

Adult Learning Theory





Why do you think this topic is important to you as an academy recruit

Discussion

Discussion

- What do you think your biggest challenges will be in the Academy?
- What are your primary goals?

Keys to Success or How to Survive the Academy



Police Academy Structure

- Designed to train and prepare prospective officers for the stressful and demanding environment they will encounter on the job
- Failure rate in large city department academies is about 20 to 25%
 - RBC tests, EVOC, Scenario Testing, Firearms, and ACT
- What can you do to ensure that you are successful in the academy?

Top Ten Tips

- 1. Prepare physically
 - Minimum fitness standards must be improved upon
 - Physical fitness improves mental fitness



- 2. Partner with fellow recruits

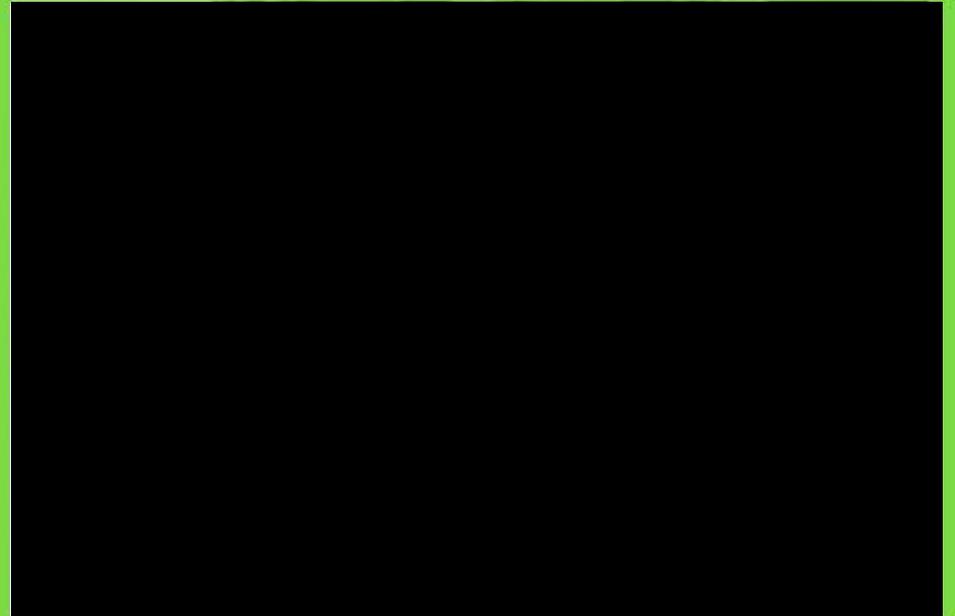
- Police work is a team sport
- Practice ACT, study for RBC tests and practice scenarios with other recruits



- 3. Maintain a good attitude
 - Something that staff and other officers pay attention to
 - We want to see that you are listening, learning and come to work prepared with a positive attitude
- Leave any emotional baggage at the gate
- No excuses, only corrections



- 4. Develop good study habits
 - Stay on top of deadlines; use some sort of planning tool
 - Study groups



