www.logicalimagination.com
800.657.1494

Instructional Design Fundamentals

Course #: PD-113 **Duration:** 2 days

Prerequisites

None

Details

The Instructional Design Fundamentals course provides a solid grounding in the essential principles and practices of instructional design for today's learning environments. Participants will explore fundamental learning theories, key instructional design models, and crucial processes such as needs assessment and learning objective development. The course covers practical skills in content development, eLearning design basics, and effective assessment strategies. It also introduces project management techniques specific to instructional design and touches on emerging trends in the field. By blending theoretical knowledge with hands-on activities, this course equips learners with the foundational skills needed to create effective learning experiences.

Software Needed

None

Outline

- **Introduction to Instructional Design**
  - What is Instructional Design?
  - The Impact of Effective Instructional Design
  - Instructional Design Contexts
  - Instructional Design Roles and Skills
  - Ethical Considerations in Instructional Design
- **Learning Theories and Their Application**
  - Introduction to Learning Theories
  - Behaviorism
  - Cognitivism
  - Constructivism
  - Social Learning Theory
  - Adult Learning Principles (Andragogy)
- **Instructional Design Models**
  - Understanding Instructional Design Models
  - ADDIE Model
  - Dick and Carey Model
  - The Successive Approximation Model (SAM)
  - Choosing the Right Model
- **Needs Assessment and Analysis**

    - Key Components of the Analysis Step
    - Collaborating with Stakeholders and Subject Matter Experts
    - Tools and Techniques for Needs Assessment
        - SWOT Analysis
        - Gap Analysis
        - Root Cause Analysis
        - Pareto Analysis
    - Conducting Learner Analysis
    - Task Analysis Techniques
        - Hierarchical Task Analysis
        - Procedural Task Analysis
        - Cognitive Task Analysis
        - Selecting the Right Task Analysis Method
    - Is Training Really Necessary?
- **Writing Effective Learning Objectives**
    - What are Learning Objectives?
    - Creating a Learning Objectives Hierarchy
    - Bloom's Taxonomy
        - Cognitive Process Dimension
        - Knowledge Dimension
    - SMART Objectives
    - Common Mistakes in Writing Objectives
- **Instructional Strategies and Methods**
    - Selecting Appropriate Instructional Strategies
    - Matching Strategies to Learning Objectives
    - Aligning with Learner Characteristics and Context
    - Direct Instruction vs. Learner-Centered Approaches
    - Engagement Techniques
        - Scenario-Based Learning
        - Active Learning
        - Gamification
        - Storytelling
- **Content Development and Organization**
    - Structuring and Sequencing Content
    - Content Chunking
    - Sequencing Models
    - Learning Paths and Content Maps
    - Storyboarding
    - Mayer's Principles of Multimedia Learning
    - Effective Use of Text, Images, Audio, and Video
    - Color Theory and Typography
    - Alignment
- **eLearning Development**
    - eLearning Authoring Tools
    - Selecting the Right Tool
    - Creating Interactive Elements
    - Types of Interactions
    - Branching and Conditional Logic
    - Accessibility
- **Assessment Strategies**
    - Types of Assessments
    - Formative Assessments
    - Multiple-Choice Question Design
    - Summative Assessments
    - Authentic and Performance-based Assessments
    - Providing Effective Feedback
    - Immediate vs. Delayed Feedback
    - Characteristics of Effective Feedback
- **Evaluation of Training Effectiveness**
    - Kirkpatrick's Four Levels of Evaluation
    - Survey Design and Implementation

    - Quantitative Data Analysis Techniques
    - Qualitative Data Analysis Techniques
    - Data Evaluation
- **Emerging Trends in Instructional Design**
    - Mobile Learning
    - Microlearning
    - Incorporating Social Elements
    - Artificial Intelligence