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,the free encyclopedia that anyone can edit.117,937 active editors 7,001,591 articles in EnglishThe English-language Wikipedia thanks its contributors for creating more than seven million articles! Learn how you can take part in the encyclopedia's continued improvement.Members of the victorious Blondie crewThe Boat Race 2018 took place on 24March. Held annually, The Boat Race is a side-by-side rowing race between crews from the universities of Oxford and Cambridge along a 4.2-mile (6.8km) tidal stretch of the River Thames in south-west London, England. For the third time in the history of the event, the men's, the women's and both reserves' races were all held on the Tideway on the same day. The women's race saw Cambridge lead from the start, eventually winning by a considerable margin to take the overall record to 4330 in their favour. In the women's reserve race, Cambridge's Blondie (crew pictured) defeated Oxford's Osiris by nine lengths. The men's reserve race was won by Cambridge's Goldie, who defeated Oxford's Isis by a margin of four lengths. The men's race was the final event of the day and completed a whitewash as Cambridge won, taking the overall record to 8380 in their favour. The races were watched by around 250,000 spectators live, and broadcast around the world. (Fullarticle...)Recently featured: Radar, Gun Laying, Mk.I and Mk.IIAndrea NavageroNosy KombaArchiveBy emailMore featured articlesAboutKitty Marion... that Kitty Marion (pictured) was force-fed over 200 times during a hunger strike?... that the North Korean destroyer Choe Hyon is the largest ship constructed for the Korean People's Navy?... that after the release of High and Low, director Akira Kurosawa received telephone calls imitating his film that threatened to kidnap his daughter?... that May Bradford Shockley is why Silicon Valley is where it is?... that the conservation of a goat might endanger the survival of Aquilegia paui?... that Joy Laking predicted in a school writing assignment that within ten years she would be making a living as an artist?... that the Taiwanese restaurant chain Formosa Chang drew inspiration from McDonald's for its non-greasy atmosphere and corporate practices?... that Haridas Mitra had his death sentence commuted after the intervention of Mahatma Gandhi?... that "Steve's Lava Chicken" recently became the shortest song to enter the UK Top 40?ArchiveStart a new articleNominate an articleNgg wa Thiong'oKenyan writer and activist Ngg wa Thiong'o (pictured) dies at the age of 87.In sumo, nosato Daiki is promoted to yokozuna.In association football, Liverpool win the Premier League title.In motor racing, lex Palou wins the Indianapolis 500.In basketball, the EuroLeague concludes with Fenerbahe winning the Final Four Playoff.Ongoing: Gaza warM23 campaignRussian invasion of UkrainetimelineSudanese civil wartimelineRecent deaths: Harrison Ruffin TylerPhil RobertsonMary K. GaillardPeter DavidAlan YentobGerry ConnollyNominate an articleMay 31: Dragon Boat Festival in China and Taiwan (2025); World No Tobacco DayBessarion455 Petronius Maximus, the ruler of the Western Roman Empire, was stoned to death by a mob as he fled Rome ahead of the arrival of a Vandal force that sacked the city.1223 Mongol invasion of Kievan Rus': Mongol forces defeated a Kievan Rus' army at the Battle of the Kalka River in present-day Ukraine.1468 Cardinal Bessarion (pictured) announced his donation of 746 Greek and Latin codices to the Republic of Venice, forming the Biblioteca Marciana.1935 A magnitude-7.7 earthquake struck Balochistan in British India, now part of Pakistan, killing between 30,000 and 60,000 people.2013 A tornado struck Central Oklahoma, killing eight people and injuring more than 150 others.Albertino Mussato (d.1329)Joseph Grimaldi (d.1837)Dina Boluarte (b.1962)Mbaye Diagne (d.1994)More anniversaries: May 30May 31June 1ArchiveBy emailList of days of the yearAboutCucumis metuliferus, the African horned cucumber, is an annual vine in the cucumber and melon family, Cucurbitaceae. Its fruit has horn-like spines, hence the name "horned melon". The ripe fruit has orange skin and lime-green, jelly-like flesh. It is native to Southern Africa, where it is a traditional food. Along with the gemsbok cucumber and the citron melon, it is one of the few sources of water during the dry season in the Kalahari Desert. This photograph, which was focus-stacked from 25 separate images, shows two C.metuliferus fruits, one whole and the other in cross-section.Photograph credit: Ivar LeidusRecently featured: Ignace TonenAustralian white ibisHell Gate BridgeArchiveMore featured picturesCommunity portal The central hub for editors, with resources, links, tasks, and announcements.Village pump Forum for discussions about Wikipedia itself, including policies and technical issues.Site news Sources of news about Wikipedia and the broader Wikimedia movement.Teahouse Ask basic questions about using or editing Wikipedia.Help desk Ask questions about using or editing Wikipedia.Reference desk Ask research questions about encyclopedic topics.Content portals A unique way to navigate the encyclopedia.Wikipedia is written by volunteer editors and hosted by the Wikimedia Foundation, a non-profit organization that also hosts a range of other volunteer projects: CommonsFree media repository MediaWikiWiki software development Meta-WikiWikimedia project coordination WikibooksFree textbooks and manuals WikidataFree knowledge base WikinewsFree-content news WikiquoteCollection of quotations WikisourceFree-content library WikispeciesDirectory of species WikiversityFree learning tools WikivoyageFree travel guide WiktionaryDictionary and thesaurusThis Wikipedia is written in English. Many other Wikipedias are available; some of the largest are listed below. 