Assignment 3: Performance Objectives and Assessments (Example)

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Instructional Design

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Assignment 1: Project Proposal and Goal Analysis

Background description

This short paper discusses the design of an instructional lesson under development at Nova Southeastern University (NSU). The instruction is a short print-based instructional document. It describes the procedures necessary for an NSU student, to find an article using the library's "Journal Finder" search engine. This instruction and the procedures described should take no more than 30 minutes to accomplish. After completing this instruction the learners should have located and saved a journal article locally.

Learners

All NSU students are expected to be adult learners. These learners are undergraduate and graduate students seeking journal articles. Their ages range from the late teens to those in their 60s (There is a roughly equal mix of men and women). About 20-30% speak English as their second language, but are extremely fluent.

Students have some understanding of online journals and often need articles for papers or other assignments. To be scholars they need to be able to do research, which means they need to be able to go online to locate and download journal articles. Many learners are still learning how to use different publication styles, so they may be somewhat unsure of different styles.

Learners should be familiar with the journal search processes available within Nova Southeastern's library web site. Unfortunately many undergraduate and even graduate students have expressed the need to be able to find articles online, but are unsure of how to use our system. Learners will be expected to already know several entry skills in order to use Journal Finder. Typically learners are able to login and use a personal computer in order to navigate the web, but they may be unfamiliar with APA style, or the search processes associated with the library journal database. Students generally work everywhere from their dorm rooms to coffee shops, so they are often on the go.

While many learners come to the library and seek help in person, many take online courses, so they need support at a distance. Therefore this instructional lesson will be developed as a means of providing support for all students (including those at a distance) with the ability to find articles online. This instructional lesson will be a self-instructional, paper-based lesson and will be placed on the library website as a PDF for any student to download a copy.
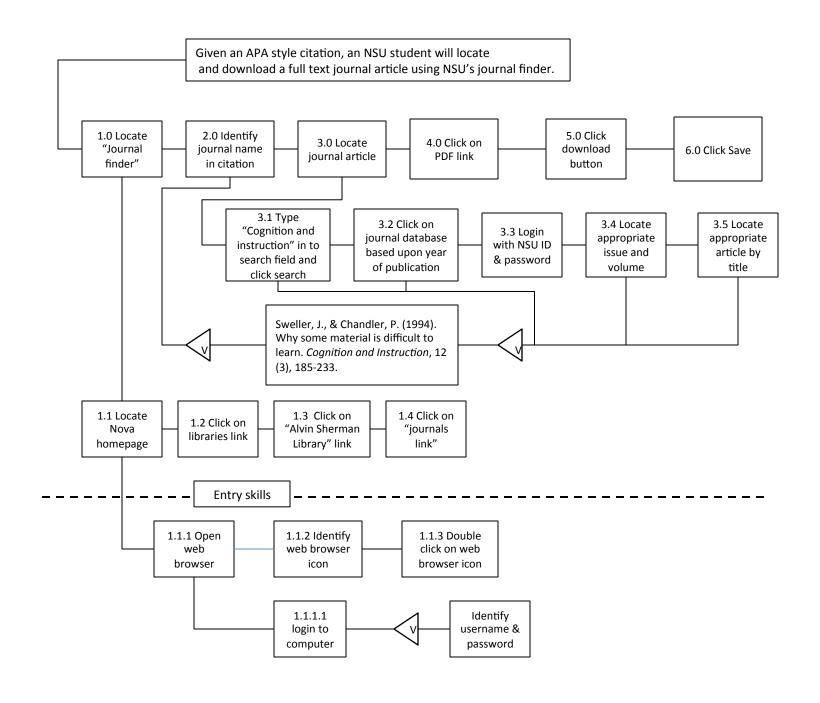
Goal statement

Goal: Given an APA style citation, an NSU student will locate, and download a full-text journal article using NSU's journal finder. (note the style of this goal)

Learning domain: Intellectual Skill

Goal Analysis

A goal analysis was conducted with the above goal to determine what all learners should know and be able to do, following the print-based instruction. Dick, Carey, and Carey (2009) described several approaches toward completing a goal analysis. In particular, they discussed the "Domains of Learning" developed by Gagné. Gagné (1985) developed a taxonomy of learning, in which he discusses several types of learning. According to Gagné "Domains of Learning" taxonomy, the above instructional goal may be categorized as an "intellectual skill," because it requires the discrimination of several concepts (e.g. the journal title, volume, etc.) but also requires the application of those discriminations in a linear step wise procedure.

