

“The Answer is in the Room”

Dr. Karen L. Stoufer  
Christian Veterinary Mission



LEARNING  
*To Listen*

#2 01/19

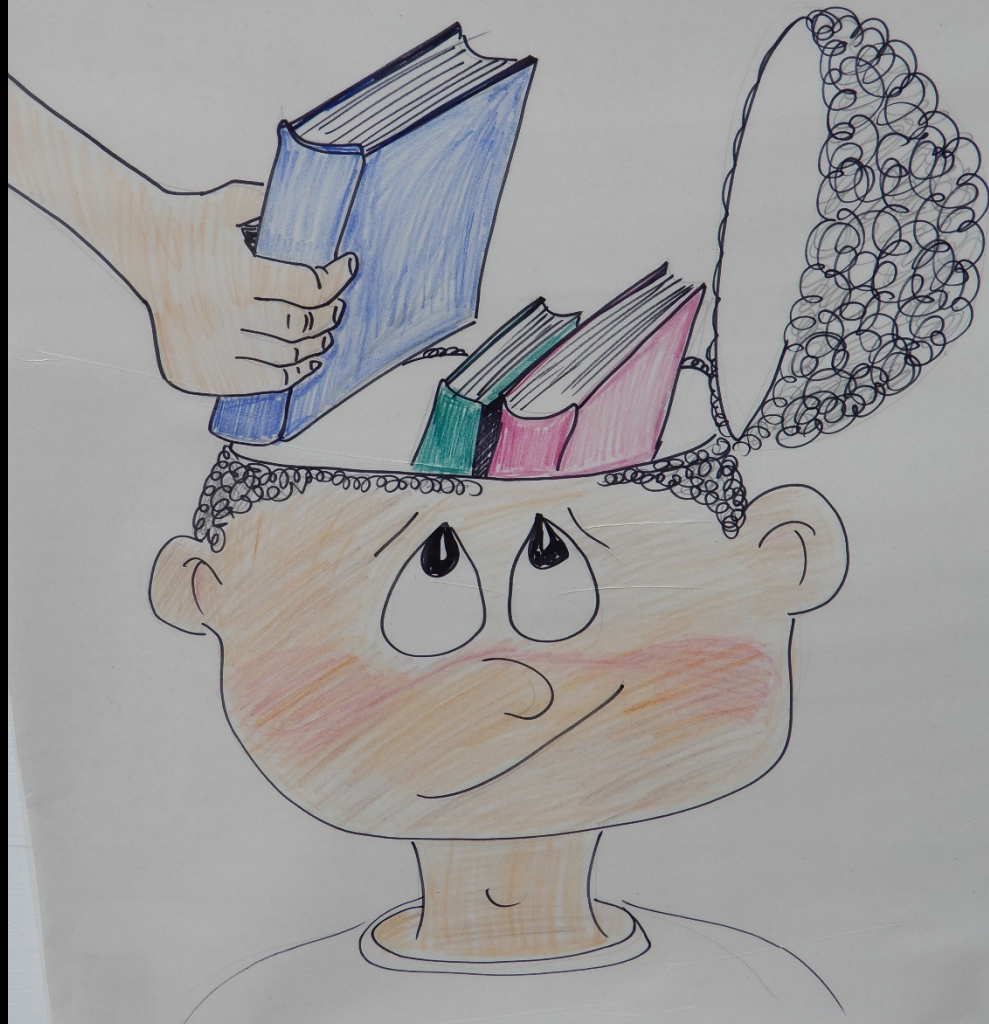
LEARNING  
*To Teach*

The Power of Dialogue in  
Educating Adults

Jane Vella

The Answer is in the Room





Be the guide on the side, not the sage on the stage.



