

# ADULT LEARNING TIP 1: DEVELOPING A CURRICULUM

When planning training classes, it is beneficial to use a check-list that highlights the major points to be considered in the lesson. This check-list will allow you to organize your questions and goals in developing a curriculum for your training classes.

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## Five Main Points

- Clear goals
  - What is the point of the training?
  - What are the expected outcomes of the training?
  - *Example:* The point of the training could be to increase safety and prevention of accidents in the workplace. You should also clarify this for the trainees.
- Content
  - What content will support the stated goals?
  - *Example:* If the goal is “to increase individual safety behavior around power sources at the mine site,” what information should you present to reach that goal?
- Appropriate delivery mechanism
  - How should you present material?
  - *Example:* Teaching methods that draw on the knowledge of older workers in class and generate discussions with younger workers may be a very successful way to transfer knowledge, but that notion should be put to the test under given circumstances.
- Assessment
  - How will you know if trainees have learned the content?
  - How will you know if the learning goal was achieved?
  - *Example:* A simulation might be used to teach miners critical escape skills. For these types of skills, a mastery of at least 90% of the exercise content is a reasonable standard. If an individual achieves the 90%, the goal has been met.
- Remediation
  - What kind of an intervention should you plan or implement to provide additional support for the trainee?
  - *Example:* If lack of understanding persists after having received initial instruction on a task, you should provide additional information, experience, discussion, etc. Remediation instruction should continue until the trainee displays mastery of the task or information.

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