

An Overview of the Field

August 25, 2003

Introduction and History

- ▶ **Group Project**
take 10 minutes
and answer
the following:



- ▶ **What is Instructional Design and Technology?**

Some Common Factors

- ▶ **Use of media to teach**
- ▶ **Systematic approach to learning**
- ▶ **Mostly used in Military and Business**
- ▶ **???**

Media

- ▶ Pre-electric media

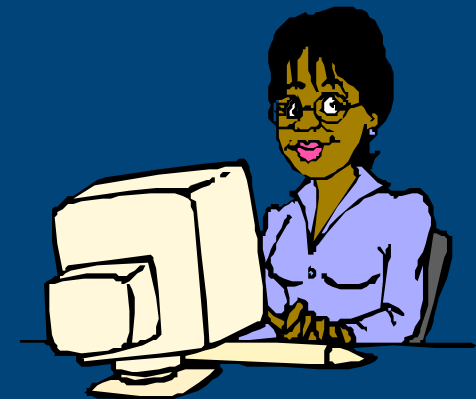
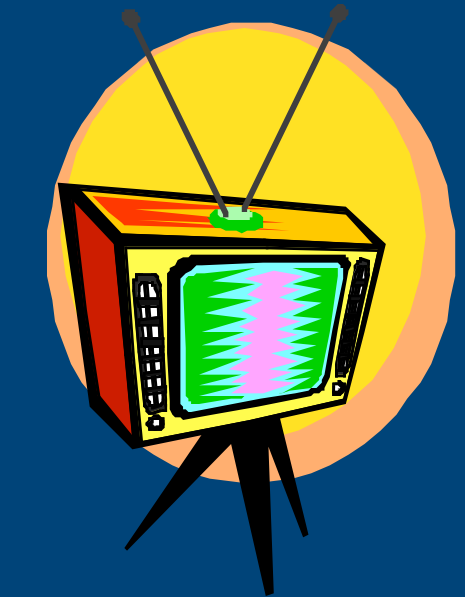
- ▶ Film



- ▶ Radio

- ▶ Television

- ▶ Computers



Early Names Focus on Media

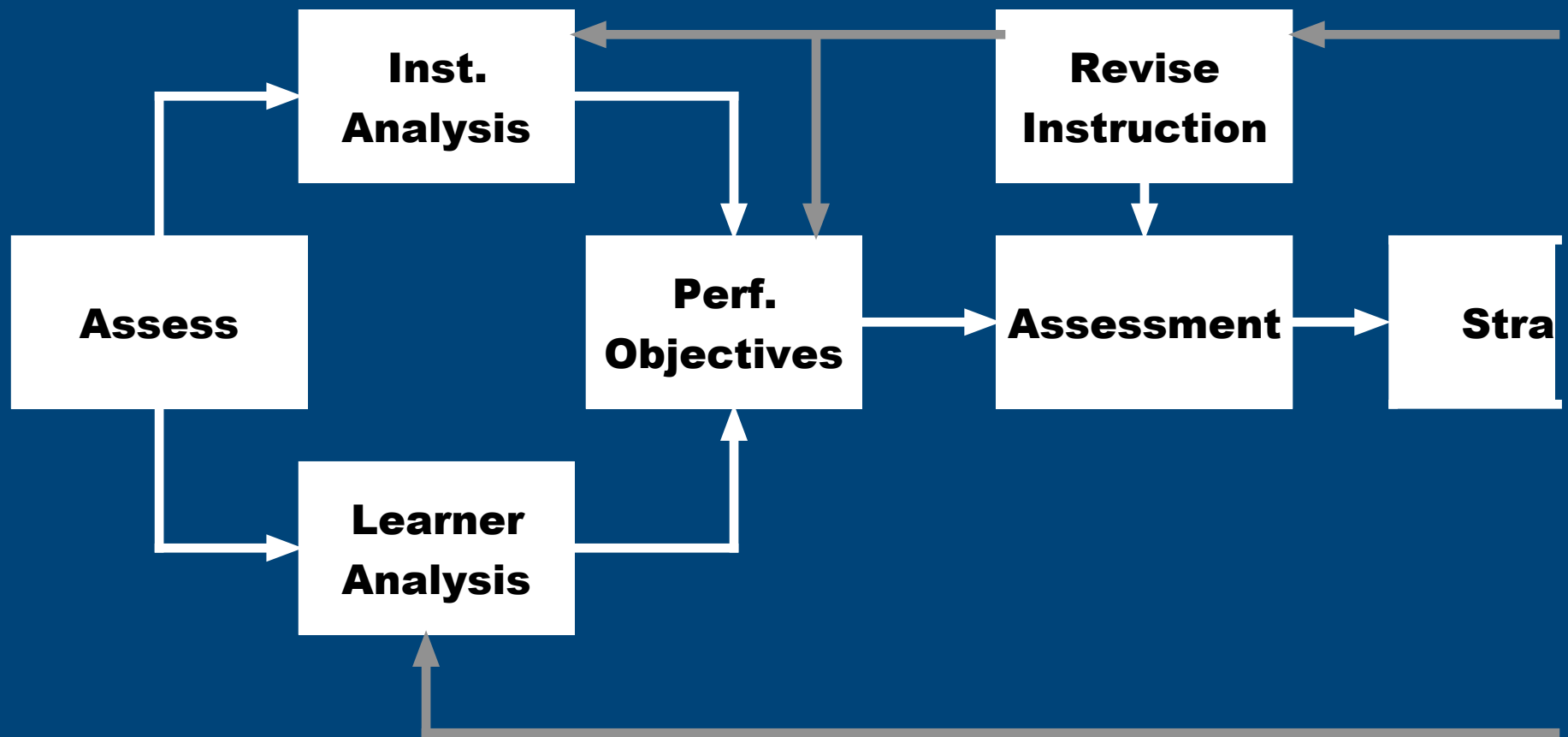
- ▶ **Instructional Technology**
- ▶ **Educational Technology**
- ▶ **Need for better term**
- ▶ **Instructional Design and Technology**