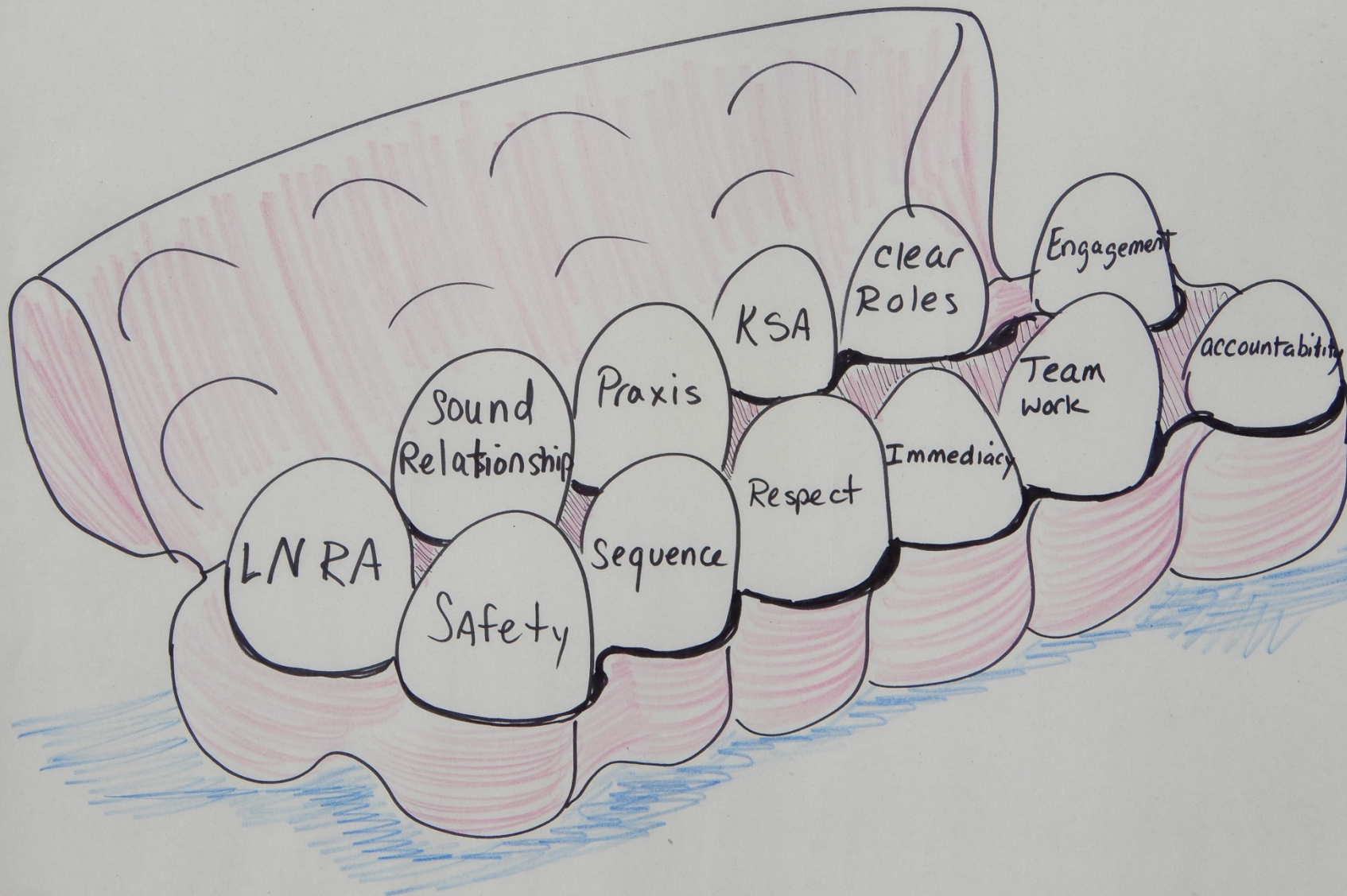
How do they know  
that they know?

Because they have just  
done it!









