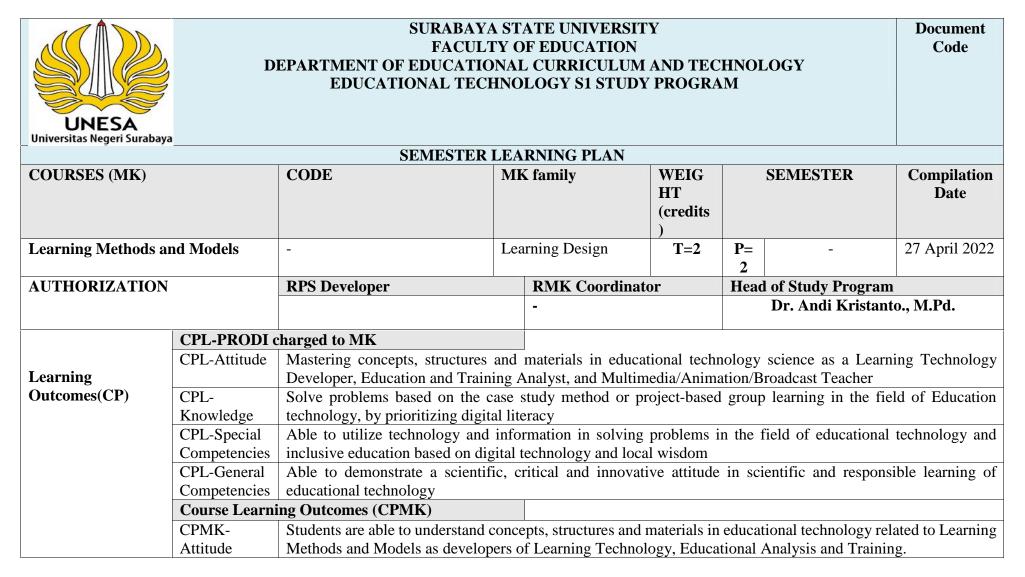
1. SEMESTER LEARNING PLAN



CPMK-	Students are able to analyze a problem based on the case study method or team based project related to Learning
Knowledge.	Methods and Models in the field of educational technology, by prioritizing digital literacy.
СРМК-	Students are able to apply technology and information in solving problems in the field of educational technology
Special	related to learning methods and models in the field of digital-based inclusive education and education and local
Competencies	wisdom.
СРМК-	Students have a sense of responsibility and a scientific, critical and innovative attitude in studying Learning
General	Methods and Models as a professional developer of Educational Technology and Educational/Training
Competencies	Analysts.
The final abil CPMK)	lity of each learning stage (Sub-
Sub-CPMK1	Able to study the concept of learning strategies
Sub-CPMK2	Able to detail innovative learning concepts
Sub-CPMK3	Able to examine the concept of behaviorism and constructivism approaches
Sub-CPMK4	Able to understand concepts and types of learning methods
Sub-CPMK5	Able to understand concepts and types of learning strategies
Sub-CPMK6	Able to design learning by applying a scientific approach
Sub-CPMK7	Able to examine the concept of direct learning model (MPL)
Sub-CPMK8	Midterm exam
Sub-CPMK9	Able to understand the concept of cooperative learning model (MPK) type student teams achievement division (STAD) and Jigsaw
Sub-	Able to understand the concept of Think Pair Share (TPS)/Numbered Head Together (NHT)/Team Games
CPMK10	Tournament (TGT) learning models.
Sub- CPMK11	Understand the concept of problem-based learning model (MPBM).
Sub- CPMK12	Understand the concept of project-based learning model (MPBPr).
Sub- CPMK13	Able to understand the concept of electronic learning (e-learning).
Sub- CPMK14	Able to design learning by applying the model of strategic methods and approaches in learning the field of TP.
Sub- CPMK15	Able to design learning by applying the model of strategic methods and approaches in learning the field of TP.

