Quick Training Guide
To
Instructional Design (ID)

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Why ⇒ To equip you with the necessary tools/skills for effective design and delivery of engaging and intuitive learning contents.

Who ⇒ Instructional Designers, Content and Curriculum Developers, Learning and Development teams, and individuals considering career in talent development.
Learning /Training Objectives

By the end of this training, you will be able to:

- Explore at least two Instructional Design models
- Analyze the learning needs
- Create learning contents using at least one of the Instructional Design models
Training Outline

● Introduction to ID
  ○ Definition of ID
  ○ Importance of ID

● Popular ID models
  ○ ADDIE
  ○ SAM
  ○ Other common ones

● General Content Creation Framework

● Assessment
Introduction to ID

● How do you learn?

● Which subject did you like most in College and Why?

● Which subject did you hate most in College and Why?

● Can you make any deduction from your answers to the last two questions above?
Introduction to ID

- Instructional Design ⇒ Process of presenting instructions to learners in a well structured, appealing, motivating, inspiring, and exciting format so as to facilitate learning.

Poor ID ⇒ No, Hard, and Difficult Learning

- According to Association of Talent Development (ATD),
  - Instructional Design ⇒ Systematic design of materials, activities and interactive environments for learning.

- It cuts across both the verbal and non-verbal(written) instructions.

- Learners ⇒ Apprentices, students, employees, adults, babies.
Introduction to ID

What insight can you draw from this word cloud?

Source: Education Technology
Introduction to ID

- The category of learner plays a major role in determining the way the instruction would be structured - information architecturing.

- Important Guiding Question is ⇒ Who are my learners?
  - Knowledge of their learning profile
  - What is their level of access to the information I want to train them on?
Introduction to ID

Importance of ID

Exploriative Learning

Efficient Learning

Impactful Learning

Engaging Learning
Popular ID models

- ADDIE model
- SAM model
- Some of the other common models include:
  - Rapid Prototyping model
  - Spiral model
  - Dick and Carey model
ADDIE model is a form of waterfall model of designing instruction.
Popular ID models ⇒ ADDIE Model

Source: instructionaldesign.org
Popular ID models ⇒ SAM model

- SAM is an acronym for
  - \( S \Rightarrow \) Successive
  - \( A \Rightarrow \) Approximation
  - \( M \Rightarrow \) Model

SAM model explores Agile methodology in designing instruction as it allows several iterative processes before the final release of the developed content.
Popular ID models ⇒ SAM model

Source: SAM Model of Instructional Design
Popular ID models ⇒ Some of the other common models

- Some of the other models
  - Spiral Model
  - Rapid Prototyping model
  - Dick and Carey model
General Content Creation Framework

Summarized content creation processes for online (e-learning) and offline (classroom) learning.

- **Welcome**: Welcome your learners to the course.
- **Instructions**: Explain how they will navigate the course, which buttons they need to click, etc.
- **Introduction**: Tell learners why they are taking the course, and what benefits they will receive by completing it.
- **Objectives**: Outline the specific course objectives, so learners have a good sense of what’s ahead.
- **Content**: Build your main course content here. Depending on the length, you might chunk it into lessons/modules, each with its own intro, content, assessment, and summary.

Reference: e-Learning Heroes
General Content Creation Framework

- **Assessment:** Give learners an assessment to see whether they have actually learned the material.

- **Summary:** Revisit the course objectives you stated up front.

- **Resources:** Offer additional content or resources that reinforce the course material.

- **Exit:** Give final instructions on how to exit the course.

Reference: [e-Learning Heroes](https://www.e-learningheroes.com)
Assessment ⇒ Quizzes

Question 1.

Which one of these descriptions is NOT an example of an advantage of using Instructional Design?

- Provides Learners’ Advocacy
- Assists in coordination
- Requires lead time
- Supports the development of alternative delivery
Within Instructional Design, when does revision typically occur?

- Throughout the process
- At the end of the design process
- Only after strategies are implemented.
- At the end of instruction.
Question 3.

There would be no need or purpose of applying Instructional Design to a cooking class.

- True
- false
Question 4.

What are the three basic elements of Instructional Design?

- Overview, review, Test
- Objectives, Summary, Assess
- Analysis, strategies, evaluation
- Objective, content, review
Question 5.

Instructional Design is limited to the classroom and is only applicable in a school learning environment.

- True
- False
Question 6.

Which of the Instructional Design models is suitable for the elementary and high school teaching?

- SAM
- ADDIE
- Rapid prototyping
- Spiral model
References and Further Reading

1. https://www.instructionaldesign.org/models/addie/
2. https://community.articulate.com/series/getting-started/articles/instructional-design-basics-for-e-learning-development
3. https://educationaltechnology.net/definitions-instructional-design/
5. https://www.k12academics.com/educational-psychology/applications-teaching