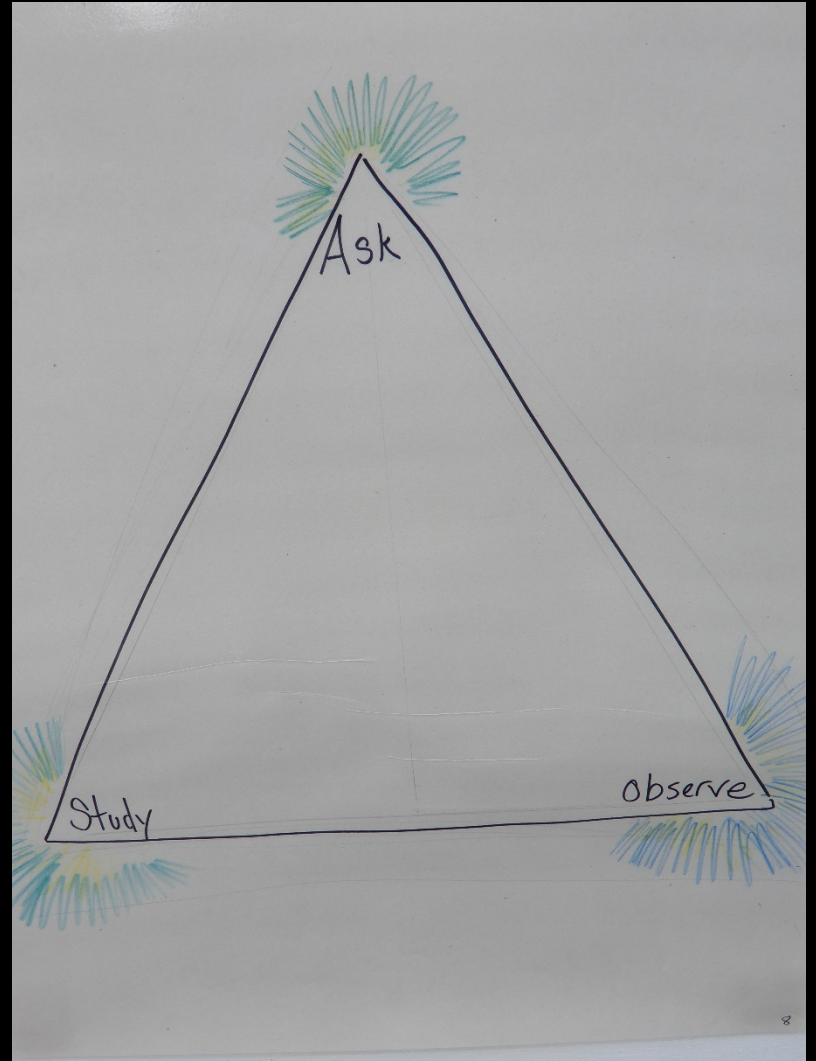
# Principle # 1

- Do a Needs Assessment





Who needs what  
as defined by whom?

















# Principle #2

- **Safety**



# First day of training



“I can’t do this.”





# Coming alongside with hands-on training



# The final exam





Our role is to affirm, not judge.