1,000,000+ articles DeutschEspaolFranaisItalianoNederlandsPolskiPortugusSvenskaTing Vit 250,000+ articles Bahasa IndonesiaBahasa MelayuBn-lm-gCataletinaDanskEestiEsperantoEuskaraMagyarNorsk bokmlRomnSimple EnglishSloveninaSrpskiSrpskohrvatskiSuomiTrkeOzbekcha 50,000+ articles AsturianuAzrbaycancaBosanskiFryskGaeilgeGalegoHrvatskiKurdLatvieuLietuviNorsk nynorskShqipSlovenina Retrieved from " 2This article is about the year 455. For other uses, see 455 (disambiguation).This article needs additional citations for verification. Please help improve this article by adding citations to reliable sources. Unsourced material may be challenged and removed.Find sources:"455"news newspapers books scholar JSTOR (April 2019) (Learn how and when to remove this message)Calendar yearYearsMillennium1stmillenniumCenturies4thcentury5thcentury 6thcenturyDecades430s440s450s 460s470sYears452453454455 456457458vte455 by topicLeadersPolitical entitiesState leadersReligious leadersCategoriesBirthsDeathsDisestablishmentsvte455 in various calendarsGregorian calendar455CDLVAb urbe condita1208Assyrian calendar5205Balinese saka calendar376377Bengali calendar139 138Berber calendar1405Buddhist calendar999Burmese calendar183Byzantine calendar59635964Chinese calendar (WoodHorse)3152 or 2945to (WoodGoat)3153 or 2946Coptic calendar171172Discordian calendar1621Ethiopian calendar447448Hebrew calendar42154216Hindu calendars- Vikram Samvat511512- Shaka Samvat376377- Kali Yuga35553556Holocene calendar10455Iranian calendar167 BP 166 BPIslamic calendar172 BH 171 BHJavanese calendar340341Julian calendar455CDLVKorean calendar2788Minguo calendar1457 before ROC1457Nanakshahi calendar1013Seleucid era766/767 AGThai solar calendar997998Tibetan calendar(male Wood-Horse)581 or 200 or 572to(female Wood-Goat)582 or 201 or 571King Genseric sacks Rome (455)Year 455 (CDLV) was a common year starting on Saturday of the Julian calendar. At the time, it was known as the Year of the Consulship of Valentinianus and Anthemius (or, less frequently, year 1208 Ab urbe condita). The denomination 455 for this year has been used since the early medieval period, when the Anno Domini calendar era became the prevalent method in Europe for naming years.March 16 Emperor Valentinian III, age 35, is assassinated by two Hunnic retainers of the late Flavius Aetius, while training with the bow on the Campus Martius (Rome), ending the Theodosian dynasty. His primicerius sacri cubiculi, Heraclius, is also murdered.March 17 Petronius Maximus, former domesticus ("elite bodyguard") of Aetius, becomes (with support of the Roman Senate) emperor of the Western Roman Empire. He secures the throne by bribing officials of the imperial palace. Maximus consolidates his power by a forced marriage with Licinia Eudoxia, widow of Valentinian III.Maximus appoints Avitus, most trusted general, to the rank of magister militum and sends him on an embassy to Toulouse, to gain the support of the Visigoths. He elevates his son Palladius to Caesar and has him marry Eudocia, eldest daughter of Valentinian III.May 31 Maximus is stoned to death by an angry mob while fleeing Rome. A widespread panic occurs when many citizens hear the news that the Vandals are plundering the Italian mainland.June 2 Sack of Rome: King Genseric leads the Vandals into Rome, after he has promised Pope Leo I not to burn and plunder the city. Genseric sacks the city for a period of two weeks. Eudoxia and her daughters, Eudocia and Placidia, are taken hostage. The loot is sent to the harbour of Ostia and loaded into ships, from whence the Vandals depart and return to Carthage.July 9 Avitus is proclaimed Roman emperor at Toulouse, and later recognised by the Gallic chiefs in Viernum (near Arles).September 21 Avitus enters Rome with a Gallic army. He restores the imperial authority in Noricum (modern Austria) and leaves a Gothic force under Remistus, Visigoth general (magister militum), at Ravenna.The Ostrogoths conquer Pannonia and Dalmatia.Battle of Aylesford: Prince Vortimer rebels against the pro-Anglo-Saxon policies of his father, Vortigern. He is defeated in the battle at Aylesford (Kent). Hengist and his son Oisc become king of Kent. Horsa and Catigern, brother of Vortimer, are killed. The Britons withdraw to London (according to the Anglo-Saxon Chronicle).Skandagupta succeeds Kumaragupta I as ruler of the Gupta Empire (India). During his reign he crushes the Hun invasion; however, the expense of the wars drains the empire's resources and contributes to its decline.Gaero becomes king of the Korean kingdom of Baekje.[1]Earliest recorded date at Chichen Itza on the Yucatn Peninsula (Mexico) (approximate date).Barter economy replaces organized trade as Romans and other citizens desert their towns for the countryside, where they will be less vulnerable to barbarian raids (approximate date).The city of Vindobona (Vienna) is struck by an epidemic that spreads through the Roman provinces. The disease is probably streptococcus or a form of scarlet fever with streptococcus pneumoniae (approximate date).Rusticus, archbishop of Lyon (approximate date)Wang Baoming, empress of the Southern Qi (d. 512)March 16Valentinian III, emperor of the Western Roman Empire (b. 419)Heraclius, Roman courtier (primicerius sacri cubiculi)May 31 Petronius Maximus, emperor of the Western Roman EmpireBiyu of Baekje, king of Baekje[1]Catigern, prince and son of Vortigern (approximate date)Horsa, leader of the Anglo-Saxons (approximate date)Kumaragupta I, ruler of the Gupta Empire (India)Niall Noigiallach, High King of Ireland (approximate date)Palladius, son of