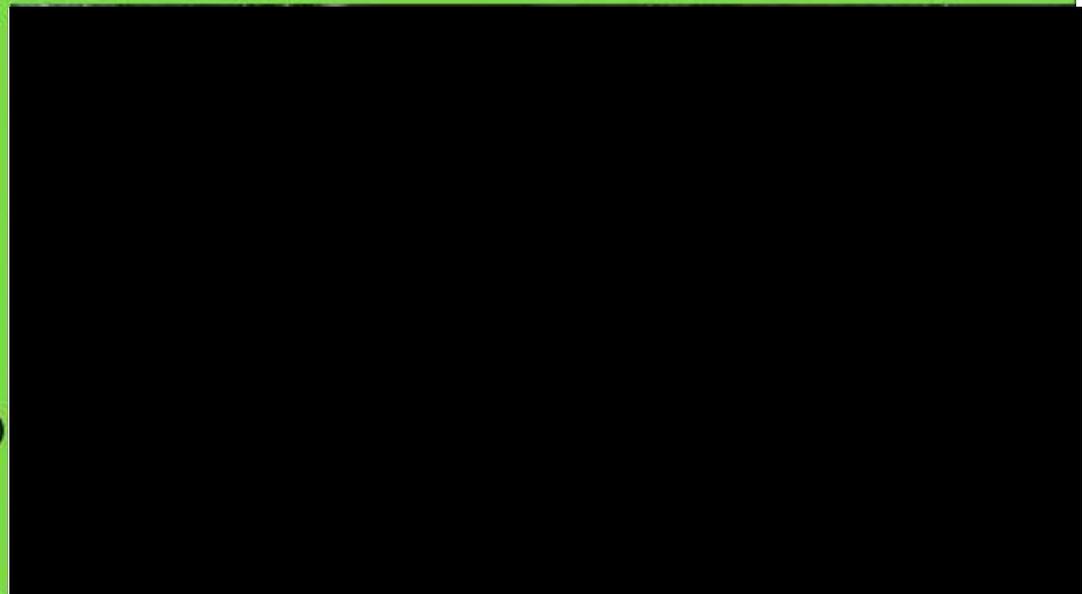
- 5. Be well rested
 - Do the best you can with taking care of yourself and getting sleep
 - This will require a schedule and elimination of distractions and unnecessary activities

- 6. Be on time
 - Early is on time, on time is late, and late equals a memo
 - Be early to class, early back from breaks
 - If you are late, it sets a bad tone for everything else

- 7. Eliminate stress

- Get your personal life in order
- Keep things distraction free
- While at the academy, focus on training

- This focusing skill will aid in patrol



- 8. Carve out relaxing time with family and friends
 - This will allow to to mentally recover from the demands of the academy so you can function at your highest levels

- 9. Seek help from instructors
 - Our goal is to get you through the academy
 - We have resources to assist you if you are struggling with a subject or tactical skill
 - Conduct self-assessments constantly

- 10. Develop thick skin
 - Staff and instructors are strict for a reason
 - Constructive criticism and reporting to staff will prepare you for your contacts with patrol supervisors
- Learning to listen and be respectful are skills that will serve you well throughout your entire career

Enhancing Your Learning Process

Preparation

- Have all materials packed the night before
- Make sure you have completed all assignments and prepared for quizzes and tests
- Check your uniform the night before
 - Have extras of essentials
 - Arrive to campus early

Come to Class Ready to Learn

- Read assigned materials prior to the lecture
- Highlight or make notes on important points that you may have questions about
- Focus on learning objectives for each LD

Positive Attitude

- Leave any emotional baggage behind and walk in ready to tackle the day's tasks
- Accept responsibility for any mistakes
- Work out the problem and find a solution
- Maintain a positive and professional demeanor because you are constantly being observed

Commitment

- Think about why you are here
- Goals
- Sacrifices you must and be willing to make in order to achieve your goals



Time Management

- Schedule will be based on your commitment to your priorities and goals
- Eliminate activities in order to make time for Academy responsibilities and demands
- Create a schedule to keep you on track

Time Management

- Set daily and weekly goals
- Do not wait until the night before to study for a test
- Ask yourself two questions when you are engaged in an activity:
 - Is what I am doing now helping me to achieve my goals?
 - What will happen if I do not complete an item of my priority list?

