



# **21<sup>ST</sup> CENTURY LEARNING**

## **National Academy of Governance**

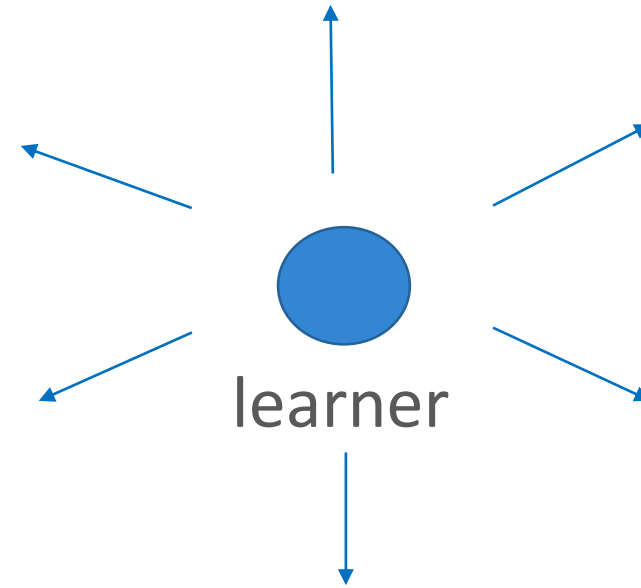
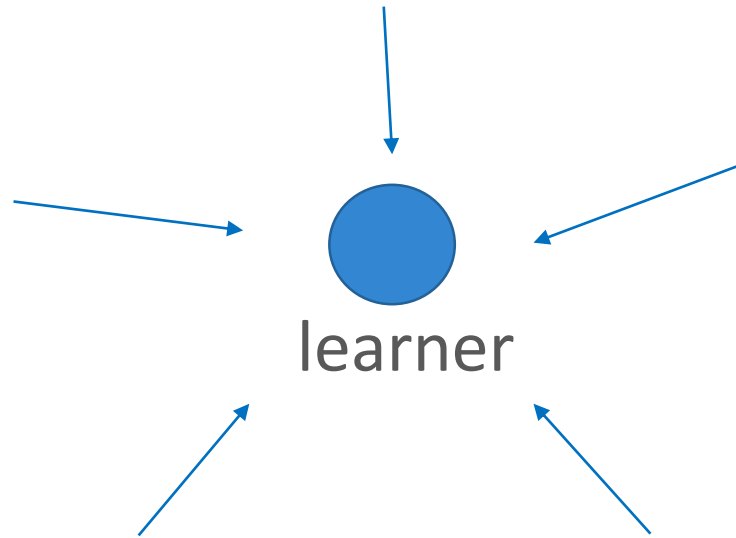
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# —— Today

- Questions from last class
- Comments from last class
- Learner-centred teaching
- Learner profile
- Personal learning experiences
- Principles of 21<sup>st</sup> century learning

## —— Change Direction

Old educational model



New educational model

## —— Your Learners

- Common characteristics of Mongolian civil service employees
- Create a learner profile
- Adapt according to your team

—— Where are your learners on their learning journey?



## —— Powerful Learning Moments

In small groups of 3 – 4:

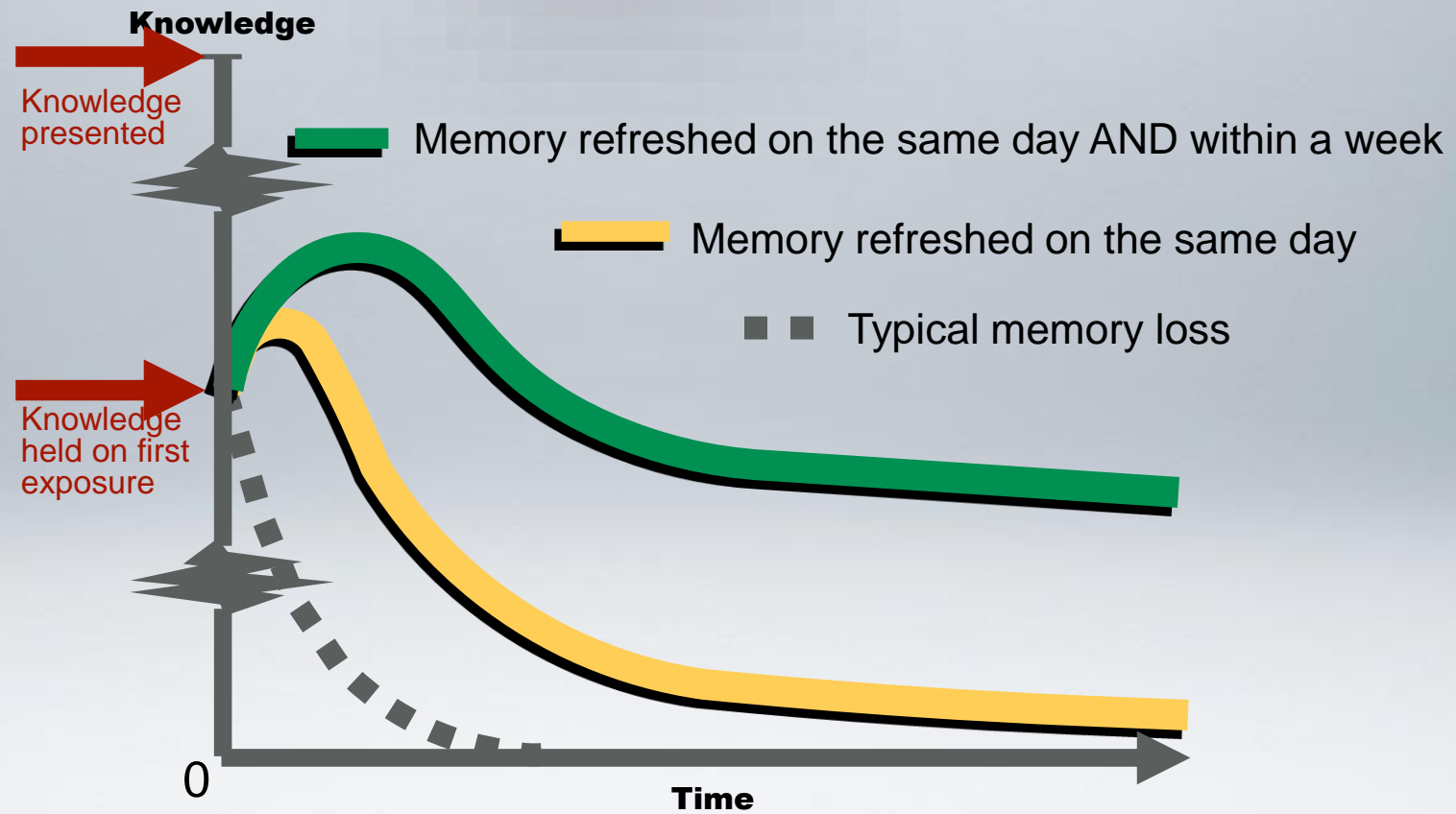
- Describe a learning experience that engaged or excited you.
- What was significant about this experience for you?
- How can you apply your experience to your teaching style?

## —— What Makes Learning Stick?

- Think – brainstorm, reflect
- Write notes
- Share with a small group
- Post, listen, speak, write, discuss