	Sub- CPMK16 Final e	exams															
	Correlation between CPMK	n CP	L/CPN	/IK a	nd S	ub-											
		Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub	Sub
		СР МК	СР МК	СР МК	СР МК	СР МК	СР МК	СР МК	СР МК	СР МК	CP MK	CP MK	СР МК	СР МК	СР МК	CP MK	CP MK
	CPMK-Attitude	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	CPMK-Knowledge		\checkmark	\checkmark	V												
	CPMK-Special Competencies															\checkmark	
	CPMK-General Competencies						\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark				\checkmark
DescriptionShort MK	This course discusses carried out by means o		0					. .			<u> </u>			01	cesses.	Lectur	es are
Study Materials: Learning Materials	Meeting 1: 1. Definition of La 2. Characteristics Meeting 2: 1. Definition of In 2. Kinds of Innova Meeting 3: 1. Understanding 2. Difference betw	and ex movati ative L Behav	amples ve Lea earnin iorism	s of Le rning g and Co	arning onstruc	Strate	gies Appro	paches		egy me	ethod n	nodel)					
	Meeting 4: 1. Definition of La 2. Types of Learn			od													

Meeting 5:

2. Definition of Learning Strategy

3. Types of Learning Strategies

Meeting 6:

1. Learning Concepts with Scientific Approach

2. Scientific Learning Steps

Meeting 7:

1. The Concept of Direct Learning Model (MPL)

2. Advantages and Disadvantages of Direct Learning Model (MPL)

Meeting 8:UTS (Doing written questions related to sub-cpmk 1 – 7)

Meeting 9:

1. Concept of Cooperative Learning Model (MPK) Type of Student Teams Achievement Division (STAD) and Jigsaw

2. MPK Advantages and Disadvantages

3. Types and Examples of MPK

Meeting 10:

1. Think Pair Share (TPS)/Numbered Head Together (NHT)/Team Games Tournament (TGT) Learning Model Concepts

2. Advantages and Disadvantages of TPS/NHT/TGT

3. Implementation of TPS/NHT/TGT

Meeting 11:

1. Definition of Problem-Based Learning Model (MPBM)

2. Advantages and Disadvantages of MPBM

Meeting 12:

1. Definition of Project-Based Learning Model (MPBPr)

2. Advantages and Disadvantages of MPBPr

3. MPBPr . Implementation

Meeting 13:

1. Understanding Electronic Learning (E-learning)

2. Types and Examples of E-learning

3. Advantages and Disadvantages of E-learning

Meeting 14:

1. Design Steps/Learning Scenarios

Meeting 15:

		Meeting 16:	Steps/Learning Scenarios	3				
Refere	ences			•			ducation Technology FIP Unesa Iethods. Bogor: Ghalia Indonesia	
		Library 2. Rusman 3. Slamet. 4. Sumiati	n. 2013. Learning Models 2013. Learning and Influ i and Asra. 2009. Learnin	Develop Tea lencing Facto g Methods. B	cher Profession rs. Jakarta: PT F andung: CV Wa	alism. Jakarta: Rineka Cipta acana Prima	digmatic Issues. Yogyakarta: Stu Rajawali Press a: Publisher Library Achievement	
	orting lecturer							
Subjee	learnii	- bility of each ng stage CPMK)	Evaluation	Criteria	Learning Learning Student As [Estimat Offline	methods, ssignment,	Learning materials [References]	Ratin g Weig ht
	(500-(Indicator	& Form	Learning	Learning (online)		(%)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1.	Able to study t learning strate		1. Explaining the concept of learning strategy	A= Very good B= Fine	Lectures, Discussion s,	Lectures, Discussio ns,	 Mustaji, et al. 2020. Handout of Learning Methods and Models. 	2%
			2. Explain the definition of the strategy method	C= Pretty good D=Not	Questions and Answers	Questions and Answers	Surabaya: Education Technology FIP Unesa 2. Hamdayama, Jumanta.	

