

# How to keep learners engaged

## Overview

- Outline 10 strategies to enhance learner engagement

### 1) Training needs assessment

- Understand your audience's needs.
- Check at the beginning of the course what they hope to achieve and set a clear agenda for the training program. Point out anything that is out of scope at this stage.
- At the beginning of practical sessions – check what aspects they struggle with – what can I help you with in this session?

### 2) Use personalisation

- Personalise the course as much as possible to the audience eg groups of ED docs with ED docs, obstetricians with obstetricians etc
- Address learners by names

### 3) Make it interactive

- Find ways to make the lectures interactive
- Ensure practical sessions are the majority of the training schedule – we learn more by doing

### 4) Manage cognitive load

- 2 or 3 broad teaching points
- Less is more
- Cover the basics well – this sets you up for success

### 5) Use a variety of teaching materials and techniques

- Appeal to different learning styles
- Case studies, games, image review, scan phantoms and real people of different shapes and sizes, debates

### 6) Tell stories

- People enjoy hearing stories and remember things better when its linked to a story
- When processing stories, the listener feels the words rather than just hearing them

### 7) Fill the dead time

- For those who don't have the probe in their hand – how will you keep them involved in the learning
- Assign one to optimise the image
- Assign one to evaluate the scanning approach
- Questions for the remaining learners

### 8) Ask good questions

- Ask lots of open ended questions that vary in depth and complexity
- Don't answer all the questions – guide the group to the answer and have them work through the possibilities
- Why, when, what, how
- Describe how to get the view
- What are the common errors to avoid?
- Identify the anatomy
- What is an alternative approach?
- What will "X" pathology look like and where will you see it?

### 9) Multi-level lesson plans

- Have a plan A, B and C that caters for a heterogenous group of learners
- Plan for how to extend learners who are getting it quickly
- Plan for how to take it back a level for learners who are struggling

### 10) Classroom management

- Establish the rules at the beginning of the session
- Manage time well – ensure learners experience success within their turn without jumping in too early
- Use audible timers to ensure that no-one hogs the probe
- Nip problems in the bud early