

# **Integrating Electronic Performance Support Systems (EPSS) into Hypermedia-based Training**

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This poster session will demonstrate an interactive videodisc training program which integrates performance support tools with case study instructional materials to prepare teachers to work with children with significant behavioral problems in classrooms [Semrau & Fitzgerald 1993-1997]. Software will be displayed which allows users to access procedural information and utilize template tools to create instructional and management materials which can be implemented in classrooms with children.

The hypermedia program allows users to gather student information, observe children in classroom situations, gain background knowledge from teachers and therapists, utilize information resources related to instructional and management procedures, and listen to a variety of expert commentary on each of the case study children. Computer-based activities include identifying needs, assessing the situation, designing instruction and management plans, and prepare instructional materials using performance support tools. The program provides open-architecture templates which can be individualized for use in job situations.

## **Theoretical Base**

The nature of training workers to perform and/or understand the tasks they are given is changing dramatically. Given the vast amount of information available to workers, it is increasingly important to provide people with an efficient and effective way of receiving new information. With Performance Support Systems it is possible to allow workers constant access to crucial information and guidance while they are performing tasks. This information may be accessed in different ways, depending on the needs of the worker, creating a cycle of continuous improvement and training. This ability to constantly access needed information is as crucial for educators as it is for workers in the business community.

[Semrau & Fitzgerald, 1993-1997]. Semrau, L. P., & Fitzgerald, G. E. (1993-97). An Interactive Videodisc Program to Enhance Teacher Problem Solving Skills for Behavior Disorders. Grant #H029K30210. Office of Special Education Programs, United States Department of Education.