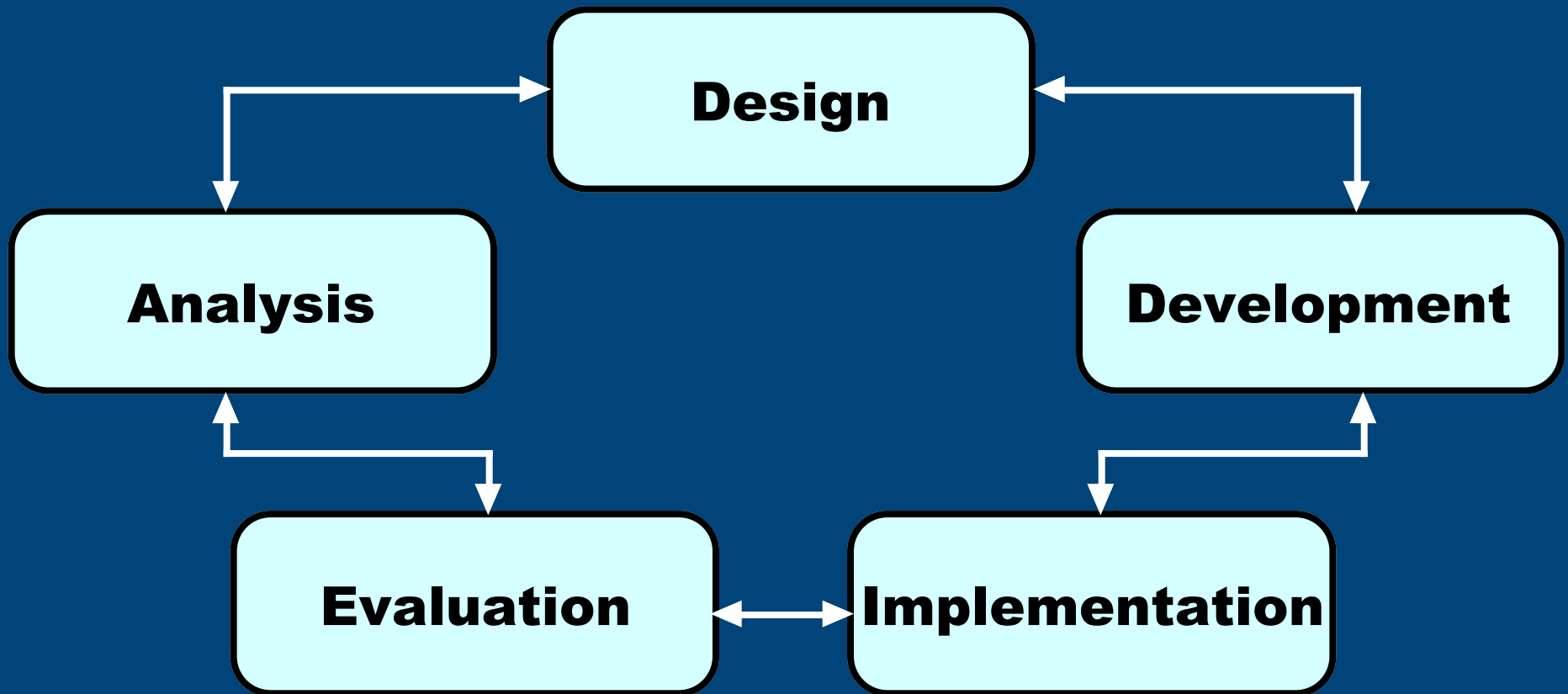
Systematic Instruction

- ▶ **A - Analysis**
- ▶ **D - Design**
- ▶ **D - Development**
- ▶ **I - Implementation**
- ▶ **E - Evaluation**

