

## DEVELOPING A TRAINING PROGRAM TO ENHANCE STUDENTS' MOTIVATION FOR LEARNING THE ENGLISH LANGUAGE

May Alkhalidi  
Prince Mohammad Bin Fahd University, Alkhobar, Saudi Arabia  
Email: May.alkhalidi11@gmail.com

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### Abstract

Students' acquisition of a second language in educational settings is influenced by various factors, including the use of teaching strategies and techniques and students' motivation. The purpose of this paper is to explore the reasons behind students' deficiencies in learning English, despite receiving acceptable end-of-semester grades in English courses. This inconsistency between students' actual proficiency in English and their grades at the end of the semester led me to explore the reasons behind this problem through the analysis of a low socioeconomic public school in Saudi Arabia. I used the ADDIE instructional system design model to explore the root of this problem. I utilized multiple methods in this study, including document analyses, observations, interviews and focus group, in order to overcome the limitations of each individual tool. Through the needs assessment process, I found this problem is generated by three main factors: students' lack of motivation to acquire English, a lack of parental support and the school's principal management style. Based on the literature, training programs for teachers are an appropriate solution to increase students' motivation to learning English. Teachers should be trained on how to motivate students toward English acquisition; however, as a result of the time limitation and students' lack of learning resources, teachers should also be trained on how to use online tools to increase students' motivation. After delivering the training program, I will evaluate the effectiveness of the program through a developed plan that follows the Kirkpatrick model of evaluation.

**Keywords:** Student Motivation, Second Language, Training Manual

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