		3.	model and approach Explain the difference between strategy and approach method models.	& written descriptio n			 Character Learning Models and Methods. Bogor: Ghalia Indonesia Huda, Miftahul. 2014. Teaching and Learning Models: Methodical And Paradigmatic Issues. Yogyakarta: Student Library 	
2.	Able to detail innovative learning concepts	2.	Explain the meaning of innovative learning Describe the characteristics of innovative learning. Identify the implementation of innovative learning	A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	Lectures, Discussion s, Questions and Answers 3 x 50	Lectures, Discussio ns, Questions and Answers 3 x 45	 Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia Rusman. 2013. Learning Models Develop Teacher Professionalism. Jakarta: Rajawali Press 	Ś
3.	Able to examine the concepts of behaviorism and constructivism approaches.	2.	Explain the concept of behaviorism approach Explain the concept of constructivism approach Identify the characteristics of	A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	 Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia 	Ś

		 behaviorism and constructivist approaches 4. Identify the differences between behaviorism and constructivist approaches 5. Explain the implementation of behaviorism and constructivism approaches 				 Slamet. 2013. Learning and Influencing Factors. Jakarta: PT Rineka Cipta Sumiati and Asra. 2009. Learning Methods. Bandung: CV Wacana Prima 	
4.	Able to understand concepts and types of learning methods	 Clarify the meaning of learning methods Identify the types of learning methods. Identify the types of learning methods 	A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	 Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia Sumiati and Asra. 2009. Learning Methods. Bandung: CV Wacana Prima 	2%
5.	Able to understand the concepts and types of learning strategies (learning strategies)	1. Describes repeat strategies with examples of implementation.	A= Very good B= Fine C= Pretty good	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	 Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa 	2%

		 2. 3. 4. 	Distinguish between underlining strategies and margin-note strategies with examples of implementation. Mention and explain the organization's PQ4R analogy elaboration strategies. Outlining mapping mnemonics and examples of implementation. Describes metacognitive strategies and examples of application.	D=Not good & written descriptio n			3.	Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia Huda, Miftahul. 2014. Teaching and Learning Models: Methodical And Paradigmatic Issues. Yogyakarta: Student Library Rusman. 2013. Learning Models Develop Teacher Professionalism. Jakarta: Rajawali Press Slamet. 2013. Learning and Influencing Factors. Jakarta: PT Rineka Cipta	
6.	Able to design learning by applying a scientific approach	1.	Explaining the concept of learning with a scientific approach Arrange learning steps with a scientific approach	A= Very good B= Fine C= Pretty good D=Not good	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	1.	Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models	2%

7.	Able to understand the concept of direct learning model (MPL)	 Identify the meaning of direct learning model (MPL). Examine the theoretical basis of MPL. Studying MPL learning syntax Identify the advantages and disadvantages of MPL Presenting examples of MPL implementation. 	& written descriptio n A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	 and Methods. Bogor: Ghalia Indonesia 3. Slamet. 2013. Learning and Influencing Factors. Jakarta: PT Rineka Cipta 1. Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa 2. Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia 3. Trianto. 2011. Constructivistic Oriented Innovative Learning Models. Jakarta: Publisher Library Achievements 	2%
8.	Midterm exam	Doing UTS questions	A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	90 minute written test	90 minute written test	Sub-CPMK Material 1-7	10%
9.	Understand the concept of cooperative learning model	1. Identify the meaning of the	A= Very good	Presentatio n,	Presentati on,	1. Mustaji, et al. 2020. Handout of Learning	2%

