

IST 522 ORIENTATION

CINDY VINSON, ED.D.

AGENDA

1. Introductions
2. Course overview (deliverables, due dates, policies, etc.)
3. HPT (Human Performance Technology)
4. ID (Instructional Design)
5. ADDIE (analysis, design, develop, implement, and evaluate)



INTRODUCTIONS

1. Name
2. Location, profession, motivation (what motivates you to take this class)
3. Burning question



COURSE OVERVIEW

- Students working individually or in small groups create plans for developing instruction. This course provides special emphasis on developing a working knowledge of the general instructional design process, completing a front-end analysis, and creating an instructional design blueprint (plan). Students will work on problem identification and definition, content organization and development, implementation strategies and creating an evaluation framework.



Question: Based on this description, what would you expect to be doing in this class?



PLANS FOR DEVELOPING INSTRUCTION



1. Individual Plan – final product is a design document blueprint for instructional topic of your choice
 1. Final Design Document Due 12/15 in APA Style (see instructional design document template and Reports document)
 2. 3 Reports each report contributes to the final document
 1. Report # 1 Due 11/10 (front end analysis)
 2. Report # 2 Due 11/22 (content development)
 3. Report # 3 Due 12/6 (Implementation plan including instructional strategies)
 4. Design Document 12/15 (introduction, evaluation plan, and appendices)
2. Topic may become a capstone project. Should think in terms of an hour of instruction.
3. Topic submitted to me by 10/30



CONTINUED

3. Resources

1. Two Texts: Rapid Instruction Design (George M. Piskurich GMP the process) Telling Ain't Training (Stolovitch and Keeps S&K learning theory, strategies, and cognitive science for ID)
2. Mini lectures on topics (PP and audio) from your instructor
3. Clear instructions with grading policies, due dates, and expectations for all assignments
4. Additional readings and handouts
5. Course calendar (fast moving class)
6. Syllabus (provides learning outcomes, codes of behavior, etc.)

Question: Given the demands of the course, what are some ways to ensure your success?



GROUP PLAN

1. Working in a group, create a presentation (ilearn forum) that uses a structured format from text S&K
 - 1.Submit brief questionnaire about yourself Due Oct. 27. I will use this to assign topics to teams etc.
 - 2.Meet virtually with team members to create a 20 minute presentation. Presentation due 11/24 (will be one presentation per team)
 - 3.Post presentation to forum 12/01
2. Each person will respond to one teams presentation 12/08

Question: Why is there so much emphasis on groups and teams in the MIST program?



GROUP PLAN TOPICS

1. Job aids
2. Learner games and simulations
3. Designing assessments (both authentic and tests)
4. Flipped classroom
5. Adult learning
6. ARCS model
7. Experiential learning



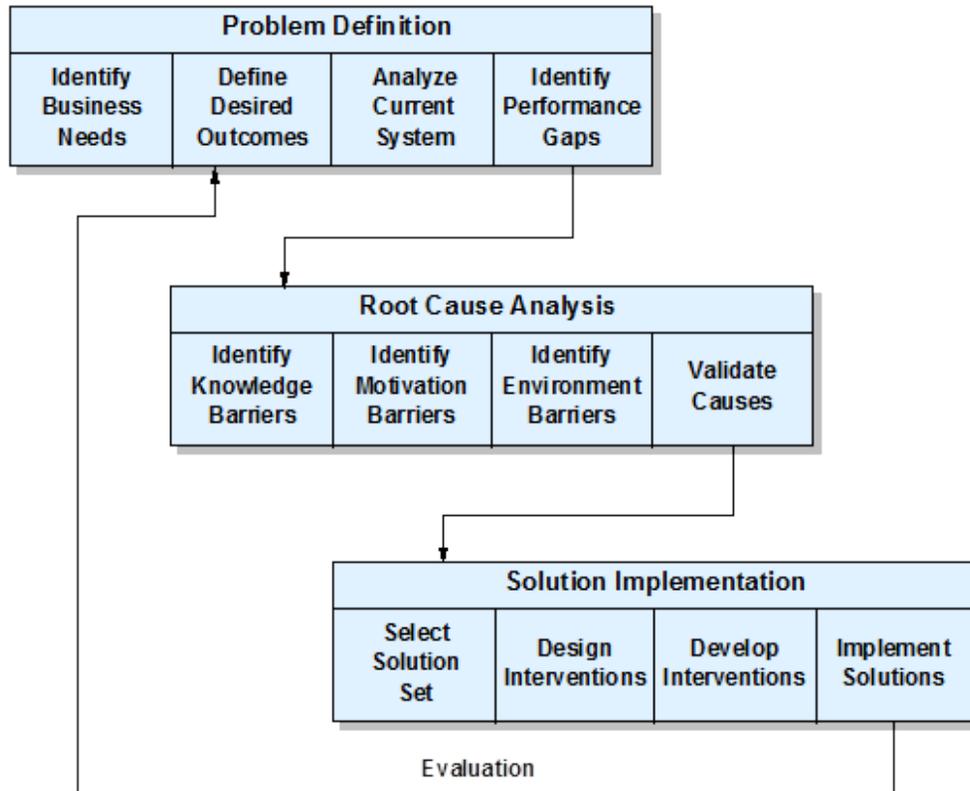
OTHER EXPECTATIONS

1. Do the readings as assigned
2. Open book quizzes (two) short and easy at application level
 1. Quiz 1 Take by 11/17 (ISD, needs analysis, goals, and objectives)
 2. Quiz 2 Take by 12/8 (learning strategies, domains, learning activities)

Question: Do you have any?



HPT (HUMAN PERFORMANCE TECHNOLOGY)



Human Performance Technology (HPT), a systematic approach to improving productivity and competence, uses a set of methods and procedures -- and a strategy for solving problems -- for realizing opportunities related to the performance of people. More specific, it is a process of selection, analysis, design, development, implementation, and evaluation of programs to most cost-effectively influence human behavior and accomplishment. It is a systematic combination of three fundamental processes: performance analysis, cause analysis, and intervention selection, and can be applied to individuals, small groups, and large organizations.

Definition is from [ISPI International Society for Performance Improvement](#) website

Fuller, J., & Farrington, J. (1999). From Training to Performance Improvement: Navigating the Transition. San Francisco: Jossey-Bass/Pfeiffer, p. 26. Used with permission

INSTRUCTIONAL DESIGN IS A...

discipline that combines education, cognitive science, linguistics, psychology, project management, and multimedia development to transform individuals, organizations, and communities to a more desired or higher level of performance. A systematic approach is used based on research to achieve this transformation.



Graphic taken from : <http://www.instructionaldesign.org/>



ADDIE: THE SYSTEMATIC APPROACH



All ID models may subdivide the pieces of the pie a little differently or have a greater emphasis in one area, but the model has worked since WWII when ID grew as a profession.

Graphic URL: [ADDIE Graphic](#)