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## **Adventures with ADDIE: Creating an Online Professional Development Program**

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# Adventures with ADDIE

## Creating an Online Professional Development Program

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### Introduction

As part of the professional development offerings of the Minnesota Library Association's Instruction Round Table (IRT), the IRT co-chairs decided to build an online professional development program (mostly) from the ground up. IRT co-chairs developed, launched, facilitated, and evaluated the Creating Online Information Literacy Learning Objects: I'll Get to It This Summer (COiILO) program over Summer 2018. COiILO was developed to introduce, or reintroduce, participants to the ADDIE instructional design process. The two and a half week online program, delivered through the Free for Teachers version of Canvas, offered participants the opportunity to set aside some time in their schedules to work on applying the ADDIE model to their own online learning object creation process.

Here is how our project progressed through the ADDIE process.

### Design

**Delivery Method**

- ★ Canvas Free for Teachers

**Timeline**

- ★ Development: June & July
- ★ Deliver: August 6-20th

**Learning Outcomes**

By the end of this course, participants will:

- ★ Identify best practices for online learning object creation
- ★ Select appropriate technologies for delivering your online learning object
- ★ Develop a plan for creating an online learning object using the ADDIE model

**Assessment Plan**

- ★ Mid-Program Survey
  - Content
  - Feedback
  - Workload
  - Pace
- ★ End of Program Survey
  - Confidence
  - Content
  - Timing
  - Overall Experience

### Implement

**Publishing Location**


- ★ Course in Canvas Free for Teachers
- ★ Built Wordpress.com website
  - Information about the program
  - Registration page using Google Forms
  - Storage of materials after course ends

**Marketing**

- ★ Title and logo
- ★ Promotional email messages to listservs and library associations (ILI-L, MLA, Metronet, Minitex, CLIC)

**Communication with Participants**

- ★ Informational emails and announcements
- ★ Email responses to questions
- ★ Grading and feedback

Information Literacy  

**CREATING ONLINE LEARNING OBJECTS**  
 I'll Get To It This Summer

### Analyze

**Learner Analysis**

- ★ What are the participants' characteristics?
  - Works in a library (public, special, k-12, or academic)
  - Broad range of tech skills
- ★ What are their learning motivations?
  - Wants to produce a meaningful online learning object to help audience
- ★ What learning outcomes are we looking for?
  - Familiar with ADDIE model
  - Develop plan for creating online learning object using ADDIE
  - Increase confidence in creating online learning objects
  - Conduct environmental scan to identify campus partners and available technology

**Instruction Analysis**

- How will we deliver the instruction?
  - Canvas course
  - Foundational readings/videos/other cool stuff
  - Workbook
- What constraints will impact design, development and implementation?
  - Time
  - Open access materials/learning platform
  - Tech skills of participants

### Develop

**Content Creation**

- ★ Workload
  - Build all content in 2 weeks!
  - Split up content into 8 sections, assigning each other half
- ★ Content
  - Canvas course with discussion boards split into participant groups
  - Participant Workbook companion document created at the same time with all instructional content plus assignment questions

*Sample from Participant Workbook*

**Module 1: Overview**

Post and Response to Online Discussion Group Due: 8/8, 11:59 PM CST

Course Introduction

Welcome to *Creating Online Learning Objects: I'll Get To It This Summer!* Over the next two and a half weeks, you will have the opportunity to take some time out of your busy schedule to intentionally work through the ADDIE instructional design process for an online learning object you want to create. No more telling yourself "I'll get to it this summer" - it's August and the fall semester will be here before you know it, so let's get to work! By the end of the program, you will be able to:

- Identify best practices for online learning object creation
- Select appropriate technologies for delivering your online learning object
- Develop a plan for creating an online learning object using the ADDIE model