Petronius Maximus (approximate date)Prosper of Aquitaine, disciple and Christian writer (approximate date)^ a b "List of Rulers of Korea". www.metmuseum.org. Retrieved April 20, 2019.Retrieved from " 3One hundred years, from 301 to 400Millennia1stmillenniumCenturies3rdcentury4thcentury5thcenturyTimelines3rdcentury4thcentury5thcenturyState leaders3rdcentury4thcentury5thcenturyDecades300s310s320s330s340s350s360s370s380s390sCategories:Births Deaths Establishments DisestablishmentsvteEastern Hemisphere at the beginning of the 4th century CE.Eastern Hemisphere at the end of the 4th century CE.The 4th century was the time period from 301 CE (represented by the Roman numerals CCCI) to 400 CE (CD) in accordance with the Julian calendar. In the West, the early part of the century was shaped by Constantine the Great, who became the first Roman emperor to adopt Christianity. Gaining sole reign of the empire, he is also noted for re-establishing a single imperial capital, choosing the site of ancient Byzantium in 330 (over the current capitals, which had effectively been changed by Diocletian's reforms to Milan in the West, and Nicomedeia in the East) to build the city soon called Nova Roma (New Rome); it was later renamed Constantinople in his honor.The last emperor to control both the eastern and western halves of the empire was Theodosius I. As the century progressed after his death, it became increasingly apparent that the empire had changed in many ways since the time of Augustus. The two-emperor system originally established by Diocletian in the previous century fell into regular practice, and the east continued to grow in importance as a centre of trade and imperial power, while Rome itself diminished greatly in importance due to its location far from potential trouble spots, like Central Europe and the East. Late in the century Christianity became the official state religion, and the empire's old pagan culture began to disappear.[citation needed] General prosperity was felt throughout this period, but recurring invasions by Germanic tribes plagued the empire from 376[1][2] CE onward. These early invasions marked the beginning of the end for the Western Roman Empire.In China, the Jin dynasty, which had united the nation prior in 280, began rapidly facing trouble by the start of the century due to political infighting, which led to the insurrections of the northern barbarian tribes (starting the Sixteen Kingdoms period), which quickly overwhelmed the empire, forcing the Jin court to retreat and entrench itself in the south past the Yangtze river, starting what is known as the Eastern Jin dynasty around 317. Towards the end of the century, Emperor of the Former Qin, Fu Jin, united the north under his banner, and planned to conquer the Jin dynasty in the south, so as to finally reunite the land, but was decisively defeated at the Battle of Fei River in 383, causing massive unrest and civil war in his empire, thereby leading to the fall of the Former Qin, and the continued existence of the Eastern Jin dynasty.According to archaeologists, sufficient archaeological evidence correlates of state-level societies coalesced in the 4th century to show the existence in Korea of the Three Kingdoms (300/400668 CE) of Baekje, Goguryeo, and Silla.Historians of the Roman Empire refer to the "Long Fourth Century" to the period spanning the fourth century proper but starting earlier with the accession of the Emperor Diocletian in 284 and ending later with the death of Honorius in 423 or of Theodosius II in 450.[3]See also: Christianity in the 4th centuryGregory the Illuminator mosaic, converted Armenia from Zoroastrianism to ChristianityContemporary bronze head of Constantine I (r. 306337 AD)Early 4th century Former audience hall now known as the Basilica, Trier, Germany, is built.Early 4th century The Gupta Empire is established.301: Armenia first to adopt Christianity as state religion.304439: The Sixteen Kingdoms in China begins.306337: Constantine the Great, ends persecution of Christians in the Roman Empire (see also Constantinian shift) and Constantinople becomes new seat of government (New Rome).Tikal had a population of about 100,000 when it was conquered by Teotihuacan, less than a fourth of its peak population[4]320: Butuan Boat One, the oldest known Balangay, a multi-purpose ship native to the Philippines is built.325328: The Kingdom of Aksum adopts Christianity.325: Constantine the Great calls the First Council of Nicaea to pacify Christianity in the grip of the Arian controversy.335380: Samudragupta expands the Gupta Empire.337: Constantine the Great is baptized a Christian on his death bed.350: About this time the Kingdom of Aksum conquers the Kingdom of Kush.350400: At some time during this period, the Huns began to attack the Sassanid Empire.[2]350: The Kutai Martadipura kingdom in eastern Borneo produced the earliest known stone inscriptions in Indonesia known as the Mulavarman inscription written in the Sanskrit language using Pallava scripture.