# Principle # 3

# Sound

# Relationships



# Principle #4

- **Sequence and Reinforcement**















4:45 devotion  
BASEBALLS 15 MIN

DEVWA/TASK 1  
TOTAL 110 MIN  
1. 30 MIN

DEVWA/TASK 1  
4. 15 MIN

DEVWA/TASK 1  
2. 40 MIN

DEVWA/TASK 1  
3. 25 MIN

DEVWA/TASK 2  
2. 10 MIN

DEVWA/TASK 2  
TOTAL 115 MIN  
1. 30 MIN

DEVWA/TASK 2  
3. 40 MIN

DEVWA/TASK 2  
4. 35 MIN

DEVWA/TASK 13  
1. 25 MIN

DEVWA/TASK 13  
2. 15 MIN

DEVWA/TASK 21  
30 MIN

2:15-4:00 (L)  
DEVWA/TASK 3  
85 MIN

4:00-4:30  
DEVWA/TASK 10  
TOTAL 60 MIN  
1. 30 MIN

4:30-5:00  
DEVWA/TASK 10  
2. 30 MIN

5:30-6:00  
BASKETBALLS  
TASK 13  
30 MIN

Tues 2 Dec  
6:45-7:00 am  
BASKETBALLS  
15 MIN

7:00-7:30 am  
DEVWA/TASK 8  
30 MIN

8:00-9:30 am  
TOTAL 80 MIN  
DEVWA/TASK 4 & 5  
90 MIN  
10 MIN BREAK

9:40-10:00  
DEVWA/TASK 6  
TOTAL 150 MIN  
1. 20 MIN

10:00-10:55  
DEVWA/TASK 6  
2. 60 MIN  
10 MIN BREAK

11:05-12:00  
DEVWA/TASK 6  
3. 50 MIN

12-12:20  
DEVWA/TASK 6  
4. 20 MIN

2:00-3:05  
DEVWA/TASK 9  
65 MIN  
10 MIN BREAK

3:15-4:30  
DEVWA/TASK 7  
75 MIN

4:30-5:00  
SOCCER BALLS  
TASK 13  
30 MIN

Wed/Mek 3Des

SOCCER BALLS  
15 MIN

DEVWA/TASK 11  
2. 30 MIN

DEVWA/TASK 12  
TOTAL 80 MIN  
1. 35 MIN

DEVWA/TASK 12  
2. 45 MIN

DEVWA/TASK 14 & 15  
TOTAL 145 MIN  
1. 30 MIN

DEVWA/TASK 14 & 15  
2. 15 MIN

DEVWA/TASK 14 & 15  
3. 50 MIN

DEVWA/TASK 14 & 15  
4. 50 MIN

DEVWA/TASK 19  
120 MIN

TASK 13  
VOLLEYBALLS  
30 MIN

DEVWA/TASK 17

DEVWA/TASK 22  
65 MIN

JEDI THURS 4 Dec  
VOLLEYBALLS  
15 MIN

DEVWA/TASK  
30 MIN

120 MIN  
PRESENTATIONS

300 MIN  
PRESENTATIONS

DEVWA/TASK 13  
BASEBALLS  
30 MIN

Van Fri 5 Dec  
BASEBALLS  
15 MIN

DEVWA/TASK 18  
30 MIN

DEVWA/TASK 24  
1. 35 MIN

DEVWA/TASK 24  
2. 15 MIN

DEVWA/TASK 24  
3. 45 MIN

DEVWA/TASK 13  
BASKETBALLS  
30 MIN

120 MIN

PLAY BEACH?

Sandi Sat 6 Dec  
BASKETBALLS  
15 MIN

480 MIN  
PRESENTATIONS

DEVWA/TASK 26  
30 MIN

TASK 13  
SOCCER BALLS  
30 MIN

CHURCH  
LEGLIZ  
(+transsect walk)

