



Analyze

Identify need



Conduct learner analysis



Determine program outcomes



Define program value



Design

Design for learning



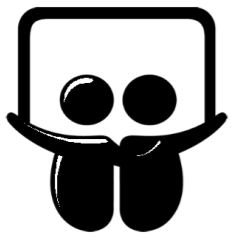
Ensure alignment



Authentic assessments



Plan for learning transfer



Develop

Use multiple modalities



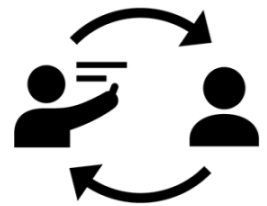
Include stakeholders



Remember accessibility



Apply quality standards



Implement

Engage learners



Check understanding



Develop relationships



Support change



Evaluate

Instructor reflection



Learner feedback



Improve and innovate



Report impact data