[5]Mid-4th century Dish, from Mildenhall, England, is made. It is now kept at the British Museum, London.Mid-4th century Wang Xizhi makes a portion of a letter from the Feng Ju album. Six Dynasties period. It is now kept at National Palace Museum, Taipei, Taiwan, Republic of China.365: An earthquake with a magnitude of at least eight strikes the Eastern Mediterranean. The following tsunami causes widespread destruction in Crete, Greece, Libya, Egypt, Cyprus, and Sicily.376: Visigoths appear on the Danube and are allowed entry into the Roman Empire in their flight from the Huns.378: Battle of Adrianople: Roman army is defeated by the Visigoth cavalry. Emperor Valens is killed.378395: Theodosius I, Roman emperor, bans pagan worship, Christianity is made the official religion of the Empire.378: Siyaj K'ak' conquers Waka on (January 8), Tikal (January 16) and Uaxactun.Wall painting of the Council of Constantinople (381) in the Stavropoleos monastery, Romania381: First Council of Constantinople reaffirms the Christian doctrine of the Trinity by adding to the creed of Nicaea.383: Battle of Fei River in China.395: The Battle of Canhe Slope occurs.395: Roman emperor Theodosius I dies, causing the Roman Empire to split permanently.Late 4th century: Cubiculum of Leonis, Catacomb of Commodilla, near Rome, is made.Late 4th century: Atrium added in the Old St. Peter's Basilica, Rome.For a more comprehensive list, see Timeline of historic inventions 4th century.The Stirrup was invented in China, no later than 322.[6][1]Kama Sutra, dated between c.400 BC to c. 300 AD.[7][8]Iron pillar of Delhi, India is the world's first Iron Pillar.[citation needed]Trigonometric functions: The trigonometric functions sine and versine originated in Indian astronomy.[9]Codex Sinaiticus and the Codex Vaticanus Graecus 1209, are the earliest Christian bibles.[10][11]Book of Steps, Syriac religious discourses.[citation needed]^ a b "The invention and influences of stirrup". 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Retrieved 16 March 2013.Retrieved from " 4The following pages link to 4th century External tools(link counttransclusion countsorted list) See help page for transcluding these entriesShowing 50 items.View (previous 50 | next 50) (20 | 50 | 100 | 250 | 500)List of decades, centuries, and millennia (links | edit)Religion in pre-Islamic Arabia (links | edit)Rosetta Stone (links | edit)20th century (links | edit)15th century (links | edit)16th century (links | edit)17th century (links | edit)18th century (links | edit)14th century (links | edit)1st century (links | edit)13th century (links | edit)397 (links | edit)12th century (links | edit)11th century (links | edit)7th century (links | edit)10th century (links | edit)9th century (links | edit)8th century (links | edit)6th century (links | edit)5th century (links | edit)3rd century (links | edit)2nd century (links | edit)405 (links | edit)4th century BC (links | edit)432 (links | edit)200s (decade) (links | edit)300s (decade) (links | edit)1st century BC (links | edit)2nd century BC (links | edit)3rd century BC (links | edit)5th century BC (links | edit)6th century BC (links | edit)400s (decade) (links | edit)310s (links | edit)320s (links | edit)321 (links | edit)21st century BC (links | edit)11th century BC (links | edit)286 (links | edit)476 (links | edit)385 (links | edit)7th century BC (links | edit)410 (links | edit)325 (links | edit)380s (links | edit)381 (links | edit)470s (links | edit)430s (links | edit)430 (links | edit)510s (links | edit)View (previous 50 | next 50) (20 | 50 | 100 | 250 | 500)Retrieved from " WhatLinksHere/4th_century"Collect and standardize data across your learning ecosystem to automate reporting, reduce scrap learning, and aid in the continuous improvement of learning and development.See the productSee Watershed solutionsYour browser does not support the video tag.By connecting our ecosystem using an LRS, were opening our doors to an exciting "big-data" approach. We can now start to measure and benchmark learner KPIs; were laying the foundations that shift us to an insights-driven, analytical world of L&D.Frdric Hebert, DanoneA lot of what were doing in our learning program wasnt measurable before Watershed.Gordon Trujillo, VisaWhen I pick a vendor, I look for someone I think is going to make not a good vendor, but a good partner. I felt that with [Watershed] I was going to get that unique partnership that would help drive me into the futureand they've absolutely delivered.Dwayne Thomas, VerizonThe capability to collect and standardize data across all learning platforms in a standard format, regardless of the source, aids in the continuous improvement of the learner experience.Alfonso Riley, CaterpillarWe used to fly a team of people together to produce actor training videos. Analytics proved that it could be done remotely. This saved the organization tens of thousands in travel and production costs.Brian Floyd, The Behr Paint CompanyMy new boss said, 'Ive worked in quality improvements, and this [LRS] stuff is what youd crawl through crushed glass to get.'Andy Webb , Applied Industrial Technologies (AIT)From onboarding and leadership development to sales training and compliance, Watersheds enterprise-ready learning analytics tool brings your data together in a data-driven approach that's critical to improving learning programs, competencies, and business impacts.Learning happens everywhere, and now you can capture that data in a Learning Record Store made by the people who invented the concept. Watershed aggregates data from learning and performance systems via xAPI, proprietary connectors, and our data conversion engine.See all our data partners.Watershed is more than an LRS. Its a learning analytics platform designed just for L&D that offers comprehensive reporting on all your learning programs. And did we mention it also can serve as the system of record for all your learning and performance data?So long spreadsheets. Choose from preconfigured reports that answer your most pressing questions, or tailor your experience with our Report Builder to build the perfect dynamic dashboards. Send reports to team leads, embed them in business systems, or schedule recurring email updates to key stakeholders.See all Watershed's features.From helping create xAPI to developing the first learning analytics platform powered by xAPI, our team of learning and technology