

I CARE Process for Learning Each Module

The process for learning is based on a learning method developed for medical students at Harvard University. Learning has more to do with the learner than the teacher. Learning should be interactive and should allow maximum participation of the learner.

This learning process was chosen to allow the new trainee the opportunity to read material and then discuss the main ideas. In a relatively short time, the new trainee has the opportunity to

- Form the main ideas in his mind,
- Verbally describe certain situations, using new or unfamiliar terms, and
- Ask questions for clarification.

The trainees are divided into groups of not more than five people.

The materials are tools for learning and belong to the trainee. One should feel free to write on the pages and underline or use a highlighter to mark certain key ideas.

- One person is selected to be the leader.
- The leader makes assignments of a few pages of the module to each member of the learning group.
- Each reads silently the pages assigned. This should take about 10 to 20 minutes, depending on how many pages are assigned.
- If most of the members of the group have completed the reading assignment, the leader will begin the discussion by asking each person to report what they have read.
- Do not be concerned if not everybody has read every page. The materials are to be taken home and read as necessary.

- The process for remembering this information is to "talk it out". As each person reports, the other members are to ask questions and
- generally, participate in a discussion. The leader should allow a certain amount of time for each report and discussion.
- Please stick to the module topics. A personal experience can be related to illustrate a point, but it should be short.
- Allow each member of the group approximately the same amount of time to report. Agree on a time limit for each, such as 3-5 minutes each. When the time is up, have the next person report. If there is additional time, you can ask if there is other information that a group member wants to report.
- This process of reporting out and discussing the information should take about 30-40 minutes.
- After the discussion, each person is to write, independently, at least five major points. You may write as many major points as you think necessary.
- Use any of the materials to write the major points.
- Complete the questions at the meeting or at home and bring to the next training session.
- Tell your trainer that you are finished. Ask questions of the trainer as necessary.
- Begin the next module and follow the same format until all five modules have been read and discussed.
- Contact your trainer for next training dates.

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