Learning Activity

- Break into groups
- Using the provided calendar, fill in one as a group with tasks to be completed

Study Time

- Dedicate a study location (priming your brain)
- Good lighting/comfortable chair
- Organize your materials
- Calendar/schedule of Academy tests/events
- Set aside quality time for studies
- Minimize distractions

Goal Setting

- You should be setting daily, weekly, and monthly goals while you are in the Academy
- Do self-checks to make sure you are on track
- Plan to address instances where you fall short of your goals

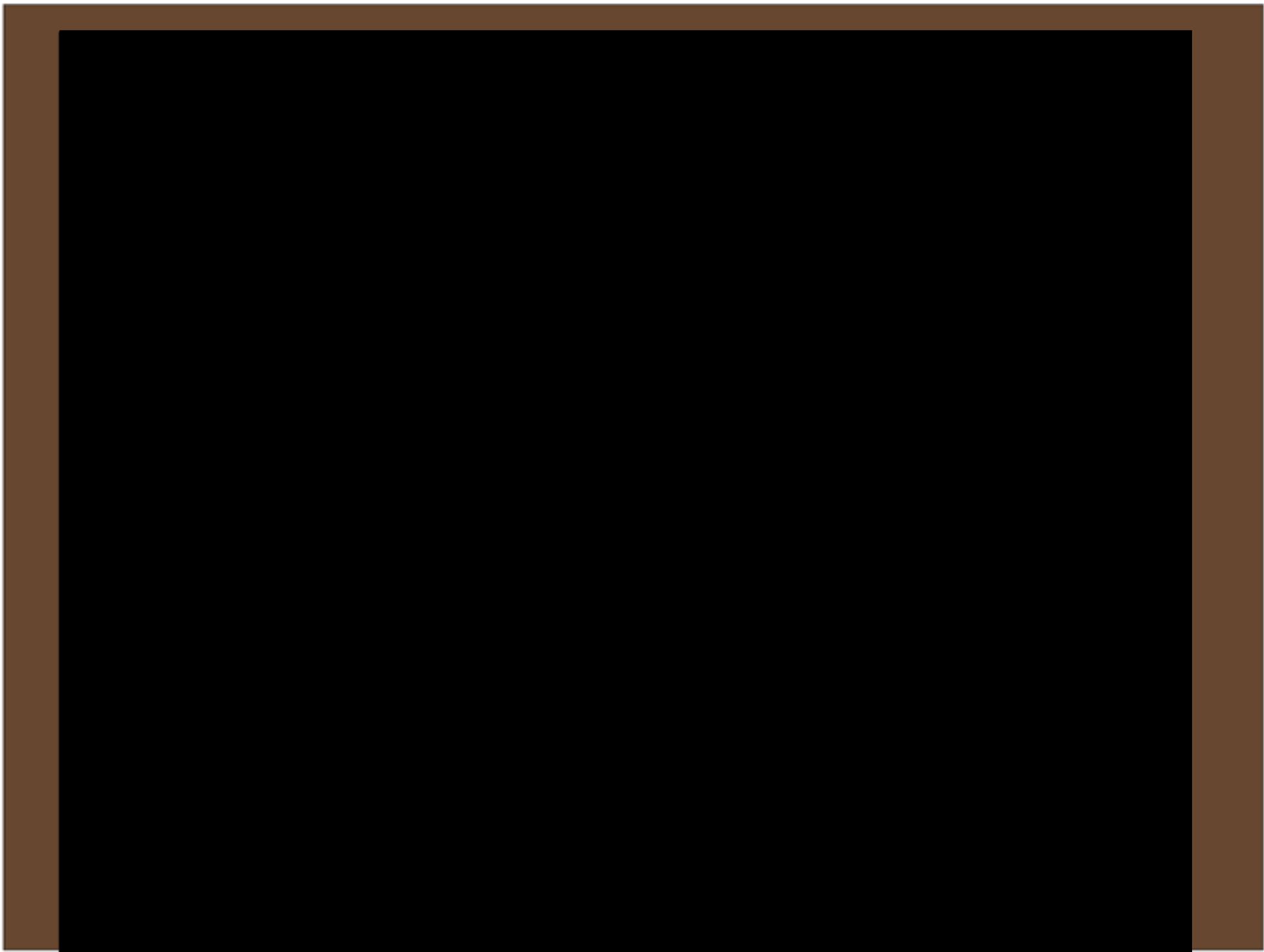
Strive For Excellence

- Give 100% every day, every time
- Work toward improvement
- Do not compare yourself to others (but, you will!)
 - Each of you has unique strengths and weaknesses (challenges)
 - Be a team player (Together Everyone Accomplishes More)