experts have helped some of the worlds biggest organizations achieve their measurement goals while addressing data security, enterprise integration, and scalability to handle massive data sets.A learning analytics platform collects your learning ecosystem data and turns it into insights that inform your people, learning, and business strategy.These data-driven insights are broadly grouped by learner analytics, learning content analytics, and learning program analytics. And once you've invested in them, you'll wonder how you ever made decisions that weren't informed by data.But for most organizations, a learning analytics platform is a new system. And while you may be sold on the vision, you may need a little help taking the rest of the organization with you. Our complete guide will help you win over those all-important stakeholders.How to Build a Business Case for Learning AnalyticsInstructional designers are responsible for all elements of building new course content. With so many components involved in the design of a successful course, designers needed a way to effectively build and measure how to do so consistently. ADDIE is a 5 step framework used in instructional design. Over the years, it has morphed from a linear approach to a more circular approach, as instructional designers have begun creating iterations of their courses. And it functions well whether your course is going to be offered online or in a physical classroom. Skip ahead:What are the 5 steps of the ADDIE training model?ADDIE is an acronym which stands for the 5 steps in the framework, including:Analysis Doing your research to plan for the courseDesign Critical decisions will be made about the course and how it will be deliveredDevelopment Where the actual course creation occursImplementation When you will begin loading content into a learning management system (LMS)Evaluation Based on your findings during the evaluation phase, youll go back to refine your training through analysis, design, and implementation all over again! This process should be repeated at least every two months, or whenever you notice changes need to be made to course content (if industry best practices or school curriculum requirements shift, for example). Examples of ADDIE model in training plansIts one thing to talk about ADDIE and another to see what ADDIE looks like in action. Here are two examples of how to build an ADDIE training model to be used by companies and entrepreneurs.ADDIE Training Plan for a corporate training audienceCourse goalInventory existing contentWork with business partners to determine outcomesHow will course be delivered? In-person, online, or hybrid?Who will be delivering the content?What is timeline for creation?What tools are being used to create?Storyboard and collect assetsGather assetsRecord videoRecord audioCreate in authoring toolCreate worksheets, etc.Follow storyboardTestOnline or hybrid load to LMSIn-person schedule sessionsAssign LearnersTrack completionMonitorSurvey learnersEvaluate if goals are metEvaluate behavior changeDetermine changes needed and revise courseAddie Training plan example for entrepreneur audienceConduct focus groups/poll existing groupsResearch similar courses onlineDetermine course goals/needsDetermine content delivery methodWill there be interactive elements or straight video?What type of activities will be included?Begin storyboarding/collect assetsGather assetsRecord videoRecord audioCreate worksheets, etc.Follow storyboardBeta TestUpload content to LMSOpen course for enrollmentTrack completionMonitorSurvey learnersEvaluate if goals were metEvaluate salesEvaluate repeat businessDetermine changes needed and revise courseEvaluate behavior changeDetermine changes needed and revise course Is SAM an alternative for ADDIE?SAM stands for successive approximations model, and is like a close cousin instructional design approach to ADDIE. While similar to ADDIE, SAM is based on an agile development cycle with ongoing feedback and iterations of a content rather than the extended cycle found in ADDIE. You could opt to use SAM instead of ADDIE if you are comfortable with multiple steps happening at the same time and committing to rapid collaboration efforts with your client. There is not a simple answer as to which one is better. It completely depends on the process you prefer and the type of instructional design program that you are working within.How to implement the ADDIE training modelIf you review your existing course design processes, you may find that you are using a less structured version of ADDIE already. It is important to recognize this, as you may be able to make use of some existing procedures that you are already familiar with.A challenge with the ADDIE model is that many organizations focus too strongly on just the design, development, and implementation phases and often skip the analysis and evaluation phases. This happens because business requirements ask for courses to be created quickly to start generating additional revenue streams for the company. In doing so, they ignore time-consuming steps that actually improve the quality of the course in the long-run. And it happens all too often.To avoid the pitfall mentioned above, talk to your stakeholders and schedule regular conversations regarding training needs. When these conversations occur, the stakeholders may discover that training isnt always the answer. When training is the answer, you can work together to create meaningful plans that are based on the values of the students you want registering for your courses.Having these conversations can be challenging, and I suggest easing into them, asking clarifying questions about the goal of the training, and providing