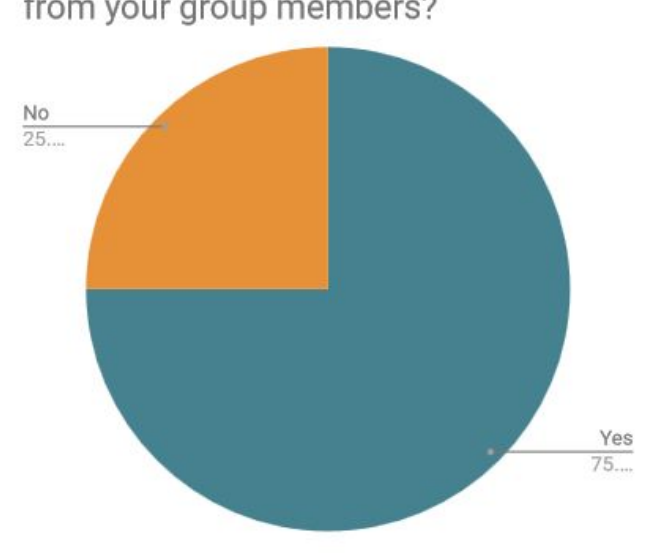
**SPECIAL THANKS TO LINDSAY MATTS-BENSON WHO PROVIDED AN INITIAL MODEL OF THE PARTICIPANT WORKBOOK!!!**

### Evaluate

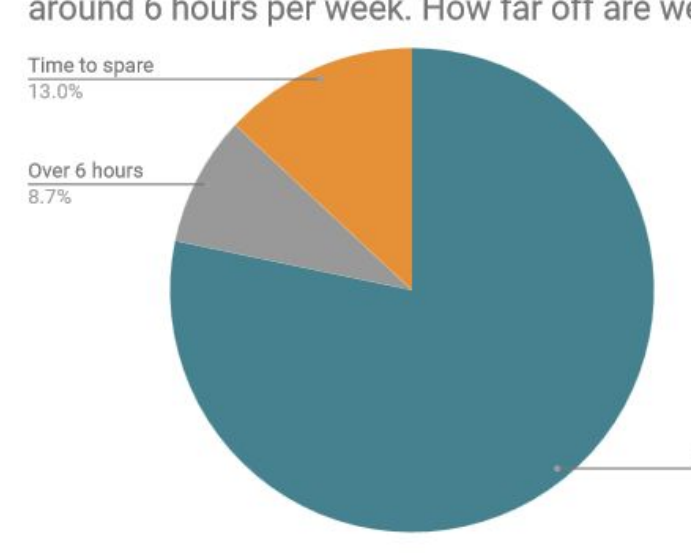
**Assessment Plan**

- ★ Mid-Program Survey

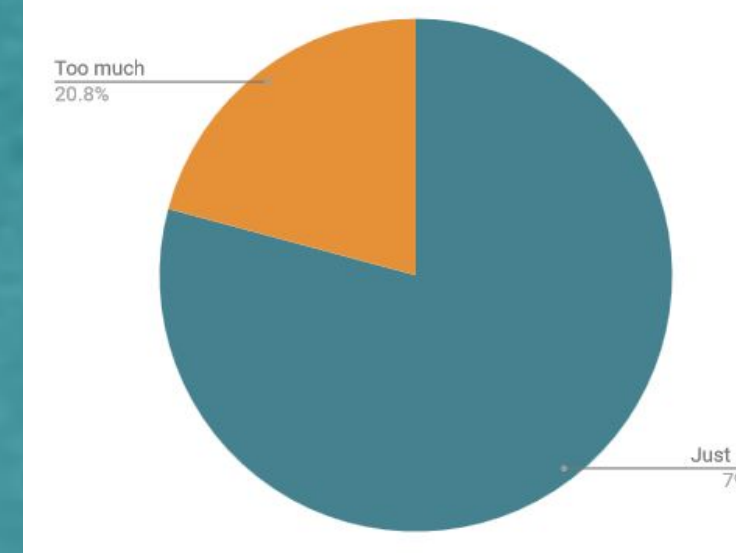
Are you receiving beneficial feedback from your group members?



We estimated that this program would require around 6 hours per week. How far off are we?