Teamwork





Note Taking

- Techniques
 - Lap top computer
 - Hand written
 - Index cards
- Enhances learning process
- Keeps you focused
- Clarifies concepts

Note Taking

- Listen carefully to the instructor
- Write or type your notes in your own words in outline form
- Leave room to add examples later
- If you miss a point, you can have the instructor repeat it or check with a classmate later
- Review your notes at the end of the day

Memorization and Review

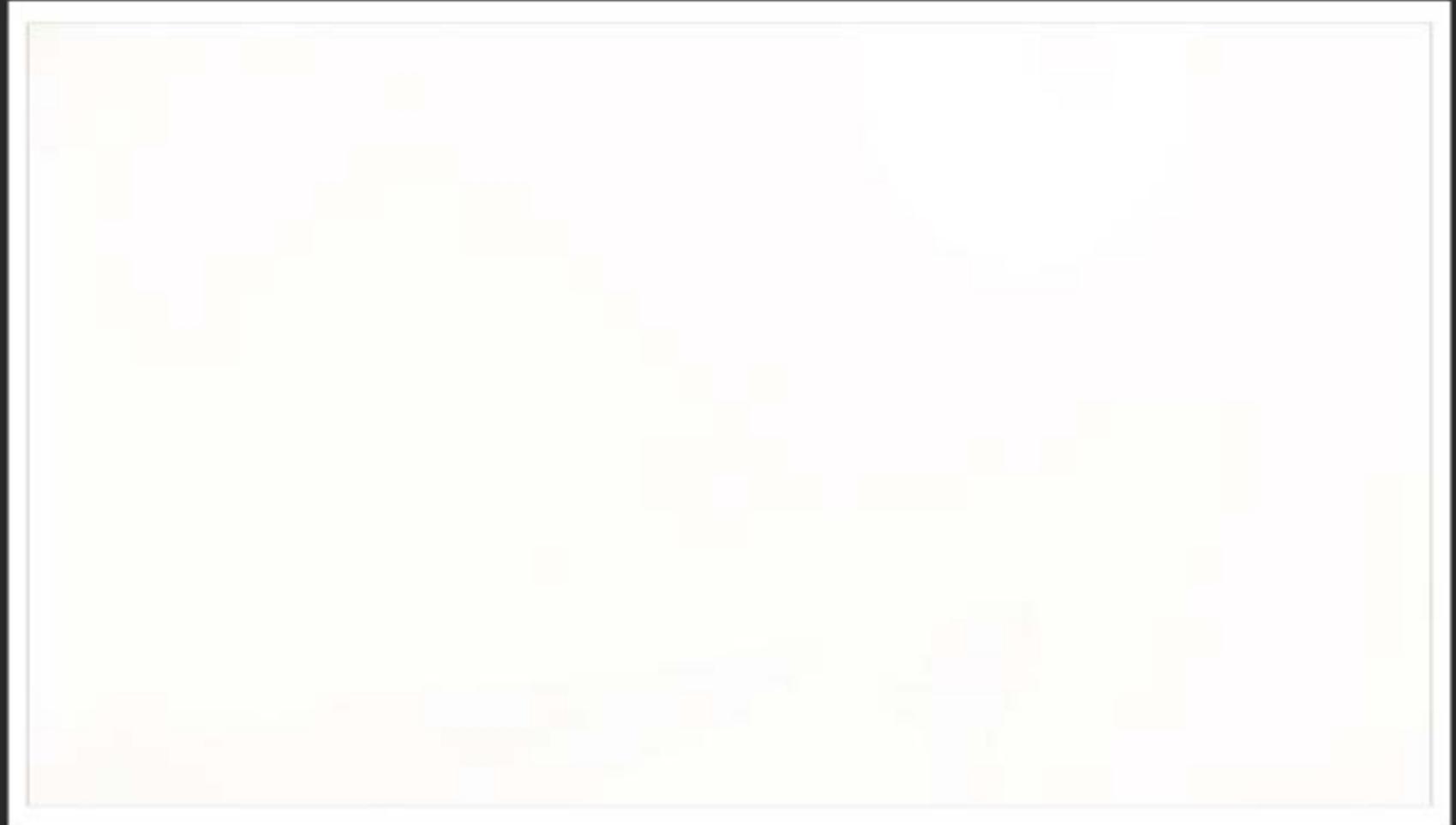
- Use index cards for material that needs to be memorized
 - Penal codes
 - 10 codes
 - Elements of crimes
- Use your break time to quiz each other
- Digital recordings of material



