

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?



Learning Assessment Cycle



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, carabineer, 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.

Goals and Objectives: Group Fitness

- 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)

Goals and Objectives: Intramural Sports

- 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.