

Alex Garcia

Instructional Systems Designer (ISD)

What Do I Do?

- Use the **ADDIE** model to analyze instructional gaps and develop Terminal Learning Objectives (TLOs) and Enabling Learning Objectives (ELOs) that will teach a subject.
 - **TLO:** states the instructor's expectations of student performance at the end of a specific lesson or unit. Each TLO includes a condition, task, and a standard.
 - **ELO:** states the instructor's expectations of student performance and the steps in accomplishing the TLO.
- Goal is to create training that fulfills the TLO through use of the ELOs.
- Using Bloom's Taxonomy, write test questions that coincide with the level of complexity and interaction of the courseware.
- Evaluate the course itself and capture lessons learned. Then, the ADDIE model begins again.

How Did I Get Here?

- I was hired as a Technical Writer within a training department at Lockheed Martin.

Why Do I Love It?

- I was able to not only develop documents that facilitated the user experience, but also test the documents by testing student retention.

How Can You Reach Me?

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Suggested Instructional Strategies for Use with Each Level of Bloom's Taxonomy