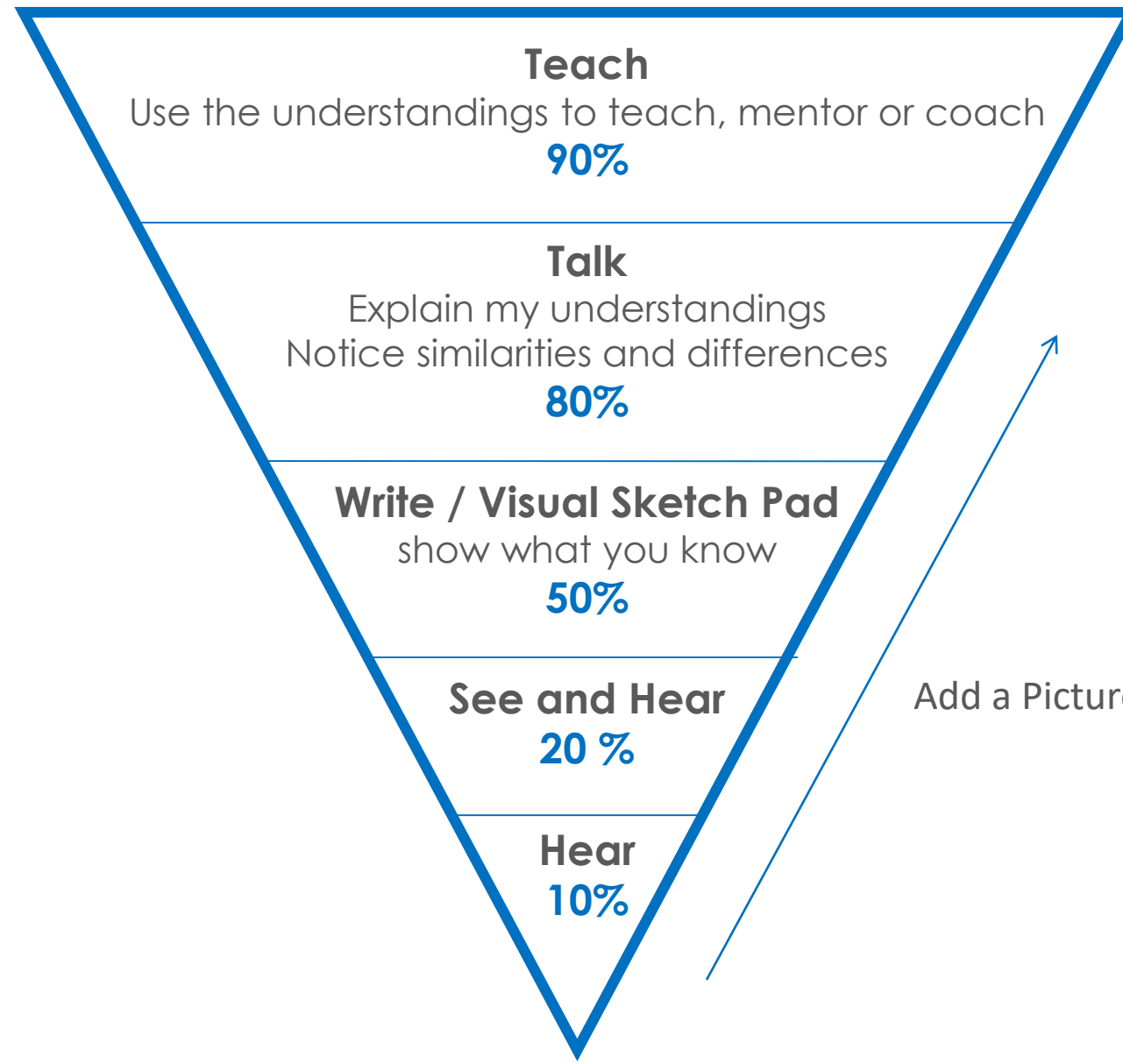


# MEMORY





# Concept Retention: 24 Hours Later



Add a Picture and retention goes up to 65%

# —— 21<sup>st</sup> Century Learning

- Authentic
- Collaborative
- Technology-enhanced
- Experiential
- Self-directed

## — Break

Please take a 20 minute break from our session.

Use this time to stretch and move around.

## — Authentic Learning

- The difference between learning ***about*** something and learning ***how to do*** something
- Learners must understand how the tools can assist them
- Connect the known with the unknown
- Learners practice skills in a safe environment
- Real-world tasks and situations

Think of examples from your own work or the work of the civil service.

## — Collaborative Learning

- Other perspectives provide insight
- Each individual has unique experiences
- Potential conflict can be identified and resolved
- Different forms of communication appeal to different people

Think of a time when you benefitted from someone else's insight.

## —— Technology-enhanced

- The use of audio, video, email, internet, file-sharing ...
- What kinds of technology are available to your learners?
- In groups of 3 – 4, list at least 5 different kinds of technology.
- For each, identify benefits and potential pitfalls.

