

Instructional Design Summary

S2's instructional process is based on the collective study, research, and experience of our instructional team. Our objective is to create optimal learning environments that are economical, easy to manage, and effective. Our performance-based training engenders learning that is characterized by longer remembering, increased skill endurance, and increased skill application. Collectively, these characteristics represent an ideal learning experience as they ensure that the learner will remember the skills longer, be able to perform the skills at a high level when fatigued or in distracting environments, and, apply the skill to the problems presented in their work environment. Some of the critical features of S2's instructional design include:

Feedback

Feedback occurs when a learner is given the opportunity to respond in some way to the content that they are learning, then, receives information describing whether their performance was accurate or not. Feedback shapes and refines behavior, and creates greater skill retention. Note that performing and receiving feedback is often referred to as "practice."

Temporally appropriate feedback

Ideal feedback is presented in a manner that permits the learner to respond in an errorless fashion. That is, the learner should be given the opportunity to respond when they are most likely to perform accurately, and receive positive feedback. This means that feedback probes and exercises should occur in close temporal proximity to the introduction of the skill or content being trained.

Performance based objectives

Performance based objectives focus learning on those measurable skills that must be performed to complete a process with high quality. Moreover, performance based objectives seamlessly integrate with performance evaluation and management systems. Thus, a coherent performance optimization program can be created that seamlessly incorporates training, evaluation, and maintenance.

Pre-test & Post-test

Pre-testing and post-testing students allows for gain score calculations that can be used to evaluate the success of the course. Gain scores are calculated by comparing the percent correct achieved on the pre-test to the percent correct on the post-test. Gain scores can be calculated for all objectives or a sample of critical objectives.

Simple interface

A clean instructional interface is imperative to an efficient eLearning environment. Too many varying stimuli in a learning environment distract the learner. At the very least, distractions slow the learning process; however, constant distraction can disrupt learning altogether. Simplicity, however, must be balanced against motivation. That is, a learning interface must not be so simple that it is boring to the student.

If you have questions about S2's Instructional Design, or any of S2's services, call 740.678.1000 or send an email to info@s2learning.com.