Assessments

Congratulations! You've made it to the final step for designing successful eLearning courses! Today's lesson is all about assessing your learners and enhancing retention and learning transfer.

Learning only takes place when there is a change in the learner's behavior or performance. One way to assess changes is to conduct formative and summative evaluations. It is only when this change is assessed that we can identify if the learning objectives have been met.

Let's look at two types of assessments: **Summative and Formative**.

Summative assessments in eLearning design are the end-of-the course assessments designed to determine whether or not learning objectives have been met. Summative assessments focus on evaluating the learner. Formative assessment, on the other hand, focus on learning goals and discover what learners know while they're still in the process of learning it.

As instructional designers, we can assess learners in the following ways:
- Add milestone tests and assessments at every level
- Pre-test learners to find out how much they already know and whether or not they can/should skip certain sections of the course or focus on specific topics.
- Offer post-tests to confirm whether learners have mastered a specific content set.
- Use online quizzes, word games, and multiple-choice questions as well as text-based answers to assess learner understanding of topics
- Use normative-referenced performance to evaluate how learners perform.
- Facilitate Internalization Through Real-World Applications

Instructional designers should also help learners translate the knowledge provided by the course into real-world situations. This can be accomplished in a number of ways:

- Get learners to map content learned to their everyday life activities.
- Make learners think of specific work-related situations where new knowledge can be applied.
- Provide simulated examples, "what-if scenarios" and "gaming situations" that require

learners to respond with new skills/knowledge learned in the course.

BUT, this is not the end….

Unfortunately, our brain tends to forget information that isn't used regularly. So, if you want learners to retain content from your training and even apply it, you need to think of ways to enhance retention and transfer knowledge.

Here is how you can help learners translate the knowledge provided by the course into real-world situations:

- Get learners to map content learned to their everyday life activities.
- Make learners think of specific work-related situations where new knowledge can be applied.
- Provide simulated examples, "what-if scenarios" and "gaming situations" that require learners to respond with new skills/knowledge learned in the course.