#### DOCUMENT RESUME

ED 226 222 CE 035 149

AUTHOR Hamel, Cheryl J.; And Others

TITLE Effectiveness of Job Training Materials Based on

Three Format Models: A Field Evaluation.

INSTITUTION Naval Training Analysis and Evaluation Group,

Orlando, Flas

REPORT NO TAEG-TR-138

PUB DATE Jan 83 NOTE 83p.

PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC04 Plus Postage Adult Education; \*Autoin

Adult Education; \*Autoinstructional Aids; Comparative

Analysis; Educational Research; Individualized

Instruction; \*Instructional Materials; Job Training;

\*Military Training; \*Navigation; Pacing;

Postsecondary Education; \*Programed Instruction;

Technical Education; \*Textbook Evaluation;

Textbooks

#### **ABSTRACT**

A study assessed the training effectiveness of instructional materials designed in accordance with three format models for (1) recalling facts about equipment, (2) applying rules and regulations, and (3) classifying objects and signals. Three types of self-paced instructional materials were compared: learning aids, programmed instruction, and traditional text. The evaluation was conducted at the Quartermaster School, Service School Command, Naval Training Center, Orlando, Florida. The materials provided information and skill development related to navigational lights, one part of the International Rules of the Road. Results showed that training conducted with materials designed according to the learning aids format produces better student performance than training with programmed or traditional instructional materials. Students using learning aids spent more time studying. Effective techniques common to the format models were division of material into small, easily learned blocks; use of illustrations; distributed practice through exercises, self-tests, and directions for remediation at appropriate points; and immediate feedback on student responses. (Appendixes include data tables and excerpts from instructional materials.) (YLB)



#### EFFECTIVENESS OF JOB TRAINING MATERIALS BASED ON THREE FORMAT MODELS: A FIELD EVALUATION

Cheryl J. Hamel Richard Braby William R. Terrell Georgelle Thomas

Training Analysis and Evaluation Group

January 1983

#### U.S. DEPARTMENT OF EDUCATION NATIONAL INSTITUTE OF EDUCATION EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating if

Minor changes have been made to improve reproduction quality

 Points of view or opinions stated in this docu ment do not necessarily represent official NIE position of policy

#### GOVERNMENT RIGHTS IN DATA STATEMENT

Reproduction of this publication in whole or in part is permitted for any purpose of the United States Government.

alpel F. Smode

ALFRED F. SMODE, Ph.D., Director Training Analysis and Evaluation Group

W. L. MALOY, Ed.D.

Deputy Chief of Naval Education and Training for Educational Development

and Research and Development

641580 ER

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

REPORT DOCUMENTATION PAGE	READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER 2. GOVT ACCESSION	ON NO. 3. RECIPIENT'S CATALOG NUMBER
Technical Report 138	
TITLE (and Sublille) EFFECTIVENESS OF JOB TRAINING MATERIALS BASED ON THREE FORMAT MODELS: A FIELD EVALUATION	5. TYPE OF REPORT & PERIOD COVERED
	6. PERFORMING ORG. REPORT NUMBER
Cheryl J. Hamel, Richard Braby, William R. Terrell, and Georgelle Thomas	8. CONTRACT OR GRANT NUMBER(*)
,	`
PERFORMING ORGANIZATION NAME AND ADDRESS Training Analysis and Evaluation Group Department of the Navy Orlando, FL 32813	10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
CONTROLLING OFFICE NAME AND ADDRESS	12. REPORT DATE ,
•	January 1983
•	13. NUMBER A CAGES
14 MONITORING AGENCY NAME & ADDRESS(II different from Controlling O.	Iffice) 15 SECUR Y LLASS (of this report)
•	Unclassified
	15. DECLASSIFICATION DOWNGRADING SCHEDULE
P DISTRIBUTION STATEMENT (OF INTS KOPOTT)	
Approved for public release; distribution is	unlimited.
Approved for public release; distribution is  OISTRIBUTION STATEMENT (of the ebetract entered in Block 20. If diffe	
Approved for public release; distribution is	
Approved for public release; distribution is	
Approved for public release; distribution is  OISTRIBUTION STATEMENT (of the ebstract entered in Block 20. If diffe  SUPPLEMENTARY NOTES	number)
Approved for public release; distribution is  OISTRIBUTION STATEMENT (of the ebstract entered in Block 20. If diffe  SUPPLEMENTARY NOTES  SEY WORDS (Continue or reverse elde if necessary and identify by block in Format Models	number) Classification
Approved for public release; distribution is  OISTRIBUTION STATEMENT (of the *batract entered in Block 20. If diffe  Supplementary notes  Supplementary notes  Ormat Models  Design of Instructional Materials	number)
Approved for public release; distribution is  OISTRIBUTION STATEMENT (of the *batract entered in Block 20. If diffe  Supplementary notes  OF YET WORDS (Continue on reverse elde if necessary and identify by block to format Models  Design of Instructional Materials  Instructional Systems Development	number) Classification Nomenclature Learning Guidelines Learning Principles
Approved for public release; distribution is  OISTRIBUTION STATEMENT (of the *battact entered in Block 20. If diffe  Supplementary notes  Ormat Models Design of Instructional Materials Instructional Systems Development Visual Imagery Rules	number) Classification Nomenclature Learning Guidelines Learning Principles Rules of the Road
Approved for public release; distribution is  OISTRIBUTION STATEMENT (of the ebstract entered in Block 20. If different models are supplementary notes  Supplementary notes  Supplementary notes  Per words (Continue on teverse elde if necessary and identify by block in format Models  Design of Instructional Materials  Instructional Systems Development  Visual Imagery  Rules  Abstract (Continue on teverse elde if necessary and identify by block in the study evaluated instructional material format models each responsive to a comprehens  The format models were from the larger set of	number) Classification Nomenclature Learning Guidelines Learning Principles Rules of the Road number) als designed according to three sive set of learning principles. f format models in the Navy's
Approved for public release; distribution is  7 DISTRIBUTION STATEMENT (of the ebetract entered in Block 20, If diffe  8 SUPPLEMENTARY NOTES  9 KEY WORDS (Continue on reverse elde if necessary and identify by block of Format Models Design of Instructional Materials Instructional Systems Development Visual Imagery Rules  0 ABSTRACT (Continue on reverse elde if necessary and identify by block of The study evaluated instructional materials format models each responsive to a comprehense	number) Classification Nomenclature Learning Guidelines Learning Principles Rules of the Road number) als designed according to three sive set of learning principles. f format models in the Navy's ment (NAVEDTRA 110A). The development of materials to 2) applying rules and regulation

DD 1 JAN 73 1473

EDITION OF 1 NOV 65 IS OBSOLETE,

Unclassified

S 'N 0102- LF- 014- 6601

#### 20. ABSTRACT (continued)

models were experimentally compared with Programmed Instruction and Traditional Text materials. The evaluation was conducted at the Quarter-master School, Service School Command, Naval Training Center, Orlando. The materials taught information and skills related to navigation lights, one part of the International Rules of the Road.



#### **ACKNOWLEDGMENTS**

The support provided by the Quartermaster (QM) "A" School, Orlando, is gratefully acknowledged. QMCS H. D. Whittle, senior instructor in the QM school, served as liaison between the military personnel and the Training Analysis and Evaluation Group (TAEG) team and helped maintain an efficient working relationship. The cooperation given by the instructors is also acknowledged.

Appreciation is also extended to the artists at Service School Command, Orlando, who contributed to the project. Mr. Jim Smith managed the development of the artwork for the Learning Aid modules and MM3 Dave Cook and MM3 Dan Hunt were the major contributing artists.

Student assistants at TAEG, Terry L. Chissoe and William Marek, helped to assemble the programmed instruction modules and assembled the classroom materials and tests. Mr. Marek also distributed the materials and administered the tests in the QM classrooms. Their help is greatly appreciated.



# TABLE OF CONTENTS

Section		<u>Page</u>
Ī	INTRODUCTION	5
	PurposeOrganization of the Report	6 6
II	METHOD	7
	Experimental Design	7
-	Student Aptitude Instructor Participation Type of Instructional Material Type of Learning Task	7 7 7 8
-	SubjectsInstructional Materials	8 9
	Learning Aids Programmed Instruction Traditional Text	9 9 11
-	Testing Procedures	11
	Tests Procedures	11 12
III	RESULTS	14
	Type of Instructional MaterialStudent AptitudeType of Learning Task	14 15 15
IV	CONCLUSIONS AND RECOMMENDATIONS	17
	Conclusions Recommendations	18 19
REFEREN	CES	20
APPENDI	X A Guidelines for Instructor Participation: Active Role	21
APPENDI	X B Analysis of Variance (ANOVA) Tables	25
APPENDI	X C Excerpts from Learning Aid Format Material	28
APPENDI	X D Excerpt from Programmed Instruction Material	5!
APPENDI	X E Excerpt from Traditional Text Material	6



## LIST OF TABLES

<u>Table</u>	·	<u>Page</u>
1	ASVAB Means and Number of Students for Classes Assigned to Types of Instructional Material and Instructor Participation Condition	10
2	Percent Correct for Each Type of Instructional Material, Acquisition and Retention Phases	14
3	Percent Correct for Below Average and Above Average Students by Type of Instructional Material, Acquisition Phase	15
4	Percent Correct for Each Learning Task (Test) by Type of Instructional Material, Acquisition Phase	16
B-1	ANOVA Source Table for Acquisition Phase	26
B-2	ANOVA Source Table for Retention Phase	27



#### SECTION I

#### INTRODUCTION

The development, revision, and publication of instructional materials to support over 4,000 courses is a major effort required of the Chief of Naval Education and Training (CNET). Because of the impact of instructional materials on the time to complete training and subsequent job performance, CNET is continuously attempting to improve the effectiveness and efficiency of these materials. This effort is labor intensive and time consuming. Ways are needed to systematically produce these materials and simultaneously improve their training effectiveness and efficiency.

One way to improve training materials is to ensure that they are organized and used in accordance with applicable learning principles. In recognition of the need for widespread application of this fundamental approach, the CNET tasked the Training Analysis and Evaluation Group (TAEG) to develop learning guidelines for common types of military tasks. The early effort in guideline development resulted in Learning Guidelines and Algorithms for Types of Training Objectives (Aagard and Braby, 1976) which was incorporated into Interservice Procedures for Instructional Systems Development (NAVEDTRA 106A, 1975). However, feedback from instructional developers indicated a need for additional job aids on the use of these guidelines with various kinds of instructional media.

The problem is that the various media (e.g., paper, film, microprocessor) require different formats for presenting material even though learning events in each are similar and are structured according to the principles of the appropriate learning algorithm. Accordingly, CNET tasked TAEG to develop job aids for developing instructional materials appropriate for use with common military tasks. The format models were to be developed for instruction delivered via paper, the most commonly used medium. Five common tasks most frequently taught were selected: performing procedures, recognizing and drawing symbols, recalling facts about equipment, applying rules and regulations, and classifying objects and signals.

The development process involved (1) constructing preliminary conceptual models, (2) validating instruction based on the interim models, (3) revising the interim models, and (4) preparing a handbook on the use of the revised format models. Initial validation efforts involving the format models for symbol learning (Ainsworth, 1979) and procedures learning (Polino and Braby, 1980; Scott, McDaniel, and Braby, 1982) have shown that instructional materials developed following recommended guidelines were more effective than materials being used at that time.

In a parallel effort, instructional materials using learning guidelines for recalling facts about equipment, applying rules and regulations, and classifying objects and signals, were developed and evaluated. This parallel effort is the subject of the present report.

1CNET ltr Code N-53 of 24 April 1980.



Early versions of the format models were published in <u>Procedures for Instructional Systems Development</u> (NAVEDTRA 110A, 1981). Revised versions of each format model are contained in the recently published <u>Handbook of Format Models for Designers of Technical Training Materials</u> (Braby, Hamel, and Smode, 1982). The content of the handbook includes all of the essential modifications suggested by the results of related studies including those of the present report.

#### PURPOSE

This present study assessed the training effectiveness of instructional materials designed in accordance with the format models for (1) recalling facts about equipment, (2) applying rules and regulations, and (3) classifying objects and signals. The models were evaluated in the context of the Quartermaster School, Service School Command, Orlando, and, specifically, for the teaching of navigation lights in the Rules of the Road.

