

(QYLURQPHQWDO +HDOWK (GXFDWLRQ IRU 7HD
IURP D 3LORW 6WXG\ \$GGUHVVLQJ &KHPLFDO
0DQDJHPPHQW LQ +RPHV

\$OHVLD)HUJXVRQ .DYRREBIVW 8QFLHWK +DHLQV 5HEBQED=RUXQVDF
'HSDUWPHQW RI 2FFXSDWLRQDO DQG (QYLURQPHQWDO +HDOWK)D\ : %RR]PDQ &ROOHJH RI 3XEOLF +HDO
'HSDUWPHQW RI 8UEDQ \$IIDLUV &ROOHJH RI 3URIHVVLVRQDO 6WXGLHV 8QLYHUVLW\ RI 1HYDGD /DV 9HJD
6FLHQFH 7HFKQRORJ\ (QJLQHULQJ DQG 0DWKHPDWLFV 67(0 &HQWHU &ROOHJH RI (GXFDWLRQ /LWWO
'HSDUWPHQW RI %LRVWDWLVWLFV)D\ : %RR]PDQ &ROOHJH RI 3XEOLF +HDOWK /LWWOH 5RFN \$5 86\$
&RUUHVSROGLQHU \$OHVLD)HUJXVRQ 'HSDUWPHQW RI 2FFXSDWLRQDO DQG (QYLURQPHQWDO +HDOWK
\$UNDQVDV IRU 0HGLFDO 6FLHQFHV 8\$06 /LWWOH 5RFN \$5 XVRQ #HDPV HGX (PDLO
5HF GDWH 2FWFF GDWH 1RY 3XE GDWH 1RY
&RSULJKW)HUJXVRQ \$ HW DO 7KLV LV DQ RSHQ DFFHV DUWLFOH GLVWULEXWHG XQGHU WKH WHUPV
XVH GLVWULEXWLRQ DQG UHSURGXFWRQ LQ DQ\ PHGLXP SURYLGHG WKH RULJLQDO DXWKRU DQG VRXU

\$EVWUDFW

6FLHQVHDFKHU\ PXOWLSOH . VFKRROV L H NLQGHUJDUWHQ KLJK VFKRRO ZH
DGGUHVVLQJ WKH NH\ WRSLFV RI LQWHJUDWHG SHVW PDQDJHPPHQW SUDFWLFHV D
SURYLGHG WR LQWURGXFH WHDFKHUV WR WKHVH HVVHQWLDO DVSHFWV RI SUR
DVRFLDWHG DGYHUVH KHDOWK RXWFRPHV ,QRRU H[SRVXUH DUH RI SDUWLFXO
ZKR VSHQG WKH PDMRULW\ RI WKHLU WLPH DW KRPH (DUO\ FKLOGKRRG HGXFDW
KXPDQV SOD\ LQ VKDSLQJ WKH KHDOWK RI WKHLU KRPH LV VHHQ DV LPSRUWDQW I
FRPPXQLW\ KHDOWK DFWLRQV ,QQRYDWLYHO\ WKH WUDLQLQJ XVHG QHZHU IRUPD
/6 WR HQJDJH DQG H[FLWH WHDFKHUV RQ WKHVH HQYLURQPHQWDO KHDOWK WRS
KHDOWK NQRZOHGJH RI WKRVH WKLUW\ ILYH WHDFKHUV WKURXJK SUH DQG SRVW

5HVXOWV

\$WWHQGDQFH DW WUDLQLQJV

7KH WKLUW\ ILYH WHDFKHUV WKDW DWWHQGHG UHSUHVHQWHG WZHQB\ WZR
GLIIHUHQW VFKRROV DQG WDXJKW D VSHFWUXP RI JUDGHV NLQGHUJDUWHQ L H
DJH WR WKURXJK WK L H DJH WR ZLWK RI WKH WHDFKHUV
IURP JUDGHV WKURXJK FRQVLGHUHG PLGGOH VFKRRO IRU PRVW GLVWULFWV
LQ \$UNDQVDV \$OWKRXJK VRPH WHDFKHUV WDXJKW DOO VXEMHFWV PRVW
WHDFKHUV WKDW DWWHQGHG WDXJKW VFLHQFH ORVW RI WKH WHDFKHUV ZHU
IHPDOHV ZLWK WKH PDMRULW\ RYHU ILIW\ \HDUV RI DJH 7KLV
FRLQFLGHG ZLWK PDQ\ SDUWLFLSDQWV KDYLQJ PDQ\ \HDUV RI VHUYLEFH DV D
WHDFKHU 7KH DYHUDJH QXPEHU RI \HDUV RI VHUYLEFH ZDV IRU WHDFKHUV
WUDLQHG

3ULRU WUDLQLQJ DQG IHOLQJV RQ WUDLQLQJ

1RQH RI WKH WKLUW\ ILYH WHDFKHUV UHSRUWHG HYHU KDYLQJ UHFHLYHG
WUDLQLQJ RQ WKH WRSLFV RI FKHPLFDO XVH UHGXFWRQ DQG LQWHJUDWHG SH
PDQDJHPHQW RQ WKH SUH VXUYH\ ,Q DGGLWRQ DOO WHDFKHUV RQ WKH SRVW
VXUYH\ DJUHHG RU UHSRUWHG VDWLVIDFWLRQ WKDW WKH WUDLQLQJ ZDV
LQIRUPDWLYH DQG ZRXOG EH KHOSIXO LQ WKH FODVVURRP WKDW LQVWUXFWRU
ZHUH NQRZOHGJHDEOH WKDW WKH OHYHO RI LQVWUXFWLRQ ZDV DSSURSULDWH Z
WKHLU VNLOO OHYHO DQG WKDW WKH\ ZRXOG UHFRPPHQG WKH WUDLQLQJ WR RV
WHDFKHUV LQ WKH . HGXFDWRQDO V\WHP

6HFWLRQ 6NLOOV SURILFLHQF\ TXHVWLRQV

7KH UHVXOWV RI WKH 3URILFLHQF\ TXHVWLRQV DUH UHSRUWHG LQ 7DEOH 2Q
DYHUDJH DFURVV DOO ILIWHHQ TXHVWLRQV WHDFKHUV VDLG WKH\ ZHUH f1RW

KWWS ZZZ DUNDQVDVHG RUJ GLYLVLRQV OH%DUQDQGVHUISLQFHVQEXUYEYDQWLDQGLQ KRZ
LQVWUXFWLRQ IUDPHZRUNV FXUULFXOXPBFDQGHISWLMWKHFSHDFWLFH RI VFLHQWLILF DU
'DVROLD'LPRV \$.DPS\OLV 3 6HFRQHGUQLQWHDFKHQFHV
FRQFHSWLRQV RI FUHDWLYH WKLQNLQJ ZLWKDQ WKH \$FRQVDFLWJR(QHYVIRQPRQHWVODSLVN
HGXFDFWLRQ ,QWHUQDFWLRQDO -RXUQDO RI (QYLURQPHQWDO DQG 6FLHQFH
(GXFDWLRQ
KWWS ZZZ OLEHUDWLQJVVWUXFWXUHV FRP KRPH
KWWS ZZZ DFFXUDF\LQVSHFWLRQV FRP XR SGI
*RRGZLQ 0 &RRSRUDWLYH OHDUQLQJ DQG VRFLDO VNLOOV :KDW VNLOOV WR
WHDFK DQG KRZ WR WHDFK WKHP ,QWHUYHQWLRQ LQ 6FKRRO DQG &OLQLF