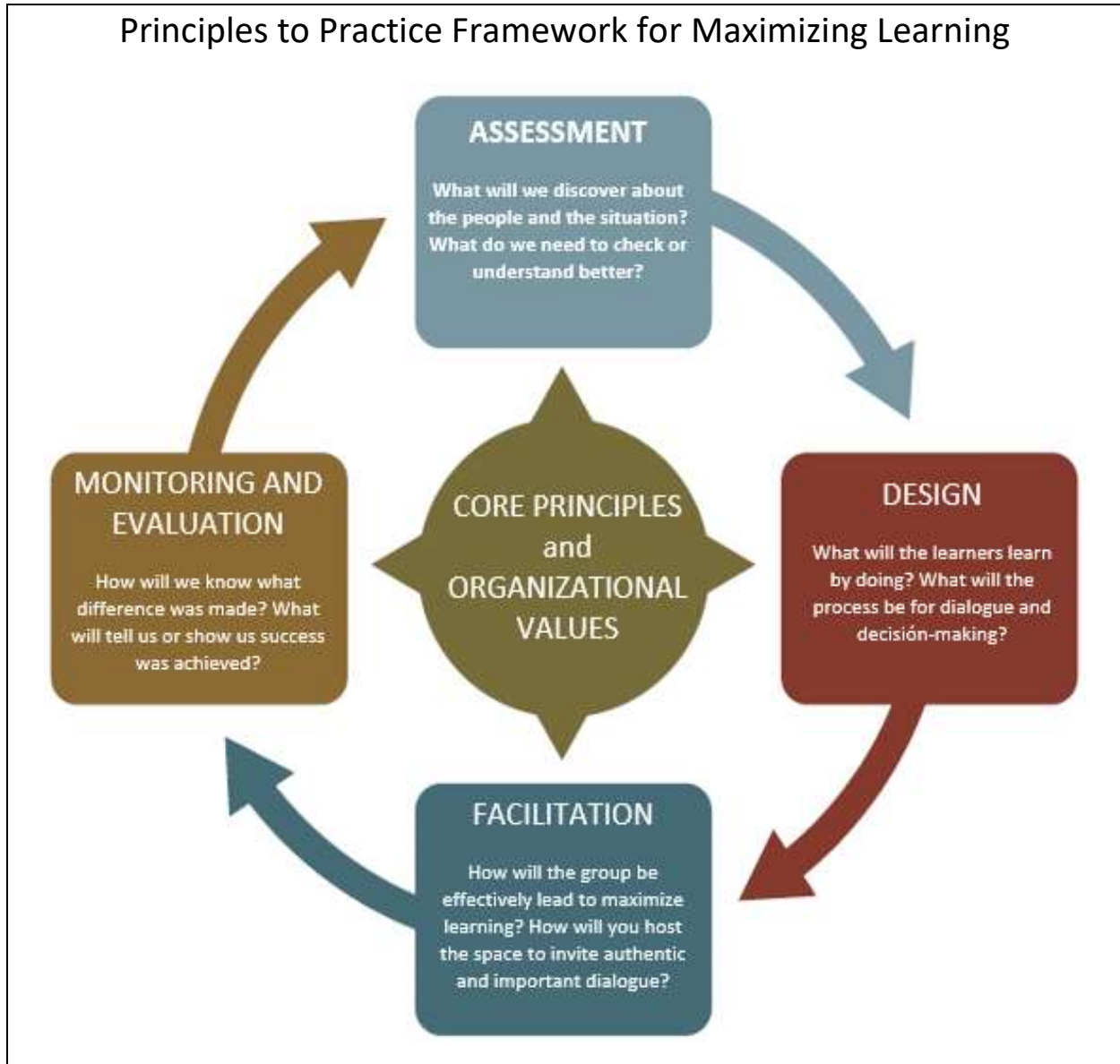


## Principles to Practice Framework for Learning – *a resource*



Learning is complex and demands intentional and thoughtful work. Ensuring that learning leads to the desired impact learner need, attention should be given to multiple phases and aspects of the learning process. As designers of learning we need to do work in four areas: the needs assessment, the learning design, the facilitation, and the evaluation.

The more intentionally we consider each phase, the greater the possibility of lasting impact.

The more reflective our practice is, the more meaningful our engagement with each phase in the framework is.

The more focused we are on the learners and what they need, the more relevant and powerful our work will be.

## Principles to Practices Framework for Learning – *a tool*

	What can we do more or less of next time?
What sort of <b>discovery phase</b> did you do? What did you learn that will impact your work with these people?	
What is special about this <b>learning design</b> that will ensure learning for these learners?	
What will you do as <b>facilitator</b> to ensure the core principles so learning can be maximized?	
How will you know your learners know? How will you <b>evaluate</b> the learning, transfer <i>and</i> impact for these learners?	