solutions for how to achieve the goal. Regular check-in meetings also help ease the conversation and provide a set time for checking-in on the priority and status of this initiative.When possible, do some research beforehand. This could be as simple as looking at similar courses already in your LMS, gathering usage data, or talking to managers in operations to find out what their needs are. Even spending a short period of time conducting a needs analysis will pay dividends in the end.Read more: How to Design Your Online Course (Visually & Structually)In addition to the usual end-of-course feedback, sometimes referred to as smile sheet feedback, consider implementing a system for gathering targeted feedback about the effectiveness of the course and behavior changes. Make it a best practice to do this at the 30, 60, and 90 day marks. This could be in the form of a survey sent to those who have completed the course or targeted to managers to ask questions about employee retention, customer feedback, or effectiveness in the role.Use feedback data to continually improve and enhance the course. It may help to set a regular cadence to integrating feedback into your course design. Depending on how fast your course content changes, you might want to consider doing this monthly, quarterly, or annually. For example, accounting principles hardly ever change. But new software development techniques are always popping up overnight, so new content will help you stay ahead of the curve.ConclusionIn summary, ADDIE is a process that can be implemented to allow for better course design. The process begins by conducting a needs analysis, followed by designing the course, using tools such as a storyboard or Kanban board, then creating the content, implementing the content by uploading to the LMS, and last, but not least, evaluating the effectiveness of the course and making improvements, thus starting ADDIE again. Ready to start your online course? Try Thinkific free today!This blog was originally published in December 2022 and was updated in August 2023 with more clear breakdowns, and additional resources. Share copy and redistribute the material in any medium or format for any purpose, even commercially. Adapt remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms. Attribution You must give appropriate credit , provide a link to the license, and indicate if changes were made . You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use. ShareAlike If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original. No additional restrictions You may not apply legal terms or technological measures that legally restrict others from doing anything the license permits. You do not have to comply with the license for elements of the material in the public domain or where your use is permitted by an applicable exception or limitation . No warranties are given. The license may not give you all of the permissions necessary for your intended use. For example, other rights such as publicity, privacy, or moral rights may limit how you use the material. Instructional designers are responsible for all elements of building new course content. With so many components involved in the design of a successful course, designers needed a way to effectively build and measure how to do so consistently. ADDIE is a 5 step framework used in instructional design. Over the years, it has morphed from a linear approach to a more circular approach, as instructional designers have begun creating iterations of their courses. And it functions well whether your course is going to be offered online or in a physical classroom. Skip ahead:What are the 5 steps of the ADDIE training model?ADDIE is an acronym which stands for the 5 steps in the framework, including:Analysis Doing your research to plan for the courseDesign Critical decisions will be made about the course and how it will be deliveredDevelopment Where the actual course creation occursImplementation When you will begin loading content into a learning management system (LMS)Evaluation Based on your findings during the evaluation phase, youll go back to refine your training through analysis, design, and implementation all over againIn this step, you are doing your research to plan for the course. In a traditional business or education setting, this is the step where you are reviewing existing materials, searching for knowledge gaps, and determining what factors worked well or not so well. As an individual course creator, the analysis step can be conducted through focus groups or by joining social media communities to determine the needs of your target audience. To pull some insights from your group, consider asking questions like:What is the course about?When is the course launching?Why is this course needed?How will objectives be achieved?The analysis step is often overlooked. Taking the time to do a thorough analysis can save time and money later in the process as it guarantees your course is going to be more aligned and value-providing to your students learning goals. Rather than build a course you think your audience wants, use the analysis to build the course you know they need.Design is the second step in the ADDIE training mode and it goes hand in hand with development (the next step). In the design step, critical decisions will be made about the course and how it will be delivered. Some questions to ask yourself or your learning group include:What learning barriers do students face?Will the course be video only or will there be interactive components?How can the course be made accessible for different learning needs?Will the course be a blended mix, with some content delivered live and other elements pre-recorded?Will