This instruction will guide them to find the journal name in a reference, and then show them how to use Journal finder and the NSU database to find a journal. In addition, they will be able to locate the volume and issue number, in the reference to use that data to find the journal article. Finally, they will then be shown how to download a PDF file from within the Adobe Reader plugin interface.

Given an APA style citation, an NSU student will locate
and download a full text journal article using NSU's journal finder.

| 1.0 Locate "Journal finder" | 2.0 Identify journal name in citation | 3.0 Locate journal article | 4.0 Click on PDF link | 5.0 Click download button | 6.0 Click Save |

| 3.1 Type "Cognition and instruction" in to search field and click search | 3.2 Click on journal database based upon year of publication | 3.3 Login with NSU ID & password | 3.4 Locate appropriate issue and volume | 3.5 Locate appropriate article by title |

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Sweller, J., & Chandler, P. (1994). Why some material is difficult to learn. *Cognition and Instruction*, 12 (3), 185-233.

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| 1.1 Locate Nova homepage | 1.2 Click on libraries link | 1.3 Click on "Alvin Sherman Library" link | 1.4 Click on "journals link" |

Entry skills

| 1.1.1 Open web browser | 1.1.2 Identify web browser icon | 1.1.3 Double click on web browser icon |

| 1.1.1.1 login to computer |

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Identify username & password

A3: Performance Objectives and Assessment

While this document is not typical of library instruction, this exercise is designed to give you practice writing objectives and assessments in the context of instructional design.

Skill	Performance Objective	Assessment Item *Typically a test item would go in this column for a knowledge test, but this example describes an observation-based instructional lesson with the checklist (shown below)*
(Goal) Given an APA style citation, an NSU student will locate and download a full text journal article using NSU's journal finder.	(Terminal Objective) Given an APA style citation, an NSU student will locate and download a full text journal article using NSU's journal finder.	The assessment for this learner performance is a checklist to be used by an observer as a learner follows the stepwise procedure. (please see checklist below)
1.0 Locate Journal finder	*Note sub-step objectives shown below*	*Note sub-step assessments shown below*
1.1.1.1 Login to computer (Entry skill)	1.1.1.1 Given a username and password, the learner will be able to login to the computer without assistance, in less than one minute.	Observer notes login on checklist and does not assist learner, unless one minute passes. If learner does not know how to login, they should seek help elsewhere and not continue with lesson.
1.1.1 Open web browser (Entry skill)	1.1.1 The learner will double-click on the browser icon, located on the desktop, within 30 seconds, given a functioning PC.	Observer notes on checklist, that the learner has opened the web browser.
1.1 Locate the Nova Southeastern homepage	1.1 Given the homepage of the browser is not the Nova homepage, the learner will type in the URL http://www.nova.edu in the address bar of the web browser, and hit enter on the keyboard, within 60 seconds..	Observer notes on checklist, that the learner typed in the URL
1.2 Click on Libraries link	1.2 Given the homepage of the browser is on the Nova homepage, the learner will click on libraries link, within 30 seconds.	Observer notes on checklist, that the learner has clicked on the libraries link
1.3 Click on "Alvin Sherman Library" link	1.3 Given the libraries homepage, The learner will click on Alvin Sherman library link within 30 seconds.	Observer notes on checklist, that the learner has clicked on the Alvin Sherman library link
1.4 Click on "journals link"	1.4 Given the "Alvin Sherman Library" page, the learner will click on Journals link, within 30 seconds.	Observer notes on checklist, that the learner has clicked on Journal link.
2.0 Identify journal name in citation	2.0 Given an APA style reference, the learner will be able to identify the journal name within a citation, by pointing to it, within 10 seconds.	Observer notes on checklist, that the learner has pointed to the journal name on checklist, within 10 seconds. *(Journals are in italics)*

