

Connecting the dots between objectives, assessments, & learning activities

Tom Caswell
Director, Learning Engineering
Learning Objects, Inc.

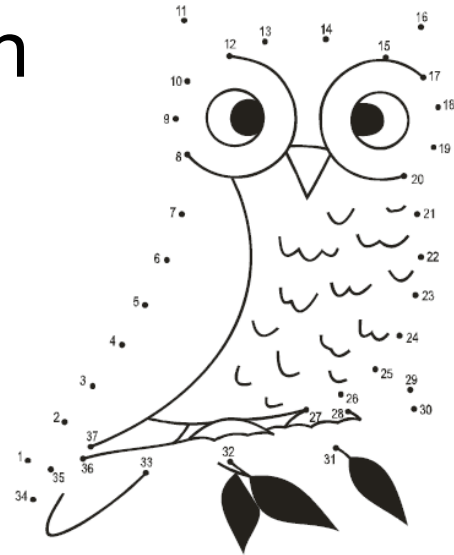
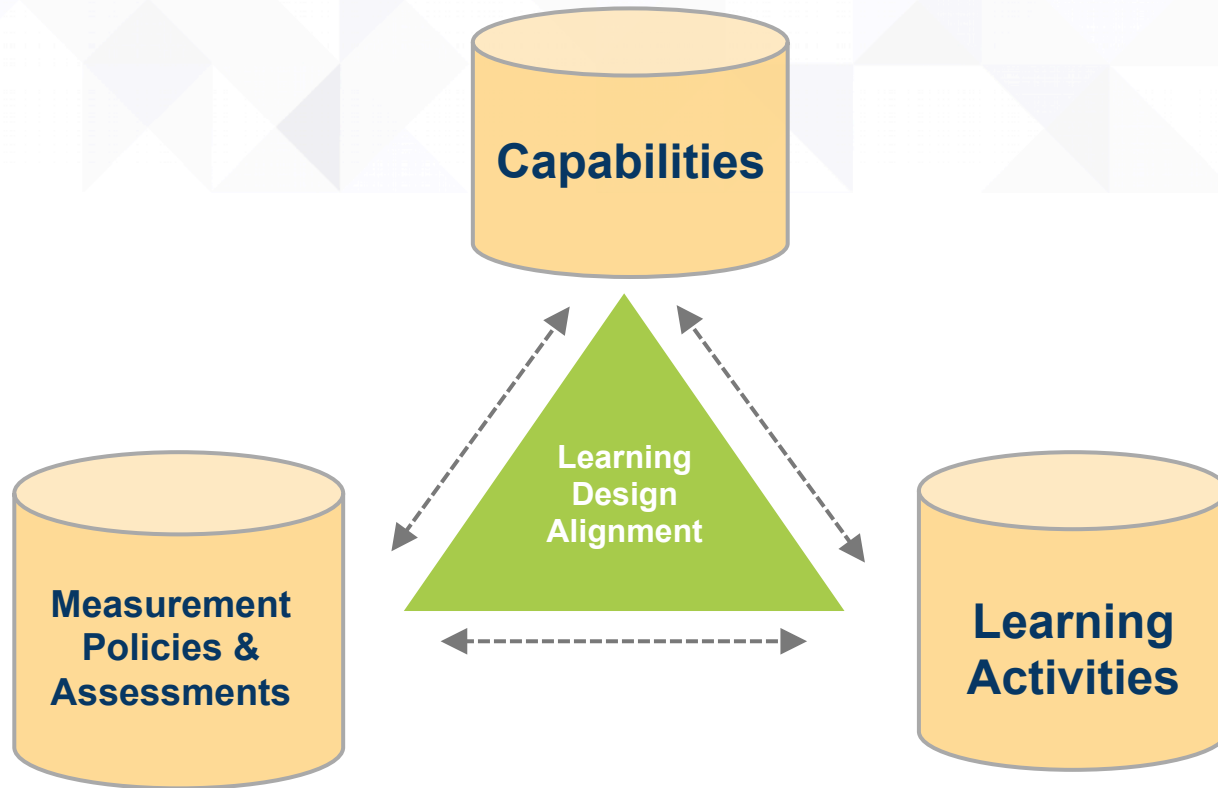


