

Andragogy as an Instruction Method for Teaching Your ILS

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Brooklyn Public Library

 #IUG2019



Sunday, May 5th | Pre-Conference
Monday, May 6th – Wednesday, May 8th | Main Conference

About the Brooklyn Public Library

- The 6th largest urban library system in the United States serving 2.5 million residents
- Has 59 branches, all of which are at most a mile away from one another
- Has a collection of more than 4 million physical items and 700,000 digital materials
- Circulated more than 14.3 million items, including books and electronic media.

Sierra Trainings

- Sierra 101: Introduction to Sierra
- Sierra 102: Analyzing Patron, Item, & Fine Records
- Sierra 201: Advanced Searching in Sierra

Objectives

- Define andragogy and how it differs from pedagogy
- Describe four types of learning styles according to the VARK model
- Design a program using andragogy to teach your ILS

Goals

- Will be able to describe the differences between pedagogy and andragogy
- Understand the central themes behind andragogy and why its important
- Know what VARK stands for and why it should be considered when developing programs
- Take away some techniques used in andragogy that will promote a unique and dynamic learning experience



**“Nothing is so practical as
a good theory”**

- Kurt Lewin, “Founder of Social Psychology”

What is Andragogy?

- The art and science of adult learning.
- Popularized by Malcolm Knowles that distinguishes learning habits between adults and children.



The Adult Learner...

- Needs to know why they should learn the material
- Asks the question “What is it in for me?”
- Wants to know how this information will better their lives
- Uses their pool of experiences to relate to the material
- Are self-directed
- Are oriented to learning first-hand rather than for future uses

Pedagogy vs. Andragogy

Pedagogy

- Learners are called “students”
- Objectives are inflexible
- Learners are inexperienced and need guidance
- Trainer is seen as the one who leads the conversation and provides ideas/tools/examples

Andragogy

- Learners are called “participants” or “learners”
- Objectives are based on what participants want to learn
- Learners have experience and can use them to guide their learning
- Participants guide the conversation using their knowledge

Source: Biech, E. (2015). *Training and development for dummies*. Hoboken, NJ: John Wiley & Sons, Inc.

STOP!





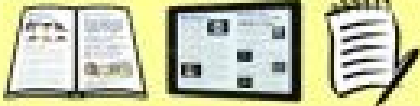
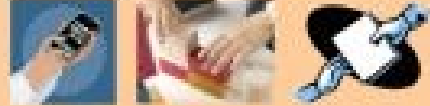
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The VARK Model

- VARK is an acronym for Visual, Aural, Read/Write, and Kinesthetic
- Developed by Fleming in 1987, the VARK model provides insight into how people seem to learn best.

The VARK Model

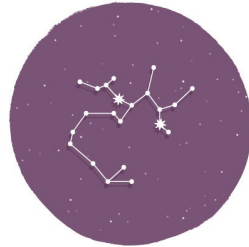
| Preference | Best satisfied by | Examples |
|---------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Visual | information in a graphical form (diagrams, charts, symbols) |  |
| Auditory | information in a spoken form (listening and speaking) |  |
| Read/Write | information displayed as words (reading and note-taking) |  |
| Kinaesthetic | information through experiences (hands-on, tactile activities) |  |

Source: Rosencrance, S.D. (n.d.). Discover ideas about auditory learning: Vark learning styles (img). Retrieved from <https://www.pinterest.com/pin/212021094932377866/>



STOP!

Question: What is your astrological sign? Do you believe what it says about you?



SAGITTARIUS



Before the Training

- Before planning your lesson, survey your colleagues and ask what they would like to know.
- Consider monitoring the questions you receive to decide:
 - Whether or not a training session is needed
 - The modes in which you are able to provide training

Before the Training

- Consider your participants every step of the way with considerations for, but not limited to...
 - Creating a safe and comfortable learning environment
 - Providing important information such as where the restrooms are, the flow of the session, etc.
 - Plan for breaks every 15-20 minutes
 - Letting participants know your training style and how you conduct your sessions
 - Ask for technology equipment early (if necessary) and create worksheets/notes to give out prior/after each session

Incorporating Andragogy & VARK

- Create discussion around the topic you're covering
- Get opinions and feedback from your participants on how a particular module/section of your ILS is being used
- Have participants share their experiences on how they use their ILS at the branches
- Incorporate learning activities throughout the training using a range of tools e.g. desktop computers, worksheets.
- Encourage participation

Incorporating Andragogy & VARK

- Take the time to answer questions
- Be yourself and let your personality shine
- Most importantly: **HAVE FUN!!**



Questions?

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