**Effective Learning Pathways Session 3 Outline: Designing your own Pathway**

**A. Aims of this session**For participants to...  
1. Start a process to design effective learning pathways for their context

2. Connect with others facing similar issues  
3. Be equipped with tools to take it further with their own national teams.  
  
 **B. Your target learners***1. Where are most of the current learners before starting the pathway?*

There is always a range. But on the chart, colour the main area where 70-80% of them are:

EDUCATION LEVEL

Higher

Middle

Basic

new believer

maturing

Christian

MINISTRY LEVEL

leader

Non-reader

*2. Where is the start and end point of the pathway?*Mark them on the chart. There could be more than one end point for branching pathways. *3. What are the stages along the way?*Mark the completion point of each stage. This breaks the long journey into shorter sections. **C. Your overall objectives at each stage of the pathway** *1. In 1-2 sentences, what might be the main goal for the learners on completing each stage?*

Try to write something for now. It need not be perfect and you can work more in it later with your national team. The OTS goals are one example (session 2).   
for example:   
  
*Stage 1: ………………………………………………………………………………………………………………………………………………  
  
…………….………………………………………………………………………………………………………………………………………………  
  
Stage 2: ………………………………………………………………………………………………………………………………………………  
  
…………….………………………………………………………………………………………………………………………………………………  
  
Stage 3: ………………………………………………………………………………………………………………………………………………  
  
…………….………………………………………………………………………………………………………………………………………………  
  
Stage 4: ………………………………………………………………………………………………………………………………………………  
  
…………….………………………………………………………………………………………………………………………………………………*  
  
*2. Will you have any branches in your pathway?*

For example, at ‘leader’ level are you aiming for leaders in church, or leaders in society, or both?   
  
Write an overall goal for any branches:  
  
*Branch 1: ……………………………………………………………………………………………………………………………………………  
  
…………….………………………………………………………………………………………………………………………………………………*  
*Branch 2: ……………………………………………………………………………………………………………………………………………  
  
…………….………………………………………………………………………………………………………………………………………………*

**D. Be realistic and make priorities**  
*1. If your pathway is too long and complicated, what are the risks?*  
*2. Think about different ways to make the task more realistic.*   
  
For example:   
  
- Could you work on some part of the pathway now and leave others for later?   
  
- Could you go into partnership with another organisation, so that you work on one part of the pathway and they work on another part?  
  
  
**E. Survey your existing courses**

*1. In one colour, write the existing courses where they fit best on the chart.*  
*2. In another colour, write the courses you are currently planning.*

3. Stop and think:  
*How many courses do you actually need at each stage of the journey?*  
This depends on different factors:

- how many courses are needed to fulfil the goals for each stage?

- for how long do you expect the learners to study to complete each stage?  
- what are the requirements of the accrediting agency?   
(This is not the most important thing. Accreditation should be the servant, not the master, of your programme and students)

**F. Analyze your courses in more detail**

For example:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Stage on**  **the pathway** | **Course** | **Objectives:** | | | |
| **Know** | **Be** | **Do** | **Relate** |
| **Stage 1:**  **Foundations** | Abundant Life |  |  |  |  |
| Big Picture |  |  |  |  |
| Family Life |  |  |  |  |
| Bible books (a selected few) |  |  |  |  |
| Etc |  |  |  |  |
| **Stage 2  branch a:**  **Serving in church** | Life of Christ 1-6 |  |  |  |  |
| Leading small groups |  |  |  |  |
| Pastoral care |  |  |  |  |
| Using our Gifts in the church |  |  |  |  |
| Bible books (a selected few) |  |  |  |  |
| Etc |  |  |  |  |
| **Stage 2  branch b:**  **Serving in society** | Understanding our Communities |  |  |  |  |
| Witness in the workplace |  |  |  |  |
| Creation care |  |  |  |  |
| Etc |  |  |  |  |
|  |  |  |  |  |
| **Stage 3: Leadership** |  |  |  |  |  |
|  |  |  |  |  |  |

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