

4A Model – a learning sequence for the virtual classroom

ANCHOR

- root content
- nothing new; at beginning
- connects participants to content & past learning
- often the warm-up & short



A few examples:

- “Take a minute on your own and jot down 1 insight you had during last week’s reading?”
- “As you enter this Zoom class, share 2 elements of a successful businessperson that came up in your study group?”

ADD

- present content
- professor *active*; student *passive*
- information, skill, fact, model, policy
- PowerPoint, visual, demo, video, podcast



A few examples:

- “Watch this 2-minute YouTube video about [----] and consider this question: [----].”
- “Listen to this 3-minute presentation about 5 types of insurance policies and consider these two questions [----].”

APPLY

- use content
- student *active*; professor *passive*
- test, try, compare, practice, discuss
- scenario, problem to solve, summary



A few examples:

- “Go into a breakout room for 10 minutes and discuss the following 3 questions: [----]. Then return to this group to debrief.”
- “Read the case study on the screen. Use the 5 weatherization tips you just heard and offer advice to this couple?”

AWAY

- decide use
- learner decides what to use
- envision future with content
- action plan, promise, accountability partner



A few examples:

- “Before we leave this virtual class, take 1 minute on your own to name one person you want to talk to about something you learned in class this week. Who is this person, when will you meet, and what will you talk about? Text this person right now to set it up.”
- “On your own, select one HR policy you are interested to learn more about. Write it in the chat box with your name, and next week tell us how you plan to use or share it with staff. And why.”