



# ACTIVE LEARNING

**What I hear, I forget.  
What I see, I remember.  
What I do, I understand.**

**- Confucius**

The wise words of Confucius made over twenty-four hundred years ago are the basis of what today we refer to as active learning. The theory of active learning has developed from the increased knowledge and research in how the brain works, characteristics of adult learners, and learning style. The result has been a shift away from training designs that are primarily lecture format to more active and experiential learning. A key to effective training is to design learning activities so that the participants acquire knowledge and skill rather than merely hear about them. In other words, when the participants do most of the work, higher level thinking and application skills are increased. Active learning/training is based on the following principles:

- Increase Participation
- Enliven Learning
- Deepen Retention
- Encourage Application

Active training is a way to enliven adult learning. Some of the techniques are a lot of fun and some are very serious, but they all intend to deepen understanding and retention. Active training includes strategies to get participants active from the start through activities that build teamwork and that immediately cause the participants to think about the subject matter. It also has strategies for conducting both small and large group learning, stimulating discussion and debate, practicing skills, promoting questions, and even getting the participants to teach each other, and consider the next steps to take so that the training sticks. Characteristics of active learning/training designs include:

1. Moderate level of content
2. Balance content to provide inspiration, knowledge, and skills
3. Variety of learning approaches
4. Opportunities for group participation
5. Utilization of participants' expertise
6. Recycling of earlier learned concepts and skills.
7. Real life problem solving
8. Allowance for future planning

One of the goals of the PENT Summit is to provide you with training tools and strategies that you can use to train others in developing and implementing effective behavior support plans. Through demonstration during the PENT Summit and materials in this notebook, we hope to facilitate your task of providing training to others. The strategies and materials in this Training Section are based on the principles of active learning.

Good luck and happy training!