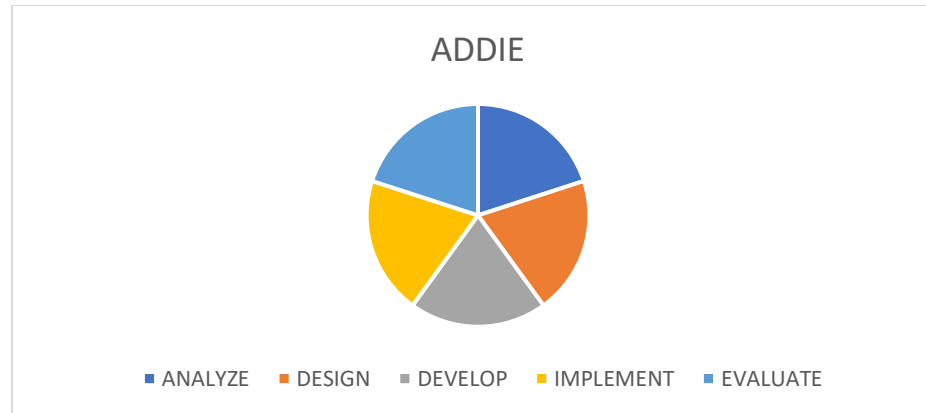
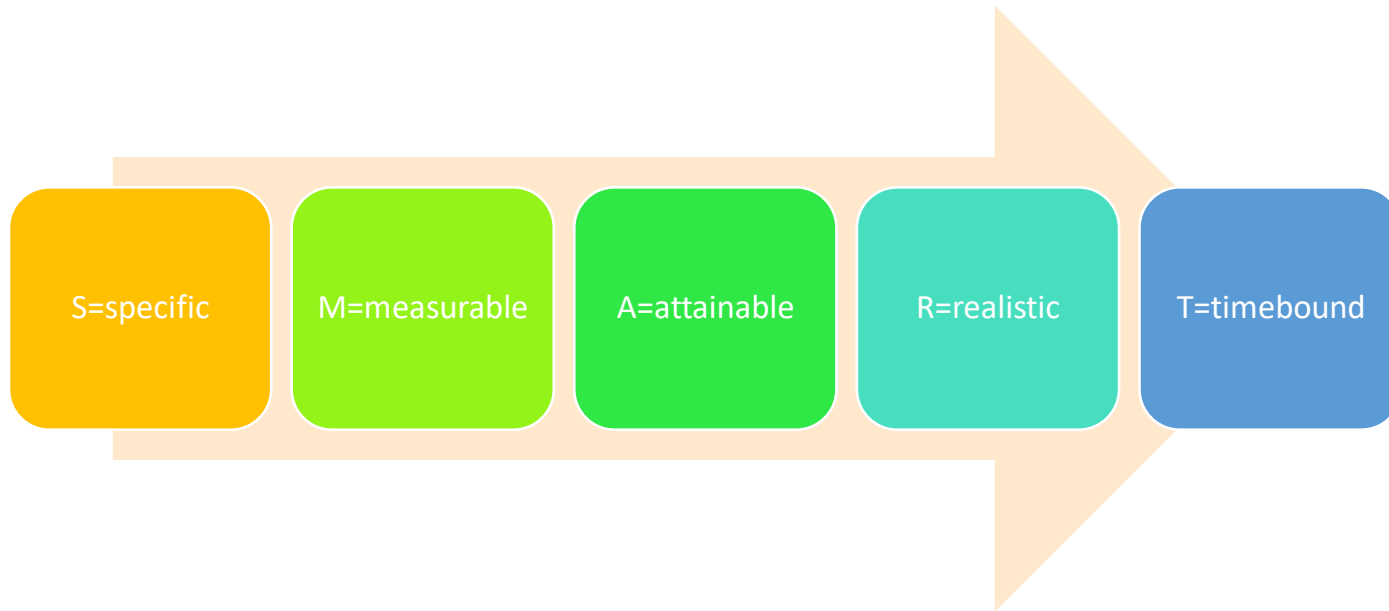


## ADDIE INSTRUCTIONAL DESIGN MODEL



ANALYZE	DESIGN	DEVELOP	IMPLEMENT	EVALUATE
Analyze instructional goals, target audience and required resources (Survey Monkey and Office 365 are great resources)	Design a learning solution that aligns objectives and strategies with instructional goals (adhere to the Adult Learning Theory and Learning Styles)	Develop learning resources, validate and revised drafts practice with a Dry Run	Implement the content, continually assess and gauge the audience for participation and understanding	Evaluate the quality of learning resources and begin using Kirkpatrick ROI/Step 1 the Evaluation process

