Training Outcomes Related to Training Components

			*
	Training Outcomes		
Training Components	Knowledge of Content	Skill Implementation	Classroom Application

5%

20%

60%

95%

Joyce & Showers, 2002

0%

0%

5%

95%

10%

30%

60%

95%

Presentation/

Lecture

Plus

Demonstration

Phis

Practice

Plus Coaching/

Admin Support

Data Feedback