

The ADDIE Model

The ADDIE model is the original instructional systems design (ISD) framework. The acronym represents the five phases for creating training and performance support tools: analysis, design, development, implementation, and evaluation. Most current ISD models are a variation of these five phases.

A Analysis	Analysis – Sometimes called a “needs assessment” and includes: • Defining organizational and individual performance results • Identifying performance measures for the competencies/tasks to be trained • Identifying skill/knowledge requirements • Determining the level of instruction needed based on audience analysis • Creating an evaluation strategy for the training
D Design	Design – Development of a training strategy that includes: • Learning objectives for each competency/task • Assessments/tests to show mastery of the tasks • Training prerequisites • A sequence and structure of topics and lessons • A selection of instructional delivery media/methods
D Development	Development – Production activity that includes: • Creating participant learning materials (workbooks, practices, case studies, and programmed e-learning) • Developing facilitator guides (where appropriate) • Developing visual aids (wall charts, PowerPoint slides, and so forth)
I Implementation	Implementation – Putting the training into action, including: • Testing materials (pilot test) • Creating an implementation plan for conducting the training • Conducting the training



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E Evaluation	Evaluation – Review and revision, including: - Reviewing and evaluating each ADDIE phase to ensure it is accomplishing what it needs to (formative) - Evaluating the instructional effectiveness of the training through assessments, observation of performance on the job, and measurement of organizational impact (summative) - Revising the training system
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