	(MPK) type Student Teams Achievement Division (STAD) and Jigsaw.	 2. 3. 4. 5. 6. 	cooperative learning model (MPK). Examine the theoretical basis of MPK. Examine the syntax of MPK learning. Identify the advantages and disadvantages of MPL Examine the various types of MPK Presents examples of the application of Student Teams Achievement Division (STAD) and Jigsaw MPK types.	B= Fine C= Pretty good D=Not good & written descriptio n	Discussion, Q&A 3 x 50	Discussio n, Q&A 3 x 45	3.	Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia Huda, Miftahul. 2014. Teaching and Learning Models: Methodical And Paradigmatic Issues. Yogyakarta: Student Library Rusman. 2013. Learning Models Develop Teacher Professionalism. Jakarta: Rajawali Press	
10.	Able to understand the concept of Think Pair Share (TPS)/Numbered Head Together (NHT)/Team Games Tournament (TGT) learning models.	1. 2. 3.	Examine the meaning of TPS/NHT/TGT types Examine the learning syntax of TPS/NHT/TGT. Identify the advantages and disadvantages of TPS/NHT/TGT.	A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	1.	Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia	2%

		4.	Presenting examples of the application of STAD and Jigsaw MPK types.				3.	Huda, Miftahul. 2014. Teaching and Learning Models: Methodical And Paradigmatic Issues. Yogyakarta: Student Library	
11.	Understand the concept of problem-based learning model (MPBM).	1. 2. 3. 4. 5.	Identify the meaning of problem-based learning model (MPBM). Examine the theoretical basis of MPBM. Examine the syntax of MPBM learning. Identifying the advantages and disadvantages of MPBM Presenting examples of the implementation of MPBM.	A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	1. 2. 3.	Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia	2%
12.	Able to understand the concept of project-based learning model (MPBPr).	1.	Identify the meaning of project-based learning model (MPBPr). Examine the theoretical basis of MPBPr.	A= Very good B= Fine C= Pretty good D=Not good	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	1.	Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models	2%

		4.	Examine the learning syntax of MPBPr. Identifying the advantages and disadvantages of MPBPr Presenting examples of the implementation of MPBPr.	& written descriptio n			3.	and Methods. Bogor: Ghalia Indonesia Slamet. 2013. Learning and Influencing Factors. Jakarta: PT Rineka Cipta	
13.	Able to understand the concept of electronic learning (e-learning).	 1. 2. 3. 4. 	Identify the meaning of e- learning Detailing the characteristics of e-learning. Identify the advantages and disadvantages of e- learning. Presenting examples of e- learning.	A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	1. 2.	Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models and Methods. Bogor: Ghalia Indonesia	2%
14.	Able to design learning by applying the model of strategic methods and approaches in learning the field of TP.	1. 2. 3.	scenarios	A= Very good B= Fine C= Pretty good D=Not good	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	1.	Mustaji, et al. 2020. Handout of Learning Methods and Models. Surabaya: Education Technology FIP Unesa Hamdayama, Jumanta. 2014. Creative and Character Learning Models	13%

			& written descriptio n			 and Methods. Bogor: Ghalia Indonesia 3. Huda, Miftahul. 2014. Teaching and Learning Models: Methodical And Paradigmatic Issues. Yogyakarta: Student Library 	
15.	Able to design learning by applying the model of strategic methods and approaches in learning the field of TP.	 Develop scenarios/learning steps. Showing learning scenarios Presenting scenarios/learning steps 	A= Very good B= Fine C= Pretty good D=Not good & written descriptio n	Presentatio n, Discussion, Q&A 3 x 50	Presentati on, Discussio n, Q&A 3 x 45	· · · · · · · · · · · · · · · · · · ·	13%
16.	Final exams	Working on UAS	A= Very good B= Fine C= Pretty good D=Not good	Written test 90 minutes	Written test 90 minutes	Sub-CPMK Material 9-15 4	40%

& written		
n		

Notes:

- 1. Learning Outcomes of Graduates of Study Program (CPL-PRODI) is the ability possessed by every graduate of the study program which is the internalization of attitudes, mastery of knowledge and skills in accordance with the level of study program obtained through the learning process.
- 2. **CPL charged to the course** are some of the learning outcomes of study program graduates (CPL-PRODI) which are used for the formation/development of a course consisting of aspects of attitude, general skills, special skills and knowledge.
- 3. **CP Course** (**CPMK**) is the ability that is described specifically from the CPL that is charged to the course, and is specific to the study material or learning material for the course.
- 4. **Sub-CP Course** (**Sub-CPMK**) is the ability that is described specifically from the CPMK that can be measured or observed and is the final ability that is planned at each stage of learning, and is specific to the learning material of the course.
- 5. **Rating indicators**ability in the process and student learning outcomes is a specific and measurable statement that identifies the ability or performance of student learning outcomes accompanied by evidence.
- 6. **Rating Criteria**is a benchmark that is used as a measure or benchmark for learning achievement in an assessment based on predetermined indicators. Assessment criteria are guidelines for raters so that the assessment is consistent and unbiased. Criteria can be either quantitative or qualitative.
- 7. Assessment technique:test and non-test.
- 8. Learning form:Lecture, Response, Tutorial, Seminar or equivalent, Practicum, Studio Practice, Workshop Practice, Field Practice, Research, Community Service and/or other equivalent forms of learning.
- 9. Learning methods:Small Group Discussion, Role-Play & Simulation, Discovery Learning, Self-Directed Learning, Cooperative Learning, Collaborative Learning, Contextual Learning, Project Based Learning, and other equivalent methods.
- 10. Learning materials are details or descriptions of the study material that can be presented in the form of several main points and sub-topics.
- 11. **Rating weight** is the percentage of assessment of each achievement of the sub-CPMK which is proportional to the level of difficulty of achieving the sub-CPMK, and the total is 100%.
- 12. **PB**= Learning Process,**PT**=Structured Assignments,**KM**= Independent Activities.

4. Portfolio of Student CPL Achievement Assessment & Evaluation

Mg	CPL	CPMK (CLO)	Sub-CPMK (LLO)	Indicator	Question Form - Weight(%)*)		Weig ht (%) Sub- CPM K	Mhs valu e (0- 100)	Σ((Mh s Grade) X (Weig ht%)*))	Achiev ement of CPL at the Consti tution al Court (%)
1	CPL-P	СРМК-Р	Sub- CPMK1	 Explaining the concept of learning strategy Explain the definition of the strategy method model and approach Explain the difference between strategy and approach method models. 	 Explain the meaning of learning strategy! Explain the difference between the strategy method model and the approach, give an example! 	2%	2%			
2	CPL-P	СРМК-Р	Sub- CPMK2	 Explain the meaning of innovative learning Describe the characteristics of innovative learning. Identify the implementation of innovative learning 	 Explain the definition of innovative learning! Explain the characteristics of innovative learning! Make an implementation of innovative learning! 	2%	2%			
3	CPL-P	СРМК-Р	Sub- CPMK3	 Explain the concept of behaviorism approach 	1. Explain the definition of	2%	2%			

				 Explain the concept of constructivism approach Identify the characteristics of behaviorism and constructivist approaches Identify the differences between behaviorism and constructivist approaches Identify the differences 5. Explain the implementation of behaviorism and constructivism approaches 	behaviorism approach and constructivism approach! Explain the difference between behaviorism approach and constructivism approach, give an example!				
4	CPL-P	СРМК-Р	Sub- CPMK4	 Clarify the meaning of learning methods Identify the types of learning methods. Identify the types of learning methods 	Explain the definition of learning method! Explain the different types of learning methods, and give examples!	2%	2%		
5	CPL- KU	CPMK- KU	Sub- CPMK5	 Explain teaching strategies along with examples of application. Distinguish between underlining strategies and margin-note 	Explain the meaning and give examples of its application of teaching strategies! Explain the difference between	2%	2%		

