



Dominion Five Core Values

ADDIE Worksheet

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Analyze

Learners:

Who are the learners? List the characteristics of your learners. What is their background (e.g., age, sociocultural factors)?

Leaders at Dominion Energy

- Learners have a varying age range and knowledge/ experience levels. Anyone taking this course will be a new employee of Dominion and will need to learn all base knowledge about Dominion Energy.

Prior Knowledge:

What do they already know?

- New employees may be an expert in the field that they are hired for but they are not educated in Dominions core values/ systems the company may use.
- New Employees may know some information about the company from their own research and the interview process.

Content:

What is the scope of the content area for which you are developing this instructional material? Why are you teaching what you are teaching?

What do the learners need to know?

How much time do you have to teach this? or the learners to learn this?

- The content in the course is developed for new hires. We are teaching this because all employees need to understand the core values of the company so that everyone is on the same page and instills those values in their work life. The employee represents the company and those values.
- The learners need to know the Core Values of Dominion Energy- Safety, Ethics, Excellence, Embrace, Change.
- 3-5 mins to teach and assess for this course.

Delivery/Presentation?

How/where/by whom will this material be implemented?

What are the delivery options/teaching methods? (e.g., online module, problem-based learning, lecture, small group).

- The materials and course will be created by the Training Specialist Ashley O'Carroll
- Delivery option will be asynchronous virtual through the LMS
- Materials for the learning experience will be created in Storyline 360, and posted in Review 360.
- Teaching methods- instructor will complete activity to assess prior knowledge/make content relatable, explain objective or the why, and have learners complete an activity applying the information they learned.

Principle

What pedagogical principles are important to you and/or your learners (e.g. interactivity among learners)?

- Assessing prior knowledge is important. It would be interesting to see what values the employee may already know, or how many they would be able to guess and if those align to some of their personal core values.
- While this is a short presentation, I think interactivity is key because learning happens when adults can apply and relate to what they are learning. I want to have a short discussion activity where learners can talk about what those values mean to them and their role.

Resources? What resources do you need to develop the instructional materials? (software, money, videos, etc.)

- Articulate 360- to create course
- Review 360
- Dominion LMS- to deliver course

Timeline? What is the timeline for project completion?

4 Days- 05/09/2022- 05/13-2022

- 03/9/2022-Complete ADDIE model and create content storyboard
- 03/10/2022- Create storyline 360 course and upload to review 360
- 03/11-13/2022- Gather feedback on review 360 and make edits
- 03/19/2022- Send course to Daniele Harris for completion

Design

Objectives: The Learners will...

- I can identify Dominion Energy's Five Core Values.
- I can apply Dominion Energy's Five Core Values to my role within the company.

Instructional Methods/Activities: how will the content be taught; what activities will the learners engage in e.g. something to read, something to listen to, students interacting with the material (such as embedded quizzes, or matching tasks), learner reflection

- Name and Audio Options- Allow the learner to add their name and choose their audio options for the course.
- Introduction Activity- Assess Prior Knowledge- Ask the learner to identify what are some of their core values as an employee. Later they will see if any of theirs matched with Dominion.
- Direct Instruction- Facilitator explain why/objective/ and brief overview of the 5 Core Values.
- Application/ Reflection- Discussion Activity- Ask the learner to compare their values to the values at dominion and what common traits they saw.
- Assessment- Assess the learning through a Quiz.

Assessment/Evidence of Learning: How can learning be assessed? What can the learners do/show/present/submit to show they have learned the content?

Learning will be assessed through the discussion boards and the assessment at the end of the course.

The discussion board will ask the learners to apply what they have learned to their own environment which will assess how they have interpreted the content on Adult Learning Theory.

Assessment at the end will give feedback to the facilitator on how the session went and the design of the course. It will also ask questions that will assess learners' knowledge on Adult Learning Theory.

Develop

What tasks are on your To Do list to finish the development?

- Download free trial of Articulate 360
- Create presentation and content in Storyline 360
- Create discussion board post activities
- Create assessment to integrate into the Storyline 360 course.
- Download course from Storyline 360 and publish materials to Review 360
- Run practice round to test timing and course usage

What is a reasonable timeline for these tasks? How long do you think this would take to develop?

The timeline is 03/09/2022-03/16/2022

This course is only 3-5 mins and can be developed in two days.

Here is the step where the material is actually developed.

Implement

Here is the step where the teaching/learning actually occurs

Evaluate

Formative Evaluation: What questions are important to ask along the way to inform the development of your instructional design?

What is my learner's prior knowledge around Dominion and the company values?

How can my learner's apply the Dominion Core Values to their role?

How confident do my learners feel in applying their knowledge of the Core Values?

Summative Evaluation: What questions would you ask to see if the curriculum and instructional materials worked like you wanted and the learners met the objectives? How will you evaluate the success of your efforts?

Evaluate through a summative assessment on the 5 core values.