

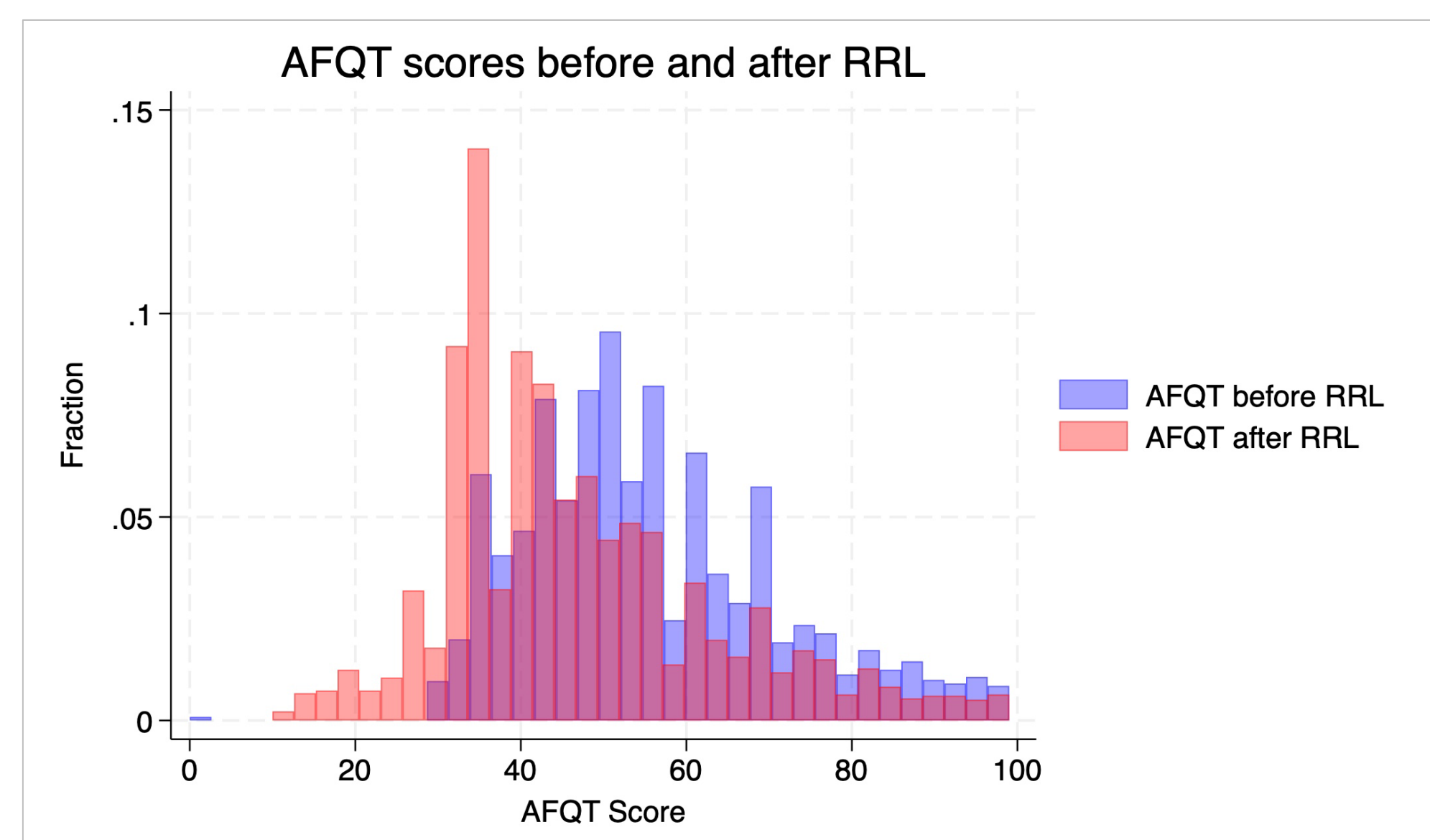
A COMPARATIVE ANALYSIS OF READY RELEVANT LEARNING IN NAVY "A" SCHOOL RATINGS



Naval
Postgraduate
School

Background

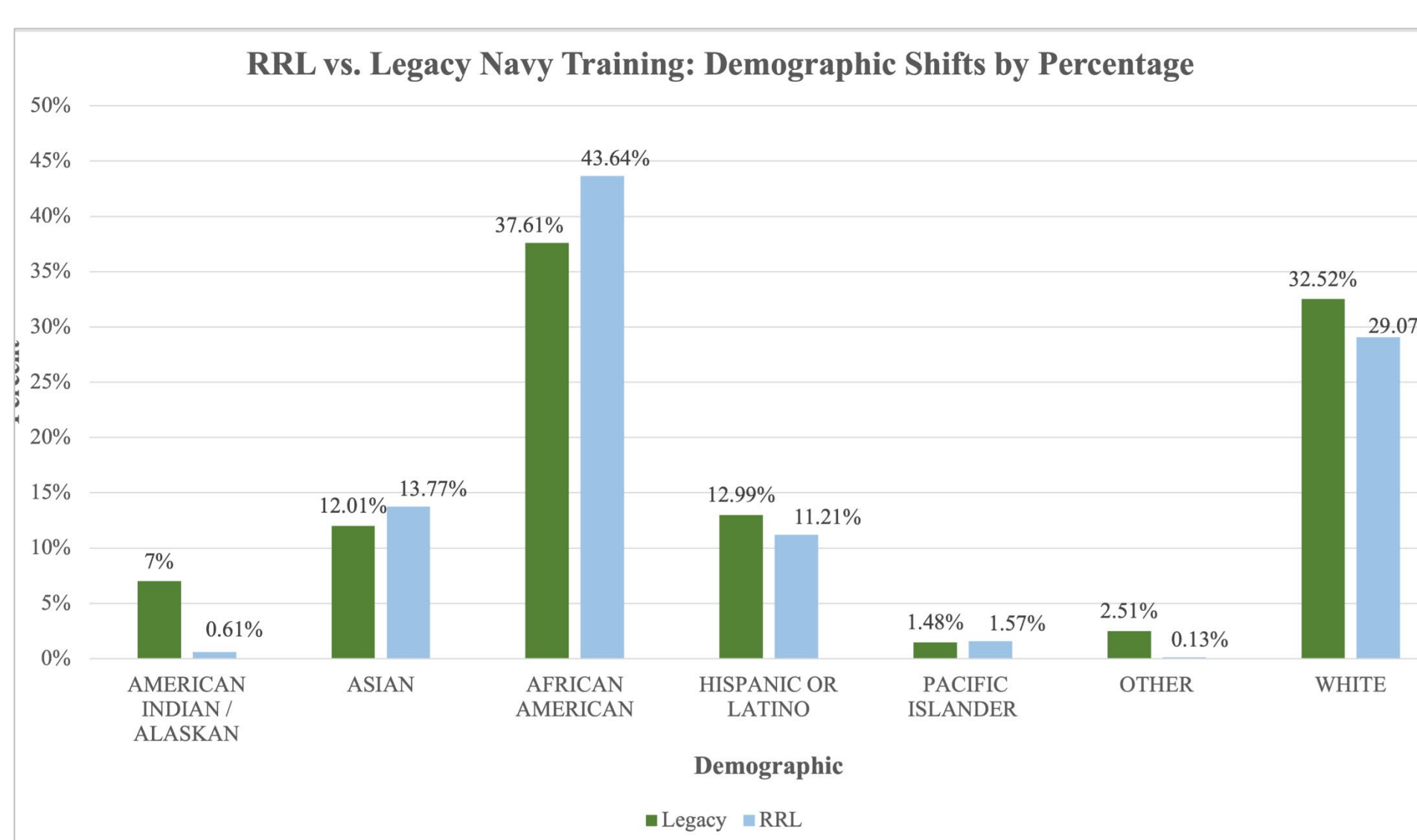
- Ready Relevant Learning (RRL) is integral to the Sailor 2025 initiative, aiming to modernize Navy enlisted training and ensure Sailors are well-prepared for Fleet jobs.
- There is a need to understand the effect of RRL on training outcomes.
- This thesis compares RRL and Legacy training end-of-course scores from 2017 to 2023 for Logistic Specialists, Personnel Specialists, Retail Service Specialists, and Yeomen ratings, finding a slight but significant decrease in RRL scores without affecting graduation rates.