Study Groups

- Benefits
 - Discussion

Study Tips Video



Study Tips Review

- Chunking your study time into 30 minute blocks of time
- Priming your brain by setting up specific times and a specific location for studying
- Minimize distractions
- Take breaks (go for short walk, get something to drink or eat)
- Use flashcards to help you remember concepts, penal codes, 10 codes, etc.
- Practice what you have been taught (e.g. ACT)

Learning Objectives

- Review the Learning Objectives for each section
- Make sure you have an understanding of the terminology used
- Read the examples for each concept covered in the LD

Terminology

- Example:
 - From LD 16: A seizure of a person occurs when a police officer applies force; or when a person voluntarily submits to a peace officer's authority

Concept Example

- From LD 25: A man who was living with his engaged partner, hit her with an open hand causing discomfort, but no injury, has committed the crime of battery as applied to domestic violence

Participation

- Listen attentively
- Ask questions
- Volunteer answers
- Lead group activities
 - By leading activities, you will not only enhance your learning process, but also develop leadership skills necessary in L.E.

RIDEM

- R - Relevance
- I - Involvement
- D - Discovery
- E - Experience
- M - Modeling

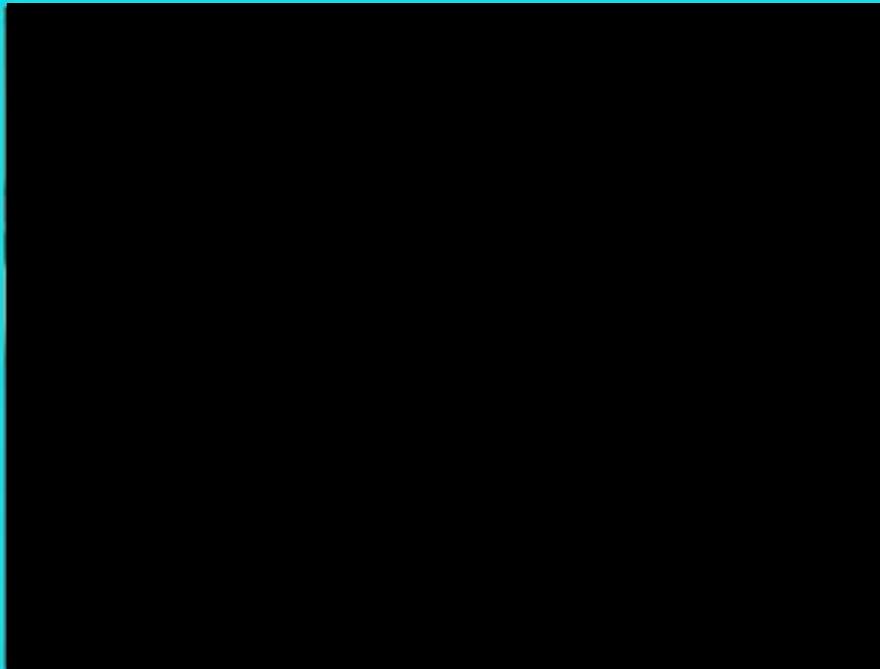
Relevance

- Training should be important to the learners and something they can actually use
- The knowledge and skills taught should apply in the real world
- It should be related to the learner's own personal growth, career, real life problems, or issues

