

# 3. Design a detailed roadmap for the curriculum

## Importance

The impact of mastering these competencies is that you:

- Link learning objectives and activities to performance and other outcomes.
- Select the most effective and efficient formats and delivery channels for learning.
- Make effective use of available resources to design and develop learning experiences and materials.
- Create curriculum components that participants can easily access.

## Supporting competencies and tasks

These tasks contribute to mastery of the supporting competencies (in bold). Put a check mark next to each task or subtask within the supporting competency as you complete it:

<b>3a</b>	<b>Establish preliminary learning objectives for each curriculum component</b>
▶	Identify the appropriate level of learning for each lesson's or task's learning objective (such as remembering, understanding, applying, analyzing, evaluating, creating)
▶	Write statements describing: <ul style="list-style-type: none"> <li>▶ The observable outcome for each key skill or knowledge requirement</li> <li>▶ The conditions under which to perform the task</li> <li>▶ The standards of acceptable performance</li> </ul>
▶	Sequence learning objectives for ease of learning
▶	Validate learning objectives for accuracy and sequence
▶	Align learning objectives with performance and other outcomes
▶	Determine minimum criteria for successful completion of stages or phases of learning
<b>3b</b>	<b>Clarify format for each curriculum component</b>
▶	Determine the purpose of each curriculum component (for example, general awareness, skill practice, transfer of learning)
▶	Identify options for formats and their typical uses (for example, a live or self-study course, user guide, job aid, online support resource)
▶	Identify expectations participants bring to the format (for example, type of information included, how it is structured, writing style)
<b>3c</b>	<b>Determine delivery channel for each curriculum component</b>
▶	Identify options for delivery channel(s) (for example, classroom, virtual classroom, job aid, web-based learning, videos, social learning)
▶	Select appropriate channel(s) based on criteria
▶	Create smaller training segments and alternative training methods to embed flexibility into the program design to address potential disruptions or technological challenges

1. Identify goals, principles, and constraints


2. Create a high-level roadmap for the curriculum

3. Design a detailed roadmap for the curriculum

4. Prototype curriculum components

5. Prepare to implement and sustain the curriculum

### **3d Develop initial content inventory for curriculum**

- ▶ Identify content to include for each component, using preliminary learning objectives as a guide
- ▶ Determine criteria for assessing usability of existing resources (for example, relevance, accuracy, alignment with learning objectives, age of resources)
- ▶ Determine the languages to use to write and deliver the program
- ▶ Review existing materials to determine what to reuse or adapt
- ▶ Obtain a legal review of program content 
- ▶ Determine what third-party materials to use as they are or with modification
- ▶ Determine what new content to develop specifically for the curriculum

### **3e Plan learning environment for the curriculum**

- ▶ Plan how participants will access curriculum components
- ▶ Plan how participants and others (for example, managers, learning and development group) will track progress through the curriculum
- ▶ Develop a visual roadmap for participants to follow
- ▶ Consider how to foster the social component of learning, as appropriate
- ▶ Plan for accessibility to address needs of all participants

## Key outputs and assessment criteria

Mastering these competencies typically involves the following outputs. The assessment criteria indicate what would make the output appear to be high in quality.

KEY OUTPUTS	ASSESSMENT CRITERIA
<b>Detailed curriculum roadmap</b>	Roadmap identifies each component of the curriculum
	Learning objectives include an observable behavior condition and standard
	Learning objectives align with performance outcomes
	Roadmap identifies an appropriate format for each component that addresses the learning objectives
	Roadmap identifies an appropriate, effective and easily accessible delivery channel for each learning experience
	Proposed evaluation methods are appropriate to the level of learning objectives
	All design choices align with overall goals, performance and other desired outcomes, resources available, and accepted best practices in performance and learning
<b>Initial content inventory</b>	Inventory identifies existing internal and third-party materials to reuse or adapt and which materials to design and develop
<b>Plan for learning environment</b>	Participants can easily access the components of the curriculum
	Participants can see all the learning experiences that comprise the full curriculum
	Participants and others can track progress through the curriculum
	Participants' accessibility needs are met

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