**Type of Contribution: POSTER**

**Instructional design models for diversity, inclusivity and flexibility**

**Ana Leh,** Faculty of Humanities and Social Sciences, University of Osijek, Croatia, aleh@ffos.hr

**Dajana Stojanović,** Faculty of Humanities and Social Sciences, University of Osijek, Croatia, dstojanovic@ffos.hr

**Anita Papić,** Faculty of Humanities and Social Sciences, University of Osijek, Croatia, apapic@ffos.hr

**Keywords: instructional design, models, diversity, inclusivity, flexibility**

# Introduction

Instructional design is a systematic process which describes how instructional materials should be designed, developed, and delivered. There are a plenty of instructional design models within broad market of e-learning used in very different purposes. The aim of this paper is to select and critically evaluate top ten instructional design models which meet the conditions of diversity, inclusivity and flexibility to empower active citizenry and community engagement.

**Theoretical framework**

According to literature review the most influential top ten instructional design models are ADDIE model, SAM model, Action Mapping, Merill’s First Principles of Instruction, Gagne’s Events of Instruction, Bloom’s Taxonomy, Dick and Carey Model, Kemp’s Instructional Design Model, Kirkpatrick’s Four Levels of Training Evaluation and ASSURE Model. All these models consist of steps or phases which will be visually illustrated and critically analyzed.

**Research questions**

Main research questions in this paper are:

* Which model of the top ten selected instructional design models meets the condition of diversity the most?
* Which model of the top ten selected instructional design models meets the condition of inclusivity the most?
* Which model of the top ten selected instructional design models meets the condition of flexibility the most?

**Methodology**

The main qualitative methods used in this paper are analyzing of literature and content analyzes of e-learning courses in open access.

**Research Results and discussion**

The ASSURE model has the highest rank in diversity. Namely, it defines the following six steps: analyze learner characteristics; state objectives; select, modify, or design materials; utilize materials; require learner response; evaluation. The SAM model has the highest rank in inclusivity and instructional design model of Action Mapping has the highest rank in flexibility. Also, the other instructional design models are briefly analyzed and their advantages are presented. For example, Gagné's 9 Events of Instruction proposes 9 major points and these points are also key questions to which the user needs to find the answer. Merrill’s First Principles of Instruction facilitates learners to be engaged in solving real-world problems while existing knowledge is activated as a foundation for new knowledge, etc.

**Conclusion**

All instructional design models can be very useful if used properly. In this paper top ten instructional design models are selected and critically analyzed. At the end these instructional design models are ranked in regard to conditions of diversity, inclusivity and flexibility to empower active citizenry and community engagement.

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