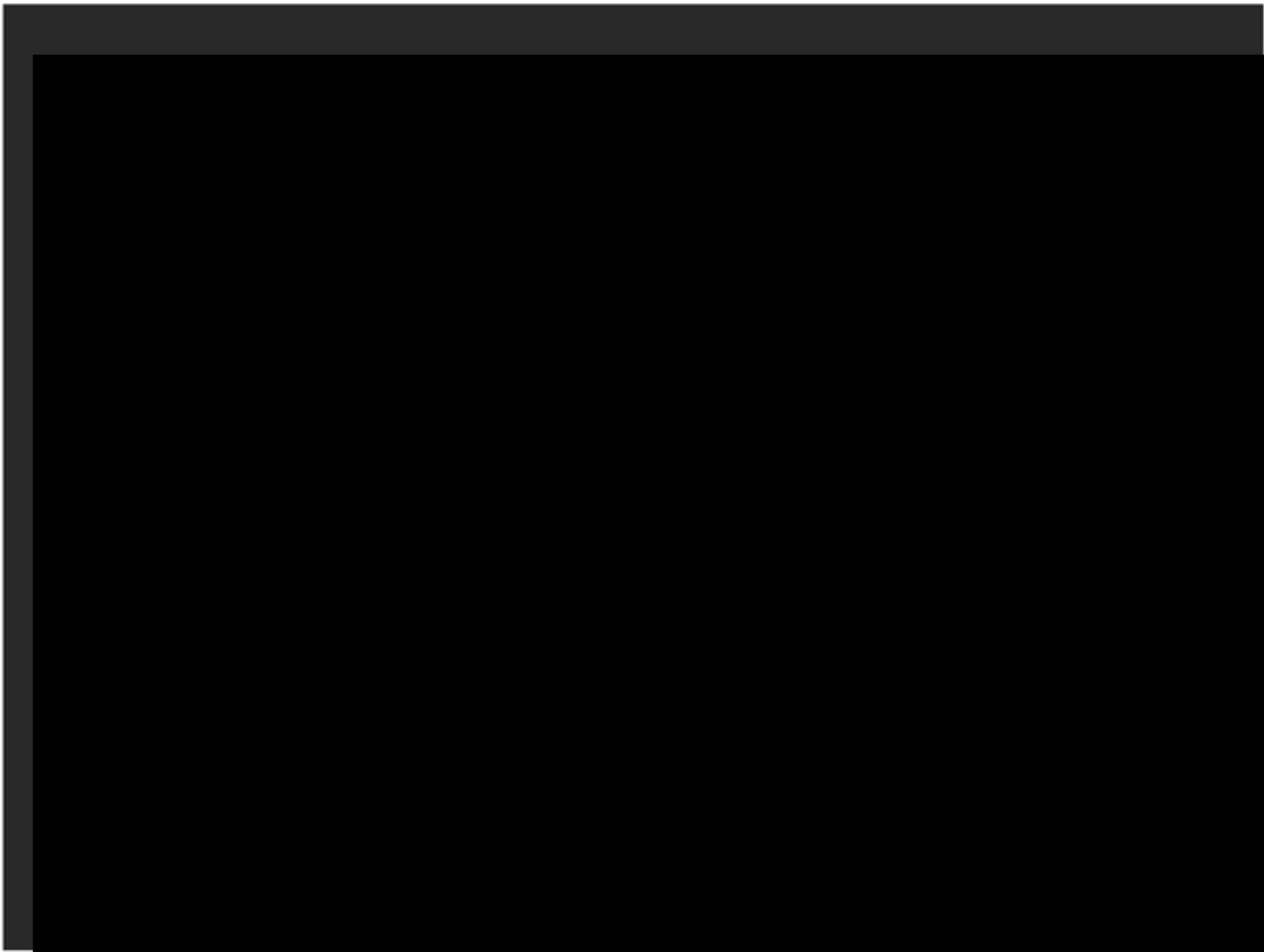
Examples of Relevance

- Memorizing radio codes and penal codes
- Learning how to conduct a systematic search during Arrest and Control training
- Learning the proper technique on the 165 lb dummy drag during the WSTB testing
- Learning the elements of domestic violence statutes
- Learning how to treat a victim who is suffering from shock at the scene of a accident

