"No one learns as much about a subject as one who is forced to teach it."

Peter F. Drucker

Whether cross-training teammates or teaching indigenous forces down range, the ability to instruct others is a necessary skill in order to be an effective member of a future team. Therefore, during their time at SOCoE, it is essential for learners to be given the opportunity to practice the skill of teaching so that when they join their assigned team, they will be prepared to effectively accomplish the task of instructing others. In last month's edition of *Tips*, we identified the importance of remediation and retraining with an emphasis on the importance of utilizing peer tutoring as a successful strategy to support learning. In addition to helping their peers catch up, it also supports the skills necessary for their future on a team. In your role as cadre, consider how often you design and implement opportunities for learners in your course to practice this essential skill. If you already do this or tried some of the suggestions from last edition, **great job** and keep up the good work! But if you find that you do not provide ample time or any opportunities for learners to hone their skills to teach others, we hope you will try some of the strategies suggested in this edition of *Tips.*

A word of caution, however, before cutting your folks "loose" to teach each other, make sure you establish guidelines, expectations, and directions. It does not work if you simply divide them into pairs or groups and say, "work together." In order to be most effective, you must consciously orchestrate the learning exercise and choose the appropriate strategy to ensure everyone stays on target and reap the benefits of peer teaching. We hope you will try one or more of the following ideas.

Demonstration
Giving a demonstration is an excellent way to practice the art of instructing. But in order for it to be meaningful, the demonstration should be relevant to the course and learners should be given a set of guidelines to ensure that they are focused on the appropriate steps and outcomes.

The ESC provides support for the uniform application of USAJFKSWCS educational processes across the Institution to include:

-Support to Curriculum & Instruction [Courses and Instructors];

-Support to Leadership & Professional Development Initiatives;

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Solution and Critic Groups

Divide the class into groups and assign a different topic to each group. Each group should create a presentation to share with the rest of the class. It may be analog, PowerPoint (if available), or lecture but should include an objective, the "why it is important," and the "how." As each group presents, the other groups should critique the presentation and offer comments to evaluate the effectiveness of the presentation. (We have presentation rubrics if you'd like!)

Affinity Groups

Divide the class into groups of 4-5 and assign a particular task to work on outside of class to prepare a presentation or identify the critical components of the subject. When they return to the classroom or the field, ask each group to present their findings to the class. As each group goes, have them simply compare their findings to previous groups so as not to continually rehash the information.

JIGSAW

This tool is an excellent strategy to implement in a lesson to promote peer-teaching. Divide the class into groups to learn a new skill or content. These will become your "Expert" groups. Be sure to give clear instructions on what your expectations are for what the Expert Groups are to learn, as they will become peer instructors. Once the "Experts" have completed their work, have your Experts number off within their groups. So, if you have groups of 5 people in an Expert Group, number them off, 1-5. Regroup your class with these numbers. In essence, you have just created new groups with one "Expert" in each group. Within this new group, each person should instruct the team on what they have learned. If you have an odd number of students, simply place an extra "expert" in a group.

By implementing a few opportunities for peer teaching/coaching - cross-training in your course, you are providing all participants the opportunity to learn the material at an even deeper level and preparing them for their future role on a team.

Please note that if you would like more information on these strategies or any of the topics presented in past issues of Tips and Strategies, the ESC is capable of designing and implementing professional development workshops customized for your cadre. To discuss the possibility of scheduling a workshop, please contact the ESC.

Past articles can be accessed at http://www.soc.mil/swcs/esc.html.