#### ORGANIZATION OF THE REPORT

In addition to this introduction, the report contains three sections and five appendices. Section II describes the design of the study, the students who served as experimental subjects, the instructional materials, and the evaluation procedures. Section III presents the results of the study in terms of student learning and retention. Section IV contains a discussion of study findings and recommendations regarding the use and further development of the format models. Appendix A contains a summary of the instructor's role in the classroom during the second phase of the study. Appendix B contains the analysis of variance source tables. Appendices C, D, and E present sample pages taken from each type of instructional material tested in the study.



#### SECTION II

#### METHOD

The approach employed in evaluating the format models involved an experimental assessment of instructional materials under actual shopolhouse conditions. Thus, it was necessary for the study procedures to conform to the requirements of the operational environment while exercising experimental control to the extent featible. The following paragraphs describe the experimental design of the study, subjects, instructional materials, testing procedures, and the procedures followed in the classroom.

#### EXPERIMENTAL DESIGN

The design was a 2 (student aptitude) x 2 (instructor participation) x 3 (type of instructional material)  $\dot{x}$  3 (type of task) factorial with repeated measures on type of task. Performance was also examined in terms of differences in the acquisition and in retention of task knowledge. The study variables and their specific levels used are described below.

STUDENT APTITUDE. Student aptitude for learning the material was established through a composite ASVAB (WK+AR) score. The study group median ASVAB score (108) was used to divide the sample into two groups labeled "above average" and "below average" aptitude.

INSTRUCTOR PARTICIPATION. Instructor participation was characterized as being either (1) minimal involvement or (2) active. Initially, the instructors were told to have minimal involvement with the class. In this phase of the study the examiner distributed materials and answered any questions pertaining to procedures. The instructor's primary purpose was military control.

After the tests from this phase were graded, mean percent correct scores were low in all instructional material conditions. A decision was made to systematically replicate the experiment with more active instructor involvement in an attempt to raise performance levels. All instructors were invited to a 1-hour training session to explain the role they were to play in the classroom. The instructors reviewed a handout (appendix A) which described instructor roles specific to individualized instruction, including subject matter expert, motivator, coach, and disciplinarian. Classroom procedures were prescribed in an attempt to standardize the instructors' behavior in the classroom. In this way, instructor participation was added to the experimental design to examine its effect on learning. However, the effect was of secondary interest in the study, and no attempt was made to quantify the variable. Instructor behavior was not systematically measured in the classroom.

TYPE OF INSTRUCTIONAL MATERIAL. Classes were randomly assigned to one of three types of instructional material (Learning Aids, Programmed Instruction, or Traditional Text) with the restriction that there be an attempt to equalize the number of students assigned each type. Because type of instructional material was the major focus of the study, each type is described in greater detail in subsequent paragraphs. A description of the assignment of classes



to the instructional material and instructor conditions is presented in table 1.

TYPE OF LEARNING TASK. All subjects were required to learn three tasks related to Rules of the Road for lighting vessels. The three learning tasks were: recall facts about the system of lights on a vessel, apply rules for lighting vessels, and classify vessels according to their visible light patterns. Each type of instructional material included all three learning tasks.

The first type of task, recalling facts about a system, involves naming the equipment components, describing the functions served by them, and locating the components on the system. The naming; describing, and locating behaviors are basic enabling skills which make it easier for an individual to learn to operate or maintain the system. The second type of task, applying rules, involves identifying situations that are subject to rules, selecting the proper rule, and applying it correctly. Since rules are expressed through words, an understanding of the precise meaning of words in the rule becomes important. The third type of task, classifying, involves assigning an object or signal to a category based on certain identifiable characteristics and then labeling it with the category name. Objects or signals placed in a given category usually are not identical; they merely have a set of similar characteristics. Knowing the essential features which define a category and knowing how to distinguish one category from another according to similar features is the basis for classifying.

A knowledge of the nature of the interaction of type c. task with the type of instructional material is particularly important in this study. A significant interaction would indicate that the relative effectiveness of the three types of instructional material depends on the type of task being learned. In the within-subject design used in this study, the possibility of task carry-over effects calls for a conservative interpretation of the effects of individual instructional formats. An optimum design for this purpose would be to assess instructional formats with independent groups of subjects. However, resource restrictions precluded this option.

#### **SUBJECTS**

Initially, 201 enlisted Navy and Coast Guard students in nine consecutive classes in the Quartermaster (QM) School of the Service School Command, Orlando, participated in the study. Seventeen Coast Guard students were eliminated from the sample because of previous exposure to the contents of the instructional materials. Four students from the Job-Oriented Basic Skills (JOBS) program were also eliminated because this program allows students that do not meet minimum standards to enter the programs and receive special remediation. Thus, 180 students comprised the study sample.

The students varied in academic ability, as measured by the Armed Services Vocational Aptitude Battery (ASVAB). A composite score derived from two subtests of the ASVAB, Word Knowledge (WK) and Arithmetic Reasoning (AR), is normally used to screen applicants for the QM school. The cutoff for entry into QM school is 98. Composite scores (WK+AR) of the students in the study ranged from 91 to 129. Fifteen students in the group had received

waivers. A score of 100 is the normalized mean of the distribution for all military recruits and the standard deviation is approximately 15. Table 1 describes the mean ASVAB score and number of students for each class assigned to the various conditions of instructional materials and instructor participation.

#### INSTRUCTIONAL MATERIALS

Three types of self-paced instructional materials were compared:
Learning Aids, Programmed Instruction, and Traditional Text. All contained the same instruction which was derived from Navigation Rules, International-Inland, CG-169 (U.S. Coast Guard, 1977), and students were frequently referred to the CG-169 during the course of the instruction. Only international rules dealing with the lighting of vessels were taught. The three types of instructional materials are described below.

LEARNING AIDS. The learning aids generally conformed to the format models . for specialized learning categories presented in the NAVEDTRA 110A. Three modules, each teaching a different learning task, were used to present the information. The format models used to construct the modules were those designed for (1) recalling facts about equipment, (2) applying rules and regulations, and (3) classifying objects and signals.

The format models on which learning aids are based present guidance on how to apply learning principles specific to a learning category. However, all have the following features in common:

- Information is divided into small, easily learned blocks.
- Illustrations present visual information such as the appearance of objects or signals, locations, and spatial relationships.
- Distributed practice is provided through exercises, self-tests, and directions for remediation at appropriate points throughout the module.
- Students are given immediate feedback on their responses within exercises.

From student reports, the modules took an average of 2 hours and 7 minutes to complete, excluding breaktime.

PROGRAMMED INSTRUCTION. This type of instructional material was included in the study in order to compare the effectiveness of Learning Aids with well-constructed programmed instruction (PI) materials. Familiar PI techniques, such as presenting bits of information in frames and using fill-in-the-blank statements to test knowledge, were employed. The three learning tasks were presented in three modules as with the Learning Aids.

From student reports, the modules took an average of 1 hour and 23 minutes to complete, excluding breaktime.  $\mathcal{F}'$ 



a

TABLE 1. ASVAB MEANS AND NUMBER OF STUDENTS FOR CLASSES ASSIGNED TO TYPES OF INSTRUCTIONAL MATERIAL AND INSTRUCTOR PARTICIPATION CONDITION

Type of Instructional Material	Instructor Participation	Class ASVAB (WK+AR) Mean	No. of Students
Learning Aids	Minimal Involvement	109.5	24
	Active Role '	106.2	20
•	Active Role	110.7	<u>26</u>
	Overall	108.9	70
Prograined Instruction	Minimal Involvement	108.6	· 19
·	Minimal Involvement	111.3	15
	Active Role	105.0	14
,	Active Role	105.2	<u>13</u>
•	Overall	107.7	61
Traditional,	Minimal Involvement .	108.4	28
	Active Role	106.7	<u>21</u>
• .	Overall	107.7	49

1 .

Ç,

TRADITIONAL TEXT. The traditional text, <u>Rules of the Road</u>: <u>Lights</u>, was produced by the Service School Command and is Module 9, Topic 2-1 of the Quartermaster A School. It is a programmed text containing both international and inland rules and has been used in the QM school since May 1980. For the study, students were told to ignore all information in the module pertaining to inland rules.

The module contains less information than the Learning Aid and Programmed Instruction modules and so students were given reading assignments from CG-169 to supplement the material in their module. Information for recalling facts about the system of lights, applying rules for lighting vessels, and classifying vessels according to light patterns is contained in one module. The module is called a "programmed text," but unlike optimally designed instruction of this type, it does not expose students to information in the building-block sequence designed to minimize student errors and maximize positive reinforcement.

From student reports, the module took an average of 1 hour and 19 minutes to complete, excluding breaktime.

#### TESTING PROCEDURES

TESTS. The following paragraphs describe the tests used for assessing student performance with each type of learning task during both the acquisition and retention phases of the study.

Identical tests were used to compare student performance when exposed to Learning Aids, Programmed Instruction, and Traditional materials. A separate test was used for each of the learning tasks: recalling facts about the system of lights, applying rules for lighting vessels, and classifying vessels according to light patterns. For the Learning Aids and Programmed Instruction conditions, the tests corresponded to the three learning task modules. For the Traditional text condition, the tests assessed learning of each type of task separately even though the tasks were combined in one module during instruction. Tests were not equated for difficulty.

Test 1 assessed recall of simple facts about the system of lights. Each of six test items consisted of a picture of a ship and three to four questions. For each question, a very short answer was sufficient. For example, a light on a ship was shown and the student was asked to name the light. Students received one point credit for each correct answer to each part of a test item.

Test 2 assessed application of rules for lighting ships. Each of 12 test items consisted of a description of a vessel's situation and a picture of the vessel minus all lights, along with a two-part question. First, students were required to write the rule that applied, and then were required to draw the position and color of all lights on the vessel. If any part of the drawing was incorrect, the student received no credit for that answer. This criterion was more stringent than that used for the other tests and thus may have contributed to performance differences across the tests.



Test 3 assessed classification of light patterns. Each of 15 test items showed a pattern of lights on a ship as it would appear at night along with two to four questions. On all test items, the student was asked to name the ship's activity defined by the light pattern. Other questions on each test item asked the student to check whether or not the ship was making way, to check the heading of the ship, or other types of descriptive questions. Students received one point credit for each correct answer to each part of a test item.

Two comparable forms of each test (A and B) were developed. One form of the test was used for assessing acquisition and the alternate form was used for testing retention. Assignment of A or B for the two testings was randomized for each student.

The formats of the three tests corresponded more closely to the self-tests in the Learning Aid modules than to the self-tests in the other two sets of instructional materials. For instance, the pictures of ships used in the tests were the same pictures used in the Learning Aid modules. This similarity of the Learning Aid materials and the test materials may have produced a test-taking advantage for students in the Learning Aids condition.

PROCEDURES. An examiner from TAEG distributed materials and tests in all classrooms. The examiner had not participated in the development of the materials nor in the design of the study. He presented a standardized introduction and used standardized procedures in all classrooms.

Before the modules were distributed, classes were warned that all tests on the subject matter would be closed-book. They were also told that the material was an integral part of the course, and that they were responsible for knowing the material for the comprehensive final examination.

Procedures for distributing modules and tests, and retention testing are described below. Learning Aid or Programmed Instruction modules were distributed to students a module at a time. After completing a module, the student received the corresponding test. After turning in a completed test, the student was given the next module and the previous module for review, if requested. The exception to this procedure was the Traditional Text where all three tasks were presented to the student in a single module. In this instance, after completing the single module, the student was given the first test. After turning in this test, the student received the next test, and in this manner completed the three tests sequentially.

Students took each test only once and the examiner did not score tests in the classroom. Progression from one module to the next was based solely on completion of preceding modules, with no specific performance criteria required of students.



ς,

One week after a first testing session, the examiner returned to the classroom and delivered retention tests to the instructor to administer. The tests were administered as part of the final examination and were, once again, closed-book. The form of the test (A or B) given a student for the retention phase was the alternate form of the test taken during the acquisition phase.



#### SECTION III

#### RESULTS

The effects of instructor interaction, aptitude, type of instructional material, and learning task on the acquisition and retention of International Rules of the Road for lighting vessels are described in this section.

