Learners Analysis

Learners Relevant Prior Knowledge

A survey was distributed to the staff to assess the learner's relevant prior knowledge/skills. The prior knowledge/skills of our audience is extremely diverse. As mentioned earlier Murrayville is a young and inexperienced staff as 23 teachers are new the county school system. Murrayville also has 9 teachers with more than 15 years of experience. The surveys questioned prior knowledge, experiences with staff development and overall feedback on what they wanted to learn. Most teachers with over 3 years experience asked for strategies related to behavior management, while less experienced teachers asked for planning, assessments, behavior management and motivating student strategies. Teachers model their classroom management from many different resources. Some may model a past teacher during their school days, educational experiences from a University, a partnership teacher, mentor or perhaps create a program from their own experiences. Most teachers indicated that although they have already taken classroom management in their undergraduate years, they are not offered training, short of field-based experiences and can't deal with various behavior problems affecting class instruction effectively in terms of theory. The focus of preparation program in their undergraduate years has been on testing and standards. They didn't have tools and relevant tests for classroom management.

Learner's Attitude and Motivation

According to Keller's ARCS model, it is anticipated that the teachers will have the following characteristics for each of the categories below:

Attention: Most of the teachers will have a high level of attention due their need for support within the classroom with the upcoming population and class sizes. It is anticipated that most of the newer teachers will be highly motivated; veteran teachers may lack the motivation to implement the course goals.

Relevance: This training is relevant based on the fact last year in New Hanover county, more than 40 percent of black students were suspended between one and four times as often as their white classmates (currently Murrayville's suspension rate is at a 4 to 1 ratio) and the Principal is requiring all behavior management plans be created to display a positive approach, it is anticipated that the relevance level for most students will be high.

Confidence: The majority of teachers is within their first 5 years of teaching or is not familiar with the current school system's high suspension rate of minority students. The confidence level will be low among the teachers until they have the opportunity and experiences of meeting their students and implementing the ideas.

Satisfaction: Most of the teacher's satisfaction level will be low due to the fact that their confidence level will be very low. Over time it is anticipated the level will increase with displayed success in the classroom and follow-up sessions.

Learners Language Skills

As mentioned previously there are 43 teachers at Murrayville, all but 1 are white and 3 speak a second language. They are all certified teachers and demonstrate the ability to read and write. Technology skills vary, the less experienced teacher is more comfortable with using technology in their classroom according to the survey.

Culture Background and Learning Styles

The list blow represents the breakdown along Learner's Culture Background.

Race/Ethnicity
        2% Black
        2% Hispanic
        96% White
Gender
        13% Males
        87% Females

Cultural background of beginning teachers in this private school is a little complicated, white, Hispanic, black, Asian/Pacific. As a teacher, aside from many similarities, they have many different racial/ethnic background, affiliations and beliefs. In light of interview to beginning teachers and relevant survey, most of them show that they are field-dependent people in a learning task for classroom management and they would like cooperation and group discussions during the case-quest for live classroom management.