Dim Sun 7 Dec

DEVWA/TASK 24  
9. 25 MIN 10 SEED

PRA SETUP  
TOTAL 175 MIN  
60 MIN prep  
60 MIN demo

DEVWA/TASK 24  
4. 15 MIN

DEVWA/TASK 24/25  
7. 20 MIN written oral

DEVWA/TASK 24/25  
6. 0 MIN RACE

DEVWA/TASK 24/25  
5. 20 MIN Goals

DEVWA/TASK 24/25  
8. 45 MIN

6. L  
6. IS  
7. TR  
7. P  
8. DAIL  
8. RA



# Card game to reinforce content





# Correcting their own work with double-sided cards.

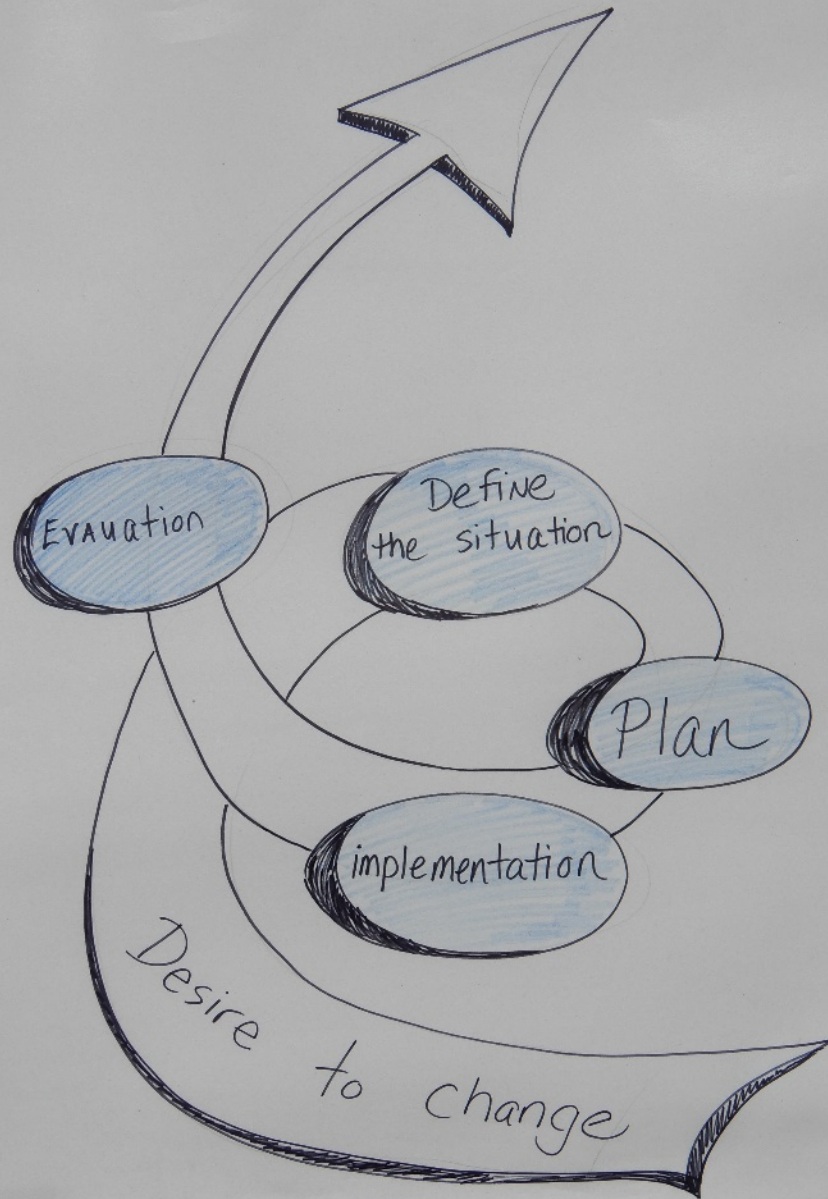


Principle #5 PRAXIS

PRAXIS means ACTION  
with REFLECTION.

PRAXIS is NOT PRACTICE.





# SHOWD (showed)

- 1. S IS FOR SEE

- What do you see here?

- 2. H IS FOR HAPPENING

- What do you think is happening?

- 3. O IS FOR OURS

- Does this happen in our situation?



SHOWD continued

•4. **W is for Why.**

•Why does it happen?

5. **D is for Do.**

**What are you going to do  
about it?**

S

what do you SEE here?

H

what is HAPPENING?

O

Does it happen in OUR place?

W

WHY does it happen?

D

what are you DOING about it?





Use the O, W and D questions



# Principle #6

- Respect for Learners



- “Learners are the subject, not the object, of their learning.”

