8. Assess performance

In order to evaluate the effectiveness of the instructional events, you must test to see if the expected learning outcomes have been achieved. Performance should be based on previously stated objectives.

Methods for testing learning include:
— Pretest for mastery of prerequisites
— Use a pretest for endpoint knowledge or skills
— Conduct a post-test to check for mastery of content or skills
— Embed questions throughout instruction through oral questioning and/or quizzes
— Include objective or criterion-referenced performances which measure how well a student has learned a topic
— Identify normative-referenced performances which compares one student to another student

9. Enhance retention and transfer to the job

To help learners develop expertise, they must internalize new knowledge. Methods for helping learners internalize new knowledge include:
— Paraphrase content
— Use metaphors
— Generating examples
— Create concept maps or outlines
— Create job-aids, references, templates, or wizards

Summary

Gagné’s Nine Events of Instruction can help build the framework with which to prepare and deliver instructional content. Ideally, you should prepare course goals and learning objectives before implementing the nine events (the goals and objectives will actually help situate the events in their proper context). The nine events of instruction can then be modified to fit both the content to be presented and the students’ level of knowledge.

Reference