

Getting the Most from Professional Development

Training Steps	Knowledge Mastery	Skill Acquisition	On-the-Job Application
Theory	Middle to High 85%	Low 15%	Very Low 5-10%
Theory and Demonstration	High 85%	Low to Middle 18%	Very Low 5-10%
Theory, Demo, Practice/Feedback	High 85%	High 80%	Very Low 10-15%
Theory, Demo, Practice/Feedback, and Coaching	High 90%	High 90%	High 80-90%

-Bruce Joyce & Beverly Showers