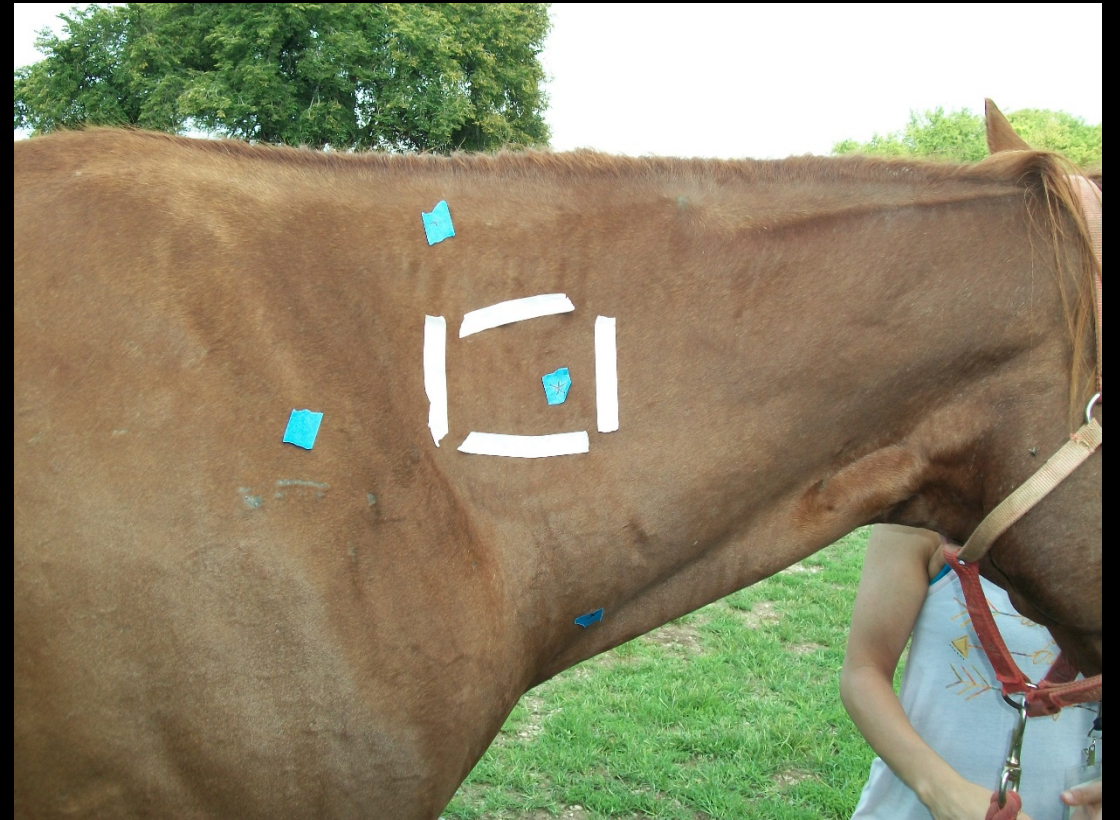




- **The learner is responsible for their own learning.**

Don't ever do what the learner can do.