Acquisition scores were analyzed first using a  $2(Instructor\ Participation)$  x  $2(Student\ Aptitude)$  x  $2(Type\ of\ Instructional\ Material)$  x  $3(Type\ of\ Learning\ Task)$  design. The analysis of percent correct scores revealed that all of the variables except instructor participation produced significant effects on learning. The effect of instructor participation was not statistically significant (F = 0.46). This indicates that the attempt to improve the conditions for learning through instructor intervention was not successful. Retention scores were then analyzed using a  $2(Student\ Aptitude)$  x  $3(Type\ of\ Instructional\ Material)$  x  $3(Type\ of\ Learning\ Task)$  design and, again, all three variables were found to produce significant effects on learning. The results were the same as in the acquisition phase.

Thus, the pattern of results was similar in both the acquisition and retention phases of the experiment (see table 2). A description of the results for each of the three significant factors follows. Because of the similarity between the acquisition and retention data, statistical values are reported only for the acquisition phase. However, findings are discussed for both phases. The complete statistical results for both phases are reported in the ANOVA source tables in appendix B of this report.

#### TYPE OF INSTRUCTIONAL MATERIAL

Table 2 shows the mean percent correct items for each type of instructional material for each phase of testing (acquisition and retention).

TABLE 2. PERCENT CORRECT FOR EACH TYPE OF INSTRUCTIONAL MATERIAL, ACQUISITION AND RETENTION PHASES

Testing Phase	Learning Aid	Programmed Instruction	Traditional
Acquisition	57.8	46.7	33.8
Retention	45.9	37.8	30.9

When acquisition scores were analyzed, type of instructional material was shown to significantly affect performance ( $\underline{F} = 44.28$ ,  $\underline{p} < .001$ ). The Duncan's Multiple Range test was used to evaluate the relative effectiveness of the different materials. Multiple comparisons revealed that students who received the Learning Aids performed significantly better than those who received



Programmed Instruction, and the Programmed Instruction students performed significantly better than those students who received the traditional text (p < .01). However, all means were low. In no condition did the mean performance level approach an acceptable performance criterion.

Similar results were obtained after 7 days, but on the retention test, overall performance levels were somewhat lower.

#### STUDENT APTITUDE

As expected, when only the aptitude factor was considered, the above average aptitude students performed significantly better than the below average aptitude students ( $\underline{F}=33.66$ ,  $\underline{p}<.001$ ). Table 3 shows the mean percent correct items for the two groups of students in each of the three instructional conditions. Below average aptitude students who received the Learning Aid materials ( $\bar{x}=51.5$ ) performed the same as the above average aptitude students who received the Programmed Instruction materials ( $\bar{x}=51.7$ ) and better than the above average students who received the Traditional materials ( $\bar{x}=40.8$ ).

TABLE 3. PERCENT CORRECT FOR BELOW AVERAGE AND ABOVE AVERAGE STUDENTS BY TYPE OF INSTRUCTIONAL MATERIAL, ACQUISITION PHASE

	Type of Instructional Material '			
ASVAB (WK+AR)	Learning Aid	Programmed Instruction	Traditional	
Below Average	51,5	42.5	24.5	
Above Average	63.8	51.7	40.8	

#### TYPE OF LEARNING TASK

Table 4 presents the mean percent correct items for each learning task for students who received each type of instructional material. Overall, the learning task significantly affected performance ( $\underline{F}$  = 182.01,  $\underline{p}$  <.001). The mean percent correct for applying rules and regulations (33.3 percent) was lower than the mean percent for recalling facts (64.4 percent) and for classifying objects (44.9 percent).



TABLE 4. PERCENT CORRECT FOR EACH LEARNING TASK (TEST) BY TYPE OF INSTRUCTIONAL MATERIAL, ACQUISITION PHASE

	Type of Instructional Material .			
Learning Task (Test)	Learning Aids	Programmed Instruction	Tradi- tional	Mean
Test 1: Recalling Facts About Equipment	72.7	67.3	49.1	64.4
Test 2: Applying Rules and Regulations	44.8	29.5	21.5	33.3
Test 3: Classifying Objects or Signals	56.1	43.4	30.8	44.9

The interaction between Type of Learning Task  $\dot{x}$  Type of Instructional Material was nonsignificant (F = 2.21). However, with all types of instructional material, applying rules on how to light vessels was apparently a more difficult task to learn than recalling facts about the system of lights or classifying ships according to light patterns, or the tests varied in difficulty (i.e., test 2 was more difficult than tests 1 and 3).

Lack of an interaction between type of instructional material and type of learning task permits drawing inferences about the instructional formats used in the Learning Aids. The Learning Aids were superior to the other two types of instructional materials regardless of the task being learned.  $^{2}$ 

<sup>2</sup>The retention data indicated the same test result pattern as in acquisition, but the Type of Instructional Material x Type of Learning Task interaction was significant ( $\underline{F} = 3.88$ ,  $\underline{p} < .01$ ). In the Traditional text condition, there were only slight differences among the three test scores.



#### SECTION IV

#### CONCLUSIONS AND RECOMMENDATIONS

The present study indicates that training conducted with materials designed according to the format models produces better student performance than training conducted with programmed or traditional instructional materials. These findings are in agreement with the results of previous studies which show a superiority of format model-based materials over other types of instructional materials (Ainsworth, 1979; Polino and Braby, 1980; Scott, McDaniel, and Braby, 1982). However, in the present study, students performed below the level that would be acceptable in Navy schools, regardless of type of instructional materials. Possible causes for this low level of performance are discussed in the following paragraphs.

The generally low scores are thought to result from at least three factors: (1) method of instruction, (2) difficulty of the tests, and (3) motivation level of the students.

The method of using individualized materials in this demonstration varied from the way these types of materials are generally used in Navy classrooms. With individualized instruction it is accepted practice to give a student a block of instruction followed by cycles of diagnostic tests and remediation until the student reaches mastery. However, in this demonstration, mastery was not required. All practice and self-testing took place as the students studied the material. Study time and method were under student control. Students took tests only once, at the end of each module. The tests were not immediately scored, and no remediation was provided.

Test difficulty should also be considered in evaluating the results. The end of module tests were closed-book tests which required students to recall a large number of facts and to apply these facts to job-like situations. Recall tests of this type are more difficult than multiple choice tests typically used with individualized instruction where students merely choose among options. The present QM course objective is to familiarize students with the contents of CG-169 so that they can refer to it quickly and proficiently on the job. Very little memorization is required. The primary mode of testing in the course is multiple choice and open-book.

Also, the motivation level of students appeared low. Students voiced their concern to the examiner about taking three difficult tests in one day. They were assured that the grades would not be used to determine passing the course, but that they would be responsible for the information as part of their comprehensive final exam. It was apparent that students did not consider passing the tests as necessary for success in the course.

The attempt to improve student performance by requesting instructors to increase their participation in the instructional process was not successful. However, no quantifiable data are available to describe actual instructor behavior during either phase of the evaluation. Based on observations by the experimenters, it is believed that the instructors did not carry out their assigned role to the fullest extent in phase two. Certain instructors had to be reminded of the various new behaviors expected of them (e.g., spot-



checking student knowledge of the material before administering an end of module test). By phase two of the study, the instructors were aware that student test performance with all types of material was low. This awareness seemed to result in a low level of enthusiasm for carrying out their prescribed roles.

Improved student performance is the goal of instructional development, but cost effectiveness of the materials is an equally important objective. The Learning Aids are significantly more expensive to produce than the programmed instruction or traditional materials. This added cost is due, in part, to the frequent use of graphics, the low density of information per page, and the additional pages required by frequent exercises and self-tests. The relatively high cost of producing the Learning Aids should be weighed against the needed level of student performance before a decision is made to use the Learning Aid format.

#### CONCLUSIONS ...

The following conclusions are based on the results and the observations described above.

- Learning Aids designed according to format models for specific tasks are superior to programmed instruction or the traditional Ouartermaster School text for teaching the recalling of facts about systems of lights on a vessel, applying rules for lighting vessels, and classifying vessels according to light patterns.
- Students using Learning Aids spend more time studying than do students using programmed instruction or the traditional text.
- Although the experimental design precludes an assessment of the effectiveness of individual format models, techniques common to all three format models have been demonstrated to be effective. These are:
  - .. division of material into small, easily learned blocks
  - use of illustrations to present visual information such as appearance of objects or signals, locations, and spatial relationships
  - distributed practice through providing exercises, self-tests, and directions for remediation at appropriate points in the module
  - .. immediate feedback on student responses.
  - Applying rules for lighting vessels is a difficult learning task regardless of the type of instruction. The difficulty is apparently due to heavy requirements for memorization and concept application.
- Students classified as "below average" in aptitude who use the Learning Aids perform the same or better on written tests than



, "above average" students who receive programmed instruction or the traditional text.

- The performance of students who use Learning Aids is superior to that of students using programmed instruction or the traditional text one week after original learning.
- The lack of effect due to instructor intervention suggests a need to define the role of the instructor and to provide appropriate training for various forms of instruction.

#### RECOMMENDATIONS

- 1. Use the format models to create instructional materials for (1) recalling facts about equipment, (2) applying rules and regulations, and (3) classifying objects and signals. However, the following cautions should be exercised:
  - Because of the higher cost of producing these materials as compared with more traditional materials, ensure that the expected increase in student performance is worth the added cost.
  - Because mastery level of learning calls for significantly, more effort than familiarization, if mastery is required, then student performance must be managed to ensure mastery is achieved.
  - Use Learning Aids for students of all aptitude levels.
- 3. Use the Learning Aid modules in the Quartermaster "A" School with the following modifications:
  - allow students to use the <u>U.S. Coast Guard Navigation Rules</u>, <u>CG-169</u> or its equivalent when carrying out exercises or taking tests
  - grade tests at the end of each module immediately, and require mastery before the student is allowed to proceed to the next module. This will encourage students to use the remediation capabilities of the Learning Aids.
- 4. Ensure that additional applications of the methods described in this report follow the prescription of NAVEDTRA 110A and the revisions contained in the <u>Handbook of Format Models for Designers of Technical Training Materials</u> (Braby, Hamel, and Smode, 1982).



#### REFERENCES

- Aagard, J. A. and Braby, R. <u>Learning Guidelines and Algorithms for Types of Training Objectives</u>. Technical Report No. 23, 1976. Training Analysis and Evaluation Group, Orlando, FL 32813 (AD A023066).
  - Ainsworth, J. S. <u>Symbol Learning in Navy Technical Training: An Evaluation of Strategies and Mnemonics</u>. Technical Report No. 66, 1979. Training Analysis and Evaluation Group, Orlando, FL 32813 (AD A068041).
- Braby, R., Hamel, C. J., and Smode, A. F. <u>Handbook of Format Models for Designers of Technical Training Materials</u>. Technical Report No. 129, 1982. Training Analysis and Evaluation Group, Orlando, FL 32813.
  - Duncan, D. B. "Multiple Range and Multiple F Tests." <u>Biometrics</u>, 1955, <u>11</u>, 1-42.
  - Interservice Procedures for Instructional Systems Development, Phase III,

    Develop. NAVEDTRA 106A. 1 August 1975. Chief of Naval Education and Training, Pensacola, FL 32508.
  - Navigation Rules, International-Inland, CG-169, 1 May 1977, Department of Transportation, U.S. Coast Guard, Washington, DC 20590.
  - Polino, A. M. and Braby, R. <u>Learning of Procedures in Navy Technical Training:</u>
    An Evaluation of Strategies and Formats. Technical Report No. 84,
    1980. Training Analysis and Evaluation Group, Orlando, FL 32813
    (AD A084067).
  - Procedures for Instructional Systems Development. NAVEDTRA 110A, 18 September 1981. Chief of Naval Education and Training, Pensacola, FL 32508.
  - Scott, P. G., McDaniel, W. C., and Braby, R. <u>Improved Procedures Training</u>
    Through Use of Aids Developed from Learning Guidelines. Technical Report No. 113, 1982. Training Analysis and Evaluation Group, Orlando, FL 32813 (AD A113109).

## APPENDIX A

GUIDELINES FOR INSTRUCTOR PARTICIPATION: ACTIVE ROLE



#### Technical Report 138.

#### GUIDELINES FOR INSTRUCTOR PARTICIPATION: ACTIVE ROLE

1. Subject Matter Expert

The instructor has mastered the contents of the three modules, and can answer questions as an authority on their contents.