there be cohorts?What learning sequence will be used?Different delivery strategies will impact the overall course design and potentially your budget. The more complex course features you add (such as interactive quizzes or custom certificates), the more expensive your course development will become.Read more: How to Plan an Online Course (+Templates)After determining how the course will be delivered, the next part of design is to determine the order that course content will be delivered. This is a great time to put together a small focus group and gather feedback about the design. One example of course order delivery would be that content topics build on each other from more introductory and high-level topics to more advanced or niche topics. Alternatively, courses could start with the most complex topics first and break down the subject in following segments.Once you are confident that you have the elements you need, its time to create a storyboard. In simplest terms, the storyboard is the roadmap for your course and can be used to keep everyone working on the course organized and working towards the same goal. If you have never used a storyboard, heres a great introductory article about how to create an eLearning storyboard (including templates!)The development stage is where the actual course creation occurs. There is no right way to do this. One thing to keep in mind, if you gather all your assets up front, the development portion of creating your course will go more quickly.In the development step, be prepared to test and review frequently. Check for accuracy of content, the look, feel, flow of the course, and then you will be ready to implement. Again, you might want to get a pulse check from your learning group to make sure that what youve developed is aligned with their expectations. Feel free to spend time here testing different layouts and visual elements to make sure that the course content is easy to digest. However, dont get too wound up in the nitty details. Because in all honesty, who hasnt lost a few hours searching for the perfect image?The implementation stage is when you will begin loading content into a learning management system (LMS) such as Thinkific. During implementation, you will also be checking to ensure all content functions work properly. Some things to specifically consider include:Students can find the courseStudents can enrolCourse content is easy to access after enrollmentIntegrations work properlyAny livestream or notification reminders go out without faultInstructors can view registration and engagement analyticsCertificates or reports post-course are downloadable and custom to each studentThere is a clear, identified way for students to ask questions to the instructor (and the instructor can respond)While listed as the fifth and final step of the ADDIE training model, the evaluation will run iteratively as long as your course is live. This is important to ensure features are always working, the course content aligns with students expectations and learning goals, and instructors are able to efficiently engage with students.During the evaluation, focus on whether the course has met the goals for the course, implementing feedback from the learners, and potentially making content changes or updates. Based on your findings during the evaluation phase, youll go back to refine your training through analysis, design, and implementation all over again! This process should be repeated at least every two months, or whenever you notice changes need to be made to course content (if industry best practices or school curriculum requirements shift, for example). Examples of ADDIE model in training plansIts one thing to talk about ADDIE and another to see what ADDIE looks like in action. Here are two examples of how to build an ADDIE training model to be used by companies and entrepreneurs.ADDIE Training Plan for a corporate training audienceCourse goalInventory existing contentWork with business partners to determine outcomesHow will course be delivered? In-person, online, or hybrid?Who will be delivering the content?What is timeline for creation?What tools are being used to create?Storyboard and collect assetsGather assetsRecord videoRecord audioCreate in authoring toolCreate worksheets, etc.Follow storyboardTestOnline or hybrid load to LMSIn-person schedule sessionsAssign LearnersTrack completionMonitorSurvey learnersEvaluate if goals are metEvaluate behavior changeDetermine changes needed and revise courseAddie Training plan example for entrepreneur audienceConduct focus groups/poll existing groupsResearch similar courses onlineDetermine course goals/needsDetermine content delivery methodWill there be interactive elements or straight video?What type of activities will be included?Begin storyboarding/collect assetsGather assetsRecord videoRecord audioCreate worksheets, etc.Follow storyboardBeta TestUpload content to LMSOpen course for enrollmentTrack completionMonitorSurvey learnersEvaluate if goals were metEvaluate salesEvaluate repeat businessDetermine changes needed and revise courseEvaluate behavior changeDetermine changes needed and revise course Is SAM an alternative for ADDIE?SAM stands for successive approximations model, and is like a close cousin instructional design approach to ADDIE. While similar to ADDIE, SAM is based on an agile development cycle with ongoing feedback and iterations of a content rather than the extended cycle found in ADDIE. You could opt to use SAM instead of ADDIE if you are comfortable with multiple steps happening at the same time and committing to rapid collaboration efforts with your client. There is not a simple answer as to which one is better. It completely