

<b>METHODOLOGY</b>  <b>M 4</b>	<b>BEFORE AND AFTER</b>
	<b>Tactical methods</b>

Date (11/07/2010)

<b>WHAT IS?</b>	<p>This method is a pre and post-testing element that can be used during a training session or a field visit and which will allow you to identify, and quantify if necessary, how much knowledge has been gained. If it is interesting for the participants, you can also present the pre and post-testing scores to the participants.</p> <p>This method works very well if the reading material is available:</p> <ul style="list-style-type: none"> <li>▶ Before and between two training sessions</li> <li>▶ During a field visit</li> </ul> <p>The first step (before) can be achieved during preparation of the training phase (session, visit) and the second step (after) is taken at the end of the training phase.</p>
<b>WHY</b>	<p>This method enables people's reading to be more focused and concentrated.</p> <p>The after reading, especially, tunes people in to find out whether or not their original answers were correct. It therefore avoids a common problem which is just skimming the content and reading with no real desire to identify any key points.</p> <p>This method also allows the expression of views and opinions on a particular subject to emerge (from the 'before' questions), enabling the trainer to appreciate some of the attitudes that may exist within the group.</p>
<b>HOW</b>	<p>You issue a sheet with written questions relating to a topic for which there is some associated reading material. The sheet is completed in small groups (with discussion and debate about the answers) or individually. The sheet is completed before reading the written material.</p> <p>You then issue the written material for people to read, after which they put it away or return it to the trainer</p> <p>People are then asked to answer the same questions after they have read the material.</p> <p>At the end, you can review the results, paying particular attention to any difference.</p>
<b>WHAT I NEED</b>	<p>You have to prepare a sheet with 3 columns:</p> <ul style="list-style-type: none"> <li>▶ One for the questions</li> <li>▶ One for the 'before' answers</li> <li>▶ One for the 'after' answers</li> </ul> <p>The number of questions will depend on the activity. The questions should be based on the key points of the training sessions or the field visit.</p>

<b>EXAMPLES</b>	In the first case, you can quickly answer with a mark, in the second case, you wait a more complete answer.		
	<b>1/ true / false basis questions</b>		
	<b><i>Before reading (true)</i></b>	<b><i>Topic and questions</i></b>	<b><i>After reading (true)</i></b>
		Blackgrass is resistant to glyphosate	
	<b>2/ opinion questions</b>		
	<b><i>Question</i></b>	<b><i>"Before" answer</i></b>	<b><i>"After" answer (if different)</i></b>
	Do you think that Bt products have an efficacy on the Oriental peach moth?		
<b>SOURCES</b>	J. Rodwell: Activity-based training design - Gower editions		