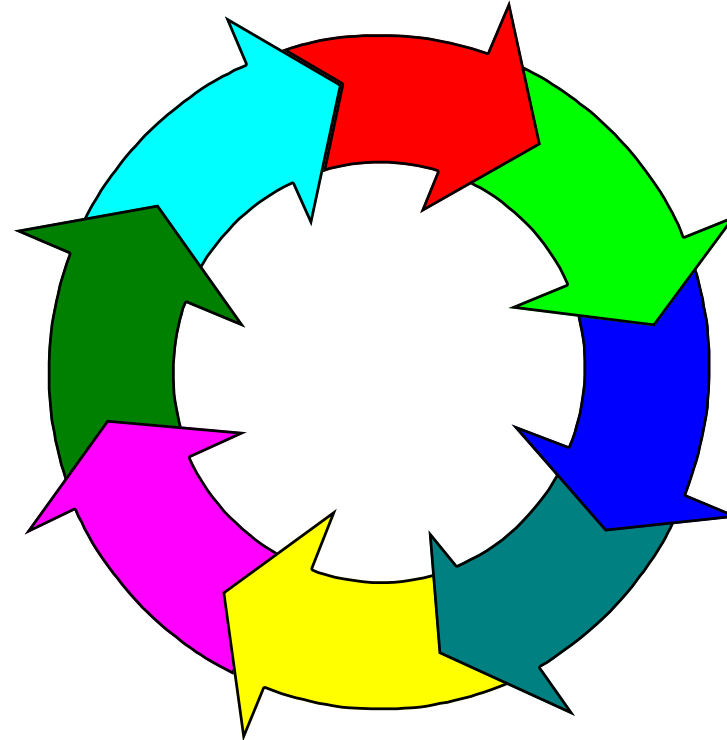
## — Experiential Learning

- Hands-on
- Engage in activities
- Learn by doing
- Final product
- Professional application

Think of a time when you learned a skill by doing it.

# —— Experiential Learning Cycle (Kolb)

Concrete experience



Reflective observation

Abstract conceptualization

Active  
experimentation



## —— Self-directed Learning

- Intrinsic motivation
- Explore concepts more deeply
- Able to teach / mentor / coach others

When have you undertaken self-directed learning?

# Learning Continuum

Gerald Grow's work (1996)

<http://www.longleaf.net/ggrow/SSDL/SSDLIndex.html>

Student		Teacher	Examples
Stage 1	Dependent	Authority Coach	Coaching with immediate feedback. Drill. Informational lecture. Overcoming deficiencies and resistance.
Stage 2	Interested	Motivator, guide	Inspiring lecture plus guided discussion. Goal-setting and learning strategies.
Stage 3	Involved	Facilitator	Discussion facilitated by teacher who participates as equal. Seminar. Group projects.
Stage 4	Self-directed	Consultant, delegator	Internship, dissertation, individual work or self-directed study-group

## — Questions?

- Write down questions
- Or raise your hand and ask
- Or send questions by email at any time, to be answered at our next class

## — Next Class

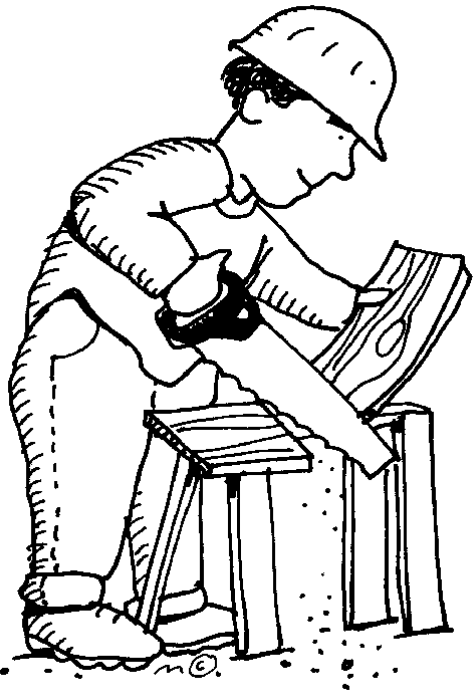
- We will learn to design effective instruction.
- Think about what engages you and might also engage your learners.
- How will you know that participants understand the content?
- The next slide is a sneak preview of the class on *Designing Effective Instruction*.

# Learning Domains

Cognitive – head

Psychomotor – hands

Affective – heart





Mongolia:  
Enhancing Resource  
Management through  
Institutional Transformation

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