

Gagne's Events of Instruction Format

CTE Academic Integration Applications & Projects

Step 1. Gain Attention. (Novelty, emotion, fun, excitement, interest: *Show a clip of a person using the knowledge and/or skill.*)

Step 2. Inform Learners of the Objective (Whole to part—big picture to details (*Beginning with details is like assembling a jigsaw puzzle without first seeing the picture on the box.*): Tell learners what they will be able to do. State the objective.)

Step 3. Stimulate Recall of Prior Learning (Relevance: Ask questions to draw out recall of the activities previously learned—especially those that preceded the skill to be learned today.)

Step 4. Present the Content (Pattern detection (“*Oh, that’s just like what happens when ...*”), graphics, visuals, diagrams, cartoons, challenge (too easy=boring & too hard=avoidance): Demonstrate the skills or procedure, highlighting the main steps with verbal cues.)

Step 5. Provide Learning Guidance (Share any mnemonics, metaphors, similes, analogies, chunking, etc.: Demonstrate again, giving detailed instructions & a rationale for each step.)

Step 6. Generate Performance (Hands-on, concrete, most HS students are visual learners: Describe the initial practice.)

Step 7. Give Feedback (Ongoing feedback while working on the project & when completed; Include others’ feedback: principal, volunteer, librarian, etc.; Ask for revision, ask questions: Praise steps that are well done; make suggestions to improve overall performance.)

Step 8. Assess Performance (Provide choices for demonstration of proficiency: Ask students to repeat the skill or procedure until they can perform perfectly without guidance.)

Step 9. Drive Retention & Transfer (Journaling, Harvard 5: Ask students to practice the skill or procedure within a slightly different context, or to practice in a different physical setting. Describe.)

Step 10. Debrief with Instructor

Source: Robert M. Gagne and Karen L Medsker, *The Conditions of Learning*, ASTD International Conference; Newstrom, et al, numerous publication dates.