

Instruction: Read each question carefully and select the correct answer. Use the answer sheet for your answers.

1. What does the acronym ADDIE stand for?
A. Analyze, Draft, Develop, Instruct, Examine
B. Apply, Design, Deliver, Instruct, Evaluate
C. Analyze, Design, Deliver, Instruct, Evaluate
D. Assess, Direct, Draft, Integrate, Examine
2. Which phase comes immediately after Analyze in ADDIE?
A. Develop
B. Evaluate
C. Design
D. Implement
3. Why is the Analyze phase critical in ADDIE?
A. It skips learner feedback
B. It identifies learning needs and goals
C. It focuses only on evaluation
D. It saves money on training
4. How does the Evaluate phase support the entire ADDIE process?
A. By ending the cycle permanently
B. By focusing only on implementation
C. By ensuring continuous improvement
D. By ignoring learner outcomes
5. A trainer prepares a storyboard and lesson plan. Which ADDIE phase is being applied?
A. Evaluation
B. Design
C. Implementation
D. Analysis
6. A teacher delivers the training session in the classroom. Which ADDIE phase is this?
A. Implement
B. Design
C. Develop
D. Evaluate
7. If learners struggle with an e-learning module, which ADDIE phase should be revisited FIRST?
A. Development
B. Evaluation
C. Implementation
D. Analysis
8. A school compares pre-test and post-test results to check learning effectiveness. Which ADDIE phase does this represent?
A. Implementation
B. Analysis
C. Evaluation
D. Development
9. You are asked to design a new online course using ADDIE.
What should be your FIRST step?
A. Deliver lessons immediately
B. Evaluate without teaching
C. Create quizzes
D. Identify learner needs and objectives
10. To create a more engaging ADDIE-based program, which innovation could be added?
A. Avoiding feedback from learners
B. Skipping analysis for faster results
C. Removing evaluation
D. Integrating gamification in the design phase
11. What is the main focus of Competency-Based Training (CBT)?
A. Traditional grading
B. Mastery of skills and competencies
C. Memorization of facts
D. Time spent in class
12. Which document guides the structure of CBT curriculum?
A. Lesson Plan
B. Textbook
C. Training Regulations (TR)
D. School Calendar
13. Why is CBT considered learner-centered?
A. Learners memorize content
B. Learners pass based on seat time
C. Learners progress upon demonstrating competencies
D. Learners are passive recipients
14. How does CBT differ from traditional education?
A. Requires long lectures
B. Emphasizes skill mastery and real-world application
C. Eliminates assessment
D. Focuses on memorization
15. A teacher designs assessment tasks that require learners to demonstrate actual welding skills. Which principle of CBT is this?
A. Passive listening
B. Memorization
C. Competency demonstration
D. Time-based learning
16. If a student struggles with a competency, what should the trainer do?
A. Reduce assessment
B. Skip to the next topic
C. Fail them immediately

