

• **Learning Experience Design | NDE – SLIFE Course**

**Purpose:** To provide support and resources for Nebraska districts when integrating SLIFE into Nebraska school districts.

**I. Project Information**

A. Project Title	<i>Secondary Newcomers and SLIFE Students</i>
B. Project Purpose	1. To equip staff and faculty with resources when integrating SLIFE students into their specific districts. 2. This initiative supports Nebraska school staff and faculty in locating the rules and regulations regarding integration of SLIFE into Nebraska school districts.

**II. Roles & Responsibilities**

Role	Individual/Department	Responsibility Summary
A. Project Owner	David Schlotterback	Oversees instructional strategy, development, and integration of cognitive design principles
B. Project Stakeholder(s)	Anne Hubbell, Title III and English Learner Specialist	Define performance outcomes, validate alignment with state goals, and approve final design
C. Subject Matter Experts	Anne Hubbell, Title III and English Learner Specialist Julie O'Tero, Title III, ELPA 21 Specialist	Provide operational insights, authentic scenarios, and examples for behavioral modeling
D. LMS Admin	Dorann Avey	Manages system integration, learner access, and data tracking

### III. Project Deliverables

Deliverable	Description
A. Interactive eLearning Modules (Instructure Canvas)	30–120-minute course featuring scenario-based learning, narration, and reflection prompts to simulate real-world decision-making.
B. Resource Guide	Mobile-friendly checklist reinforcing Rule 19 rules and regulations.

### IV. Project Milestones

Phase	Timeline	Focus
<b>A. Project Planning &amp; Analysis</b> • <i>Purpose: Establish clarity and alignment before design begins, reducing ambiguity and cognitive load across the team</i>	Weeks 1–2	<ul style="list-style-type: none"><li>▪ Determine instructional goal.</li><li>▪ Conduct instructional analysis of content to be taught</li><li>▪ Conduct a learner analysis of what they know already and learner characteristics</li></ul>
<b>B. Design</b> • <i>Purpose: Translate business goals into a learner-centered, brain-aligned design blueprint</i>	Weeks 3–5	<ul style="list-style-type: none"><li>▪ Choose course format</li><li>▪ Utilizing backward design, course objectives, assessments, and learning activities will be decided</li><li>▪ Create instructional strategy/method</li></ul>
<b>C. Development</b> • <i>Purpose: Build and refine the learning product iteratively, mirroring the brain's learning process of test, reflect, and adapt</i>	Weeks 6–8	<ul style="list-style-type: none"><li>▪ Create a sample of learning materials</li><li>▪ Develop course materials</li><li>▪ Conduct Run-through</li></ul>
<b>D. Implementation</b> • <i>Purpose: Ensure a seamless learner experience and minimize cognitive friction during rollout</i>	Week 9	<ul style="list-style-type: none"><li>▪ Train/staff instructor (if needed)</li><li>▪ Build Canvas Modules (3)</li></ul>

<b>E. Evaluation</b> <b>• Purpose:</b> <i>Test the learning experience in a controlled setting before broad release</i>	Week 10	<ul style="list-style-type: none"> <li>Formative evaluation with authentic learners</li> <li>Summative assessments - instruction using satisfaction</li> </ul>
<b>F. Full Rollout</b> <b>• Purpose:</b> <i>Deliver the finalized course to all target sites and reinforce key behaviors.</i>	Weeks 11–12	
<b>G. Evaluation &amp; Retrospective</b> <b>• Purpose:</b> <i>Evaluate training effectiveness and long-term performance impact</i>	Weeks 13–14+	<ul style="list-style-type: none"> <li>Pre-test/post-test/final satisfaction survey</li> </ul>

## V. Implementation Plan

Phase	Notes
<b>A. Pilot &amp; Validation Phase</b> <b>• Purpose:</b> <i>Assess effectiveness of training in a controlled environment before full rollout</i>	Collect learner reactions, supervisor feedback, and system data
<b>B. Iteration &amp; Optimization Phase</b> <b>• Purpose:</b> <i>Use pilot findings to refine learning experience, content flow, and reinforcement strategies</i>	Add micro-reinforcement prompts and adjust tone for motivation and retention
<b>C. Full Rollout Phase</b> <b>• Purpose:</b> <i>Deliver the optimized training across all target audiences with structured leadership support</i>	Deliver finalized module organization-wide, supported by supervisor facilitation, job aids, and communication templates

<b>D. Sustainment &amp; Reinforcement Phase*</b> <i>• Purpose: Extend learning beyond completion to drive long-term behavioral change</i>	Maintain behavior change through quarterly refreshers, digital reminders, Rule 19 recognition moments
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## VI. Evaluation Plan

Metric	Measurement Focus
<b>A. Learning Analytics</b>	1. Pre- and post-module quiz scores 2. Scenario accuracy 3. Completion rates captured via LMS
<b>B. Performance Metrics</b>	1. Compliance audits 2. Learner completion rates
<b>C. Behavioral &amp; Cultural Indicators</b>	1. SLIFE Inclusion rate increase 2. Staff/Faculty SLIFE integration satisfaction

## VI. Constraints & Risks

Constraint/Risk	Potential Impact	Mitigation
<b>A. SME Availability</b>	Delayed content validation and review cycles	1. Schedule standing review meetings early 2. Provide templates to streamline SME input
<b>B. Limited On-Site Tech Access</b>	Learners unable to complete module on time due to device or Wi-Fi issues	1. Optimize module for offline use and low-bandwidth environments 2. Provide tablet access at site offices
<b>C. Competing Construction Deadlines</b>	Reduced learner focus or training time during peak project phases	Offer flexible access windows and reinforce through brief online meetings in place of long sessions