Title

Name

School

**ADDIE MODEL**

Among all the professions that exist today, healthcare is quite unique one because of the relationships between the training and education of health professionals and the patient care delivery. To deliver major portions of care to patients around the world hospitals and healthcare specialists depend upon the trainees. These trainees including medical students, pharmacists or other allied health professional students are often placed at the sharp end which means that they are next to action where any error is considered to be serious and complicated to patient safety. Learning process in healthcare is considered to be full of errors as the learners always strive to develop and polish their professional role. Even if a healthcare individual is competent in his role, there is no assurance that he will remain like that. With the advances in healthcare technology, the untrained healthcare professionals are as dangerous to the patient as the new trainee, due to their unfamiliarity with the equipment and devices(Cheung, 2016).

Therefore, it is important that education and other training activities must be designed very carefully to be effective. So strict abidance to the ADDIE model is very important. ADDIE model has five main integrated steps which are; analysis, design, development, implementation, and evaluation. This model is not new to healthcare, nor it is new to the professionals, but the unfortunate fact is that this model is not widely used for the safety of patients. The main purpose of this model is to help the healthcare educators to make sure that they are teaching all the relevant materials in an efficient way. It is one of the recently introduced instructional models. The main purpose of this model is to improve the primary care physician’s clinical performances. In the first step, i.e. analysis, which is also one of the most important steps of this model. The current performance of the healthcare individuals is compared with the expected performance, and then performance deficiencies and gaps in knowledge and skills are identified. The main questions that are asked to analyze are; Are the healthcare professionals are selecting relevant protocols? Are they using correct skills? Next is the design phase, where the knowledge that is obtained from the analysis phase is used to develop the overall structure and content of the particular training or course. The main factors of this step are the delivery methodology and sequencing the instructions delivery (Kholifah & Widyawati, 2017). Efforts of the professionals are directed towards specific matter analysis and lesson planning. In the development step, actual learning materials that will be used during instructions are created. The educators will take the overview which they created in the design step and think step by step on how to practically deliver every feature of the instructions given. Next is the implementation step, where all the instructions will be delivered, or they will be implemented. Instructors who want to go for the long and complicated course are bound to go for beta test first. Then comes the last step which is an evaluation, this step should be considered during the analysis step. After implementing the instructions, tools should be designed that whether the instructions are helpful in achieving the desired goals and if not then what should be the strategy.

The ADDIE model is a good model design, the objectives of this model are quite clear. It helps in the implementation of a systematic and thorough model. In healthcare department, this model helps to implement approaches that are not only advance but also quality assured. All of these steps in this model helps to teach the medical trainees and other nurses to deal with patients according to their medical needs. Also in case of patient-centric tasks the model is helpful because here problems are first analyzed and then they are dealt accordingly. Such models are helping to recognize the root cause of the problem and then to design an effective treatment for the problem and disease, which is only present in this healthcare model. Also for teaching medical practices, the approach is also effective because all the five steps in this model help to deliver effective instruction to the medical trainees which enable them to deal with any crisis because of the advanced nature of the method. Currently, most of the medical teaching practices are changing their practices and modifying them according to this one model because all the important aspects are being covered in ADDIE model which helps the practitioners to deliver their services for patients effectively (Choi & Kang, 2015)

**References**

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