

Develop an online course on Learning Management System.

Topic and Content	Approach
Instructional Design: Refresher • Introduction to Instructional Design • Key Concepts of Instructional Design	Duration: 15 Minutes Learning Material: Interactive Infographic Interactive infographic will have definition of Instructional Design on top, followed by learning objectives of a course. Below this, it will present clickable word-cloud containing key words and concepts from instructional design domain, for example words like, ILTs, WBTs, Instructional Objectives, etc. Learner Activity: Learners will read and interact with infographic to refresh some basic concepts.
Process for Developing WBTs and ILTs: ADDIE: • Analysis ○ Conducting needs analysis ▪ Interviews ▪ Observation ▪ Discussion ○ Creating Learning Goals and Outcomes ▪ Bloom's Taxonomy ▪ Robert Mager's Performance-Based Learning Objectives ▪ A-B-C-D Model (Audience-Behavior-Condition-Degree) ○ Defining time, budget, and resources requirement for training development ○ Sample analysis document • Design ○ Content chunking and flow creation ○ Helpful theories for designing ▪ Dale's cone ▪ Gagne's Nine events of Learning ▪ Merrill's Principles of Instruction ○ Setting standards and processes ○ Storyboarding principles ○ Developing blueprints for assessments	Duration: 90 Minutes Learning Material: Interactive eLearning Package Interactive eLearning Material will begin with introduction and overview of ADDIE. Learners will go through Analysis-Design-Development-Implement-Evaluation in a forced linear approach, content within each step will be linear/tabbed/interactive. Three check-your-progress questions will be added at the end of each step to mark completion and allow learners to move to the next step. Analysis: ▪ Use presentation slides for each topic. Sub-topics will be tabbed (Need analysis methods and Writing Learning objective methods). ▪ Provide learners with sample analysis document template that the company uses. Design: ▪ Start with a simple animation of source content being chunked and rearranged with reason. ▪ Learners will be asked to logically sequence the content. ▪ Tabbed content for theories. ▪ Simple scenario-based knowledge checks ▪ A presentation slide with additional information and company's standards. ▪ Learners will download storyboard template and assessment blueprint by company.

• Development ○ Tools for development ○ Key considerations while developing content ○ Visual presentation of the content • Implementation ○ Before session/course ○ During session/course ○ After session/completion • Evaluation ○ Learner's evaluation ▪ Two types of assessment: Formative and Summative ▪ Criteria for Good Objective questions ○ Course evaluation ▪ Learner's Feedback ▪ Net Promoter Score [NPS]	Development: ▪ Pop-up slide with list of various media. When learners click the media title, they can see list of tools for developing and editing the media: Audio-editing, video-editing, course-authoring tools. ▪ Presentation slides. Implementation: ▪ Present learners with a list of activities and ask them to identify correct point in implementation phase for performing the task. ▪ Once the activity is complete, provide learners with PDF of the activity list in different section. Evaluation: ▪ Present a tree diagram with two aspects of evaluation. Let learners choose where they want to start from. ▪ Two formats for assessment types can be presented. Learners can "Read", "Compare and Contrast". ▪ Provide learners with a list of examples of objective questions, ask them to determine if they are "Good Objective" or "Not". Provide feedback and reason. ▪ For course evaluation present learners with key points to develop a good feedback survey and the list of tools to develop them. ▪ Presentation slides for explaining NPS and ROI related concepts for evaluating if the course/program was worth. Learners Activity: Go through the eLearning package in sequence and complete the activities.
Recap and Quiz • Instructional Design • ADDIE Journey • Knowledge Checks • Answer Keys	Duration: 15 Minutes Learning Material: Discussion Board and Quiz ▪ Create a padlet/sticky post where learners can discuss about Instructional Design and share their knowledge. Alternatively, it can be a discussion board, group, or page. ▪ Course developers will share summary slides, PDF of journey, and additional resources on the platform. Learners Activity: Go through various posts and links by other learners. Post and contribute additional information on the platform. This platform will be a repository for future references as well.