- 2. In Command of Instructional Program in Classroom
  - a. Instructor <u>introduces lesson</u> (5-10 minute lecture)
    - provides advanced organizers--relates new topics to previous study
    - establishes why students should learn:
      - your job will be to aid OODs in avoiding collisions; knowing the <u>Rules of the Road</u>: <u>Lights</u> is an important skill. (Present examples of collisions when rules were broken.)
    - overviews the lesson:
      - .. gives a presentation of the essential elements of the course:

<u>Section I</u>--module exercises, self-test, Section I test. (You need to know this in order to do'module II.)

Section II--module exercises, self-tests, Section II. test. (You need to know this in order to do module III.)

<u>Section III</u>--module exercise, self-test, Section III test.

- gives directions for studies:
  - (1) Read module
  - (2) Take self-test(s)--write answer on paper if you need to
  - (3) Check answers, and keep studying until you know the material
  - (4) Tell instructor when you're ready to take the written, closed-book test and have him spot check you on self-test
  - (5) Take the section test (closed-book) which will be given to you by either the instructor or his assistant
  - (6) Turn in test to instructor (or assistant) and obtain the next module



- Motivates students (part of initial lecture):
  - .. demonstrates enthusiasm for a thorough knowledge of Rules of the Road.
- b. <u>Instructor coaches students while they study</u>. He walks among students and interacts with individual students. He uses the following coaching techniques:
  - Proactive questioning: Asks basic questions of individual students who seem to be having difficulties or are unattentive.
  - Answers student questions: Attempts to diagnose student problem, and prescribes specific study; attempts to relate personal experience, and other pertinent information, to overcome student problems with course material.
  - Motivates students: Demonstrates enthusiasm for a thorough knowledge of navigation lights in the Quartermaster's occupational specialty. Ensures that underachievers are exposed to this enthusiasm (individually).
    - Keeps student engaged in an efficient pace of study:
      - .. gives special attention to those who seem not engaged in study
      - encourages students to take a break after each test and at other times following any significant accomplishment
      - .. makes, sure students complete required study (looks at paperwork, asks questions, etc.).
- 3. Beliefs that Influence Instructor Behavior
  - Demonstrates a liking for all students. Learns something about the personal background of each.
  - Believes that all students can learn. Willingly devotes time and effort to ensure that all  $\underline{do}$  learn.
  - Stresses the competition between the individual and the learning objectives.
  - Teaches that the task is to master the learning objectives, rather than merely pass test.
  - Gets students overprepared so that the tests will seem easy.
- 4. Discipline ∵
  - Makes privilege or any course-related reward contingent upon achievement.



- Students take breaks individually when the instructor decides the student has successfully completed a portion of the material. Some examples of when a break could be allowed:
  - .. after completing a certain number of practice exercises successfully
  - .. after completing a written test
  - .. after 'completing a self-test successfully.
- 5. Explanation of test-taking procedures and test directions.

APPENDIX B

ANALYSIS OF VARIANCE (ANOVA) TABLES



TABLE B-1. ANOVA SOURCE TABLE FOR ACQUISITION PHASE

Source of Variation	, SS	» MS	df	F	p*
Between Subjects	**			a	
A (Instructor Participation)	260.3	260.3	_ 1	0.46	ns**
B (Type of Instructional Material)	50242.9	25121.5	2	44.28	<.001
C (Aptitude)	19098.1	19098.1	1	33.66	<.001
АВ	3679.4	1839.7	2	3.24	ns
AC `	586.5	586.5	1	1.03	ns
ВС	236.9	118.5	2	0.21	√ ns
ABC	2564.3	1282.2	2	2.26	ns
Between Error	95317.2	567.4	168		
<u>Within Subjects</u>	•				
J (Job Task)	89409.2	44704.6	2	182.01	.001
AJ	1233.2	616.6	2	2.51	ns
вЈ	2174.8	543.7	4	2.21	ns
CJ	819.3	409.6	2	1.67	ns
ABJ ,	681.3	170.3	4	0.69	ns
ACJ	16.3	8.2	2	0.03	ns
BCJ	3070.4	767.6	4	3.12	ns
ABCJ	733.7	183.4	4	0.74	ns
Within Error	<sup>^</sup> 82524.5	245.6	336		

<sup>\*</sup>p = probability with conservative df adjustment.
\*\*ns = not significant.



TABLE B-2. ANOVA SOURCE TABLE FOR RETENTION PHASE

. Source of Variation	SS	MŚ	df	F	p*
Between Subjects			· ·		
A (Type of Instructional Material)	19833.9	9941.9	2	16.73	<.001
B (Aptitude)	14836.8	14836.8	1	24.97	<.001
AB	2482.2	1241.1	2	2.09	ns**
Between Error	92707.3	594.3	156		
Within Subjects				~	
J (Job Task)	39431.5	19715.8	2	83.64	<.001
AJ	3660.1	915.0	4	3.88	<.01
ВЈ	128.0	64.0	2	0.27	ns
ABJ .	306.6	76.7	4	0.32	ns
Within Error	73544.8	235.7	312		

<sup>\*</sup>p = probability with conservative df adjustment.
\*\*ns = not significant.

# APPENDIX C EXCERPTS FROM LEARNING AID FORMAT MATERIAL\*

\*The examples are not reprinted in color.



#### EXCERPTS FROM LEARNING AID FORMAT MATERIAL

Selected pages from the Learning Aids are presented in this appendix so that the reader can inspect them and observe the sequence of events experienced by the users of these materials.

## SECTION I, Nomenclature: Basic Components of Lights Governed by Rules of the Road

The eight page sample from this section shows how the section is organized, what equipment subsystems make up the larger system, and an exercise for recalling this information. Then one of the subsystems is presented in greater detail, followed by an exercise for recalling that information. A sample self-quiz is presented for recalling information about two subsystems, followed by the answers for the self-quiz.

## SECTION II, Rule Learning: Rules of the Road: Lights

As in the previous section, the first page describes the organization of the section. Then a rule is given, along with the meanings of key words in the definition. Typical situations where the rule applies and confusing situations where it does not apply are described. The application of the rule is also demonstrated. Next, the student is presented with an opportunity to practice recalling this information. This is followed by a sample application exercise, and then the answers to the exercise. The next sample page contains a Practice Your Job exercise calling for the application of a number of rules from previous exercises.

## SECTION III, Classifying Situations by Lights

As before, the first page describes the organization of this section. Presented next is a pattern to be classified, cues to be used in making the classification, examples, and an exercise in recalling this information. This is followed by an exercise in making classifications, and answers to this practice task. One page of a self-test and its answer page are presented. This test covers all the classification tasks in the module. This test format is also used for intermediate exercises combining a smaller number of classification tasks.





## SECTION I

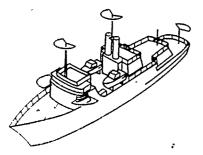
NOMENCLATURE:
BASIC COMPONENTS
OF LIGHTS GOVERNED BY
RULES OF THE ROAD



#### TYPES OF LIGHTS

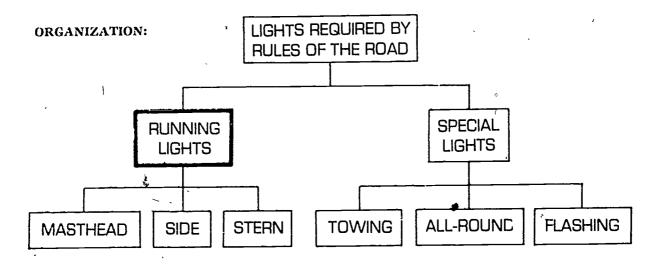
The Quartermaster must know and be able to interpret **The Rules of the Road** in order to light his own vessel and to identify the characteristics and activity of other vessels to prevent collision at sea. To understand the Rules, you need to know about the systems of lights on vessels. This booklet will help you learn them, but you will also need to read *U. S. Coast Guard Navigation Rules: International and Inland* (referred to as ¢G-169).

After completing this booklet you should be able to name the lights governed by **The Rules of the Road** and describe the characteristics of individual lights.



The vessel shown here has typical running lights. There are special lights which will be described later in this booklet that are often combined with running lights.

Running Lights—vessel 50 meters or more in length



- -First, you will be given an introduction to each set of lights.
- -Next, you will be given an exercise to test your ability to recall the characteristics of each light.
- -Then, after each major section (Running and Special Lights) you will use a self-quiz to determine whether you are ready to go on or if you require more practice.

31

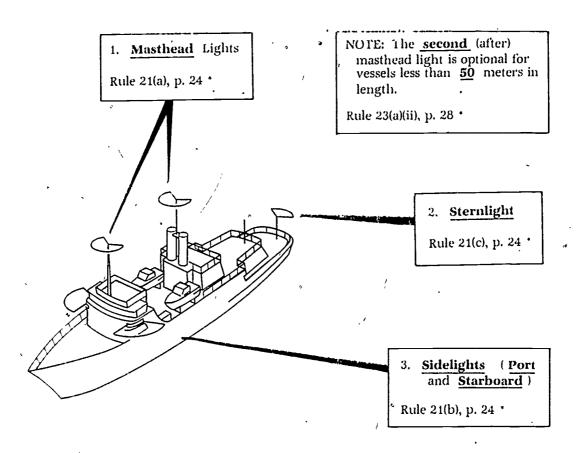
-Finally, you will take a self-test over all these lights.

TESTING: Your instructor will test you with material similar to the exercises.

\*\* Double asterisks indicate words found in the glossary at the back of the booklet.

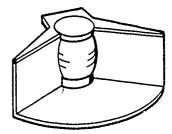


RUNNING LIGHTS are lights required on a vessel to indicate to other vessels its presence, and direction of travel, in order to prevent <u>collisions</u> during the hours of darkness or if there is reduced visibility. They are often used in <u>combination</u> with <u>special</u> lights to indicate a vessels <u>activity</u>.



4. You can't see all these lights from every position. All Running Lights have screens painted matte black to block light from certain angles.

Both Running and Special Lights, have **bottom** screens to prevent light from reflecting on the vessel.



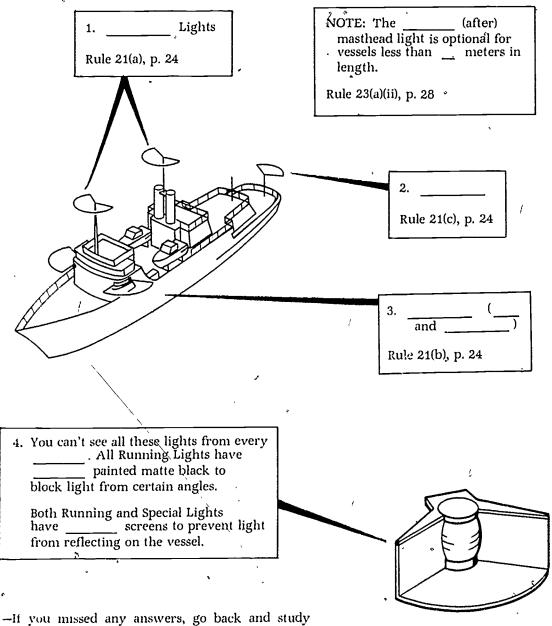
 This information is provided so you can read the appropriate rule in CG-169.



#### **EXERCISE**

#### DO NOT WRITE IN THIS BOOKLET

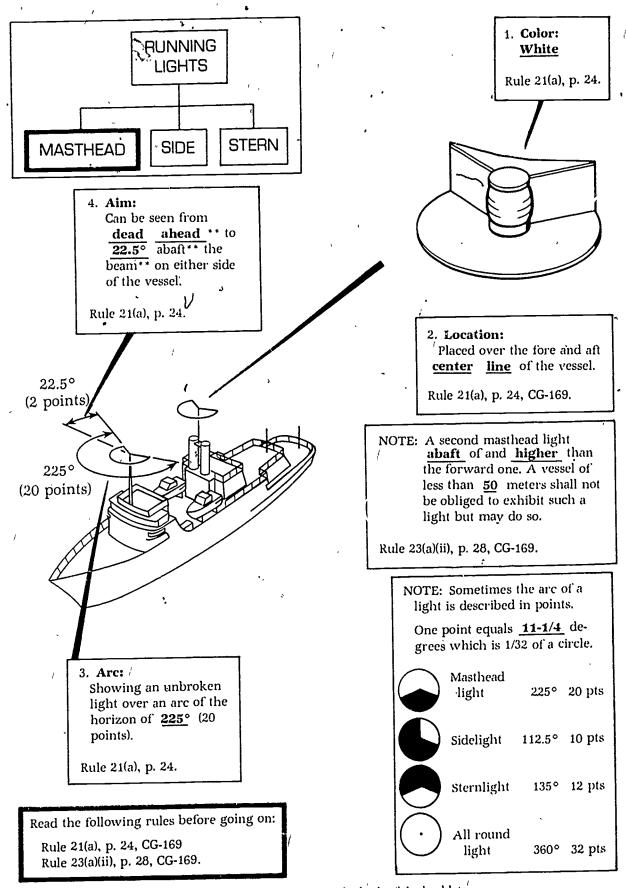
RUNNING LIGHTS are lights required on a vessel to indicate to other vessels its presence, direction of travel, and type of operations in order to prevent \_\_\_\_\_ during the hour's of darkness or reduced visibility.