AFQT scores before and after RRL

Methods

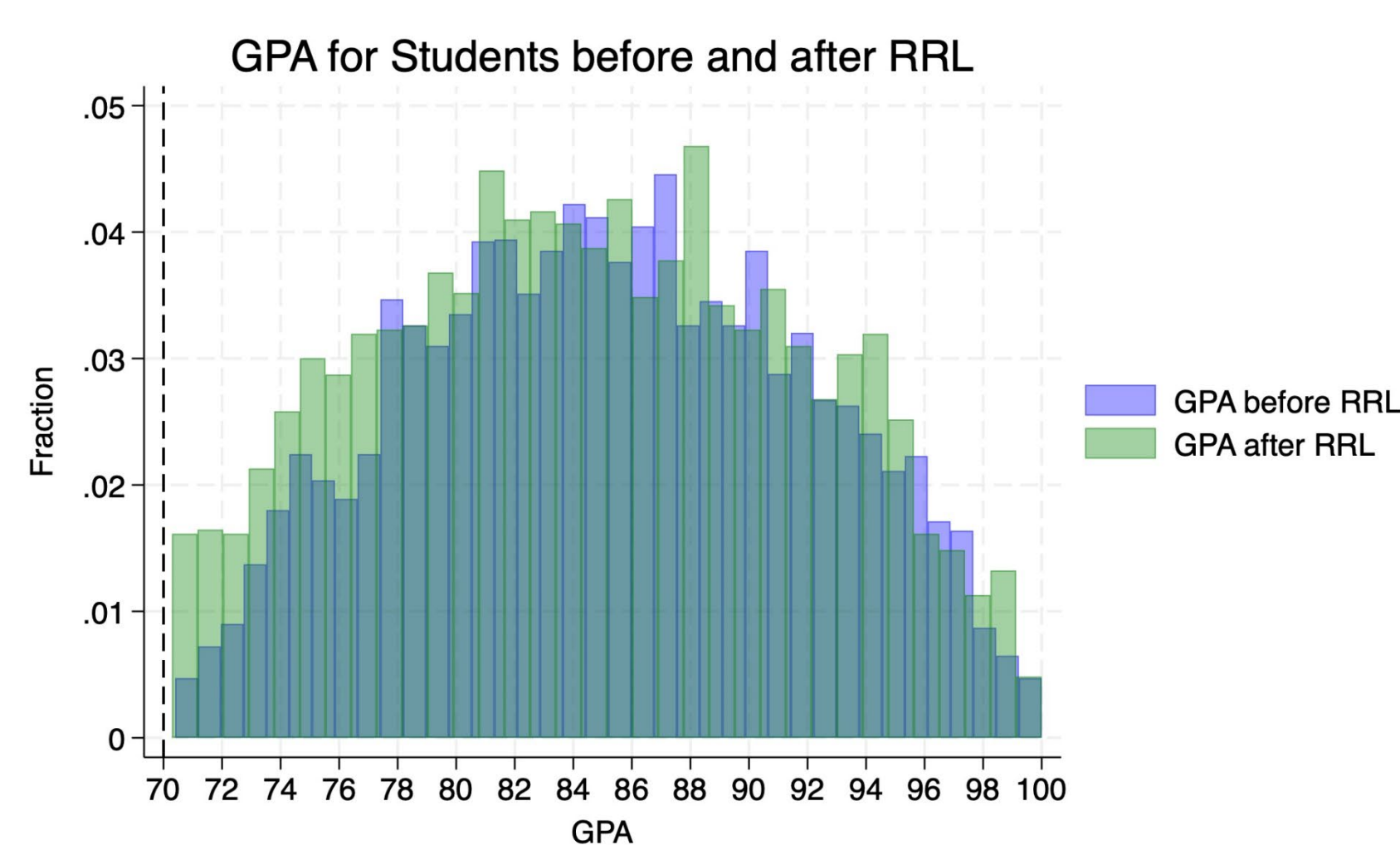
- I use quantitative regression-based analysis to address the research question on how "A" school RRL and the legacy scores compare, controlling for AFQT scores and demographic characteristics.
 - $GPA(\text{Rate}) = \beta_0 + \beta_1(\text{Rate Policy Change}) + \beta_2(\text{AFQT}) + \beta_3(\text{Age}) + \beta_4(\text{Gender}) + \beta_5(\text{Married}) + \beta_6(\text{African American}) + \beta_7(\text{hispanic}) + \epsilon$
- I compared the Course Learning Objectives for both RRL and Legacy Training, created tests from the RRL test bank for PS and RS ratings to reflect the current format used by the schoolhouse, and compared the differences in Legacy and RRL questions.



Demographic Shift in "A" School Sailors Cohorts

Results

- The new Ready Relevant Learning (RRL) curriculum of "A" schools has not had a large impact on the GPA scores of sailors graduating from the program.
- This result is somewhat puzzling since recent sailors going through "A" schools have had significantly lower levels of academic preparation (proxied by lower AFQT scores), which should have resulted in much lower scores.
- It turns out that the demographic shift of incoming sailors into the "A" school—more women and married sailors—performs better, making up for the lower AFQT scores.



Recommendations

- Conduct a comprehensive curriculum review and psychometric analysis of test questions to assess the causal effectiveness of RRL versus Legacy training.
- Investigate the Fleet impacts of RRL, focusing on advancement rates and Sailor Evaluations, to understand the long-term effects of training programs.
- Continue evaluating new RRL curriculums in "A" schools to ensure Sailors receive quality training, which is essential for their success within the Navy

