



Andragogy for the 21st Century

Grace Sauser
Principal

Essential Question

- ▶ How do we transform Adult Education to meet the 21st century needs of our learners and prepare them for present and future demands?
 - ▶ What skills do graduates need in the workplace, college, and in life?
 - ▶ What role does choice (autonomy) play in empowering students to advance beyond their current understanding of the world?
 - ▶ How can we differentiate effectively to meet students where they are while at the same time challenging them to move beyond their comfort zone?

Traditional Cornell Note-taking Format

Heading - Title / Topic Date Name	
Processing Section Review Questions Study Questions Questions to Consider General Questions	Traditional Notes Lecture Reading Video
Summary Section - Processing Section	

Essential Question

- ▶ How do we transform Adult Education to meet the 21st century needs of our learners and prepare them for future jobs?
 - ▶ What skills do graduates need in the workplace, college, and in life?
 - ▶ What role does choice (autonomy) play in empowering students to advance beyond their current understanding of the world?
 - ▶ How can we differentiate effectively to meet students where they are while at the same time challenging them to move beyond their comfort zone?

Andragogy (The Needs of Adult Learners)

- ▶ Flexibility
 - ▶ Time, Space, Task
- ▶ Relevance
 - ▶ “How does this apply to my life?”
- ▶ Autonomy
 - ▶ “I am the driver of my own vehicle.”
- ▶ Connectedness
 - ▶ Collaboration
 - ▶ “Someone cares about me and my success.”

The Ideal Graduate

Quickwrite:

What are the characteristics of the Ideal Graduate?

Skills? Attributes? Behaviors?

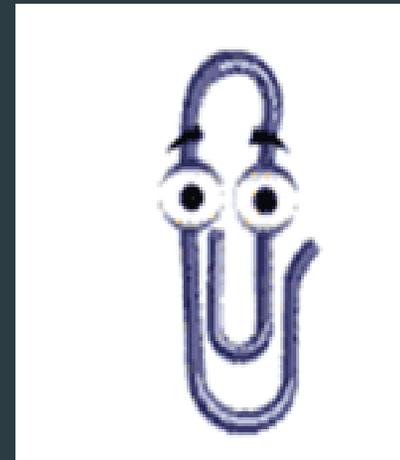
Top 10 Employability Skills

<https://foundationccc.org/What-We-Do/Workforce-Development/Workforce-Services/21st-Century-Skills-Badging>

- ❑ Adaptability
- ❑ Analysis/Solution Mindset
- ❑ Collaboration
- ❑ Communication
- ❑ Digital Fluency
- ❑ Empathy
- ❑ Entrepreneurial Mindset
- ❑ Resilience
- ❑ Self-Awareness
- ❑ Social Diversity/Awareness

Nurturing Divergent Genius

- ▶ Divergent Thinking: the ability to look at a particular problem and propose multiple solutions.
- ▶ How many uses for a paperclip?
- ▶ The “MacGyver” principle



Imaginative Thinking

NASA Test



Study of 1600 children - Office of Economic Opportunity

Age:	Imaginative:
4-5 years	98%
10 years	30%
15 years	12%
Adults - average age of 31 years (over 1,000,000 tested)	2%

WHY????

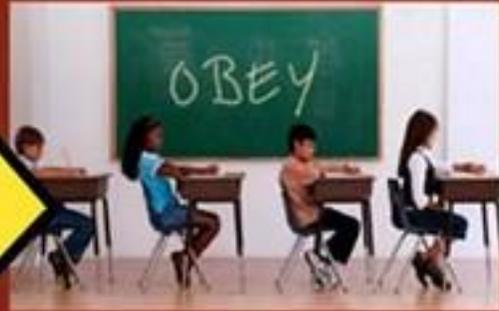
The Purpose of Public Education

CONFORMITY

- ▶ Factory Model - time and space, routine, repetition
- ▶ Integration - American Values and English Language
- ▶ Uniformity - common base of knowledge
- ▶ Democracy - informed voter