- page 3. Then repeat the exercise.

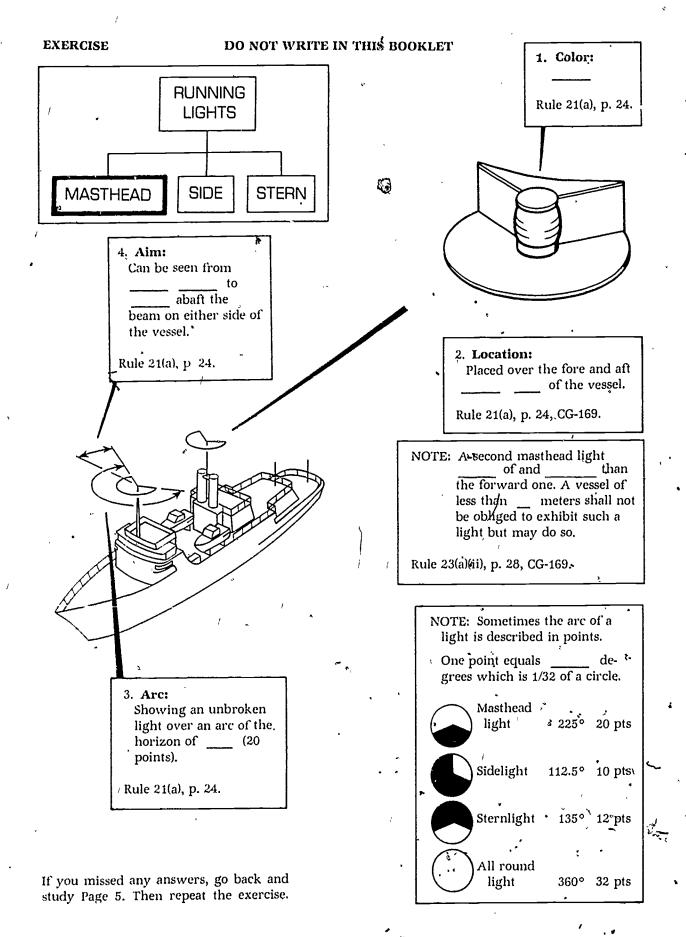
-Next you will learn the characteristics of each of the Running Lights.





<sup>\*\*</sup> Double asterisks indicate words found in the glossary at the back of the booklet.



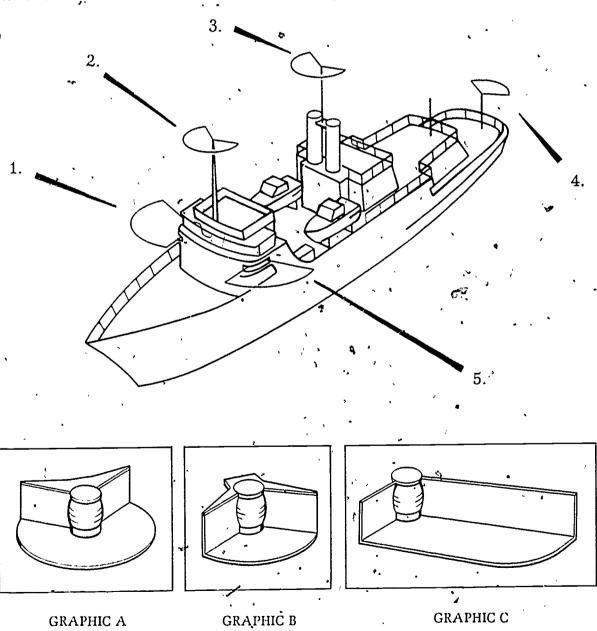


ERIC

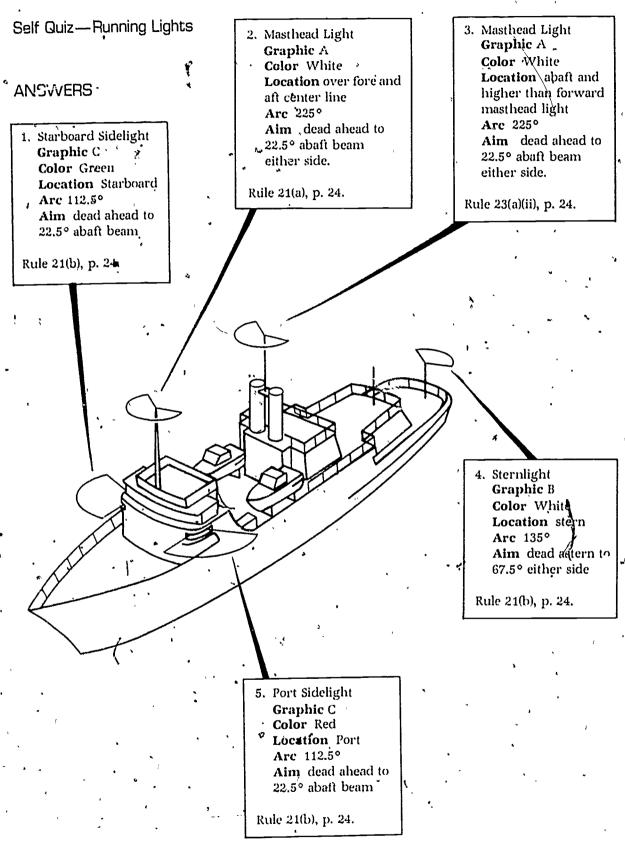
## SELF QUIZ -KUNNING LIGHTS

- for each Running Light:
  —select the **graphic** of the light
  —write the **name**
- —write the color
- -write the location
- -write the arc
- -write the aim

(USE NOTE PAPER—DO NOT WRITE IN THIS BOOKLET)







- -Repeat this exercise until you can recall the characteristics of each light correctly and easily.
- -Next you will learn the characteristics of each Special Lights.



Section II

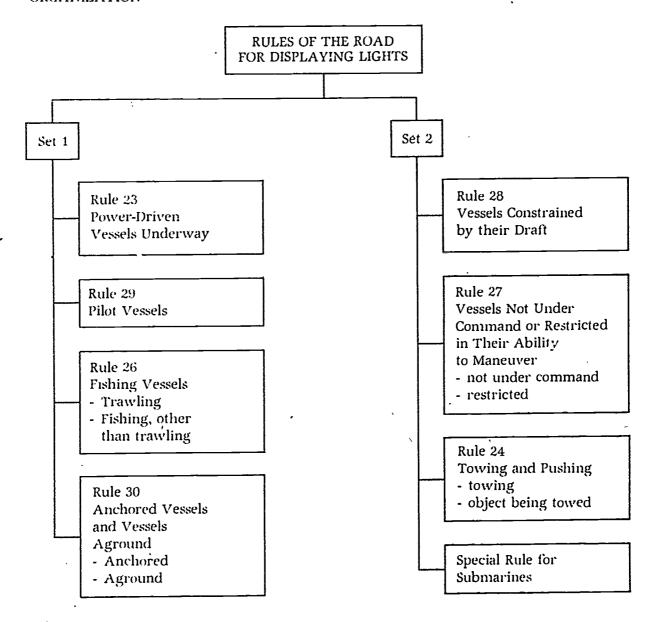
Rule Learning:
Rules of the Road: Lights

#### RULES OF THE ROAD FOR DISPLAYING LIGHTS

The Quartermaster must know the U.S. Coast Guard Navigation Rules that govern the use of lights on vessels. You will find the most commonly used rules included in this booklet. By completing the exercises in this booklet, you will learn to correctly apply these rules to the typical situations found at sea.

This booklet does not eliminate the need for you to read the rules as published in the *U. S. Coast Guard Navigation Rules (CG-169)*. Rather this booklet will make it easier for you to use CG-169 in responding to a wide range of situations requiring a knowledge and application of the rules.

#### ORGANIZATION





For each rule:

- First, key terms used in the rules will be defined.
- Next, the rule will be presented.
- Then, you will be given exercises to practice your ability to apply the rule.

Following each set of rules:

- An exercise will be presented including each of the rules in the set.

DO NOT WRITE IN THIS BOOKLET



Important t	erms:	•
Power-drive	en vessel	Any vessel propelled by <u>machinery</u> .
Underway		Vessel <u>not</u> at <u>anchor</u> , or <u>made fast</u> to the shore or <u>aground</u> .
Making wa	у	Vessel moving through the water propelled by its own power.
Not making	g way	Vessel <u>dead</u> in water-drifting-not propelled by its own power.
Abaft		Toward the stern.
Rule:	- a masther - a second higher th	-
Note:	lights are dis whether ma	nust display some type of light when underway at night. These splayed by vessels NOT engaged in a task requiring special lights king way or not making way.  are often known as "running lights".
WHERE RU	LE APPLIES	
Typical Situ	uations	Application of Rule
	y Destroyer way at 10 knots rs long	- Underway, masthead light, sidelights, sternlight - More than 50 meters: second (after) masthead light
	aft underwaye way at 14 knot s long	
Vessel: - fishing - making - dragging (trolling)	g lines	- underway - not restricted in ability to maneuver - masthead lights, sidelight, sternlight
WHERE R	ULE DOES NOT	APPLY ,
Vessel: - not unde - making	er command way	<ul> <li>restricted in ability to</li> <li>maneuver, Rule 23 is not</li> <li>the primary rule in this</li> <li>sit non</li> </ul>



Rule 23a, Ve	ssel Underway			Navigation Rules CG-169
Important te	erms:	_		<del>-</del>
Power-drive	n vesse!	Any vessel propelled b	ру	
Underway	,	Vesselat	, or	_ to the shore or
Making way		Vessel throupower.	igh the water pr	opelled by its own
Not making	way	Vessel in water own power.	r—drifting—not p	propelled by its
Abaft		Toward the	• •	
Rule:	- atl	en vessel underway sh	all exhibit:	of and
Note.	lights are dis whether ma		engagèd in a task g way,	derway at night. These c requiring special lights
WHERE RUL	E APPLIES	·.		
Typical Situa	tions	Applicat	ion of Rule	
Vessel: - U.S. Navy - making wa - 119 meters	ay at 10 knots		way, than 50 meters:	light,
making wa - 25 meters	t underway ay at 14 knots long		way,	
Vessel: - fishing - making w - dragging l (trolling)	lines	ability 	estricted in to maneuver lights,	•
WHERE RUI Vessel: - not under - making w	_	- restric	cted in ability to uver, Rule 23 is r rimary rule in th ion	



## DO NOT WRITE IN THIS BOOKLET

## PRACTICE

Read each problem

If Rule 23 applies:

- state WHY
- light the vessel

If Rule 23 does NOT apply:
- go on to the next problem

Problems

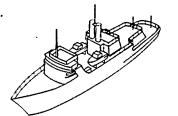
Does Rule 23 Apply? If YES, WHY?

Light the Vessel

## Vessel:

- cargo ship
- making way
- 95 meters long

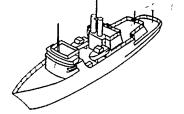




## Vessel:

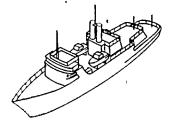
## \_tanker

- únderway
- not making way
- 65 meters long



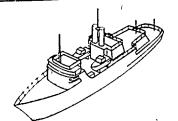
## Vessel:

- tug, not towing
- making way
- 30 meters long



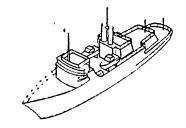
#### Vessel:

- at ancher
- 55 meters long



## Vessel:

- pilot aboard
- not making way
- 10 meters long





#### PRACTICE

Answers

Problems

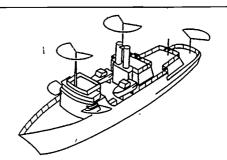
Does Rule 23 Apply?

