ADDIE Design Strategy

Analyze

- Identify learner program needs
- Identify learner level of knowledge
- Identify program goals and performance outcomes
- Identify target learning objectives
- Establish delivery methods for courses
- Identify content and delivery challenges

Design

- Construct objectives to address desired program outcomes
- Sequence combined learning and performance objectives into learning events and instructional modules
- Identify media assets needed to support program objectives
- Outline training activities targeting learning outcomes
- Utilize adult learning theories and CORE materials as a vehicle for delivery skills training
- Outline pre- and post-evaluation process for content and delivery training
- Outline observation and coaching protocols

Develop

- Development of course materials to include:
  - Trainer guides for Competency Team Trainers
  - Participant guides for learners
  - Course content for each learning event or module
  - Learning assessment for content knowledge
  - Protocol and scaling instruments for trainer skills assessment
  - Coaching and evaluation protocols
  - Media assets to support program objectives

Implement

- Schedule and deliver content and trainer skills courses
- Receive input and feedback from Competency Team Trainers
- Receive input and feedback from learners
- Engage pre-service trainers through individual observation and coaching

Evaluate

Design
- Evaluate program objectives based on program needs
- Evaluate program components learners may experience as a challenge
- Review outlines of course components to ensure alignment to program objectives

Develop
- Review course materials to ensure alignment to program objectives

Implement
- Modify materials based on input and feedback to improve alignment to program goals
- Use formative assessments during training to improve learner understanding
- Evaluate learners to determine level of content knowledge mastery
- Evaluate learners through coaching and observation to determine trainer skills mastery