Educational Support Cell (ESC)
TLDE
Tips & Strategies

Professional Development and You

February is here and not only is the Army Learning Model (ALM) in full operation, but also USAJFKSWCS accreditation is five short months away. ESC/TLDE thought it would be applicable this month to provide an edition of our Tips to inform you of the potential services that can be provided in Professional Development (PD) sessions for you and your unit as well as showcase the Instructor Leader Course (ILC), one of the premier PDs developed by Staff & Faculty Development Division.

As a life-long learner yourself, we know you are interested in refining your craft. Of course, at this time in your career progression, this includes looking at both the art and the science of teaching, as well as improving the learning continuum in the classes for which you have responsibility. The ESC/TLDE has developed opportunities for professional development that can assist with this and that can be provided 100% in-house (and free).

Professional Development Workshops

Currently, we have workshops that are complete and some that are in the development stage. Ultimately, all the workshops will be available to assist in the development of instructors and can be scaled for Training Developers as well. These simply are resources that you can use as you tailor your unit's professional development to meet your particular requirements whether it is ALM integration, your unit's upcoming accreditation, or just simply professional development— improvement for improvement's sake. These ESC/TLDE workshops vary in length, and can be modified to fit your time constraints. Each of these workshops addresses a part of the ALM implementation plan. Methods of instruction can range from individual self-study to small group sessions taught by unit personnel or can be scheduled for a unit and facilitated by personnel from the ESC/TLDE.

All these professional development workshops have grown from interests and needs demonstrated by participants from the various ILC sessions held. In short, the topics have been identified and requested by Instructional Leaders either for their own benefits or for the benefit of instructors in their commands.

The ESC provides support for the uniform application of USAJFKSWCS educational processes across the Institution to include:

-Support to Curriculum & Instruction [Courses and Instructors];

-Support to Leadership & Professional Development Initiatives;

-Support to the development and implementation of program evaluation and assessment systems; and

-Support to the design and implementation of SOF Career Pathways.

For more information, contact Mr. Geoff Jones at geojones@soc.mil, (910) 396-2518.

Workshop/Seminars	Description
Ready for Implementation	
Transforming the Traditional Classroom	• Effective use of PowerPoint. • Three Simple Steps toward transforming your classroom. • Revisiting Setting Objectives and Providing Feedback.
A Methodology for Surveys	• Introduction to the skills and resources necessary to conduct a unit level survey.
Setting the Learning Environment	• Learning Environment Basics. • The Natural "Tension" Between Meeting Standards and Developing Soldiers. • Can Failure be a good thing?
Under Development	

ALM Foundations	• 21st Century Learning Environment. • Soldier Competencies. • Assessment and Feedback.
Levels of Learning (Bloom's Taxonomy)	• Interpreting Bloom's Taxonomy. • Connecting Outcomes, Objectives, Learning Activities, and Assessments. • Critical Thinking and Problem Solving.
The Accountable Instructional System	• PIC Data. • Data Analysis. • Understanding how the PIC fits into the CRB.
In Design/Concept Phase	
Integrating Critical Thinking and Problem Solving	• Critical Thinking. • Creative Thinking. • Problem Solving.
Unlocking the Keys to Blended Learning and Targeted Instruction	• Defining the Concepts. • Blended Learning Techniques. • Targeted Instruction Techniques.
Understanding and Effectively Using Feedback	• What is Feedback? • Feedback from Formative Assessment. • Feedback form Summative Assessment.
Facilitator Workshop	• ALM Implementation Plan – Professional Development.
Training Developer ALM Workshop	• ALM Implementation Plan – curriculum and Instruction.

To request one of these workshops or to inquire about the ESC/TLDE designing a topic to suit your needs specifically, contact Mr. Geoff Jones (see side-bar, p.1).

ILC

The ILC has been taught 7 times since inception. If you have attended, you may be interested to know that it has evolved and improved. We use data from End of Course Critiques (EOCC) and our 120 day follow-up visits to make decisions on what modifications the course needs.

The ESC/TLDE "practices what we preach" by formulating an executive summary with every iteration that evaluates the data we gained - similar to the plans that you make to modify your courses to remedy gaps identified during your Post Instructional Conferences (PIC). Particularly useful to our decision process are our follow-up visits. They enable us to see our progress and assist us in identifying what the *right* changes are. Likewise, the Regiment's satisfaction in the quality of students produced at USAJFKSWCS should ultimately reaffirm our course decisions. Interested in attending the ILC? Contact Mr. Rick Newton at newtonri@soc.mil.

So, the next time you have those lingering questions on professional development, ALM, the art of teaching, or how to get involved in the ILC, please contact the ESC/TLDE/SFDD team.

ILC Topics

Day 1 - Instructor Development
- SWCS Organization
- The House – ADDIE analogy
- Continuous Improvement – The ADDIE process and the five main data points
- ALM 2015 – Attributes and Adaptability
- Instructor Certification and Professional Development

Day 2 - The Instructional Leader Role in Curriculum, Evaluation, and Analysis
- Evaluative Data Scenario/ PIC Executive Summary
- Curriculum review and Bloom's Taxonomy
- Setting the Learning Environment
- Discussion Seminar – ALM, AIS, and QAO affect and influence

Day 3 - The Way Forward
- Conducting a Mini PIC
- Transforming the Traditional Classroom
- A Methodology for Conducting Surveys
- Individual presentations – *The Way Forward*