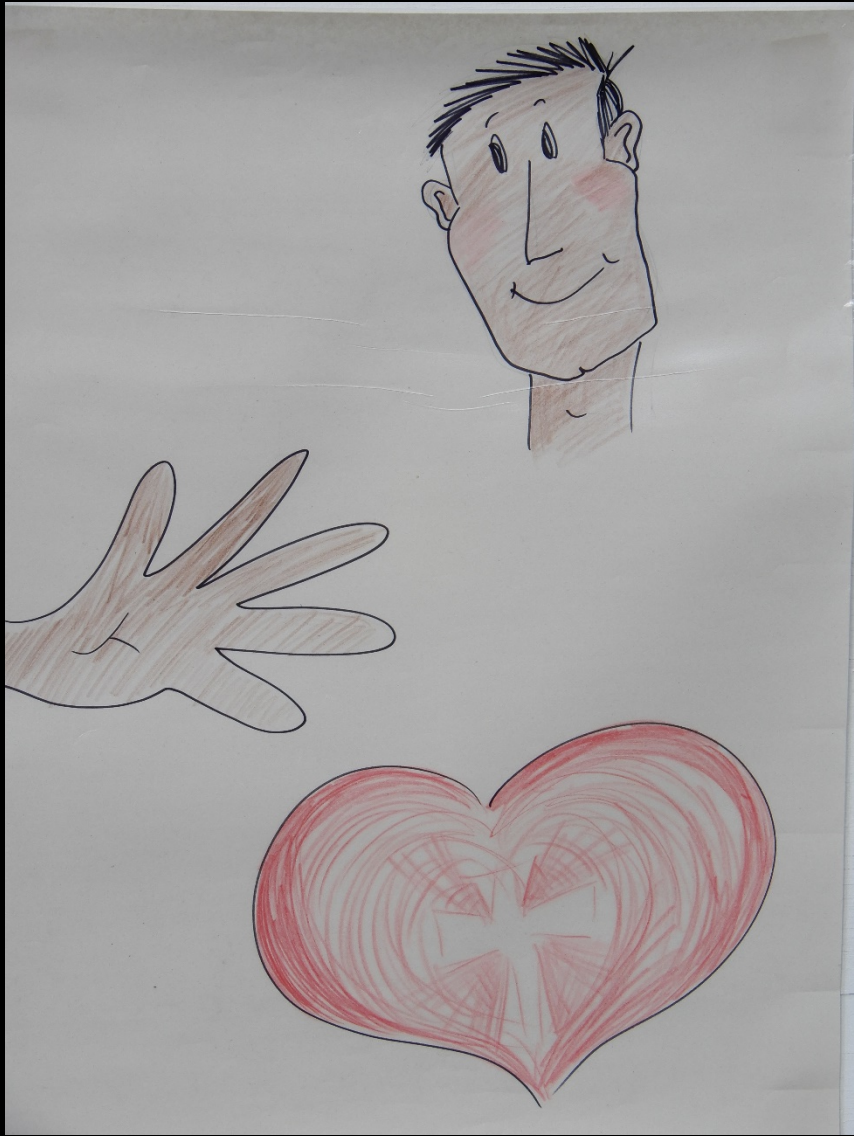
- Don't read.
- Don't demonstrate.
- Don't tell.





# Principle #7 KSA

- Knowledge
- Skills
- Attitude





# Principle #8

- Immediacy







In your area, would you teach these women to build a water tank for rainwater collection in the dry season or the rainy season?

