

# Project Summary

**Course:** IDE 712

**Project:** Analysis for Human Performance Technology Decisions

**Context of the project work:** Our Front-End Analysis focused on identifying why the Learning Management System (LMS) at FuturePath Academy wasn't being used instructionally by most teachers. Despite the system being implemented, only about 30% of educators utilized it for purposes beyond basic administrative tasks. We took a deep dive using tools like PESTLE, Task Knowledge Structures (TKS), and Information Processing Analysis (IPA) to uncover what was holding teachers back. The issues ranged from lack of training and limited support to motivation and unclear expectations. To address those gaps, we proposed targeted interventions like tiered PD, peer mentoring, a dedicated help desk, and recognition programs. Everything was mapped out with a clear 6-month implementation plan focused on improving adoption and supporting teachers in using the LMS more effectively in their instruction. This project was a great example of how front-end analysis can guide real solutions, and how much impact you can make when you dig into the "why" behind a performance problem.

**Author (s):** Brady Davis, Leah Willis and Paola Delarosa-Lloret. I initiated and drafted the written report, which included integrating the environmental scan, TKS, and IPA frameworks, and aligning our findings with Rossett's and Harless's needs assessment models. All three of us contributed to reviewing and refining each section, ensuring alignment across our analysis, solution design, and evaluation plan. I also created all the figures and visual aids using Canva, the PowerPoint slide deck, and presentation visuals. In collaboration with Brady and Leah, we coordinated our narration sections and finalized the presentation to ensure consistent and professional delivery.

**IDD&E phase:** Analysis

**Reflection and self-assessment:** This Front-End Analysis project was a great learning experience and helped me understand how to break down a performance problem in a structured, meaningful way. We focused on why teachers at FuturePath Academy weren't using the LMS for instruction, despite having the tools in place. It pushed us to go beyond surface-level issues and look at deeper causes like motivation, training gaps, and school culture. What stood out most was how much value came from using multiple frameworks, PESTLE, TKS, IPA, and Rossett's model to see the problem from different angles. It also made me realize how important it is to collect the right data. Designing the surveys, interview questions, and mapping those to specific performance gaps helped me build confidence in my ability to ask the right questions and connect them to real solutions. This project clearly reflects the Analysis phase of the ADDIE model. We didn't jump straight into designing training; we took time to understand the problem, validate it with data, and propose targeted interventions that made sense based on what we learned. That mindset shift, slowing down to get the analysis right, was a major takeaway for me. Overall, this project gave me a stronger foundation for tackling performance problems and helped me develop tools I'll definitely use moving forward in both instructional design and organizational development work.