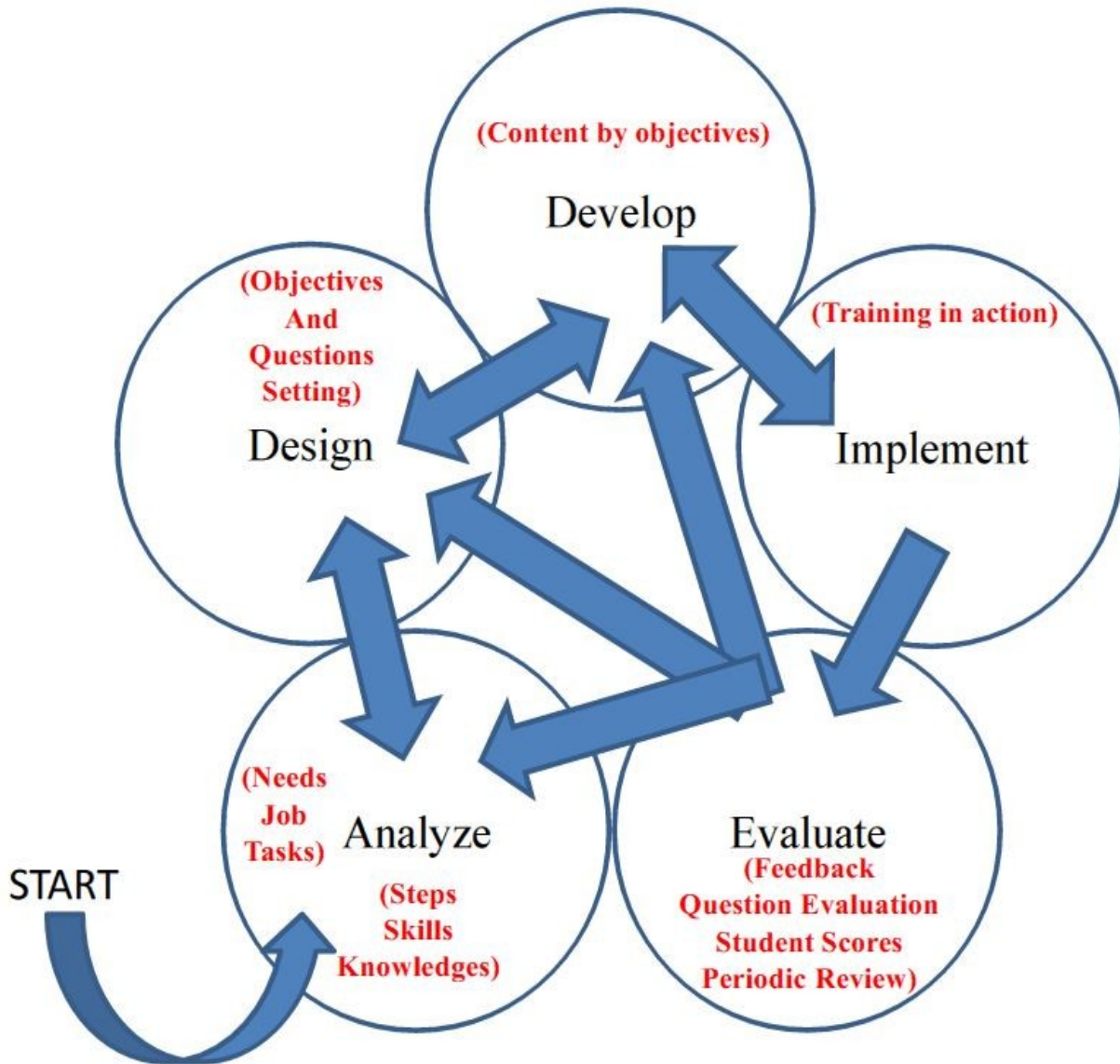


The Illustration below shows the Analysis, Design, Development, Implementation, and Evaluation flow path. The evaluation phase is the evaluation of the entire program.



Has a beginning but no end

During each phase of the ADDIE process, it may be determined that the previous step may need adjustment.

Analysis:

Needs – Determine if training is the best solution

Job – Determine the definitive steps, actions involve (Tasks, Functions)
Tasks have definite beginning and ending
Functions don't have specific beginning or ending (supervisors are constantly evaluating subordinates performance)
Job analysis produces a list of Jobs/Functions

Task/Function Analysis – Determine the steps, knowledge, and Skills needed to perform Job/Function

Design:

Consolidate like knowledge and skill requirements into objectives.

Organize objectives into logical groups.

Design initial questions to evaluate objectives. (This is to aid in developing content to address the objectives. Questions can be fine tuned after content is developed.)

Determine best setting to address objectives.

Develop:

Develop content for each objective.

Organize objectives into courses.

Implement:

Teach ILT, publish WEB, distribute self taught material, administer tests.

Evaluate:

Ultimate evaluation is student on the job performance.

Student Scores

Student feedback

Classroom observers