**ATMC Conference**

**Denver, Colorado**

**April 2017**

**Discussion Group Topic**

**Training Evaluation…Analyzing Training That Did Not Meet Expectations**

Points that came out during the discussion:

* Use Adaptive Strategies (case studies, pre & post)
* Analyze the disconnect
* Prep, prep- & prep, evaluation results
* Use relevant assessment
* Student feedback
* Post assessment
* Be a sage on the stage
* Tapping into student experiences
* Trainers are engaging
* Hammer main points
* Instructor perception of retention
* Keep instruction succinct
* Use exit interview
* Formative questioning
* Assumed pre-knowledge
* Feedback from online versus traditional (ILT)
* Define desired outcomes
* Role playing
* Get feedback at periodic intervals
* Be sensitive to non-verbal feedback
* Avoid smile sheets
* Use failure then success instruction
* Use teach-back strategies