Involvement



- Adults learn best with a hands on approach
- The hands on approach gives learners the opportunity to apply what is being presented to ensure they have correctly interpreted what was taught



Discovery

- This is a AH-HAH moment of the learning process
- This is when the learners are able to apply what they have learned into real life situations
- They can also integrate this new learning into their existing skill set and apply it to other problem-solving



Experience

- Adults bring a great deal of experience into the classroom
- New knowledge should be integrated with previous knowledge
- Adults have expectations
 - It is critical to clarify and articulate all expectations before getting into content

Modeling



- Demonstrating the proper technique to the student and modeling the desired behavior
- Learners use the demonstrations they see to anchor learning into their long-term memory
- Adults learning must include practice because we learn best by doing

Adult Learning Concepts

- We each learn differently; it is okay to learn in your own style
- Learning styles refer to what modalities the learner uses to access, process, store, and retrieve information

Learning Activity

- Learning Style Questionnaire
- Answer each question without pondering
- Complete and calculate your results
- Put your name, R #, and date on the upper right corner
- Turn in your questionnaire at the end of the class

Tally Results

Visual Learners

- Learn by observing or reading
- Take in information with their eyes
- They are good at visualizing people, places, pictures, and even words
- Prefer to work alone
- Good at researching

Visual Learning Strategies

- Take notes
- Incorporate white space in your notes
- Create flash cards
- Highlight, underline notes
- Use charts, pictures and diagrams to study
- Ask for demonstrations
- Write your own practice test
- Post material at home so you see it often

Learning Activity

- In your group, design a poster that will help you remember a concept (examples: direct use of firearm policy, penal codes, 10 codes, definition of reasonable suspicion, definition of probable cause, and types of searches,

Auditory Learners

- Learn best by listening, asking, and talking
- They are good at remembering what they hear
- They understand the information better if they read it out loud
- Work well in groups

Auditory Learning Strategies

- Read notes out loud
- Teach what you have learned
- Study with a friend
- Participate in class
- Repeat facts with your eyes closed
- Record material on a device and listen while driving, working out

Auditory Learning Activity

- Memorization
- Book of Knowledge
 - Direct Use of Firearm

Tactile Learners

- Learn best with tactile assistance
- Take in information through the sense of touch by feeling texture, and shape
- They often take lots of notes or make designs or doodle while listening to lectures or when thinking and reflecting

Kinesthetic Learners

- Learn best by doing
- Active learners- need to move in order to learn
- Good at doing things with their hands such as building things or doing mechanical work
- Work well with auditory and visual learners

Kinesthetic/Tactile Learning Strategies

- Retype notes
- Create outlines
- Use flash cards (shuffle them)
- Stand and move while studying
- Stretch during breaks
- Role play in study groups
- Particularly effective for Scenario Testing preparation
- Combine study time with exercise

Test Preparation

Daily Reviews

- Shorter in duration
- Review of lecture notes
- Concentrate on 2 kinds of material
 - Concepts
 - Memorization
- Review material on breaks and at lunch

Weekly Reviews

- Longer in duration (about an hour per subject)
- More structured than daily reviews
- Includes reading material (LD's and notes)
- Include flash cards

Major Reviews

- At least one week before major test (RBC, SJPD Midterm and Final)
- Longer review periods (2-5 hours)
- Study more difficult material first (when you are the most alert)
- Take frequent breaks
- Know when it is time to quit

Learning Activity

- Cooperative Learning Group Activity
- Break into groups
- Give an approximately 2 to 3 minute presentation to the entire class using the different adult learning styles