



Educational Design and Delivery

Application of Experiential Learning

VRKC: Volunteer Research Knowledge Competency Taxonomy

Intended Audience:

4-H volunteers

Learning Outcomes:

- Volunteers will describe the 5 steps of the experiential learning process.
- Volunteers will describe how they can apply the process in their 4-H roles.
- Volunteers will identify what they can do to help learners be successful as they use the experiential learning process.

Time:

20 – 30 minutes

Supplies Needed:

- Variety of 4-H Project Curricula
- Pencils and paper
- Markers and flip chart paper
- Power Point, Computer and LCD Projector
- Handouts and Evaluations

Do Ahead:

Prepare handouts.

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Volunteerism for the Next Generation:

<http://nextgeneration.4-h.org/volunteerism/>

4-H National Headquarters:

<http://www.national4-h.org/headquarters.gov/>

INTRODUCTION

Learning by doing is the foundation for all learning activities in 4-H. This is experiential learning. The sequential steps of experiential learning help youth identify what they have learned from a 4-H experience or activity and apply that learning to other experiences or situations. The experiential learning model by Kolb (1984) and modified by 4-H includes five specific steps (Power Point Slides 1, 2):

1. Youth **experience** the activity. Perform or do it.
2. Youth **share** the experience by describing what happened.
3. Youth **process** the experience to determine what was most important and identify common themes.
4. Youth **generalize** from the experience and relate it to their daily lives.
5. Youth **apply** what they learned to a new situation.

The experiential learning model contains five steps but can be summarized into three main processes: Do, Reflect, and Apply.

WHAT TO DO

Volunteers and youth benefit from the experiential learning model as the primary teaching method in 4-H. For volunteers, it provides a consistent learning environment that engages youth in the learning. Volunteers serve as coaches in the learning process and are able to use a wide variety of experiences with youth. Volunteers are able to get evaluation information easily, discovering if youth gained the knowledge and skills that were intended. For youth, the process is fun and engaging and easily adapts to a variety of learning styles and developmental skills. Youth are able to work alone and in groups. They gain skills and knowledge that they can apply directly to their lives.

Let's review the key steps.

(Power Point Slide 3) **DO:** The first step in the experiential learning model is to "do" or **experience**. This includes conducting the experiment, giving the presentation, shooting the bow, washing the steer, leading the group, or making the model. Key phrases that describe this step are do, observe, facilitate, act, or perform. Key objectives are discovery oriented. This includes exploring, examining, constructing, or arranging.

(Power Point Slide 4) **REFLECT:** Reflection includes **sharing** the results of the action publicly and **processing** through analyzing and reflection. Key phrases for the volunteer mentor are: *Tell what happened? What's important? Share and Reflect.* To support these steps, allow adequate time after the experience for using open-ended questions to stimulate thinking and feeling, and encouraging both one-on-one and large group sharing.



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VRKC: Volunteer Research Knowledge Competency Taxonomy for 4-H Youth Development:

<http://www.national4-h.org/headquarters.gov/comm/vrkc.pdf>

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References for this lesson:

- Norman and Jordan. *Using the Experiential Learning Model in 4-H*. University of Florida Extension.
http://florida4h.org/clubs/files/10.1.10_Using_Experiential_Learning_Model.pdf

(Power Point Slide 5) **APPLY:** Application includes **generalizing** the experience to the real world and then **applying** what was learned to a new situation. Key phrases for the volunteer in the coaching and mentoring role are: *So what? Now what? How will you apply what you learned?* Key points to support these steps are guiding youth in making connections between personal inner meaning of the activity and the broader world, and facilitating ways for youth to use what they have learned in new situations.

Activity 1: Do! Reflect! Apply!

Distribute Handout 1 and a variety of 4-H project curricula to participants. Working in groups of 3 or 4, have each group select at least one lesson from a curriculum. Instruct the groups to define each step in the experiential learning model in the lesson. Then have the group list questions they need to ask to support a 4-H member in accomplishing each step. Have each group share their lesson and questions.

Volunteers can best support the experiential learning process by allowing enough time for youth to reflect on the experience, preparing and asking the key questions, listening to youth and planning learning experiences that match the learning style and developmental stage of the 4-H member.

