

## Course duration

- 1 day

## Course Benefits

- Identify what instructional design is, including the role of the instructional designer.
- Learn how to analyze the learning situation and develop goals.
- Understand learning design concepts.
- Identify how to develop and implement the learning solution.
- Learn how to evaluate the effectiveness of the learning.

### Available Delivery Methods

#### **Private Class**

Private classes are delivered for groups at your offices or a location of your choice.

#### **Self-Paced**

Learn at your own pace with 24/7 access to an On-Demand course.

## Course Outline

1. What Is Instructional Design?
  1. Introduction to Instructional Design
    1. What Is Design?
2. The Foundations of Instructional Design
  1. CIP
  2. Situational Learning
  3. Connectivism
  4. Constructionism
3. Models of Instructional Design
  1. Kemp
  2. Gagne
  3. Bloom's Taxonomy
  4. ADDIE
4. The Instructional Design Process
  1. The Steps in the Process of Designing Learning
5. The Role of the Instructional Designer
  1. What Does an ID Do?

6. Working with Clients
  1. Define a Client in the Instructional Design Process
  2. Define the Role of the Client
7. Working with Subject-Matter Experts
  1. What Is a SME?
  2. What Is the Role of the SME in the Instructional Design Process?
8. Working with Additional Resources
  1. Who Are Other Resources the ID May Work with in the Process?
  2. Identify Other Roles and Their Tasks
2. Analyzing and Objective Setting
  1. The Basics of Goal Analysis
    1. The Purpose of Analyzing Goals
    2. The Process of Analyzing Goals
  2. How to Conduct a Needs Assessment
    1. Determine Instructional Needs
    2. Procedure
    3. Evaluate Its Success
    4. Data-gathering Methods
  3. How to Conduct a Task Analysis
    1. Purpose
    2. Methodology
    3. Steps
  4. Analyzing the Learner
    1. Similarities and Differences in Learners
    2. Learner Characteristics
    3. Learner Environment
  5. How to Develop Objectives and Goals
    1. Difference between Goals and Objectives
    2. Setting Goals
    3. Translating Goals to Objectives
3. Learning Design Concepts
  1. Organizing Content
    1. The Levels of Organization
    2. Questions to Ask
  2. The Design Plan
    1. Define the Design Plan
    2. How It Is Used to Construct Learning
  3. Standard Sequencing Models
    1. Known to Unknown
    2. Simple to Complex
    3. Dependent vs. Supportive Relationship
  4. Instructional Strategies
    1. Learning Environments
    2. Different Activities (classifying, summarizing, practice, etc.)
  5. Delivery Formats
    1. Instructor-led Training (ILT)
    2. Self-paced Learning

3. Virtual Classroom Learning
  4. Blended Learning
6. Layout and Course Design
  1. Visual Design Best Practices
7. Using Pictures, Graphics, and Multimedia
  1. Basic Design Concepts
  2. What Design Elements Work Best in Instructional Design
8. Using Animations and Interactions
  1. Animations and Interactions - Best Practices and Tips
4. Developing and Implementing the Learning
  1. Learning Processes
    1. Cognitive Load
    2. Behaviorism
    3. Memory
  2. Learning Distribution and Implementation
    1. Train the Trainer (prepare the teacher)
    2. Facilitator Plan
    3. What the Student Needs to Know to Be Prepared
  3. Learning Support
    1. Who Will Support Learning?
    2. How Will Learners Be Supported?
  4. Following Up
    1. How to Follow Up on the Training
5. Evaluating the Effectiveness of the Learning
  1. Why Evaluate? The Importance of Evaluation
    1. What Is the Purpose of Evaluating?
  2. Achieving Performance Standards
  3. Kirkpatrick's Four Levels of Assessment
    1. Reaction
    2. Learning
    3. Behavior
    4. Results
  4. Assessing Knowledge, Skills, Behavior, and Attitude
    1. Tools
    2. How to Conduct Evaluations
  5. Formative and Summative Evaluations
    1. Define Formative Evaluations
    2. Define Summative Evaluations
    3. When to Use Each Type
  6. Return on Investment (ROI)
    1. Importance of Measuring ROI
    2. How to Measure ROI

## Class Materials

Each student will receive a comprehensive set of materials, including course notes and all the class examples.