If YES, WHY?

Light the Vessel

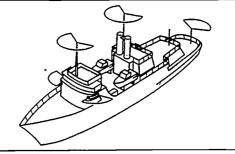
## Vessel:

- cargo ship '
- making way
- 95 meters long
- underway
- more than 50 meters



#### Vessel:

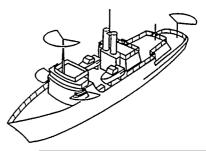
- tanker
- underway
- not making way
- 65 meters long
- underway
- more than 50 meters



## Vessel:

- tug, not towing
- making way
- 30 meters long





#### Vessel:

- at anchor
- 55 meters long

#### Vessel:

- pilot aboard
- not making way
- 10 meters long

If you missed any answers, go back and study the rules and then repeat the exercise. Change the order in which you look at the problems.



## PRACTICE YOUR JOB

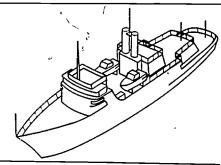
### **Problems**

Which rule applies, and WHY? . HOW to light the vessel.

1

## Vessel:

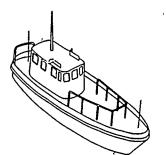
- dragging a large dredge net for shrimp
- making way
- 55 meters long



2

## Vessel:

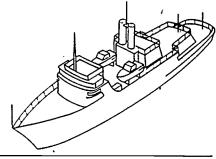
- pilot aboard
- underway to shift berth and take on fuel
- 12 meters long



3

## Vessel:

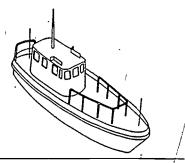
- aground
- 105 meters long



4

## Vessel:

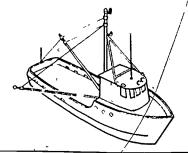
- pilot aboard—waiting to guide a ship
- anchored at rendezvous
- 10 meters long



5

#### Vessel:

- laying a gill net
- making way
- 15 meters long
- starboard gear extended 155 meters





#### PRACTICE YOUR JOB

Answers

Problems,

'Which rule applies, and WHY?

HOW to light the vessel.

1

Vessel:

- dragging a large dredge net for shrimp

- making way

- 55 meters long

Trawling

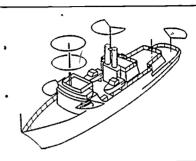
- dragging a dredge net

- making way

- more than 50 meters

(See Rule 26b)

(See Rule 23)



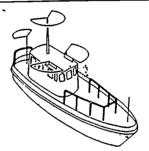
Vessel:

- pilot aboard

- underway to shift berth and take on fuel

- 12 meters long

Power-driven Vessels Underway



3

Vessel:

Anchored Vessels and Vessels Aground

- aground

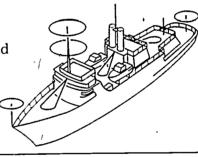
- aground

- 105 meters long

- more than 50 meters

- more than 100 meters -

(See Rule 30)



Vessel:

Pilot Vessels.

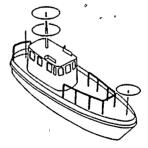
- pilot aboard—waiting to guide a ship

- vessel engaged in pilotage duties

- anchored at rendezvous - anchored

- 10 meters long

(See Rule 29)



Vessel:

- laying a gill net

- making way

- 15 meters long

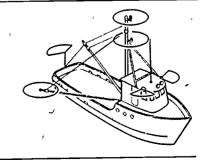
- starboard gear extended 155 meters Fishing<sup>\*</sup>

- Using fishing apparatus that restricts manueverability

- making way

- boom extended starboard

(See Rule 26c)

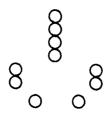




## SECTION III: CLASSIFYING SITUATIONS BY LIGHTS

## Classifying Situations by Lights

As a quartermaster, you must be able to classify quickly and accurately the activity, direction, and other general characteristics of vessels at sea by the lights they display.



At the end of this booklet you will be able to read the language of lights and describe the situation displayed above.

#### **ORGANIZATION**

In this booklet, you will learn to apply much of the material you have already learned.

First, you will be given CUES-in pictures and words-to help you classify a vessel by her lights.

Next, you will rehearse these CUES.

Then, you will test yourself on a series of exercises to insure that you can use the CUES to correctly identify vessels' activities and headings.

Lastly, there will be exercises that include different yet similar patterns of lights to give you practice in recognizing these similar patterns.

#### TESTING

Your instructor will test you with material similar to the exercises when you finish this booklet.

#### NOTE

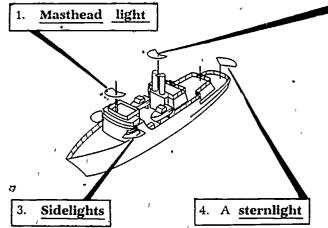
Not all light patterns are included in this test. You will find more complete information in CG-169.



## **CUES**

## VESSEL UNDERWAY

€.



2. Second masthead light abaft and higher than first (vessel less than 50 meters not obliged to display)

NOTE: You can't see all the lights from one position.

Each light is masked in a certain direction.

NOTE: These lights are often called "running lights".

If You See...

- 1. Two masthead lights and one or two sidelights...
- 2. One masthead light lower than the other and one sidelight...
- 3. One masthead light and 2 sidelights...
- 4. One masthead light over the other and two sidelights...
- 5. One white light—no other lights...

NOTE: If a vessel is <u>underway</u> and not engaged in a special activity, the light displays are the <u>same</u> whether it is <u>making way</u> or <u>not making way</u>.

Then You Know...

Vessel is <u>underway</u>, probably <u>50</u> meters or more in length.

headed in direction of <u>lower</u> light (red sidelight - headed <u>left</u>) (green sidelight - headed <u>right</u>)

headed <u>toward</u> you (less than **50** meters in length)

headed <u>toward</u> you (more than <u>50</u> meters in length)

Vessel may be headed away from you.\*

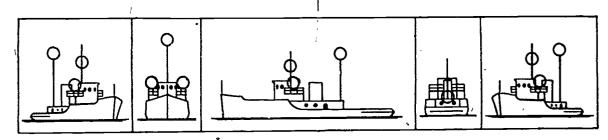
\*NOTE: Single white lights are confusing.
They may mean a variety of situations. Approach with caution.

### **EXAMPLES**

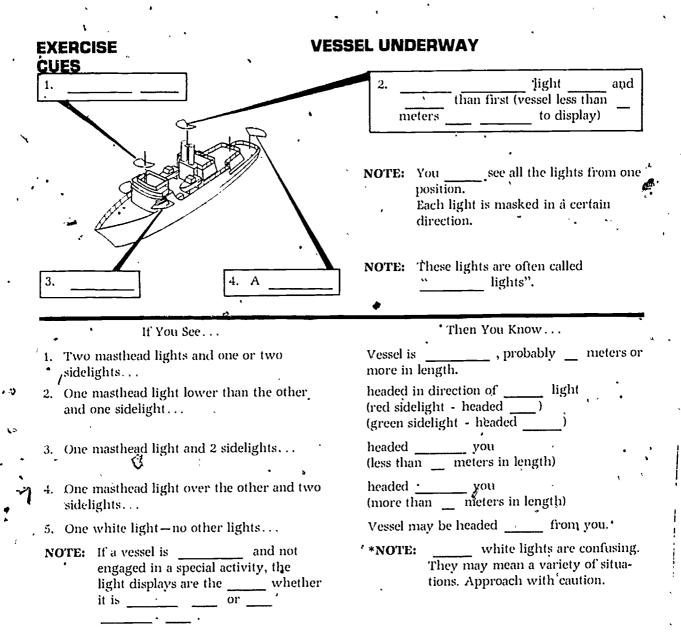
Identify the following as you view the vessel's lights from different angles in the pictures below:

- 1. Vessel's activity?
- 2. Is it underway?

- 3. Vessel's heading?
- 4. Is it 50 or more meters in length?,









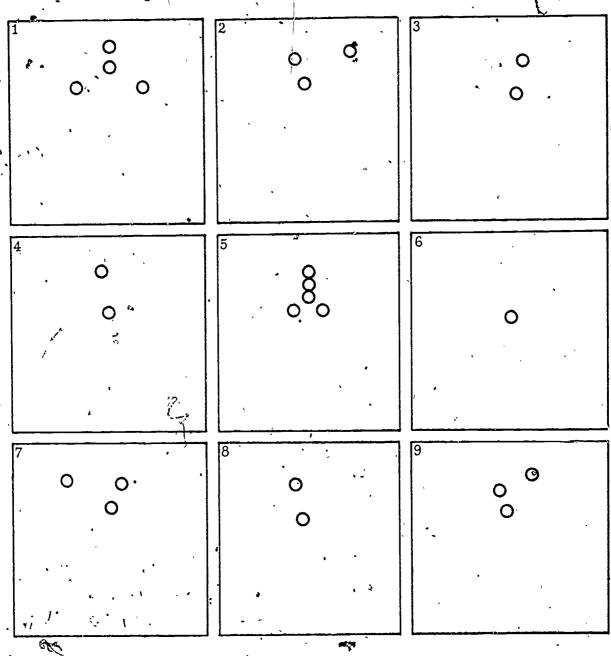
## **PRACTICE**

## VESSEL UNDERWAY

Directions: Mentally describe the following for each vessel below:

- 1. Is it an example of a light we have covered? (If it is not, skip questions 2, 3, & 4)
- 2. Is it underway?
- 3. What is its heading?
- 4. Is it 50 or more meters in length?

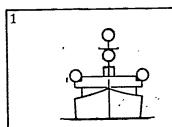
Check your description on the next page after each situation, but skip around the page to avoid seeing the answer to the next situation.



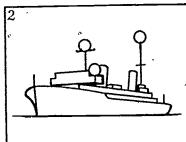


## PRACTICE ANSWERS

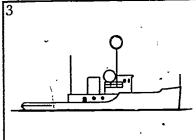
## **VESSEL UNDERWAY**



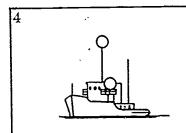
Underway Heading toward you 50 meters or more



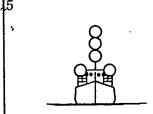
Underway Heading left 50 meters or more



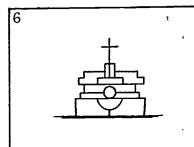
Underway Heading right Less than 50 meters



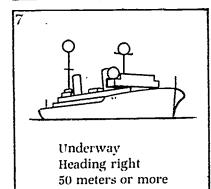
Underway Heading left Less than 50 meters

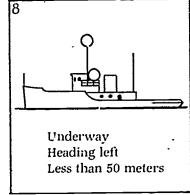


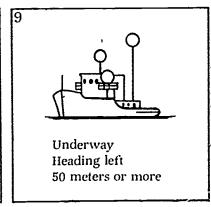
Non-example
Towing
Heading toward you
Underway
Tow more than 200 meters



Cannot determine\*\*







\*\* NOTE: Single white lights are confusing. They can be: (1) Vessel underway headed away from you; (2) Anchor light on vessel less than 50 meters; (3) Anchor light on vessel 50 meters or more (second anchor light masked by vessel's superstructure).

All correct? Go to p. 90.

Missed some?

- 1) Restudy page \_85.
- 2) Do this exercise again.

