

Some guidelines to the use of learning contract

Why use Learning Contract

- When adults go about learning something naturally they are highly self-directed (Allen Tough 1979)

a Learning Contract

- Provide a means to negotiating a reconciliation between these external needs and expectations and the learner's internal needs and interest
- Provide a vehicle for making the planning of learning experiences a mutual undertaking between a learner and his teacher, helper
- Develops a sense of ownership of the plan
- Is a means for making the learning objectives of the field experience clear and explicit for both the learner and the field supervisor

Specify your Learning Objectives

Each of the learning needs should be translated into a learning objective.

- Be sure that your objectives describe what you will learn not what you will do
- State them in terms of content acquisition, terminal behaviours or directions of growth
- Example

To develop the knowledge of theories explaining the evolution of people management

Specify learning resources and strategies

- How do you propose to go about accomplish each objective ?
- Identify the resources you plan to use in your field experience and the strategies you will employ in making use of them
- Example
To study the theories of people management, to study their development, to interview an expert manager to search articles and journals on people management, to search internet web sites on people management, to examine databases, join forum

Specify evidence of accomplishment

- Describe what evidence you will collect to indicate the degree to which you have achieved each objective

- Example

Report of the articles, collection of bibliography, participation in group discussions, creation of a project based on one of this theory, summary of theories, participation in an online community

Specify how evidence will be validated

- Specify what criteria you propose the evidence will be judged by
- Example

Discussion among peers, feedback from colleagues and tutors, comparison and discussion at works, evaluation of presented evidence by teacher (tasks, self-assessment tests), number of people taking part in an online discussion.