# Principle #9

- Clear Roles



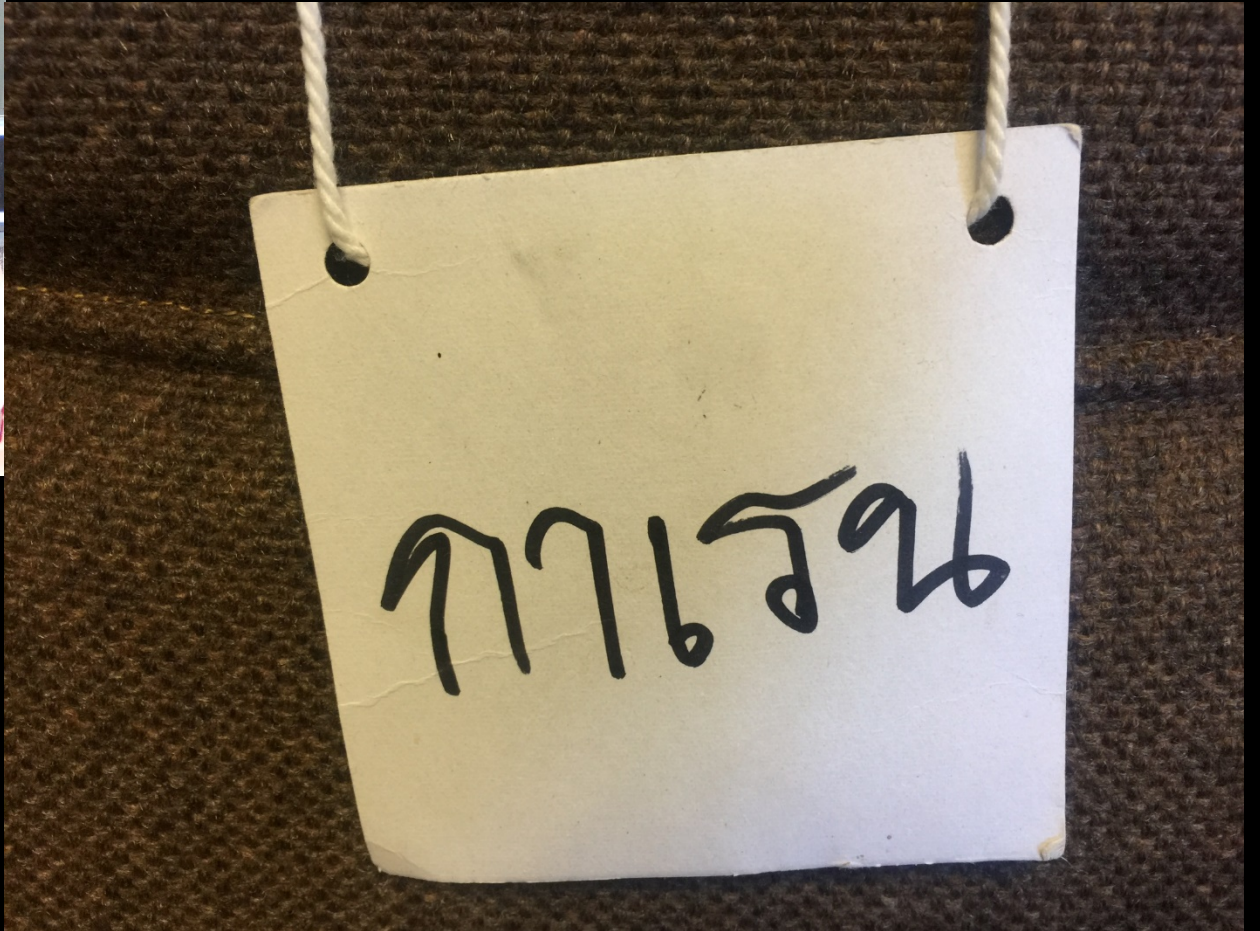


- Brainstorm some ideas on how to help learners see the facilitator as an equal to dialogue with.















# Philippians 2:3

- “Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves.”

# Principle #10 Teamwork









# Daily learner-led evaluations



- What moved us forward today?
- What held us back today?
- What questions do you have?



# Remember, Never do what the learner can do

Teams can provide

- Safety
- Collaboration
- Cross-pollination of ideas
- Practical lessons in working together
- Opportunities for the learners to problem solve together

# Principle #11

## Engagement

- Engagement refers to the passion and energy with which learners throw themselves into the learning tasks.



**Generative themes**

**Ownership**

**Immediacy**

**SAFETY**

**Affirmation**

**Sequence**

# Principle #12

- **Accountability**





- **How do they know that they know?**

- A learning needs assessment asks WHO needs \_\_\_\_\_ as defined by \_\_\_\_\_.



We need to provide our  
learners with lavish

---

affirmation.

- **Praxis means action with**

- 

---

# Five questions to promote praxis

- S

- H

- O

- W

- D





- Don't ever do what the \_\_\_\_\_ can do.

- Every topic should include knowledge (K), skill (S) and \_\_\_\_\_(A)



# As a follower of Christ, I believe

- That all people are created in God's image.
- That God's love is to be extended to ALL people.
- That everyone should have the opportunity to develop into the person God created them to be.

# And therefore

- I believe in the capacity and capability of those I work with.
- And
- I trust that they can learn and discover
- And
- I accept the responsibility to provide the setting and resources that they need to take charge of their own learning.



# Christian Veterinary Mission