - Limited use of senses

- Overcoming the disadvantages
  - Generate student interaction
  - Include discussion, illustration, demonstration, and activities
  - Avoid presenting too much information at once
  - Provide supplemental information
Illustrated Lecture Method

- Using visual aids to illustrate main points
- Directed toward the student’s senses of sight and hearing
Discussion Method

Benefits

- Allows interaction between instructor and students
- Instructor talks with the group, not to the group
- To be effective, students must have a basic knowledge of the subject
- Works best for small groups of 10-15 students
Guided discussion

- Instructor presents a topic
- Ideas are discussed in an orderly exchange and are controlled or guided
- Gain knowledge from other members, modify their ideas, or develop new ones
Problem Solving Conference

- Directs group thinking towards a solution
- Students must know the scope, limits, purpose of the conference
- Goal is to develop understanding and recognition of the topic
Problem Solving Conference

- Cannot be spontaneous
- Willingness to share ideas and trust group’s consensus
- Instructor must not enter into the discussion except to state or restate problems, questions, state the case, or summarize
Demonstration Method

Purpose

- The act of showing how to do something or how something operates
- Basic means for teaching psychomotor skills
Demonstration Method

Guidelines

- Know what it is and its learning objective
- Practice every step
- Check all equipment and accessories
- Demonstrate the skill once at normal speed
- Repeat step-by-step while explaining each step slowly
- Allow students to ask questions and clarify any misunderstandings
Multiple Instructors

- Requires advance planning and preparation time
- Combines the knowledge and expertise of several instructors
- Exposes students to a wide variety of teaching methods and styles
Case Studies

- Description of a real incident or problem
- Should be relevant to risks/hazards facing organization
- Includes information such as
  - Description of situation and facts
  - Chain of events including participant actions
  - Incident outcomes
Case Studies

Guidelines for conducting

- Instructor introduces the case study
- Student participation
  - Reviewing case study
  - Analyzing situation and facts
- Discussing the case study
  - Review lessons learned
  - Strategize solutions for use on future problems/incidents
Role-play

- A scenario in which students portray characters to simulate real world interpersonal communications
- Useful to teach and reinforce the affective domain
Role-play

- Guidelines for conducting
  - Instructor responsibilities
  - Student participation
Brainstorming Sessions

- Students given a problem or situation and a timeframe to determine a solution
- Effective only when students have adequate knowledge of subject matter
Brainstorming Sessions

- Guidelines for conducting
  - Instructor responsibilities
  - Student participation
Simulations

- Allow participation in situations that represent real life
- Guidelines for conducting
  - Instructor responsibilities
  - Student participation
Field and Lab Experiences

- Opportunity to inspect, use, test, and evaluate equipment or processes
- Guidelines for conducting
  - Instructor responsibilities
  - Student participation
Technology-based Training

- Increased number of nontraditional students
- Increased use of personal computers
- Increased demand for specialized courses with limited enrollment
- Decreased funding in training budgets
- Improved sophistication in delivery systems
Types

- Computer-based training
- Computer-assisted instruction
- Web-based training
Types

- Browser-based training
- Blended electronic learning
- Interactive television
Security Issues

- Begins when the student enrolls
- Assign a password that provides access
- Instructor correspondence precautions
  - Messages misdirected or sent to the entire class
Self-directed Learning

- Students complete objectives at their own pace
- Responsibility placed solely on the student
- Instructors are not involved
- Meet to examine progress
- May require using technology based training aids
Individualized Instruction

- Match methods with objectives and individual learning styles

- Based on
  - Student needs and preferred learning styles
  - Required learning objectives or competencies
  - Instructional strategies and media that fit the needs of the student
Individualized Instruction

- Instructional methods used
  - Learning activity packets
  - Tutorial instruction
  - Programmed learning