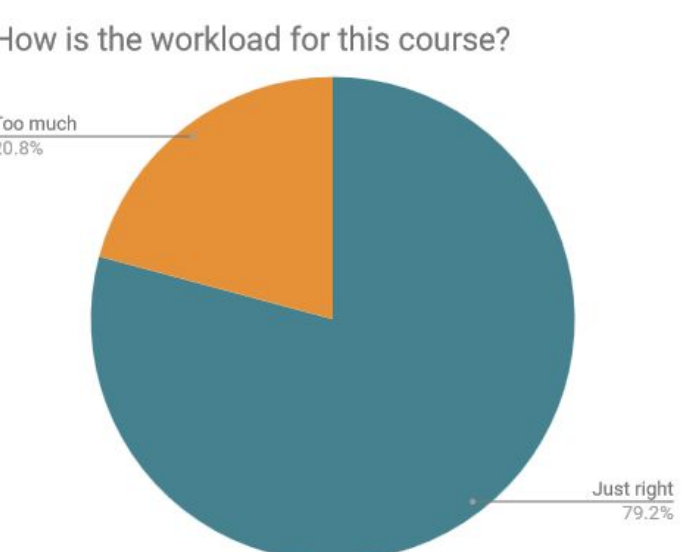


How is the workload for this course?

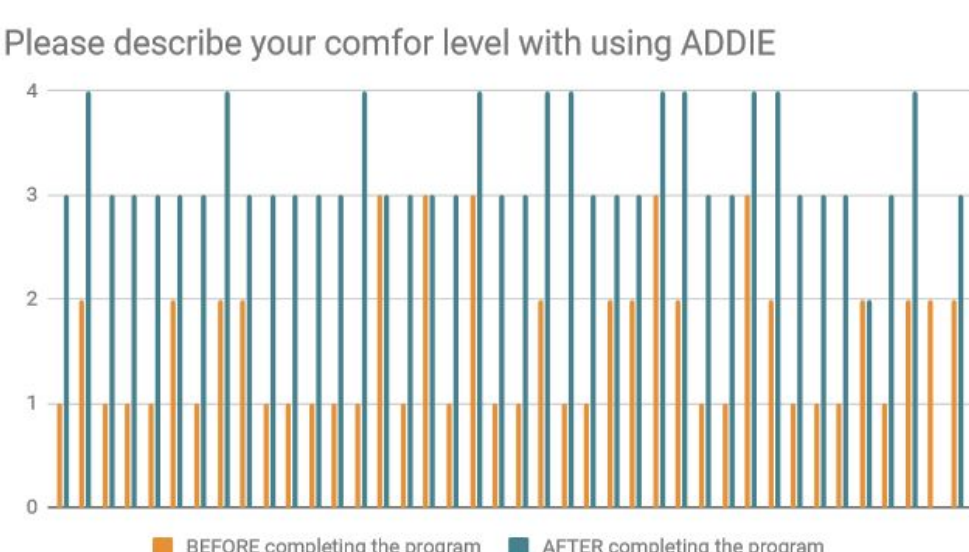


- ★ End of Program Survey

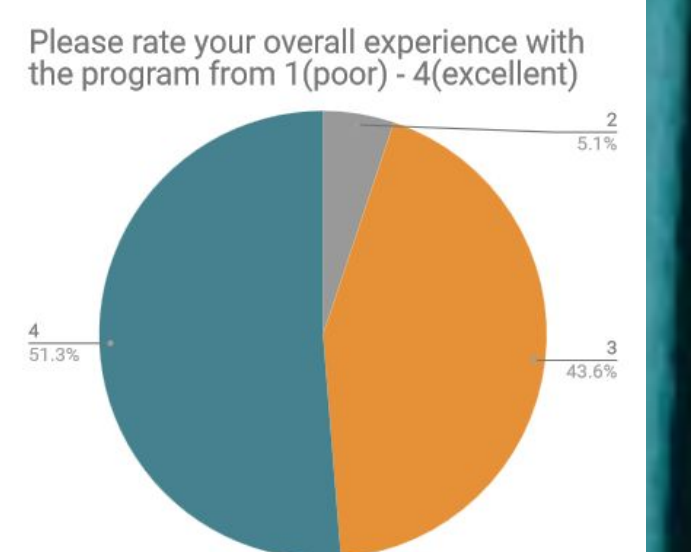
How is the workload for this course?



Please describe your comfort level with using ADDIE



Please rate your overall experience with the program from 1 (poor) - 4 (excellent)



**Lessons Learned**

- Increase course length to 3-4 weeks
- Deliver the course in January, June, or July
- Compose groups with more people, assume drop-outs throughout course
- If you build it, and make it free, they will come. But a lot will drop out.