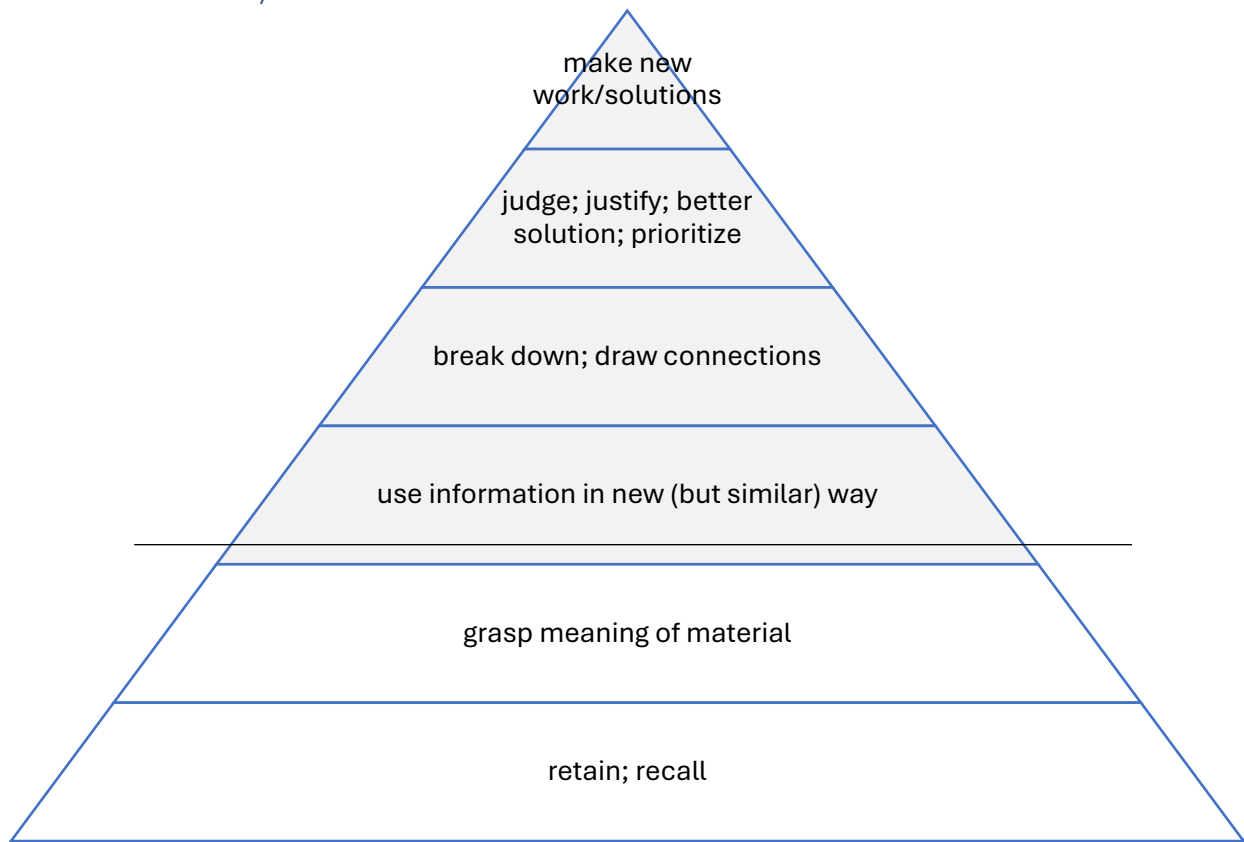## Learning Theories with Ties to Adult Learners

- Behaviorism (Watson, Skinner)

- Humanism (Rogers)

- Cognitivism (Piaget)

- Constructivism (Piaget, Vygotsky, Indigenous Cultures)

- Andragogy (Knowles)

- Learning Conditions and Complexities (Bloom and Gagné)

- Transformational (Mazirow)

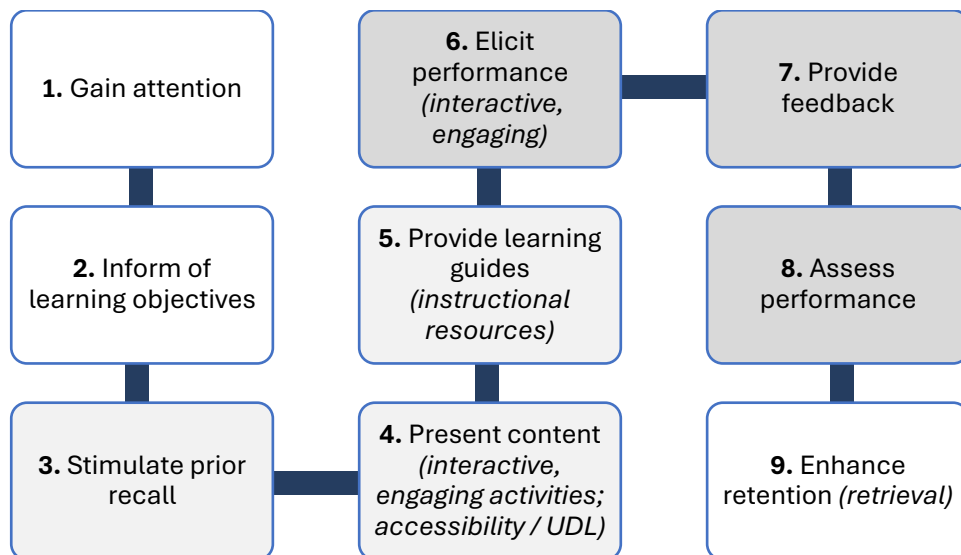- Experiential (Kolb)

- Connectivism (Siemens and Downes)

Learning Theory Myths

- Learning Styles

- Learning Pyramid

- Efficient Multitasking

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Bloom's Taxonomy

make new work/solutions

judge; justify; better solution; prioritize

break down; draw connections

use information in new (but similar) way

grasp meaning of material

retain; recall

Gagne's Nine Levels of Instruction

1. Gain attention

2. Inform of learning objectives

3. Stimulate prior recall

4. Present content *(interactive, engaging activities; accessibility / UDL)*

5. Provide learning guides *(instructional resources)*

6. Elicit performance *(interactive, engaging)*

7. Provide feedback

8. Assess performance

9. Enhance retention *(retrieval)*

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Designing for Adults

Engaging	Effective	Efficient
•Experiences / Contextualization •Interesting •Connections	•Relevant / Practical •Assessments •Feedback	•Design of Resources •Milestones •Professional Development

Sage-on-the-Stage vs. Guide-on-the-Side

Bibliography – see next page

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