

# THE LEARNING JOURNEY: TRANSFERRING LEARNING INTO PRACTICE

*Transfer of Learning is the application of knowledge, skills and attitudes, acquired in a training setting, to the job. This encompasses what happens in agencies BEFORE, DURING and AFTER staff attend training to either support or undermine the likelihood that what is learned will actually be applied and result in improved job performance. (Parents as Teachers)*

THIS WORKSHOP WILL HIGHLIGHT THE INSTITUTE'S PROFESSIONAL DEVELOPMENT SYSTEM AND THE RESOURCES AND ACTIVITIES THAT SUPPORT TRANSFER OF LEARNING INTO DAILY PRACTICE.

## ONGOING

VIEW EACH PROFESSIONAL DEVELOPMENT OPPORTUNITY AS AN INVESTMENT IN SKILLS AND KNOWLEDGE TO HELP IMPROVE YOUR EFFECTIVENESS.

### BEFORE TRAINING

BEFORE THE TRAINING:

- LEARNER AND SUPPORT PERSON REVIEW COURSE OBJECTIVES AND HOME VISITOR COMPETENCIES
- LEARNER RATES KNOWLEDGE OF LEARNING OBJECTIVES

### TRAINING

DURING THE TRAINING, THE LEARNER:

- COMPLETES ACTIVITIES
- REFLECTS ON OWN RESPONSE
- IDENTIFIES QUESTIONS AND CONCERNS

### AFTER TRAINING

AFTER THE TRAINING, THE LEARNER:

- COMPLETES POST-TRAINING EVALUATION
- RATES KNOWLEDGE OF LEARNING OBJECTIVES
- REFLECTS ON LEARNING AND IDENTIFIES QUESTIONS RELATED TO THE MATERIAL
- MEETS WITH SUPPORT PERSON TO:
  - REVIEW PRE- AND POST-TRAINING ACTIVITIES
  - DISCUSS REFLECTIONS, QUESTIONS AND CONCERNS
  - DEVELOP AN ACTION PLAN FOR APPLYING SKILLS AND KNOWLEDGE IN DAILY PRACTICE
  - ASSESS PERSONAL LEARNING GOALS, TRANSFER OF LEARNING, AND ACTION PLAN
- PARTICIPATES IN SUPERVISOR-LED FOLLOW-UP ACTIVITIES

## NATIONAL FAMILY SUPPORT PROFESSIONAL SUPERVISOR COMPETENCIES ADDRESSED

### • DOMAIN 1 HOME VISITING PRACTICE

Dimension 1: Promoting a competent workforce  
Component a: Family Support Professional Competencies

### • DOMAIN 2 PROFESSIONAL PRACTICE

Dimension 7: Quality improvement  
Component b: Program evaluation  
Component c: Data informed decision-making

### • DOMAIN 3 RELATIONSHIP-BASED PRACTICE

Dimension 10: Collaboration  
Component b: Goal setting and attainment

### • DOMAIN 6 EFFECTIVE WORK ENVIRONMENT

Dimension 18: Staff development  
Component c: Recognizes accomplishments  
Component d: Staff recruitment and development (transfer of learning)

### • DOMAIN 7 LEADERSHIP

Dimension 20: Professional Development  
Component a: Continuous learning

**Note to Learner:** This guide is for the Institute for Advancement of Family Support Professional's module, The Learning Journey: Transferring Learning into Practice. Participants are encouraged to use this guide and refer to it throughout the workshop.

# BEFORE THE TRAINING

## MY PERSONAL LEARNING GOALS FOR THIS TRAINING

1

2

3

### LEGEND

★★★★★ I Know All the Things

★★★ It's Familiar

★ I Got Nothing

| LEARNING OBJECTIVE   | BEFORE TRAINING | AFTER TRAINING |
|--|-----------------|----------------|
| Define "Transfer of Learning".   | ☆☆☆☆☆           | ☆☆☆☆☆          |
| Describe the supervisor's role in transfer of learning.                          | ☆☆☆☆☆           | ☆☆☆☆☆          |
| Identify activities before and after training that enhance transfer of learning. | ☆☆☆☆☆           | ☆☆☆☆☆          |
| Identify strategies for making learning social.                                  | ☆☆☆☆☆           | ☆☆☆☆☆          |

# AFTER THE TRAINING

| REFLECTIONS ON WHAT I LEARNED | QUESTIONS & CONCERNS I IDENTIFIED |
|-------------------------------|-----------------------------------|
| 1                             | 1                                 |
| 2                             | 2                                 |
| 3                             | 3                                 |

Action Plan

EACH LEARNER'S PLAN WILL BE UNIQUE.

| ACTION   | TARGET DATE | DATE COMPLETED |
|--|-------------|----------------|
| ① <i>As a result of this training, I will...</i> |             |                |
| ②  |             |                |
| ③  |             |                |
| ④  |             |                |
| ⑤  |             |                |
| ⑥  |             |                |