depends on the process you prefer and the type of instructional design program that you are working within.How to implement the ADDIE training modelIf you review your existing course design processes, you may find that you are using a less structured version of ADDIE already. It is important to recognize this, as you may be able to make use of some existing procedures that you are already familiar with.A challenge with the ADDIE model is that many organizations focus too strongly on just the design, development, and implementation phases and often skip the analysis and evaluation phases. This happens because business requirements ask for courses to be created quickly to start generating additional revenue streams for the company. In doing so, they ignore time-consuming steps that actually improve the quality of the course in the long-run. And it happens all too often.To avoid the pitfall mentioned above, talk to your stakeholders and schedule regular conversations regarding training needs. When these conversations occur, the stakeholders may discover that training isnt always the answer. When training is the answer, you can work together to create meaningful plans that are based on the values of the students you want registering for your courses.Having these conversations can be challenging, and I suggest easing into them, asking clarifying questions about the goal of the training, and providing solutions for how to achieve the goal. Regular check-in meetings also help ease the conversation and provide a set time for checking-in on the priority and status of this initiative.When possible, do some research beforehand. This could be as simple as looking at similar courses already in your LMS, gathering usage data, or talking to managers in operations to find out what their needs are. Even spending a short period of time conducting a needs analysis will pay dividends in the end.Read more: How to Design Your Online Course (Visually & Structually)In addition to the usual end-of-course feedback, sometimes referred to as smile sheet feedback, consider implementing a system for gathering targeted feedback about the effectiveness of the course and behavior changes. Make it a best practice to do this at the 30, 60, and 90 day marks. This could be in the form of a survey sent to those who have completed the course or targeted to managers to ask questions about employee retention, customer feedback, or effectiveness in the role.Use feedback data to continually improve and enhance the course. It may help to set a regular cadence to integrating feedback into your course design. Depending on how fast your course content changes, you might want to consider doing this monthly, quarterly, or annually. For example, accounting principles hardly ever change. But new software development techniques are always popping up overnight, so new content will help you stay ahead of the curve.ConclusionIn summary, ADDIE is a process that can be implemented to allow for better course design. The process begins by conducting a needs analysis, followed by designing the course, using tools such as a storyboard or Kanban board, then creating the content, implementing the content by uploading to the LMS, and last, but not least, evaluating the effectiveness of the course and making improvements, thus starting ADDIE again. Ready to start your online course? Try Thinkific free today!This blog was originally published in December 2022 and was updated in August 2023 with more clear breakdowns, and additional resources.The ADDIE model is an instructional design model used by training developers and other educators. It consists of five critical phases: Analyse, Design, Develop, Implement and Evaluate.Since its development in the 1970s, experts have used the ADDIE Instructional Design (ID) model to plan and designtraining programs. Even after five decades, ADDIE is still the most commonly used ID model.Although the model is listed sequentially, its evolved to be more flexible, allowing for continual improvement and iteration.While originally designed to be completed in a linear fashion, the ADDIE process we know today is more dynamic and interactive:Before developing any new instructional content, its important to analyse the current situation. Take a look at how everything is organised and designed to gain a better understanding of the gaps you need to fill. The Analysis phase is also where youll set your instructional goals and objectives.Ask good questions using who, what, why, where, when and how such as:Who is the audience?What are their core characteristics?What problem are we aiming to solve?What is the outcome we hope to achieve?Why might the audience want to do this training?What is the current knowledge level of the audience? Are there any gaps?What tools do we need to deliver the information?Where will this training take place (i.e. e-learning or in-person)?When does this project need to be completed? Milestone: At the end of the Analysis phase, you should have a plan for your course or training and know what you will need to achieve the desired outcome.In the Design phase, we use everything we compiled in the analysis phase to start designing the optimal learning experience. This phase of the ADDIE model often takes the longest and requires the designer to have great attention to detail.This is when you will work on designing key attributes such as:Learning objectivesSubject matter & contentLesson planningExercises & assessmentsMedia (e.g., videos, images, graphics, audio, etc.)DurationFeedback Next is to create a storyboard, or, if time permits, a working prototype to communicate the trainings value to other stakeholders.Milestone: At the end of the Design ph