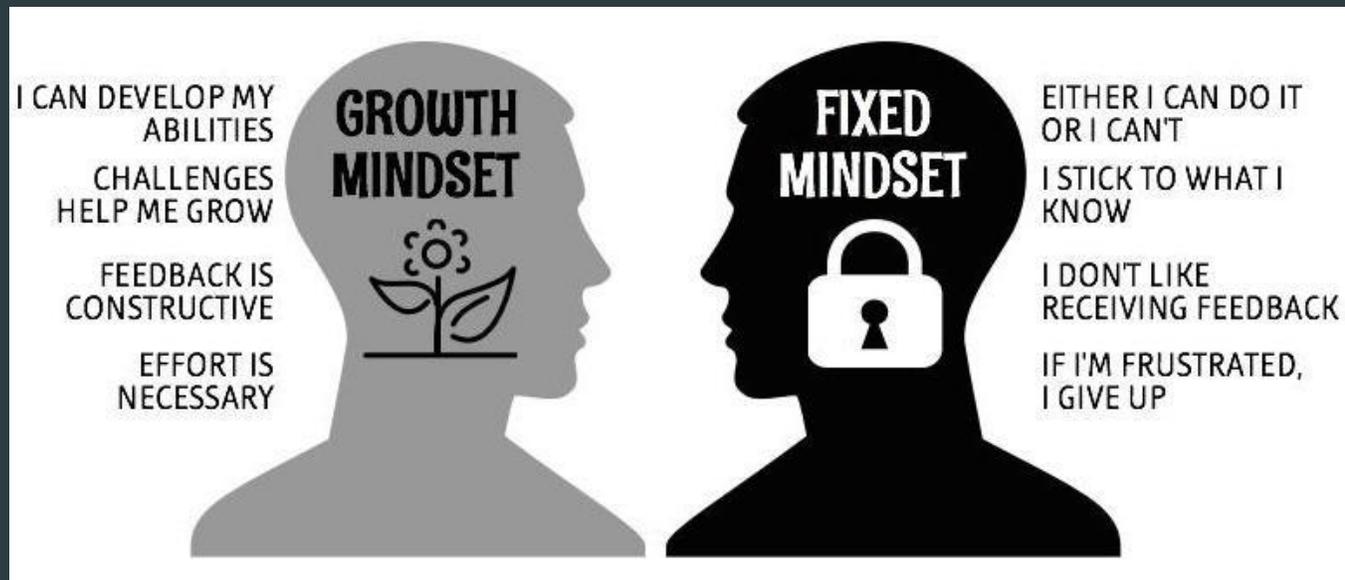
“It is highly interesting to our country, and it is the duty of its functionaries, to provide that every citizen in it should receive an education proportioned to the condition and pursuits of his life.” --Thomas Jefferson to Peter Carr, 1814. ME 19:213

"The mass of our citizens may be divided into two classes -- the laboring and the learned. The laboring will need the first grade of education to qualify them for their pursuits and duties; the learned will need it as a foundation for further acquirements." --Thomas Jefferson to Peter Carr, 1814. ME 19:213



Growth Mindset

Growth (Dynamic) Mindset	V	Fixed (Static) Mindset
<ul style="list-style-type: none">• Intelligence and Skills are something learned and developed		<ul style="list-style-type: none">• Intelligence is something some people have and that's how it is
<ul style="list-style-type: none">• Effort and practice pay off over time		<ul style="list-style-type: none">• Effort never leads to anything
<ul style="list-style-type: none">• Embraces challenges and new experiences		<ul style="list-style-type: none">• Avoids challenges and sticks towards the usual things
<ul style="list-style-type: none">• Recognizes mistake happen and learns from them		<ul style="list-style-type: none">• Sees mistakes as failure and uses mistake as an excuse





G-Drive for Resources

<http://bit.ly/2DsBHXc>

Andragogy (The Needs of Adult Learners)

- ▶ Flexibility
 - ▶ Time, Space, Task
- ▶ Relevance
 - ▶ “How does this apply to my life?”
- ▶ Autonomy
 - ▶ “I am the driver of my own vehicle.”
- ▶ Connectedness
 - ▶ Collaboration
 - ▶ “Someone cares about me and my success.”