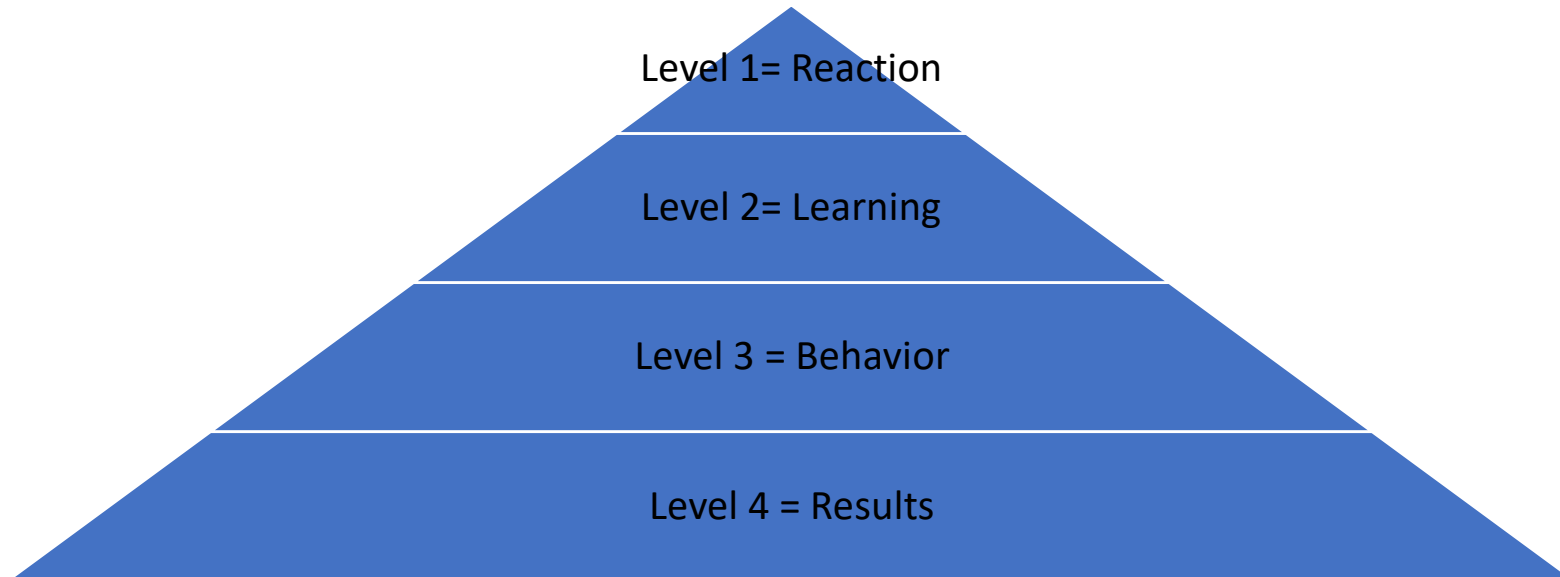
## SMART GOALS



## SMART GOALS FOR INSTRUCTIONAL DESIGNERS

SPECIFIC	MEASURABLE	ATTAINABLE	REALISTIC	TIME BOUND
Provide a clear description with what needs to be achieved in the training event	Include a metric (quantifiable data) that indicates success (Level 2 Kirkpatrick/Pre-Post Assessment or Pre-work Before and/or After Class. Including a Ticket Out the Door	Start with the end in mind. Ask yourself – what is my goal with this training session? What do I hope to achieve and what are the end results?	Keep the goals in mind for yourself during development and be realistic with yourself too.	Set a due date of when you plan to complete the project.

## KIRKPATRICK 4 LEVELS OF MEASUREMENT

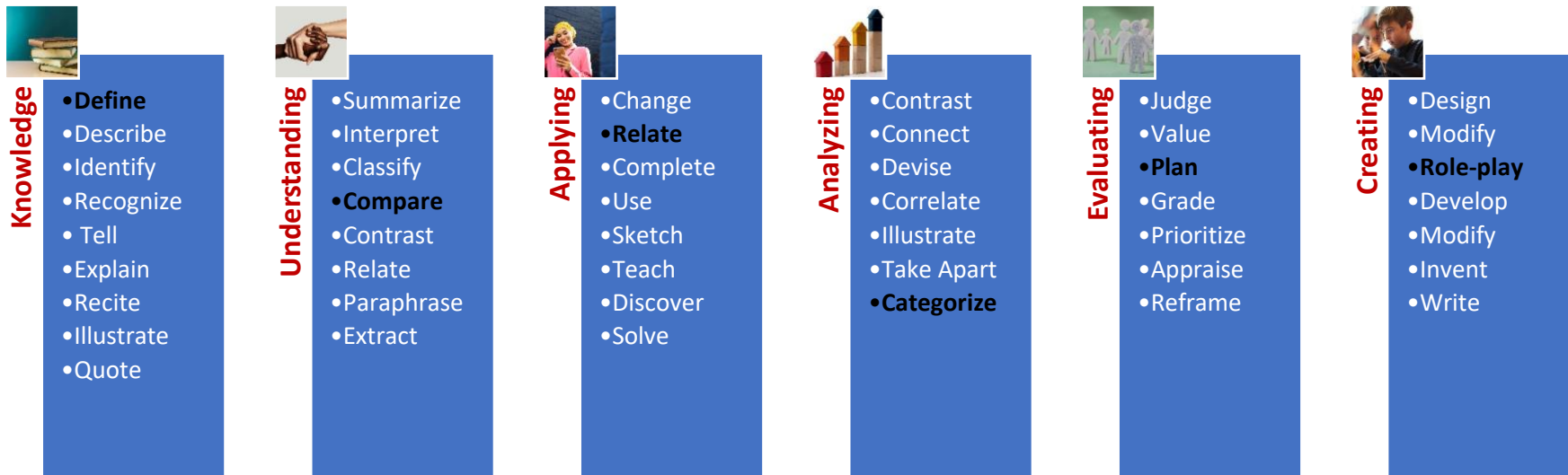


## KIRKPATRICK RETURN ON INVESTMENT (ROI)

Level 1	Level 2	Level 3	Level 4
Reaction - Evaluation	Learning – Pre/Post Assessment/Pre Work and Post Work	Behavior – Did the learning Transfer to the Job	Results/ROI Was it worth the delivery? Was it more costly or less costly with the outcomes, benefits and final results?

# BLOOMS TAXONOMY

Objectives Use Actions Verbs and Demonstrate Lower Order of Thinking to Higher Order of Thinking



## EXAMPLE FOR WRITING OBJECTIVES FOR A COMMUNICATION CLASS

- Define Communication
- Compare Good and Bad Communication Techniques
- Relate Effective Communication to High Performance
- Categorize Types of Communication
- Plan New Team Communication Methods
- Roleplay in a Professional Communication Scenario