DICK AND CAREY MODEL

INPUT

- Needs analysis Organizational goals
- SME input
- Instructional goals
- Expert input
- Ask analysis methods
- Learner demographics
- Prior knowledge assessment
- Context analysis
- Instructional analysis results
- Learning goals
- Performance objectives
- Instructional goals
- Learning objectives
- Learner analys
- Instructional theory
- Instructional strategy Content requirements
- Prototype instructional materials
- Test groups
- Final instructional materials
- Course completion data
- Formative/Summative evaluation data
- Learner feedback

A SYSTEMATIC APPROACH TO **INSTRUCTIONAL DESIGN**



1. Identify

- **Instructional Goals**
- · Break down the goals into sub-skills and steps required for mastery.
- · Identify prerequisite knowledge needed.



3... Analyze Learners and

- · Convert instructional goals into specific, measurable learning objectives using Bloom's Taxonomy.
- · Include condition, behavior, and criteria for success.



Develop Assessment Instruments

- · Choose teaching methods and materials (lectures, eLearning, videos, hands-on activities).
- · Include sequencing, reinforcement techniques, and engagement strategies.



- Instructional Materials
- One-to-One Evaluation • Small-Group Evaluation

Summative Evaluation

· Revise at any step to improve materials, assessments, and

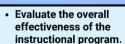
· Address any gaps in clarity,

strategies.

effectiveness, or

engagement.

• Field Trial - A real-world setting test before full



Use learning analytics, surveys, performance assessments, and long-term tracking.

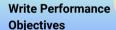


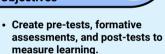


OUTPUT

- Clear instructional goal statements
- List of required knowledge skills Learning steps
- Learner profile
- Context report
- Clearly written measurable objectives
- Pre-tests/Post-tests
- Rubrics
- Formative assessments
- A structured plan for instructional delivery
- Learning materials (slides, videos, workbooks, LMS content)
- Feedback reports from one-to-one, small-group, and field trials
- Reports on instructional effectiveness and learner performance
- Revised instructional content and strategy

2.





Define what learners should

specific, and measurable.

· Goals should be clear,

Conduct Instructional

Identify target audience characteristics (prior knowledge.

workplace applications.

motivation, demographics).

Consider learning environment

(classroom, online, hybrid) and

be able to do after instruction.

- Ensure assessments align with performance objectives.
- Develop Instructional
- · Create or gather lesson plans, multimedia, worksheets, job aids, and online content. **Ensure materials support Develop and Select** instructional goals and learner





Revise