Conclusion:

The most important outcome of the experiential learning process is that youth gain new skills and knowledge and are able to apply this to new situations. Volunteers and their preparation are important in ensuring the experiential learning process is successful for youth learners. (Power Point Slide 6)

TALK IT OVER

Reflect:

- Describe the five steps of the experiential learning process.
- What are key questions that volunteers can ask learners for each step of the process?
- How can volunteers best support this process with learners?

Apply:

- Identify steps you will take to more fully use the experiential learning process in the 4-H programs, events, and activities that you work with in your 4-H role.

EVALUATION

Ask each participant to complete the evaluation tool (Handout 2).

ENHANCE or SIMPLIFY

It's All About Education, a volunteer leader lesson from University of Wisconsin-Extension, 4-H Community Club Central, provides additional resources and activities.

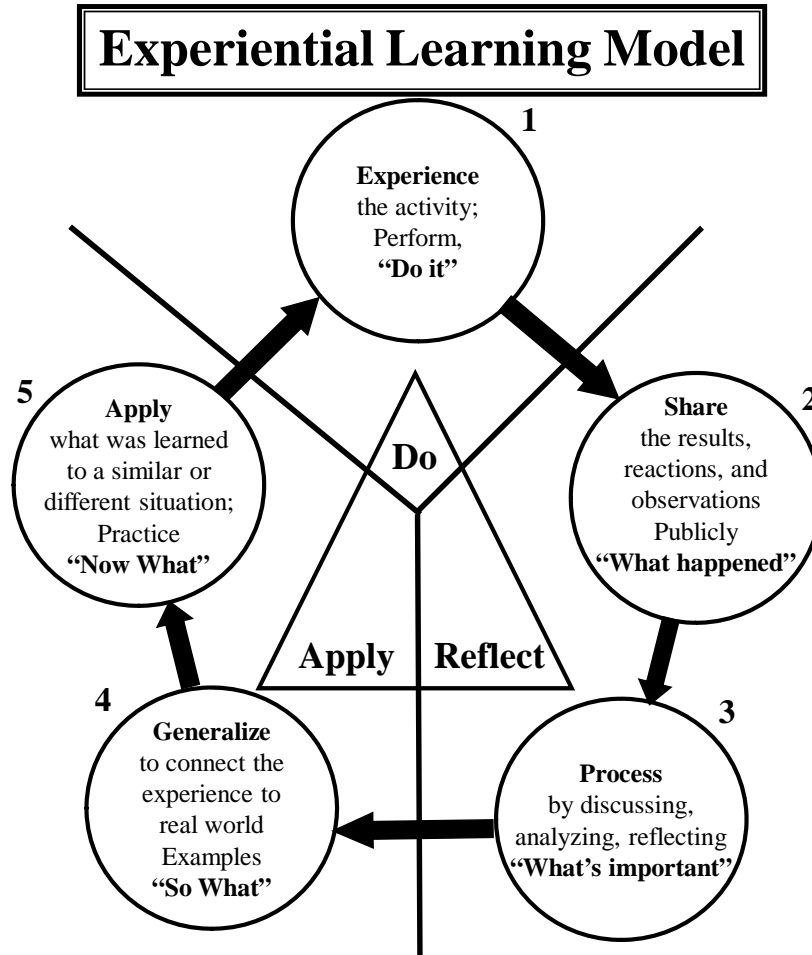
<http://www.uwex.edu/ces/4h/pubs/showdoc.cfm?documentid=13523>

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Handout 2

Evaluation

Please complete the following evaluation. The results of the evaluation will be shared with those who work with the program. Your participation in this evaluation is voluntary. Your responses will be combined with the responses of all other participants and you will not be individually identified on any report prepared.

Please answer the questions by circling the number that indicates your level of understanding of the topics listed before and after the training.

1 = Very little understanding

2 = Understand somewhat

3 = Clear understanding

	NOW – After the training			THEN – Before the training		
1. I can describe the 5 steps of the experiential learning process.	1	2	3	1	2	3
2. I can describe how to apply the experiential learning process to 4-H programs, events, and activities.	1	2	3	1	2	3
3. I can identify what I can do to best support learners and be successful with the experiential learning process.	1	2	3	1	2	3

- Please list at least two ideas or skills that you learned as a result of this presentation.

- How will you use what you learned in this presentation?



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