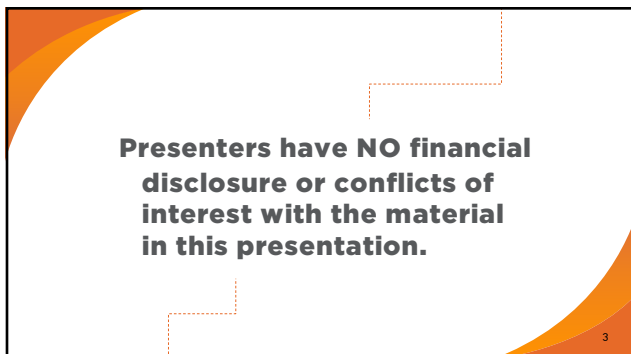




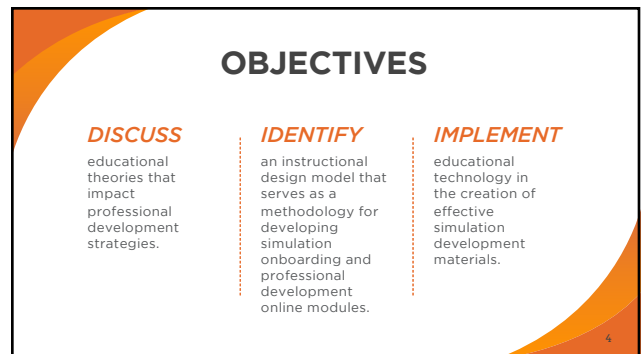
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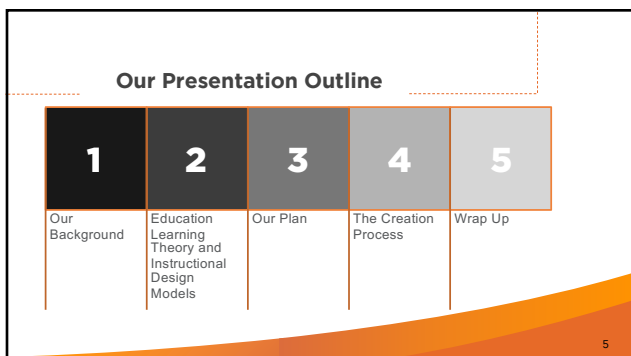
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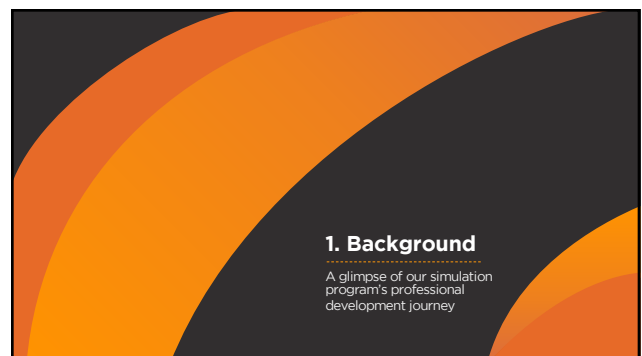
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### Original Professional Development Plan

- Created sessions as Face to face
- Implemented on dates and times identified
- Poor attendance
- Focus group/ individual queries

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### Our Reflections and Continued Needs

- Continued individual mentoring
- Identified core knowledge based on our mission and cohort
- Identified need for attendance flexibility and more incentives
- Deducted that asynchronous platform best but had no expertise to create

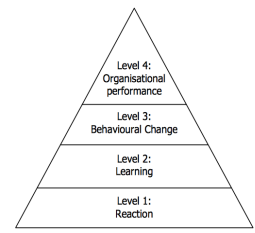
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### Professional Development Literature in Simulation

- ▼ Novice to expert
- ▼ Core knowledge base for educators
- ▼ Primary examples synchronous
- ▼ Large gaps identified

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### Kirkpatrick Model



Source: from Kirkpatrick, 1996

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### What Now?

- Multi- option professional development:**
- ▼ Emphasis on asynchronous
  - ▼ Online modules for foundational training
  - ▼ Mentoring and self assessment
  - ▼ Webinars
  - ▼ Incentive programs- digital badging
  - ▼ Virtual Journal Club

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### 2. Education Learning Theory and Instructional Design Models

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## Education Learning Theory & Instructional Design Theory/Models

### Education Learning Theory

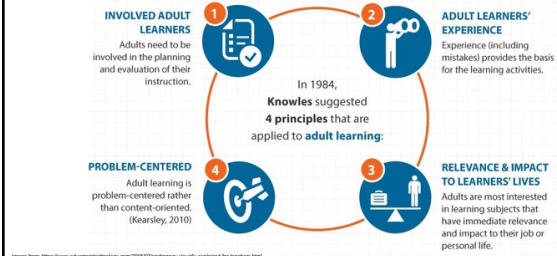
- Principles of Andragogy
- Cognitive Theory in Multimedia Learning