Skill	Performance Objective	Assessment Item *Typically a test item would go in this column for a knowledge test, but this example describes an observation-based instructional lesson with the checklist (shown below)*
3.0 Locate journal article	*Note sub-step objectives shown below*	*Note sub-step assessments shown below*
3.1 Type "Cognition and instruction"(Journal name) into search field and click search	3.1 Given the Journal Finder page has been located, the learner will type the name of the journal into the Journal Finder search field and clicked the search button, within 60 seconds.	Observer notes on checklist, that learner has typed journal name into search field and clicked the search button, within 60 seconds.
3.2 Click on journal database, based upon year of publication	3.2 Given Journal Finder returns a search result with the year of publication, the learner will click the appropriate database, based upon the year of publication, within 60 seconds.	Observer notes on checklist that the learner has clicked on the appropriate database, based upon the year of publication, within 60 seconds.
3.3 Login with NSU ID & password	3.3 The learner will login to the library, within 30 seconds, given an NSU ID and password.	Observer notes on checklist, that the learner has logged into the library with the NSU ID and Password provided, within 60 seconds.
3.4 Locate appropriate issue and volume	3.4 Given an APA styled reference, the learner will be able to locate the appropriate issue and volume number page by clicking on it, in the journal homepage, within 60 seconds.	Observer notes that the learner has pointed to the journal issue and volume on checklist, within 60 seconds *(Journal issues and journal numbers are listed just after the journal title)*
3.5 Locate appropriate article by title	3.5 Given the learner has located the appropriate issue and volume number within the journal homepage, the learner will be able to click on the appropriate article title, located the appropriate journal article by title, within 60 seconds.	Observer notes on checklist, that the learner has located the appropriate journal article by title by clicking on it, within 60 seconds.
4.0 Click on PDF link	4.0 Given the Adobe Acrobat Reader application has been installed, The learner will click on the PDF link to open the article.	Observer notes on checklist, that the learner has clicked on the PDF link on the webpage.
5.0 Click download button	5.0 The learner will click on the PDF download button, given the Adobe Acrobat Reader application has been installed, within 20 seconds.	Observer notes on checklist, that the learner has clicked on the download button.
6.0 Click Save	6.0 Given the save dialog box, the learner will click on the "Save" button, , within 20 seconds in order to save the document to the desktop as a file.	Observer notes on checklist, that the learner has clicked "Save" in the dialog box, within 20 seconds. The observer should tell the learner they have completed the lesson.

Based on the steps in the goal analysis: Compare the analysis diagram with the items listed above.

Journal Finder Observer Checklist

This assessment is for a learner performance and is a checklist to be used by an observer. The observer will watch a learner as they follow the stepwise procedures necessary to the library website, and use "Journal Finder" to search for an article given an APA formatted citation.

Entry Skills	
☐	1.1.1.1- learner logs in and does not request assistance, within 60 seconds
☐	1.1.1 - learner has opened the web browser, within 30 seconds.
Locate Journal Finder	
☐	1.1 - learner typed in the URL (http://www.nova.edu), within 60 seconds.
☐	1.2 - learner has clicked on the libraries link, within 30 seconds.
☐	1.3 - learner has clicked on the Alvin Sherman library link, within 30 seconds.
☐	1.4 - learner has clicked on Journal link, within 30 seconds.
☐	2.0 – ask the learner to indentify the journal name by pointing to it. They should be able to do so within 10 seconds. (*The journal name is in italics*).
Locate journal article	
☐	3.1 - learner has typed journal name into search field and clicked the search button, within 60 seconds.
☐	3.1 - learner has clicked on the appropriate database, based upon the year of publication, within 60 seconds.
☐	3.3 - learner has logged into the library with the NSU ID and Password provided, within 60 seconds.
☐	3.4 - learner has pointed to the journal issue and volume on checklist, within 60 seconds.
☐	3.5 - learner has located the appropriate journal article by title by clicking on it, within 60 seconds.
☐	4.0 - learner has clicked on the PDF link on the webpage, within 60 seconds.
☐	5.0 - learner has clicked on the download button, within 20 seconds.
☐	6.0 - learner has clicked save in the dialog box, within 20 seconds. (Tell learner they have been successful).

The items in this checklist are based on the performance objectives and subordinate skills listed in the hierarchical analysis (Figure 1).

The above task analysis is useful for producing multiple types of instruction (job aids, demos, etc.). We will see in future assignments that this decision is a media selection decision and will be discussed in a couple of weeks.

References

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