- Provide remediation and practice until competency is achieved
- A training institution notices learners excel in theory but fail in practical tasks. Which curriculum design weakness is revealed?
- Lack of competency-based assessment
 - Integration of skills
 - Too much learner practice
 - Clear alignment of outcomes
18. Which is the MOST valid way to evaluate a CBT curriculum?
- Measuring workplace readiness and job performance
 - Giving written exams only
 - Counting attendance
 - Learner satisfaction survey only
19. If you are tasked to design a CBT module for carpentry, what should you start with?
- Identify occupational competencies from Training Regulations
 - Prepare attendance sheets
 - Write long lectures
 - Create a written exam
20. A school wants to innovate CBT to prepare students for global careers. Which approach is MOST effective?
- Shorten training time
 - Focus only on local standards
 - Integrate 21st-century skills like collaboration and problem-solving
 - Minimize assessments
21. What does TNA stand for?
- Trainer Network Association
 - Training Needs Assessment
 - Teaching Needs Analysis
 - Training New Activities
22. Which of the following is NOT a method of conducting TNA?
- Random guessing
 - Surveys
 - Interviews
 - Job observation
23. Why is TNA important in training program design?
- It increases paperwork
 - It ensures longer training sessions
 - It guarantees automatic promotion
 - It determines if training is needed
24. Which BEST explains the role of TNA in curriculum development?
- It replaces evaluation
 - It identifies training gaps and aligns learning objectives
 - It eliminates trainers
 - It focuses only on learner attendance
25. A manager notices declining productivity. Which action reflects the application of TNA?
- Ignoring employee complaints
 - Requiring overtime immediately
 - Investigating skills gaps through surveys and interviews
 - Replacing the staff
26. If employees lack knowledge of new software, which training need does TNA identify?
- B. Cultural tradition
C. Task/Job need
D. Organizational need
27. If employees perform well but still fail organizational goals, what is MOST likely the problem?
- Misalignment between organizational goals and training focus
 - Employees lack discipline
 - TNA was unnecessary
 - Training was too long
28. Which question is MOST relevant when evaluating the results of a TNA?
- Did training address the identified performance gap?
 - Did participants enjoy the food?
 - How long was the training?
 - How many chairs were in the classroom?
29. If you are tasked to design a TNA plan, what is the FIRST step?
- Identify performance problems
 - Evaluate post-training results
 - Write certificates
 - Deliver training immediately
30. A company wants to innovate TNA for remote employees. What is the BEST approach?
- Skip TNA altogether
 - Conduct only face-to-face interviews
 - Use online surveys and digital analytics to identify training gaps
 - Focus only on physical attendance
31. Which is a foundation of curriculum development?
- Philosophical, psychological, sociological bases
 - Financial budget only
 - Random decision-making
 - Political slogans only
32. Who is known as the "Father of Modern Curriculum"?
- John Dewey
 - Franklin Bobbitt
 - Jean Piaget
 - Paulo Freire
33. Why is philosophy important in curriculum development?
- It limits teacher creativity
 - It guides the goals and purposes of education
 - It avoids cultural issues
 - It replaces assessment
34. How does psychology influence curriculum design?
- It considers how learners grow and learn
 - It emphasizes only memorization
 - It ignores learner needs
 - It eliminates teaching methods
35. A school designs a curriculum based on the needs of the community. Which foundation is this?
- Sociological
 - Philosophical
 - Psychological
 - Economic
36. A curriculum designer applies Piaget's theory in lesson sequencing. Which foundation is reflected?
- Psychological

- Philosophical
 Political
 A curriculum emphasizes nationalism but neglects global awareness. What weakness does this show?
 A. Lack of balance in philosophical foundations
 B. Strong psychological basis
 C. Effective sociological design
 D. Clear educational philosophy
38. Which is the MOST valid criterion to evaluate a curriculum?
 A. Number of textbooks printed
 B. Alignment with learner needs and societal demands
 C. Length of curriculum documents
 D. Budget availability
39. If tasked to create a curriculum model, what must be identified FIRST?
 A. Educational philosophy and learning goals
 B. Number of teachers
 C. Budget allocations
 D. Assessment tools
40. How could you innovate curriculum design for the digital age?
 A. Integrate ICT and 21st-century skills
 B. Focus only on textbooks
 C. Ignore technology
 D. Remove assessments
41. What does CBLM stand for?
 A. Competency-Based Learning Material
 B. Community-Based Learning Map
 C. Central Basic Lesson Module
 D. Curriculum-Based Literacy Manual
42. Which is an example of supplementary learning material?
 A. Chalkboard only
 B. Activity sheets
 C. Empty notebook
 D. Teacher's attendance log
43. Why are CBLMs important in competency-based training?
 A. They guide learners to master skills step-by-step
 B. They replace teachers entirely
 C. They are optional decorations
 D. They focus only on memorization

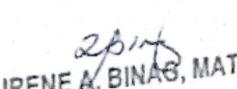
44. What makes a session plan different from a syllabus?
 A. Session plan focuses on specific lessons
 B. Syllabus is more detailed
 C. Session plan lists only school rules
 D. They are exactly the same
45. A teacher prepares step-by-step learning tasks in welding. Which material is being created?
 A. Research paper
 B. Textbook
 C. Syllabus
 D. CBLM
46. A facilitator designs an activity sheet where students solve math problems. Which purpose does this serve?
 A. Practice and application
 B. Punishment
 C. Decoration
 D. Memorization only
47. A CBLM is very theoretical and lacks practice tasks. Which problem does this show?
 A. Too much hands-on learning
 B. Lack of theoretical background
 C. Overuse of activity sheets
 D. Poor alignment with competency outcomes
48. Which is the BEST criterion for evaluating a session plan?
 A. Neat handwriting
 B. Personal preference
 C. Alignment with objectives and learner outcomes
 D. Number of pages
49. If asked to create a new CBLM, what should you identify FIRST?
 A. Competencies from the Training Regulations
 B. Assessment grades
 C. Teacher's availability
 D. Classroom seating
50. To make learning materials more engaging, what innovation could be used?
 A. Integrate multimedia and interactive activities
 B. Eliminate exercises
 C. Copy old modules without revision
 D. Rely only on printed text

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