Instructional Design Essentials Course

Acquire essential methods to plan, build, and evaluate effective training and e-learning programs using instructional design principles.

Group classes in Live Online and onsite training is available for this course. For more information, email onsite@graduateschool.edu or visit: https://sdfm.graduateschool.edu/courses/instructional-design-essentials

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Course Outline

Module 1: Course Introduction

- Define instructional design and its significance in training development
- Explore the goals and structure of the course
- Understand the foundational principles of effective instruction

Module 2: The ISD Process

- Examine the five phases of the Instructional Systems Design (ISD) model
- Understand the cyclical and iterative nature of the ADDIE framework
- Identify key stakeholders and their roles in the design process

Module 3: Adult Learners

- Explore characteristics of adult learners and how they impact training design
- Apply principles of adult learning theory (andragogy)
- Assess learner motivation, experience, and readiness to learn

Module 4: Training Needs Analysis

- Conduct organizational, task, and learner analyses
- Identify gaps in knowledge, skills, and performance
- Align training needs with performance improvement goals

Module 5: Training Design – Learning Outcomes

- Write clear, measurable learning objectives using Bloom's Taxonomy
- Align outcomes with performance expectations and instructional strategies
- Use outcome statements to guide content selection and assessment

Module 6: Training Design – Evaluation

- Apply Kirkpatrick's Four Levels of Evaluation
- Design strategies for assessing learner performance and program effectiveness
- Plan formative and summative evaluation methods

Module 7: Training Design – Course Blueprint

- Create a course structure and outline learning modules
- Sequence content logically for instructional flow
- Plan time allocations, media integration, and instructor guidance

Module 8: Training Development

- Develop instructional materials and learner resources
- Select delivery methods and media appropriate for content
- Incorporate interactivity and accessibility into training materials

Module 9: Training Implementation

- Plan for trainer preparation and logistics
- Facilitate learner engagement and participation
- Manage feedback and adjust instruction as needed

Module 10: Evaluating Training Proposals

- Review and critique vendor proposals and instructional plans
- Apply evaluation criteria aligned with training objectives
- Make informed decisions based on design quality and alignment