### Instructional Design Theory/Models

- Merrill's Principles of Instruction
- Dick & Carey Instructional Design Model

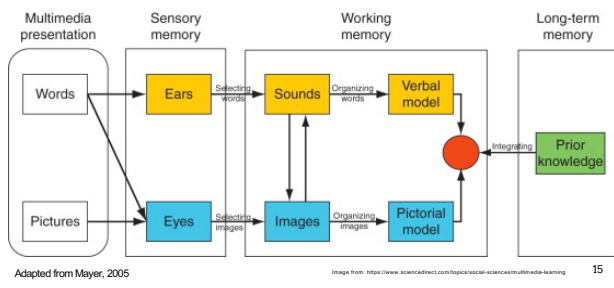
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## 4 PRINCIPLES OF ANDRAGOGY



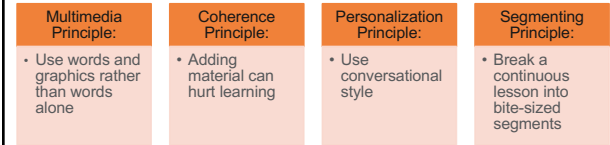
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## Cognitive Theory in Multimedia Learning



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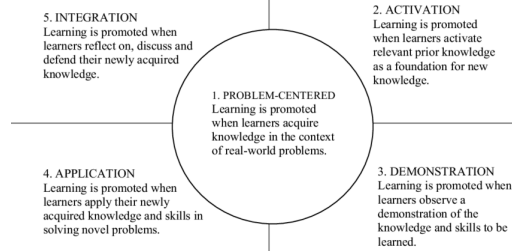
## Multimedia Learning Principles



(Clark &amp; Mayer, 2011)

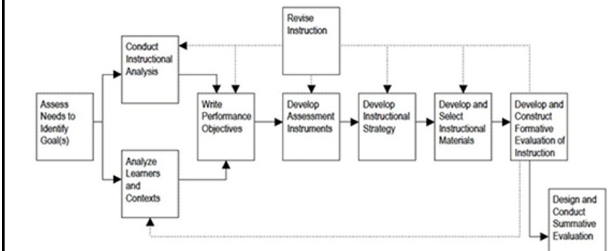
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## Merrill's 5 Principles of Instruction: "Learning is promoted when..."

Merrill (2002)  
Image from: [https://www.researchgate.net/figure/First-Principles-of-Instruction-model-Merrill-2013-p22\\_fig1\\_319693714](https://www.researchgate.net/figure/First-Principles-of-Instruction-model-Merrill-2013-p22_fig1_319693714)

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## Dick & Carey Instructional Design Model



(Dick, Carey &amp; Carey, 2015)

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### Elements of Module Development

- Needs Assessment
- Goals and Objectives
- References/Instructional materials
- Storyboarding
- Module creation
- Review/Evaluation/Feedback
- Revise
- Dissemination

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### 3. Our Plan

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### The Start of Our Process

- Updated needs assessment (following original plan)
  - Audience needs
  - Goals and objectives determined
  - Determining sentinel references for content
- Storyboarding
  - How – from F2F ppts to scripting "need to know only" information for migration into online module software

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### 4. The Creation Process

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### Creation of Online Modules: Software Considerations

- Variety of instruction authoring tools exist, but consider your needs
- What e-learning authoring tools does your institution have access to?
- Your experience or your teams experience in using authoring software
- How will your learners access your end product?

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### Examples of E-Learning Authoring Software

- |                   |                 |
|-------------------|-----------------|
| • Adobe Captivate | • iSpring Suite |
| • Articulate 360  | • Lectora       |
| • Easygenerator   | • Powerpoint    |
| • Elucidat        | • TurningPoint  |

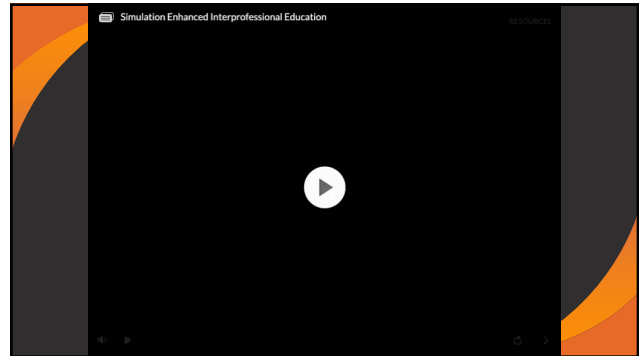
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### Authoring Software Capabilities

- Responsive end product that adapts to a variety of devices
- Instructional interactions/activities
- Build from Powerpoint templates
- Insert videos, images, avatars, audio, etc.
  - Image and icon library
- Offers logic and other advanced controls and animation
- Embedded assessment functions

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### Our Review and Revision Process

- First draft sent to team peers for review; revisions made
- Second draft sent to sample of intended audience (faculty sim educators); revisions made
- Final draft uploaded to LMS; feedback solicited from sim educators as modules are completed

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### 5. The Wrap Up

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### Crash Course Take Aways

- Benefits and challenges of online learning development
- What you need to make this happen- or " what you tell your boss you need to make it happen"
- Other resources within your community or campus that may assist with development (instructional designer, local community college or instructional design program)

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### Crash Course Take Aways

- Adding team members that have different skills- Educationalist role / Consider adding an instructional designer to a sim team
- How we as a sim community can help each other- peer reviewers, sharing strategies

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# Thank You!

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Jacque Bradford: jbradi5@uthsc.edu

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