				 strategies with examples of implementation. 3. Mention and explain the organization's PQ4R analogy elaboration strategies. Outlining mapping mnemonics and examples of implementation. 4. Describes metacognitive strategies and examples of application. 	metacognitive strategy and PQ4R analogy elaboration strategy, and give examples of its application!			
6	CPL- KU	CPMK- KU	Sub- CPMK6	 Explaining the concept of learning with a scientific approach Arrange learning steps with a scientific approach 	 Explain the definition of the scientific approach! Make the implementation of learning by using scientific approach learning steps! 	2%	2%	
7	CPL- KU	CPMK- KU	Sub- CPMK7	 Identify the meaning of direct learning model (MPL). Examine the theoretical basis of MPL. 	 Explain the meaning and give an example of the direct learning model (MPL)! Explain the difference between 	2%	2%	

8			Mic	3. 4. 5.	syntax Identify the advantages and disadvantages of MPL		the advantages and disadvantages of MPL, and give an example!	10%	10%		
9	CPL- KU	CPMK- KU	Sub- CPMK9		Identify the meaning of the cooperative learning model (MPK). Examine the theoretical basis of MPK. Examine the syntax of MPK learning. Identify the advantages and disadvantages of MPL Examine the various types of MPK	1.	Explain the definition of cooperative learning model (MPK)! Explain the differences between the various types of MPK, and give examples of their implementation in the world of education!	2%	2%		
10	CPL- KU	CPMK- KU	Sub- CPMK10	1.		1.	Explain the definition of TPS/NHT/TGT	2%	2%		

				 Examine the learning syntax of TPS/NHT/TGT. Identify the advantages and disadvantages of TPS/NHT/TGT. Presenting examples of the application of STAD and Jigsaw MPK types. 	 types, and give an example! 2. Explain the difference between the advantages and disadvantages of TPS/NHT/TGT! 			
11	CPL- KU	CPMK- KU	Sub- CPMK11	 Identify the meaning of problem-based learning model (MPBM). Examine the theoretical basis of MPBM. Examine the syntax of MPBM learning. Identifying the advantages and disadvantages of MPBM Presenting examples of the implementation of MPBM. 	 Explain the definition of problem-based learning model (MPBM) and give examples of its implementation in education! Explain the difference between the advantages and disadvantages of MPBM! 	2%	2%	
12	CPL- KU	CPMK- KU	Sub- CPMK12	 Identify the meaning of project-based learning model (MPBPr). Examine the theoretical basis of MPBPr. 	 Explain the definition of the project-based learning model (MPBPr) and give examples of its 	2%	2%	

				 Examine the learning syntax of MPBPr. Identifying the advantages and disadvantages of MPBPr Presenting examples of the implementation of MPBPr. 	implementation in the world of education!Implementation in education!2. Explain the difference between the advantages and disadvantages of MPBPr 1Implementation mentation
13	CPL- KU	CPMK- KU	Sub- CPMK13	 Identify the meaning of e-learning Detailing the characteristics of e- learning. Identify the advantages and disadvantages of e- learning. Presenting examples of e-learning. 	 Explain the 2% 2% definition of e-learning and give examples of its implementation in the world of education! Explain the benefits of the e-learning learning model! Explain the advantages and disadvantages of e-learning!
14	CPL- KK	CPMK- KK	Sub- CPMK14	 Develop scenarios/learning steps. Showing learning scenarios Presenting scenarios/learning steps 	1. Make a scenario/steps of learning in the field of Educational Technology and present the scenarios/steps13% I

15	CPL- KK	СРМК- КК	Sub- CPMK15	 Develop scenarios/learning steps. Showing learning scenarios Presenting scenarios/learning steps 	 that you have made! 1. Make a scenario/steps of learning in the field of Educational Technology and present the scenarios/steps that you have made! 	13%	13%			
16			End o	of Semester Evaluation (EAS)		40%	40%			
Total weight (%) 100 100 100 Student's final grade (∑(Mhs Grade) X (Weight%))										

Notes: CLO = Courses Learning Outcomes, LLC = Lesson Learning Outcomes