Training Evolution...!

The First Step in Preparing Your Students for Success.
Assessment Projects

- Participants break up into groups within their program area:
  - Example: Fitness, Group Fitness, Adventure, Intramurals, Sports Clubs… etc.
- Group Discussion: What staff training assessment projects have you completed or currently in the process of completing?
Learning Outcomes

- Upon completion of the “Training Evolution” assessment presentation, participants will be able to...
  
  - Identify the Learning Assessment Cycle
  
  - Create goals and objectives for individual programs
  
  - Identify how to collect, analyze, and use data to modify supervisor trainings
Why is Assessment Important?

I taught Stripe how to whistle.

I don't hear him whistling.

I said I taught him. I didn't say he learned it.
Learning Assessment Cycle

- Establishing Objectives
- Selecting Design/Instruments
- Collecting Information
- Analyzing Data
- Using Results
Establishing Objectives

- Objectives DRIVE the assessment process
- Critical foundation to process
- Measurable, Manageable, Meaningful

- Objective #1 Example: The Student staff should know the Employee Handbook.

- Objective #2 Example: Upon completion of the student staff employee handbook training, they will be able to recite the four pillars of service.
Group Discussion

• Discuss specific trainings that you would like to assess in your specific areas.

  • Example: Adventure/Climbing Wall Training - Identify parts of a top rope climbing system to include top anchor, ATC, carabiner, and ground anchor.

• **BE SPECIFIC AND WRITE DOWN A LIST.**
Selecting Design/Instrument

• Select an appropriate design
  • Design examples: Pre-Test, Post Test, Comprehensive

• Select an appropriate instrument
  • Use pre-existing instruments
  • Create your own

• Link instrument to assessment objectives

• Instrument Examples: Multiple choice (Identify), checklist (Recite or Demonstrate)
Group Discussion

• Discuss designs and instruments that would correlate with your objectives.
  • Example: Group Fitness – Developing a checklist for Group Fitness instructors to demonstrate the ability to adjust intensity by changing body position, body angle, wide base, narrow base, single base. (TRX Instructors)
Collecting Information

• Who should we sample?
  • Entering students? Graduating students?

• How often to collect data?
  • Just once
  • Annually

• Methods for data collection?
  • Paper-and-Pencil
  • Computer-based
  • Web-based

• Sample size?
  • Not too small, but not too large
Analyzing Data

• Different Analytic Methods To Use

  • Group Differences: Do we see expected differences in performances by different student groups?

  • Relationships: Do we see relationships between variables in the program?

  • Growth: Do student performances change over time?

  • Competency: Have program expectations been met?
Maintaining Information

• How will information results be integrated between different years of program implementation?
• How will information be stored?
• How will information be retrieved?
Using Results

- **MOST IMPORTANT STEP: USE THE INFORMATION**
- Planning and Budgeting
  - Resource allocation
- Program Development and Student Learning
  - Changing program methods
- Improving Assessment
  - Revise the process for the future
Questions?
Goals and Objectives Examples
Goals and Objectives: Adventure

• Upon completion of the Climbing Wall training, participants will be able to …
  • Identify parts of a top rope climbing system to include top anchor, ATC, carabineer, and ground anchor.
  • Describe all the safety checks for rock climbing as described in the JMU climbing manual.
  • Demonstrate proper AMGA standard for top rope belay technique 100% of the time.
  • Demonstrates proper climber lower technique.
Goals and Objectives: Aquatics

• Upon completion of the Lifeguard Training, participants will be able to...
  • Demonstrate the skills deemed necessary, by the American Red Cross to complete the LGT certification.
  • Demonstrate the skills needed to properly respond to a cardiac or breathing emergency.
  • Demonstrate the skills needed to properly respond to an injury to muscles, bones and joints.
Goals and Objectives: Fitness

• Upon completion of the Fitness Instructor Training program, participants will be able to …
  • List the 5 components of Fitness and their definitions.
  • Identify the major muscles of the body and their location with 100% accuracy.
  • Identify and define the structure and function of muscle.
  • Articulate the sliding filament theory.
  • List the 3 types of muscle contraction.
Goals and Objectives: Fitness

• Upon completion of the Free Weight Orientation, participants will be able to …
  • Determine which UREC free weight/strength training equipment will best suit their workout needs.
  • Demonstrate an understanding of specific exercises in relation to specific muscle groups.
  • Demonstrate correct exercise technique on UREC strength training equipment choices.
Upon completion of the Group Fitness Instruction Training, participants will be able to …

- Identify correct locations of all major muscle groups.
- Demonstrate one exercise per piece of equipment per muscle group.
- Demonstrate proper alignment in poses and how to offer modifications for poses. (Mind-Body Instructors)
- Articulate the difference between Hip Hop, CDP, Zumba, and World beat. (Dance Instructors)
- Demonstrate the ability to adjust intensity by changing body position, body angle, wide base, narrow base, single base. (TRX Instructors)
Upon completion of the Site Manager Officials Evaluation training, Intramural Site Managers will be able to…

- List three types of evaluation techniques to evaluate Sport Officials.
- Identify how to evaluate a Sport Official using the three evaluation techniques.
- Identify the differences between how to evaluate a beginning and experienced official by using three different areas of officiating.
- List four out of the seven keys to a successful evaluation.
Goals and Objectives: Informal Recreation

• Upon completion of the Information Recreation training, participants will be able to...
  • Learn the basics of each sport in “Pick Up and Play”, participate with other students/faculty, and meet one new person
  • Identify task that need to be completed, such as, cleaning the Rec Assistant closet, getting the count sheets ready, and creating fall schedules.
Goals and Objectives: Sport Clubs

- Upon completion of the Sport Club Common Training, participants will be able to …
  - Define the duties that various officers should be taking on and how to delegate them.
  - Demonstrate the proper procedure for submitting all pertinent forms to UREC.
  - Articulate the expectations for hosting an event at JMU/UREC.