Appendix B: Learner Analysis

Information Categories	Data Sources	Learner Characteristics
Entry Behaviors	Interviews of target learners, possible pretest?	The learners are elementary school teachers. Their expertise ranges from preschool to second grade. Countywide, the age range of the learners will be very wide staring from recent college graduates to veteran teachers. Many are wary of computers and technology. Most of the staff do not use data projectors in their daily instruction. This year, the school system has begun to upgrade its systems by purchasing software licenses that would be best utilized for whole-class instruction using a data projector presenting these instructional tools. This creates a problem because, when data projectors have been checked out in the past, it required a technician to set them up.
Prior Knowledge of Topic Area	Interview target learners and supervisor, Observation	The learners are adults, most of them with college degrees, some with advanced degrees. Most are computer literate, but find processes beyond email, word processing and Internet searching to be beyond their comfort level. The younger staff members that are in graduate school or are recent graduates are quite comfortable with technology and the use of technology .
Attitudes Toward Content	Interviews Questionnaires Observation	Many of the longer tenured staff is very skeptical of county-wide training because they feel that it is not relevant to their current situation. Many view it as a waste of their time. Some of the staff are positive and willing to attempt to learn new ideas.
Attitudes Toward Potential Delivery System	Interviews Questionnaires Observation	Many are very skeptical of county-wide training because they feel that it is not relevant to their current situation. Many view it as a waste of their time. In some areas of the county, the computer labs are very up-to-date. The attitude toward the delivery system is positive because the resources

		are new and in good shape. In other areas of the county, the computer resource areas are desirable places to work in, or they are being used for other purposes.
Motivation for Instruction (ARCS)	Interviews Questionnaires Observations	The levels of motivation vary among the learners. Some of the learners are eager to learn and incorporate new skills into their teaching. Other members of the group feel that the instruction is just one more thing added to an already over-burdened workload. This attitude varies by person, not necessarily by age or years teaching.
Educational and Ability Levels	Interviews Questionnaires Observations	The educational level of those being trained is very high. Most teachers have a college degree, many with a master's degree as well. The ability level when it comes to computers varies widely. Depending on the teacher's own personal interests, technology can be seen as something easy and useful, or as an adding burden and something to be feared.
General Learning Preferences	Interviews: Target Learners Questionnaires Observations	Because of time constraints, the learners prefer a very direct approach to their own instruction, although it may conflict with their teaching styles. They like very factual delivery with a strong emphasis on active learning with realistic, work-related objectives. They prefer to have time to practice the learned concepts immediately after instruction.
Attitudes Toward Training Organization	Interviews: Target Learners Questionnaires Observations	Some of the learners have a lot of experience with county training in the past. Not all of these experiences have been positive ones. Many of the learners feel that much of the county's training is a waste of time. The newer teachers do not have as much experience with training in the county, so it is an opportunity to provide a positive experience.
General Group	Interviews: Target	For the most part, the learners are educated

Characteristics	learners, employment records	Caucasian females between the age of 25 and 55. They are open to instruction when they feel it will directly benefit them in the classroom. They are visual, hands-on learners that do not respond well to long lectures. There are a few men, but not many.