

Katie Holloman
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Thinkific Learning Management System (LMS)

Flipped Model Training



Introduction

Through my Instructional Design Assistant position with the University of Colorado Denver, I am developing a series of online, asynchronous/self-paced courses using the Thinkific learning management system (LMS) for the [Colorado Office of Employment First \(COEF\)](#). The online courses will be aimed at employment specialists becoming certified in individual placement & support (IPS) in order to assist adults with serious mental health issues find employment.

In addition to building online courses for COEF, my instructional design group is also creating and facilitating five training sessions for the COEF staff on design basics, accessibility, virtual engagement, course/project development, and the Thinkific LMS. The end goal is to use my final online courses built for COEF's IPS training as a prototype for COEF, arming the COEF staff with the knowledge and skills to build future courses in Thinkific internally. Therefore, the training that I will develop and facilitate for this project will be on the Thinkific LMS.

Additional project resources linked within this design document include the following:

1. Gagne's Nine Events of Instruction & training storyboard google slides
2. Thinkific online, self-paced course

Analysis of learners

Audience: COEF staff/trainers: Seven-person team that regularly conducts in-person training in their professional roles as subject matter experts.

Motivation: The COEF staff target audience will acquire a license for the Thinkific LMS in January to February 2021. They plan on implementing all of their currently live training courses into the LMS for a streamlined product. The COEF staff's future Thinkific courses will serve as a [flipped training model](#) in conjunction with live facilitations, where learners can take self-paced online courses for foundational knowledge in advance of live training. In order to fully integrate Thinkific courses into their

organization, the COEF staff will need to have a basic understanding of the Thinkific LMS in order to build their own future courses.

Experience:

The COEF staff currently has no previous experience with the Thinkific LMS nor building online courses. However, all COEF staff are subject matter experts and possess their own training content that is ready to be translated to online courses. Our Thinkific training is optional, but the COEF staff is highly motivated to learn the basics of the LMS in order to alleviate their own workload and the length of time of their current live facilitations. The goal of the Thinkific LMS online course training is to demonstrate basic Thinkific functions so that the COEF staff can build robust online courses internally once our instructional design team's contract with their group has finished.

Design of training

Please access the training design google slides using Gagne's Nine Events of Instruction (The Center for Instructional Technology and Training, n.d.) and including the training storyboard [here](#).

Development

Delivery format: The Thinkific LMS (interactive online course + Camtasia screencasts within course) and Zoom video conferencing will be the digital delivery tools.

Delivery platform: The Thinkific LMS asynchronous/self-paced and online training will be shared with COEF staff one week in advance of the live training. COEF staff will then join a live Zoom training for an informal Q&A session and walk through of Thinkific during our discussion.

Delivery mode: A flipped model training will be planned starting with a 45-minute self-paced online course followed by a one-hour Zoom training discussion.

Future plans for implementation

I will implement and facilitate a flipped model for this Thinkific LMS training with the COEF staff. The online, asynchronous/self-paced module on Thinkific will be shared with COEF staff on January 5, 2021, one week prior to the January 12, 2021 synchronous Zoom training. At the Zoom training, we will have an open discussion as a group, including a Q&A. I expect to conduct live demonstrations of Thinkific to the COEF staff, also.

Evaluation methods

The New World Kirkpatrick Model (Kirkpatrick & Kirkpatrick, 2019) was used to evaluate the four levels of success of the Thinkific LMS training. 1) Pre-course and post-course survey results will be collected and reviewed from the Thinkific LMS online course in order to determine COEF learner reactions. Course discussion and the live training discussion will also assist in determining the COEF learner's reactions. 2) The Thinkific LMS course will determine COEF learner's knowledge acquisition from assessments given within the course, in addition to group discussions within the course & in the live training. 3) Following the implementation of the Thinkific online course and live-facilitation Zoom, our

instructional design group will have a continuous collaborative relationship with the COEF learners, acting as subject matter experts as the COEF learners transfer their live training content into online courses. The online building of courses for COEF will be an iterative process, where courses will be consistently reviewed and improved. 4) Additionally, our instructional design group will have a six-month and an annual check-in with COEF staff in order to determine the number of students enrolled in their online courses. Positive feedback from enrolled students, as well as an increase in enrollments will determine the success of the Thinkific LMS transition for COEF.

Here is a visual outline for the Thinkific LMS training evaluation plan using the New World Kirkpatrick four-level method:



Thinkific LMS online course

Please access the Thinkific LMS online course [here](#).

References

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