

ADDIE

according to Jacobs, et al, LLC

v.20240901

ADDIE is a framework, not a process. Each letter represents a phase in a training creation project. In each phase there may be processes (which will have their own steps) or steps by themselves. There are a lot of opinions by academics about what happens in each phase and there are a lot of charts that show conflicting ideas of what happens in each phase - most are wrong. This chart is based on logic, reason, and having been applied to thousands of training projects, not just theory. One critical thing to remember is that a review process is constant throughout.

<h2>Analyze</h2>	<p>Analyze stakeholder expectations, observations, perceptions, target audience, etc. Conduct a Needs Assessment Conduct a Needs Analysis (if actually training) Create a list of tasks required to meet expected outcomes Analyze previous training materials (if applicable) Provide conclusions to stakeholders to negotiate next steps Present findings</p>
<h2>Design</h2>	<p>Organize tasks into appropriate LTEM tier Create the Training Design Plan Create the Measurement Plan Create the Develop and Deploy Plan Create Scope of Training Plan Create an Executive Overview</p>
<h2>Develop</h2>	<p>Create outline based on TPOs and EPOs in Training Design Plan Create content Create lesson plan Negotiate timing with stakeholders (ILT) Create Instructor Guide (eLearning) Create storyboard Create graphics, scenarios, and ancillary documentation (ILT) Create slide deck (eLearning) Create product (ILT) Create Participant Guide Create measurement devices and rubrics Create schedule Conduct final reviews</p>
<h2>Implement</h2> <p>I call this Deploy</p>	<p><i>I call it Deploy because of the wide breadth of options to deliver training.</i></p> <p>(ILT) Prepare instructors (eLearning) Publish to LMS and test course (ILT) Schedule course dates and notify participants Validate timing, content, and efficacy</p>
<h2>Evaluate</h2> <p>I call this Measure</p>	<p><i>I call it Measure because "evaluate" is often confusing and conflated, depending on who you are talking to.</i></p> <ul style="list-style-type: none"> • Assess - measuring participant performance competency • Evaluate - measuring course performance and efficacy <p>Assess Evaluate Maintain</p>