

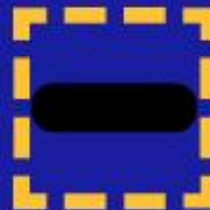
ADDIE

ANALYZE, DESIGN, DEVELOP, IMPLEMENT AND EVALUATE

ADDIE was developed in 1975 to be used in the U.S. Army. It was originally a very linear process.



WIDELY USED
CLEARLY DEFINED STAGES
SYSTEMATIC
FLEXIBLE STAGES
LEARNER CENTRIC



LINEAR PROCESS
CAN BE COSTLY
TIME CONSUMING
REWORKING CHANGES

BACKWARDS DESIGN

UNDERSTANDING BY DESIGN



#1 Identify

IDENTIFY DESIRED RESULTS



#2 Determine

DETERMINE ACCEPTABLE EVIDENCE



#3 Plan

PLAN LEARNING EXPERIENCES AND INSTRUCTION



STEP INTO THE LEARNERS SHOES
UNDERSTAND THEIR NEEDS AND
MOTIVATIONS



"ONE STARTS WITH THE END-THE DESIRED RESULTS-AND THEN DERIVES CURRICULUM FROM THE EVIDENCE OF LEARNING."

-WIGGINS AND MCTIGHE, 2000



LEARNER CENTRIC

CREATING OUTCOMES FIRST PROVIDES A ROAD MAP FOR ASSESSMENT AND CONTENT



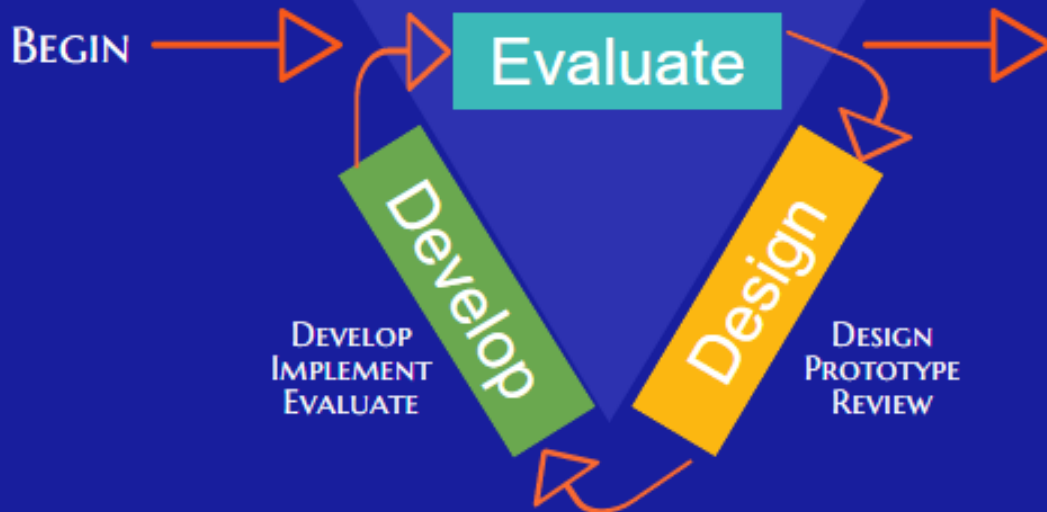
TIME CONSUMING DURING INITIAL PHASES

ASSUMES EDUCATOR COLLABORATION

SAM

SUCCESSIVE APPROXIMATION MODEL

Iterative Process



"GOOD INSTRUCTION IS INSPIRATIONAL. IT CAPTURES BOTH THE POWER OF KNOWLEDGE AND SKILL AS WELL AS THE JOY OF BECOMING COMPETENT. GOOD LEARNING EXPERIENCES AREN'T JUST ABOUT FACTS, THEY ARE ABOUT BECOMING A MORE PROFICIENT, CAPABLE, AND VALUABLE PERSON."

DR. MICHAEL ALLEN, LEAVING ADDIE FOR SAM: AN AGILE MODEL FOR DEVELOPING THE BEST LEARNING EXPERIENCES(2012).



EFFICIENT AND EFFECTIVE
CONTINUOUS IMPROVEMENT
FLEXIBLE
COLLABORATIVE
PROJECT TO MARKET FASTER

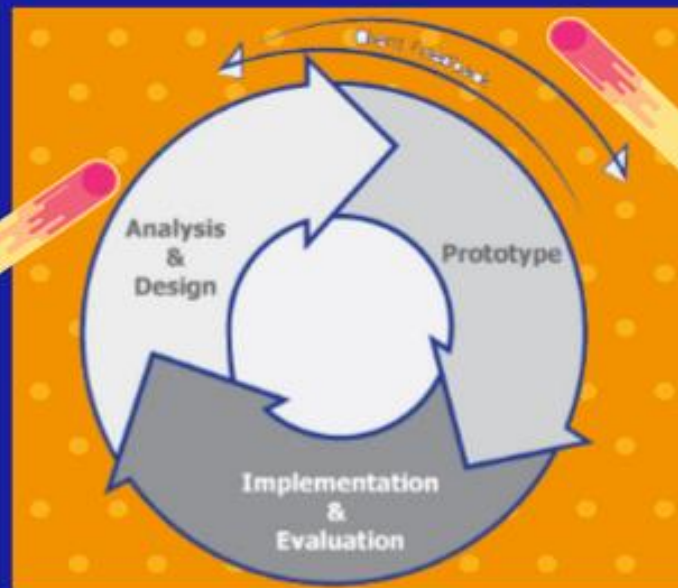


FINAL PROJECT NOT RELEASED FIRST
STAKEHOLDER BUY-IN
PLANNING
HIGHLY SKILLED/CROSS-SKILLED
COMPETENCIES

RPM

RAPID PROTOTYPING MODEL

It is a non-linear approach that produces a sample working model that is a scaled-down representative version of the whole course.



RPM TAKES THE ADDIE STAGES AND CREATES A FAST PACED MODEL, MERGING STEPS TOGETHER. ALL 5 STAGES ARE COMPLETED BUT SHORTCUTS ARE TAKEN. DEVELOPMENT AND TESTING OF TRAINING HAPPEN QUICKLY. STEPS ARE CUSTOMIZED TO FIT THE NEEDS OF THE DESIGNER.



BETTER COMMUNICATION BETWEEN DESIGNER AND CLIENT
NON-LINEAR APPROACH
REDUCES DEVELOPMENT TIME AND COSTS
CATCHES PROBLEMS EARLY



SHOULD NOT BE USED BY A NOVICE
MANY REVISIONS
CAN LEAD TO LOWER QUALITY
DELAY FINAL PROJECT
DETAILS LEFT OUT