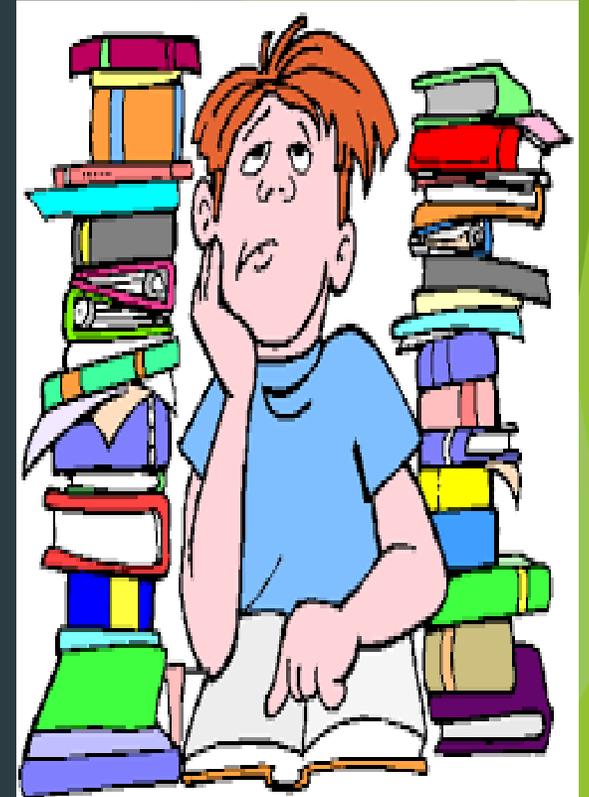


Putting Learner's Needs First

- ▶ Flexibility
 - ▶ Varied options for class attendance based on time and needs (1 - HS Schedule)
- ▶ Relevance
 - ▶ Choosing Topics: Interesting to the student (2 - Cornell Notetaking PPT)
- ▶ Autonomy
 - ▶ Work at own pace and skill level (3 - Rubrics)
 - ▶ Choose resources and medium (7 - Everfi Online Courses)
 - ▶ Text, Video, Audio, Documentary, Lecture, Discussions, etc..)
- ▶ Connectedness
 - ▶ Advising and the Learning Plan (4 - Learning Plan)
 - ▶ Extended Orientation - go slow to go fast and increase retention (5 - Orientation)
 - ▶ Opportunities to work in collaborative groups (6 - Workshops)
 - ▶ Book Study, Math Tutorials, Current Events Discussion Groups)

Choosing Topics

- ▶ Interesting to You
 - ▶ If it is interesting to you, researching and learning about the topic will be more fun because it is something you want to learn.
- ▶ Relevant to the Subject
 - ▶ Content must be appropriate for the subject you are working on.
- ▶ Reliable Source
 - ▶ Watch out for bias and opinion! Scholarly sites are usually the best.
- ▶ Focused on an Essential Question*



Example Essential Questions

- ▶ How did slavery contribute to the American Civil War?
- ▶ How do plants use photosynthesis to grow and develop?
- ▶ What role does the President play in enacting new laws?
- ▶ How does the law of supply and demand impact consumers?
- ▶ Why is the sky blue?



Matching Needs to Skills

College and Career Readiness

- ▶ Top 10 Employability Skills (8 - Standards for Career Ready Practice & NWOW; 9 - Student Learning Outcomes)
 - ▶ New World of Work
- ▶ Project-Based (10 - Project Proposal)
- ▶ Critical Reading and Intellectual Curiosity (11 - Literature Notes)
- ▶ Time Management and Goal-Oriented (12 - Smart Goals; 13 - Assignment Sheet; 14 - Credit Completion Checklist)
- ▶ Argument and Evidence (15 - Position Statement and TBEAR)



New World of Work

Contact Me

gsauser@djUSD.net