Linear Model

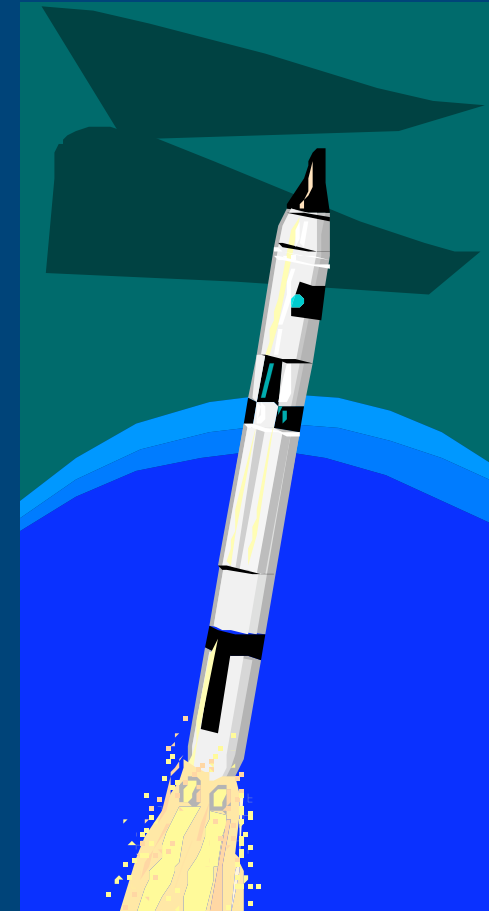


Iterative Model



Key Points in History

- ▶ **World War II**
- ▶ **Teaching Machines**
- ▶ **Sputnik**
- ▶ **Programmed Instruction**
- ▶ **Training**



Learning Theories and IDT

- ▶ Behaviorism
- ▶ Cognitive Revolution
- ▶ New models
 - *Situated Learning*
 - *Social Learning Theory*
 - *Cognitive Flexibility Theory*
 - *“Constructivism”*



Human Performance Technology

- ▶ **Human: individuals and groups that make up our organizations**
- ▶ **Performance: activities and measurable outcomes**
- ▶ **Technology: a systematic and systemic approach to solve practical problems**

Qualities of HPT

- ▶ **Focus on outcomes**
- ▶ **Takes a systems view**
- ▶ **Adds value**
- ▶ **Work collaboratively**

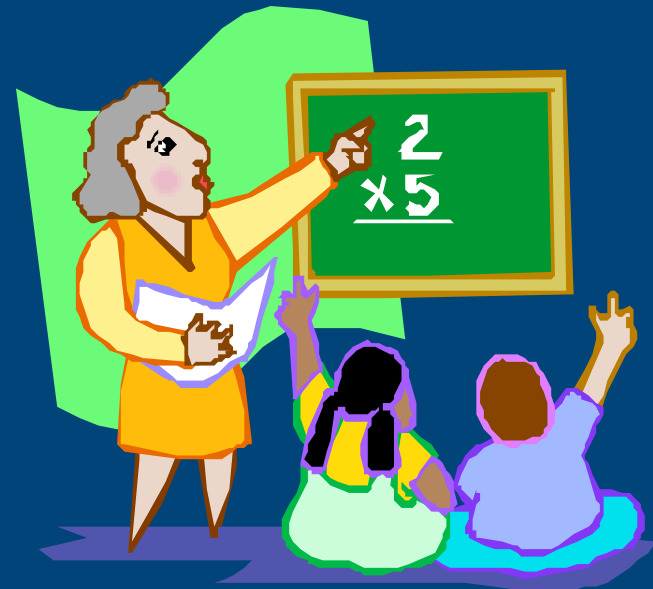
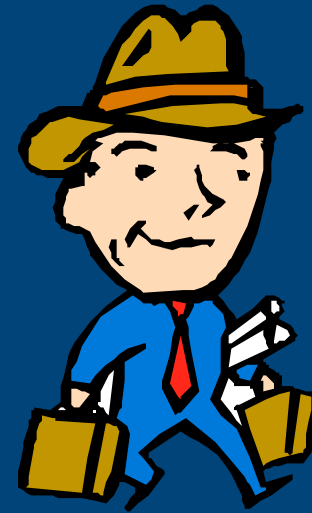
Evaluation

- ▶ **Formative**
- ▶ **Summative**
- ▶ **Program**
- ▶ **Kirkpatrick model**



Used in...

- ▶ Business
- ▶ Military
- ▶ Schools



Future Trends

- ▶ **Just-in-time Training**
- ▶ **Knowledge Management**
- ▶ **Animation**
- ▶ **Virtual Reality**
- ▶ **De-institutionalization**