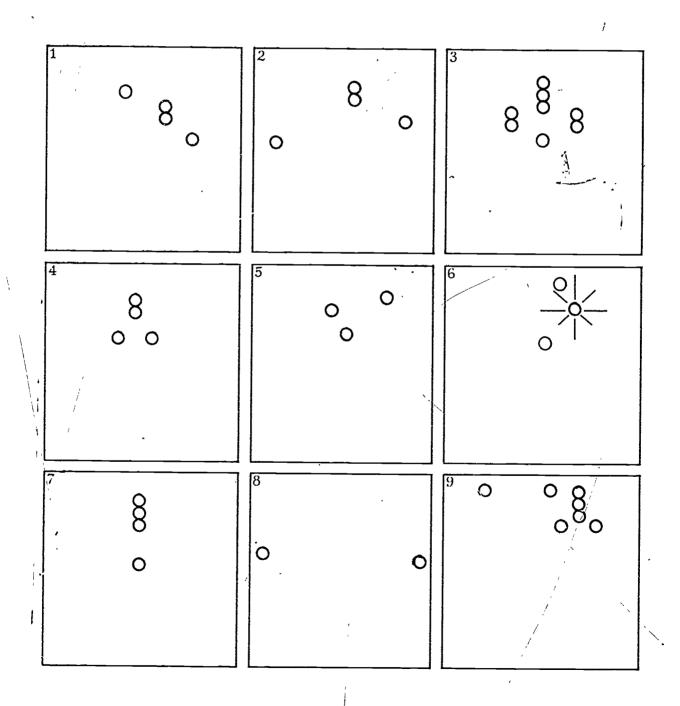


*ن* و

## **SELF TEST**

**DIRECTIONS**: Use answer sheets provided

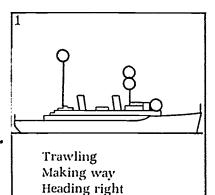
- (1) In Column #1, mark the vessel's activity.
- (2) In Column #2, mark the vessel's heading.
- (3) In Column #3, mark whether the vessel is making way or not making way.

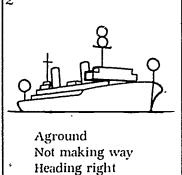




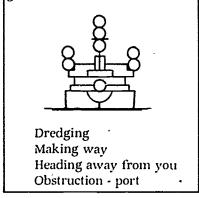
## **ANSWERS**

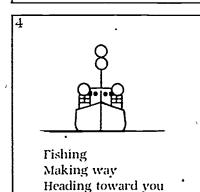
## **SELF TEST**



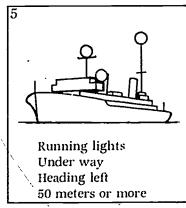


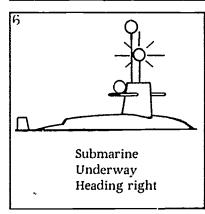
50 meters or more

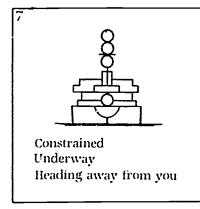


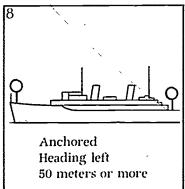


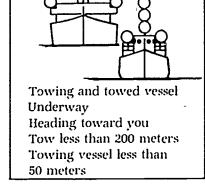
50 meters or more













## APPENDIX D

EXCERPT FROM PROGRAMMED INSTRUCTION MATERIAL

## EXCERPT FROM PROGRAMMED INSTRUCTION MATERIAL

The three learning tasks presented in the Learning Aid sections are also presented in three Programmed Instruction (PI) sections. Pages from the first section are presented in this appendix. The first four pages represent the PI format used throughout all three sections. The review pages and the self-test are representative of those found at the end of each of the three sections.





## SECTION I:

BASIC COMPONENTS OF LIGHTING SYSTEMS

Programmed Instruction



a.i.mba.u. a	ere are International and Inland Rules of the Road. Whi of differences in these two sets of regulations, the mat section is the same in both. You will be studying Inte	certal covered
timac r	I Rules of the Road require vessels to display lights do places and situations. What lights must be shown during hat circumstances are determined by the rules under which es.	y what times and
defined	en, where, and during what situations lights are to be in Navigation Rules under the section titled "Lights a ction includes Rules 20 through 31 on pages 24 through shed times under International Rules all vessels must d	ng snapes. 40. During
lights	;	
4. Li follows	ghts displayed by vessels fall into two categories and :	are listed as
1.	Running lights	
2.	Special lights	
shown w	e first group of lights is known as running lights and while a vessel is underway. They are the masthead light e stern light. They will be covered in this order:	these lights are s, the side lights,
a.	Masthead lights	1
b.	Side lights	\$
c.	Stern light	• • • • • • • • • • • • • • • • • • •
6. Ru and the	unning lights consist of the lights, the	lights,
masthea side stern	ad ,	

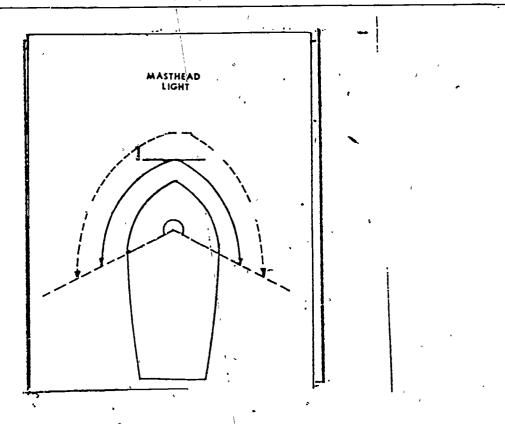


- 7. Read International Rules 20 to 22, pages 24-28.
- 8. The Rules concerning lights will be complied with from \_\_\_\_\_\_ to

sunset

Sunrise

9.

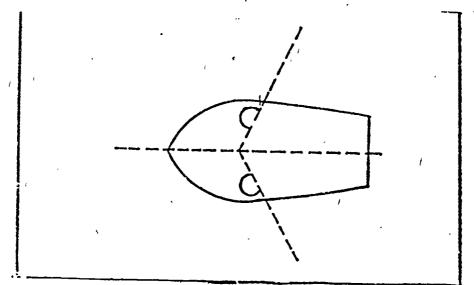


In the diagram above label the blank with the proper answer from International Rule 21 (a) on page 24.

225,0

10. Sidelights are carried by all power-driven and stern vessels and are described by Rule 21 (b), page 24. Read Rule 21 (b).





In the diagram above showing port and starboard side lights label the following:

- a. Color of port light
- b. Color of starboard light
- c. Degrees of arc, port light
- a. Red

11.

- b. Green
- c. 112.50
- 12. By the International Rules, the technical details of lights are recorded in Annex I. Turn to page 56 and read Annex I, paragraph 5. Then turn to page 60 and read Annex I, paragraph 9. Complete the following statements:

Sidelights:

- a. Shall be fitted with \_\_\_\_\_
- b. So as to prevent these lights from being seen more than degrees outside the prescribed sector.

inboard screens



13. The requirements for a second white masthead light national Rule 23 on page 28. Read this rule and answer	are found in Inter- the following questions:
a. Vessels of less than meters shall, not carry this light.	t be required to
- b: Can they if they want to? Yes/No	• 1 ·
c. The second masthead light shall be the first one.	than and
50 Yes higher, abaft	·
14. Now read Rules 21 and 22, and answer the following questions:	-1 -6t
a. Masthead lights shall be placed over the fore a	nd art•
	•
b. These lights are degree lights.	
c. They are visible at a distance of at least _ vessel's length is greater than 50 meters.	miles if the'
a. center line	
b. 225 6	<b>,</b>
Correctly label the colors of the lights sh	nown above.
A. Red to 61	
B. Green C. White D. White	•



## REVIEW

What is the basic understanding you have gained about lights? Let's go over what we have covered so far. There are two basic groups of lights that are displayed by vessels. They are running lights and special lights. Lights when required to be displayed by a vessel are displayed from sunset to sunrise, and in restricted visibility.

Running lights of some type are required of all vessels. In most cases, they consist of a masthead light, sidelights, sternlights, and in most cases a range or second masthead light. The masthead light is a white 2250 light visible for 112.50 on each side of the vessel for 6 miles if the vessel is 50 meters or more in length. The starboard sidelight is a green light and the port sidelight is a red light. Both sidelights are 112.50 lights and shall be visible from right ahead to 22.50 abaft the beam on each side. The sidelights shall be screened in such a manner so as to prevent these lights from being seen across the bow. Seagoing vessels of 50 meters or greater are required to display a range or second masthead light. Smaller vessels may display a range light if they so desire. This range is a white 2250 light similar in construction to the masthead light. A sternlight is required of all vessels and shall be a white 1350 light visible at a distance of at least 2 miles.

Special lights are provided for in Rules of the Road. They apply to vessels restricted in their ability to maneuver. When these patterns of lights are shown, other vessels must give wide berth or stay entirely clear. Special lights are shown in such conditions as a vessel aground, a vessel not under command, vessels restricted in ability to maneuver, submarines on the surface, and towing vessels.

Three individual special lights were described. They are towing lights, all-round lights, and flashing lights. Towing lights are yellow lights, placed above the sternlight and having the same characteristics as sternlights. All-round lights can be white, red, green, or yellow and have arcs of 360 degrees. Flashing lights are a special case of all-round lights. Submarines and airboats display a special yellow flashing light. There are white all-round lights that may be used in conjunction with whistles that signal a vessel's intention to maneuver.

The visibility ranges of various lights are found in Rule 22.

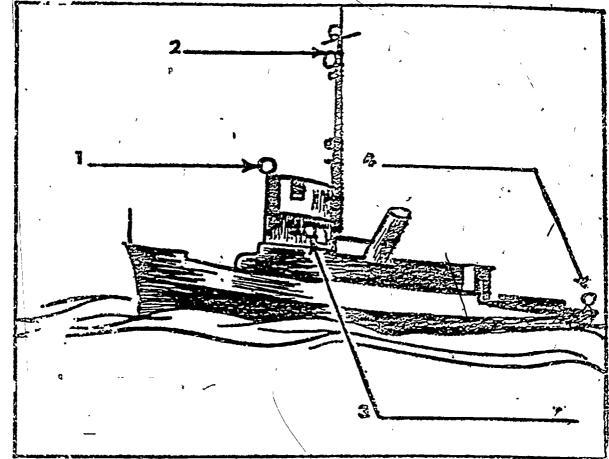
Review the material in this program and when you are ready, go to the self-test on the next page.

DO NOT WRITE IN THIS BOOKLET

SELF-TEST

 $\underline{\text{O(RECTIONS:}}$  Use scratch paper for answer.

1.



Fill in the blanks provided in the illustration above with the following, information:

- Name of light. a.
- Color of light.
- Degrees of light.
- What color is the special submarine identification light? 2.
  - white a.
  - b. green
  - amber (yellow)

63

red

Running lights and special lights sha	ll be displayed from	to
A towing light should be	_ in color, and located o	directly above
the light.		,
Vessels 50 meters or more in length a lights?	re required to carry how	many masthead
a. 1	1	8
b. 2		•
.c. 3		
đ. 4 ,		
Visibility of sternlights should be:		•
a miles for vessels less th	an 12 meters.	
bmiles for vessels 12 - 49	meters.	
c miles for vessels 50 meter	es or more	

TURN THE PAGE FOR ANSWERS.

## SELF-TEST ANSWERS

- 1. Masthead light, white, 2250
- 2. Second masthead light, white, 225°
- 3. Sidelight, red, N2.50
- 4. Sternlight, white, 1350
- 2. c. amber (yellow)
- 3. sunset, șunrise
- 4. yellow, stern
- 5. b. 2·
- 6.
- a. 2
- b. 2
- c. 3



# APPENDIX E EXCERPT FROM TRADITIONAL TEXT MATERIAL

## EXCERPT FROM TRADITIONAL TEXT MATERIAL

The traditional text consists of one module. The objectives of the module are shown on the first page. The next four pages represent the format used throughout. The review page and the self-test are found at the end of the module.

## **MODULE 9 TOPIC 2-1**

# QUARTERMASTER A1 COURSE RULES OF THE ROAD LIGHTS

PROGRAMMED TEXT



## **OBJECTIVES**

Upon completion of this programmed instruction, you will be able to:

- 1. IDENTIFY the running lights of ocean going vessels in the Inland Rules and vessels in the International Rules.
- 2. DESCRIBE what anchor lights are required by the Rules of the Road.
- 3. DESCRIBE when anchor, running and special lights shall be displayed.
- 4. STATE what rules govern special lights for fishing vessels.
- 5. STATE what rules govern special lights for vessels towing or being towed.



l.	All Rules of the Road require vessels to display lights during
	established times, places and situations. What lights must be
	shown during what times and under what circumstances are de-
,	termined by the rules under which a vessel navigates.

2.	When, where and during what situations lights are to be dis-
	played is defined in Navigation Rules under the section titled
	"Lights and Shapes." This section includes Rules 20 through 31'
	on pages 24 through 40. Lights required by Inland Rules are
	found in Articles 1 through 14 on pages 109-4115. During estab-
	lished times under International and Inland Rules all vessels

must	display		 	

## lights

- 3. Lights displayed by vessels fall into three categories and are listed as follows:
  - 1. Running lights.
  - 2. Anchor lights.
  - 3. Special lights.



