

The ADDIE Model

What is the ADDIE model?

By making certain that one phase is completed before the next phase begins, the ADDIE model provides a framework for course development. It categorizes Instructional Design (ID) into five distinct phases.

A nalysis

Key actions include:

- clarifying the instructional problem
- establishing instructional goals
- identifying the learning environment
- identifying learner's existing knowledge and skills

Main Deliverables:

needs analysis document



D esign

Key actions include:

- defining learning objectives
- deciding on an instructional strategy
- selecting technology or technologies
- designing the user interface and user experience
- developing prototypes
- applying visual design (graphic design)

Main Deliverables:

high-level design document, storyboards



D evelopment

Key actions include:

- developing technologies
- developing instructional courseware
- producing training materials
- running and reviewing training pilots

Main Deliverables:

lesson materials, job aids, assessment instruments



I mplementation

Key actions include:

- establishing a course schedule
- training instructors
- printing training materials for participants
- enrolling and orienting learners
- launching courses

Main Deliverables:

attendance forms, feedback forms, student assessment



E valuation

Key actions include:

- collecting learner data and reviewing training effectiveness
- performing on-site evaluations
- reporting results to key stakeholders
- revising the training system to improve it

Main Deliverables:

program evaluation report

