BACKGROUND

The Training of Trainers on "How to Develop, Deliver and Evaluate Effective e-Learning", follows on from the one delivered at the Agrhymet Centre in 2019, and is part of the second axis proposed for the series of events. It is designed to support West African training institutions (including Agrhymet) in creating its own e-learning modules, within its ongoing face-to-face Master on Climate Change.

EVENT OBJECTIVES

After completing the ToT, participants will be able to:

- Explain how adults learn;
- Describe the process of developing e-learning courses;
- Differentiate the phases of the A.D.D.I.E Model;
- Describe the functioning principles of e-learning platforms;
- Identify authoring tools for developing interactive lessons.

CONTENT AND STRUCTURE

Session 1:

During the first session, the participants will deepen their understanding of (1) adult learning (andragogy) and (2) get an overview of the A.D.D.I.E. model. Emphasis will be placed on the three types of memories learning involves, while participants will relate to own experience on what works and what does not work when it comes to learning and skills
development for policy action. Further, the participants will be introduced to an instructional design model, called A.D.D.I.E. This will set the stage for the next three sessions.

The session will be sprinkled with reflection points and short quizzes as it advances, and it will close with a Q&A session.

The session will leave the participants with an assignment which will be discussed, and eventual questions answered, at the beginning of the next session, session 2.

Session 2:

The second session will begin looking deeper into the A.D.D.I.E. model. The session will introduce participants to the first two phases of the model: design and analysis. Concepts such as, learning gap, target audience, SMART learning objectives and others will be discussed. An emphasis will be put on the importance of the alignment between the target audience, learning objectives, assessments, and content.

The session will be sprinkled with reflection points and short quizzes as it advances, and it will close with a Q&A session.

The session will leave the participants with an assignment which will be discussed, and eventual questions answered, at the beginning of the next session, session 3.

Session 3:

During session 3 participants will be introduced to the “development” phase of the A.D.D.I.E. model. The session will discuss the importance of having a robust syllabus ready at the end of the design phase, which will feed into the development phase. Various elements that make up an online course will be looked at while developing content. Besides learning management systems, interactivity development software, the session will cover core concepts such as storyboarding and video scripts.

The session will be sprinkled with reflection points and short quizzes as it advances, and it will close with a Q&A session.

The session will leave the participants with an assignment which will be discussed, and eventual questions answered, at the beginning of the next session, session 4.

Session 4:

Session 4 will close the cycle of the model by discussing the last two phases: implementation and evaluation. The session will cover principles of online training delivery and the types of evaluation based on the Kirkpatrick’s model.

The session will be sprinkled with reflection points and short quizzes as it advances, and it will close with a Q&A session.

METHODOLOGY

The ToT will take place over four online sessions of one to one and a half hour each. At the end of each session participants will be assigned a task to be completed in between the sessions. The platform used will be ZOOM, including tools that come with it.

TARGETED AUDIENCE
The training of trainers is directed towards professionals coming mainly from the academia engaged in the development and delivery of e-learning courses. The training aims to build on and reinforce participants’ pre-existing skillsets. For example, learners with technical knowledge, will learn about the holistic process of developing a course. Experts on substantive matters, will develop skills to design and implement e-learning content. All ToT participants will get an understanding of effective adult learning.