Dick and Carey Podcast by Veronica Diaz (Transcript)

Hello.

I am Veronica Diaz and it is my pleasure to welcome you to this podcast.

Do you worry that, after all the long hours spent developing an engaging learning activity, your learners are not engaged?

In this session, I will share how the Dick and Carey instructional design model can help eliminate this worry.

The Dick and Carey Model is comprised of 9 Steps.

Step 1 is focused on the identification of the instructional goals, objectives and outcomes.

Step 2 entails the determination of what the learners already know and what they need to know, with the objective of filling the learning gap.

In Step 3, the instructional designer conducts audience research to determine the learner's behavior, traits, personal preferences and motivation factors.

Step 4 entails the development of performance objectives that describe the task that must be mastered with instruction.

Step 5 entails finding the ideal eLearning assessment type, determining grading rubrics and grading criteria.

In Step 6, you create an instructional strategy taking into consideration the learning theories best suited for your subject matter and learner needs.

In Step 7, (my favorite step!) you select each of the learning materials, tools and online exercises that serve the learning goals and objectives.

Step 8 entails the gathering and analysis of data in the form of formative evaluation, during instruction.

Step 9 is the summative evaluation that takes place after instruction, to use for future improvement.

Each stage has different ways of development and completion. I will focus on Steps 1, 6 and 7.

In Step 1 make sure to tie your instructional goals to real world implications, so the learner knows exactly what will be the benefit of completing the course.

In Step 6, when developing your learning strategy, consider the learner characteristics and motivation.

When selecting instructional materials, in Step 7, include a wide range of materials (workbooks, textbooks, scenarios, simulations). This will enhance your learners' engagement.

In my opinion, the Dick and Carey Model helps develop effective learning experiences, especially for adult learners. Steps 1, 6 and 7, are examples of application of Andragogy theory in three distinct areas: (1) the incorporation of a variety of instructional resources, (2) the creation of authentic experiences, (3) the iteration of how specific tasks will be useful for learners in real world situations.

Until our next podcast… Good day/good night!