Image credit: <http://www.getworksheets.com>

Learning design alignment



Learner perspective

**What do I
need to do to
succeed?**

**How can I tell
if I'm
successful?**

**How do I get
help when
I'm stuck?**

Instructor & designer **perspective**

**What should
students
look like / be
able to do
when they're
done?**

**How can I tell
when a
student is
successful?**

**When a
student
doesn't
demonstrate
an outcome,
how do I help
them get
there?**

Program & course design process



Envision



Distill



Design



Develop



Launch



Improve

Redesign Kickoff

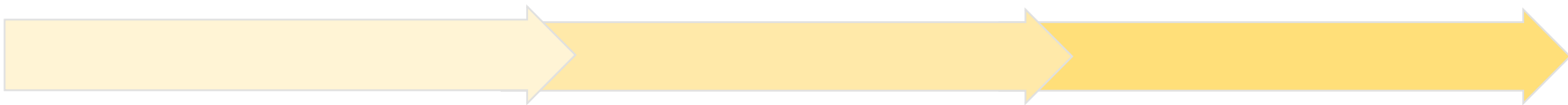
- Select course or program
- Identify strengths, weaknesses, opportunities
- Map opportunities to capabilities
- Create rapid prototype
- Validate prototype

Design & Development

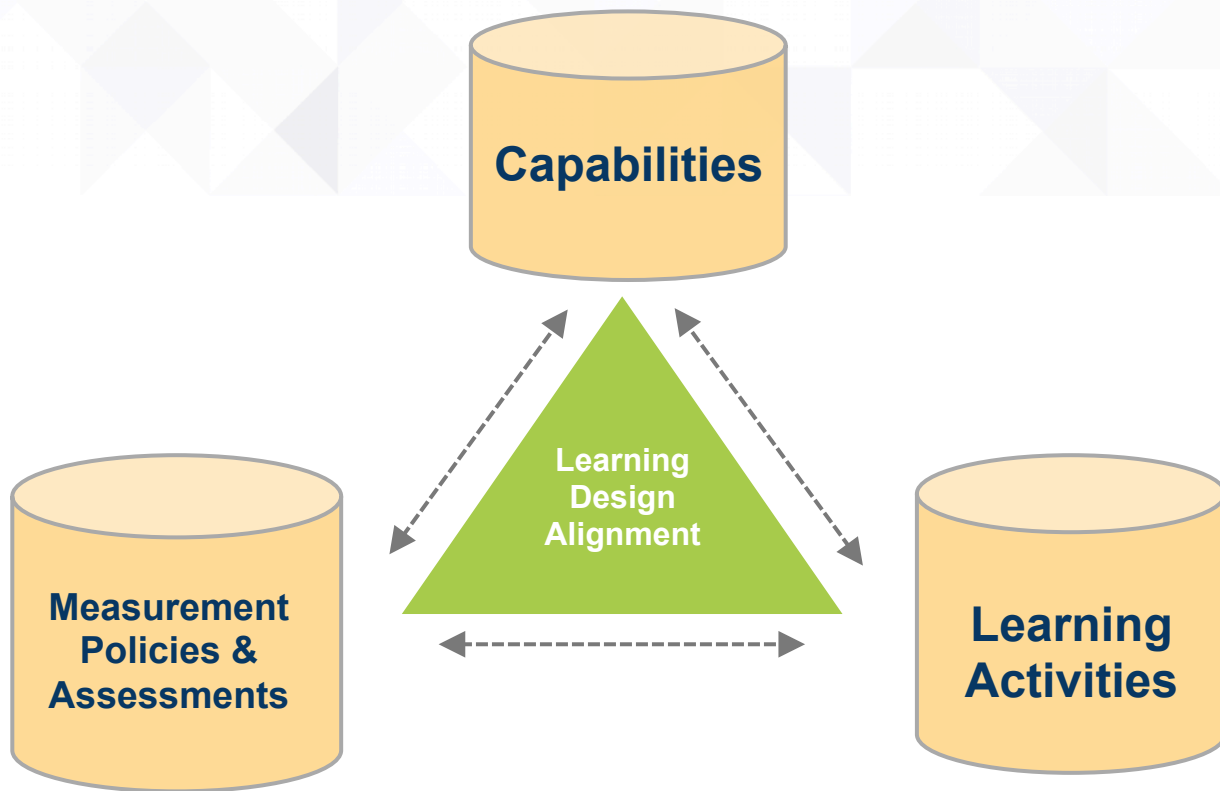
- Articulate success metrics
- Map capabilities to assessments to activities
- Design personalization & workflow
- Fill gaps in course or program alignment
- Create new assessments & activities

Launch

- Launch course or program with selected students
- Support and monitor participants
- Collect and evaluate data
- Continuously improve learning gaps based on course data



Learning design alignment



Questions?

tcaswell@learningobjects.com

