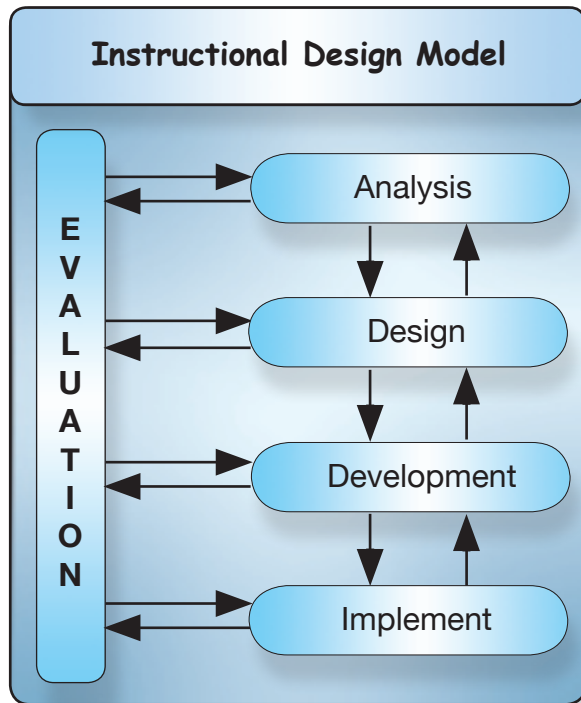


Concept Maps: ADDIE and SPaDDIE Models.

SPaDDIE a New Approach to Performance Standards.

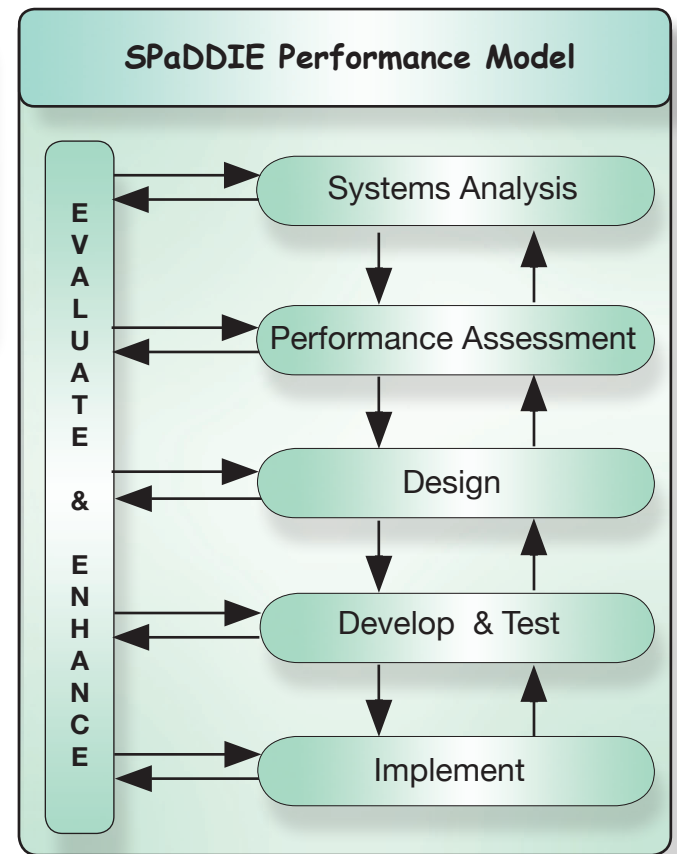
ADDIE Model



SPaDDIE:
A new approach for using & implementing ISPI Performance Standards.
(International Society for Performance Improvement)

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Source:
1) <http://www.nwlink.com/~donclark/hrd/ahold/fisd.html>
2) Ciaran Lesikar



- **Analysis:** The analysis phase clarifies the instructional problem; instructional goals and objectives are established; the learning environment and learner's existing knowledge and skills are identified.
- **Design:** The design phase creates a systematic and specific instructional plan. This blueprint includes learning objectives, assessment instruments, content, exercises, subject matter analysis, lesson planning and media selection.
- **Development:** Instructional designers create and assemble the content assets that were blueprinted in the design phase. Storyboards and graphics are developed. For e-learning programmers develop and integrate technologies.
- **Implement:** The instructional plan for instructors and learners are put into practice. Facilitator/instructor training covers course objectives, course curriculum, learning outcomes, method of delivery, and testing procedures. Learner training includes new or updated; objectives, course content, tools (software or hardware) and assessments that align with objectives.
- **Evaluate:** Evaluation phases assess and test each stage of the process, the newly created topics, instruments and all aspects of the instructional design.

- **Systems Analysis:** Study and analyze the system to clarify the performance issues. Identify: how the system currently works, desired outcomes, positive and negative process issues, constraints, and the impact of single, combined or all factors that affect the entire systems performance.
- **Performance Assessment:** Define performance gaps by identifying current and optimal behavior/processes.
- **Design:** Create a performance plan that takes into account single and combined performance factors and how they integrate into the entire system. Ensure, during this phase, the plan takes advantage of partnering and collaboration.
- **Develop and Test:** Develop the performance plan. Incorporate tests into the plan to validate this new solution, as well as mitigate undesired results on the performers and the system.
- **Implement:** Deploy the new performance solution and manage change to ensure the solution sustains positive results.
- **Evaluate and Enhance:** Use comments, feedback and metrics as a way to gauge the effectiveness of single or combined factors of the entire systems performance. Use evaluations to refine the performance improvement process.