- 4. The proper times for a vessel to display its lights are defined in International Rule 20 on page 24 and Inland Rules, Article 1, on page 109. Pilot Rules are on page 129 section 80.14. Read International Rule 20, Inland Article 1 and section 80.14 of Pilot Rules in CG 169 and answer the following questions.
  - a. During what times must lights be displayed?
    - (1) Sunrise to sunset
    - (2) 1800 to 0600 each day
    - (3) Sunset to sunrise
    - (4) At night
  - b. What rule(s) state(s) that lights shall be complied with in all weathers?
    - (1) International Rules
    - (2) Inland Rules
    - (3) Pilot Rules
    - (4) All of the above
  - c. What rule(s) state(s) that lights may be exhibited from sunrise to sunset in restricted visibility?
    - (1) International Rules
    - (2) Inland Rules
    - (3) Pilot Rules
    - (4) All of the above
- a.(3)
- b. (4)
- c. (1)



5.	The first group of lights is known as lights are shown while a vessel is und head lights, the side lights, and the covered in this order:	erway. They are the mast-
	a. Masthead lights	,
	b. Sidé lights	
•	c. Stern light	!
6.	Running lights consist of the	lights, the
,	lights, and the light.	
mast side ster		
7.	Read International Rules 21 and 22, pa 2 on page 110. Also read the definiti	ges 2428 and Inland Article on of visible on page 109.
8.	The word visible, by Inland Rules, mea	ns "visible on a
	with a	atmosphere."
dar)	k night ar	

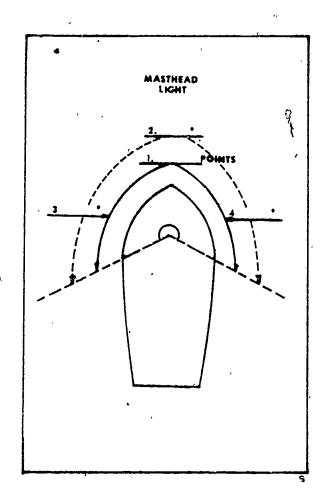


The Rules concerning lights shall be complied with from ٠9.

to			
	_	 	_

sunset sunrise

10.



In the diagram above label the four blanks with the proper answers from International Rule 21 (a) and (b) on page 24.



<sup>1. 20</sup> 2. 225°

<sup>3. 112.5°</sup> 

<sup>4: 112 1/2°</sup> 

# Technical Report 138 REVIEW

In this program we have just scratched the surface of the Rules of the Road with respect to lights. You, the student, must continue to study on your own in order to have a complete understanding of lights in inland waters and on the high seas. You have the basics for a thorough understanding of this subject. Study CG-169 in your spare time until you know the rules for lights.

What is this basic understanding you have gained about lights? Let's go over what we have covered so far. There are three basic groups of lights that are displayed by vessels. They are running lights, anchor lights and special lights. Lights when required to be displayed by a vessel are displayed from sunset to sunrise. This is in all the Rules of the Road: Inland Rules, Pilot Rules and International Rules.

Running lights of some type are required of all vessels. cases they consist of a masthead light, side lights, stern light, and in most cases a range or second masthead light. The masthead light is a white 20-point light (225°) visible for 10 points on each side of the vessel for a distance of 5 miles. The starboard side light is a green light and the port side light is a red light. lights are 10-point (112.5°) lights and shall be visible from 2 points (22 1/2°) abaft the beam on each side. The side lights shall be screened in such a manner so as to prevent these lights from being seen across the bows. Seagoing vessels of 150 feet/50 meters or greater are required to display a range or second masthead light. Smaller vessels may display a range light if they so desire. range light is a white 20-point light similar in construction to the masthead light. In Inland Rules a nonseagoing vessel shall display a 32-point range light. A stern light is required of all vessels and shall be a white 12-point (135°) light visible at a distance of at least 2 miles.

Anchor lights are required of vessels when they are not underway. Anchor lights are always 32-point (360°) lights and shall be visible at a distance of 2 miles. Vessels 150 feet/50 meters or greater carry two anchor lights: one forward, one aft. The forward anchor light shall always be higher than the after so you can tell where the vessel's bow is.

Special lights are provided for in the Rules of the Road but Inland and International Rules differ in many of their applications. The special light, for submarines is an intermittent flashing all around amber light. Special lights for fishing vessels are governed by International Rule 26 and Imland Article 9. What kind of fishing and in what waters the fishing is done determines what special lights will be displayed. Vessels being towed or engaged in towing or pushing another vessel are governed by International Rule 24 and Inland Articles 3 and 5. To help you study these special lights later an outstanding reference book is Farwell's Rules of the Road and is carried by most naval ships.

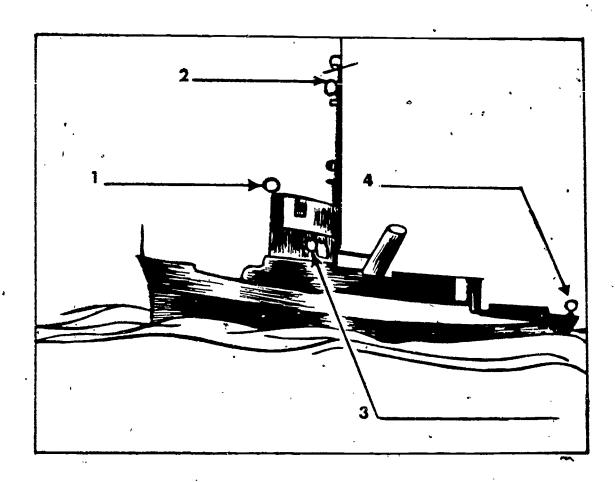
Review the material contained in this program and when you are ready, go to the self-test for Rules of the Road--Lights on the next page.



**,** 74

SELF-TEST

1.



Fill in the blanks provided in the illustration above with the following information:

- a.
- Name of light. Color of light. Degrees or points of light.

2. Vessels less than 150 feet/50 meters in length are required to carry how many anchor lights?

- c.
- d.

<b>3</b> •,	Vessels 150 feet/50 meters or greater in length carry how many anchor lights?
-	a. 1 b. 2 c. 3 d. 4
4. •	An anchor light is how many points/degrees?
_1	a. 10/112-1/2° b. 12/135° c. 20/225° d. 32/360°
5.	Running lights, anchor lights, and special lights shall be
	displayed from to
6.	What International Rule governs special lights for fishing vessels?
ı	a. 26 b. 4 c. 9 d. 30
7.	What Inland Articles govern special lights for vessels towing or being towed?
	a. 3 and 5 b. 2 and 7 c. 5 and 7 d. 2 and 3

- 8. What color is the special submarine identification light?
  - a. White
  - b. Green
  - c. Amber
  - d. Red
- 9. Vessels engaged in special operations under International Rule, 27 display 3 lights in a vertical line. Their colors from top to bottom are
  - a. red, red, white.
  - b. white, red, white.
  - c. red, white, red.
  - d. white, red, red.

Upon completion of self-test obtain answer key from learning supervisor, make correction to your self-test, notify learning supervisor of errors, and at his direction continue on to the next assignment.



DISTRIBUTION LIST

## OASN (M&RA) CNO (OP-115, OP-987H, OP-987, OP-11, OP-12) ONR (442 (3 copies), 270) CNM (MAT-072) CNET (01, 02, N-5) CNAVRES (02) COMNAVŠEASYSCOM (O5L13, O5L132) COMNAVAIRSYSCOM (03, 340F, 413E) CNTECHTRA (016 (5 copies), N-6) CNATRA (Library (2 copies)) COMTRALANT (00) COMTRALANT (2 copies) COMTRALANT (Educational Advisor) COMTRAPAC (2 copies) CO NAVPERSRANDCEN (Library (4 copies)) NAVPERSRANDCEN Liaison (021) Superintendent NAVPGSCOL (2124, 32) Superintendent Naval Academy Annapolis (Chairman, Behavioral Science Dept.) CO NAVEDTRAPRODEVCEN (Technical Library (2 copies), PDM) CO NAVEDTRASUPPCENLANT (N-3 (2 copies)) CO NAVEDTRASUPPCENPAC (5 copies) CO NAVAEROMEDRSCHLAB (Chief Aviation Psych. Div.) CO FLECOMBATRACENPAC CO FLECOMBATRACENLANT CO NAMTRAGRU CO NAVTECHTRACEN Corry Station (101B, 3330, Cryptologic Training Department) CO NAVTRAEQUIPCEN (TIC, N-001, N-002, N-09) Center for Naval Analyses (2 copies) OIC NODAC (2) CO TRITRAFAC (2 copies) CO NAVSUBTRACENPAC (2 copies) CO FLEASWTRACENPAC CO FLEASWTRACENLANT CO NAVSUBSCOL NLON (Code 0110) CO NAVTECHTRACEN Treasure Island (Technical Library) TAEG Liaison, CNET 022 (2 copies) DIR NAVEDTRAPRODEVCENDET Memphis CO NAVAVSCOLSCOM (Code 40C) CO NAVTECHTRACEN Meridian COMFLETRAGRU Pearl Harbor DIR NAVEDTRAPRODEVCENDET Meridian CNET Liaison Officer, Williams Air Force Base D'R NAVEDTRAPRODEVCENDET GLAKES CISO, SERVSCOLCOM GLAKES

(Page 1 of 3)

CISO, NTTC Meridian

Q

## DISTRIBUTION LIST (continued)

## Navy (continued)

- CO NAVAEROSPMEDINST (Code 13, Code 11)
- CO FLETRACEN, Mayport
- CO FLETRACEN, San Diego
- CO FLETRACEN, Norfolk
- CO FLEMINEWARTRACEN
- CO SUBTRAFAC
- CO FLEBALMISUBTRĂCEN (Q11)
- CO SERVSCOLCOM SDIEGO
- CO NAVJUSTSCOL
- OIC NAVTECHTRACENDET
- CO COMBATSYSTECHSCOLSCOM (2 copies)
- CO SERVSCOLCOM Orlando
- CO NAVGMSCOL
- OIC SWOSCOLCOMDET Coronado
- CO NAVSUBTRACENPAC
- CO NAVSCOLCECOFF
- CO NAVDIVESALVTRACEN
- CO HUMRESMANSCOL (3 copies)
- CO NAVCONSTRACEN Port Hueneme
- CO MATSG, NAS Meridian
- CO NAVSCSCOL
- CO NAVCONSTRACEN Gulfport
- CO SWOSCOLCOM
- CO NATTC Lakehurst
- CO NATTC Memphis (6 copies)

#### Air Force

Headquarters, Air Training Command (XPTD, XPT1A) Randolph Air Force Base Air Force Human Resources Laboratory, Brooks Air Force Base (2 copies) Air Force Human Resources Laboratory (Library), Lowry Air Force Base Air Force Office of Scientific Research/NL Headquarters Tactical Air Command (DOOS), Langley Air Force Base AFMTC/XR, Lackland Air Force Base Headquarters 34 TATG/IDM, Little Rock Air Force Base Headquarters MAC/DOT, Scott Air Force Base 4235 Strategic Training Squadron, Carswell Air Force Base

## Army

Commandant, TRADOC (Technical Library)
ARI (Technical Director, PERI-RH, PERI-SM, PERI-IC, Library (2 copies))
ARI Field Unit - Fort Leavenworth
ARI (Reference Service)
ARI Field Unit - Fort Knox (PERI-IK)
COM USA Armament Materiel Readiness Command (DRSAR-MAS)
COMDT, USAIPRM (ATSG-DT-R)

(Page 2 of 3)



## DISTRIBUTION LIST (continued)

## Coast Guard

Commandant, Coast Guard Headquarters (G-P-1/2/42, GRT/54)

## Marine Corps

CMC (OT)
CGMCDEC
Director, Marine Corps Institute
CO MARCORCOMMELECSCOL

## Other

Military Assistant for Human Resources, OUSDR&E, Pentagon Institute for Defense Analyses COM National Cryptologic School (Code E-2) Old Dominion University

## Information Exchanges

DTIC (12 copies)
DLSIE
Executive Editor, Psychological Abstracts, American Psychological Association
ERIC Processing and Reference Facility, Bethesda, MD (2 copies)

(Page 3 of 3)

