

The future of Learning and Development



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Personalized Learning Experience

Traditional instructors provided one-size-fits-all instructions for students to accommodate a large group of students. In contrast, adaptive learning offers personalized learning experience that is tailored for every student.

Predictive Analysis

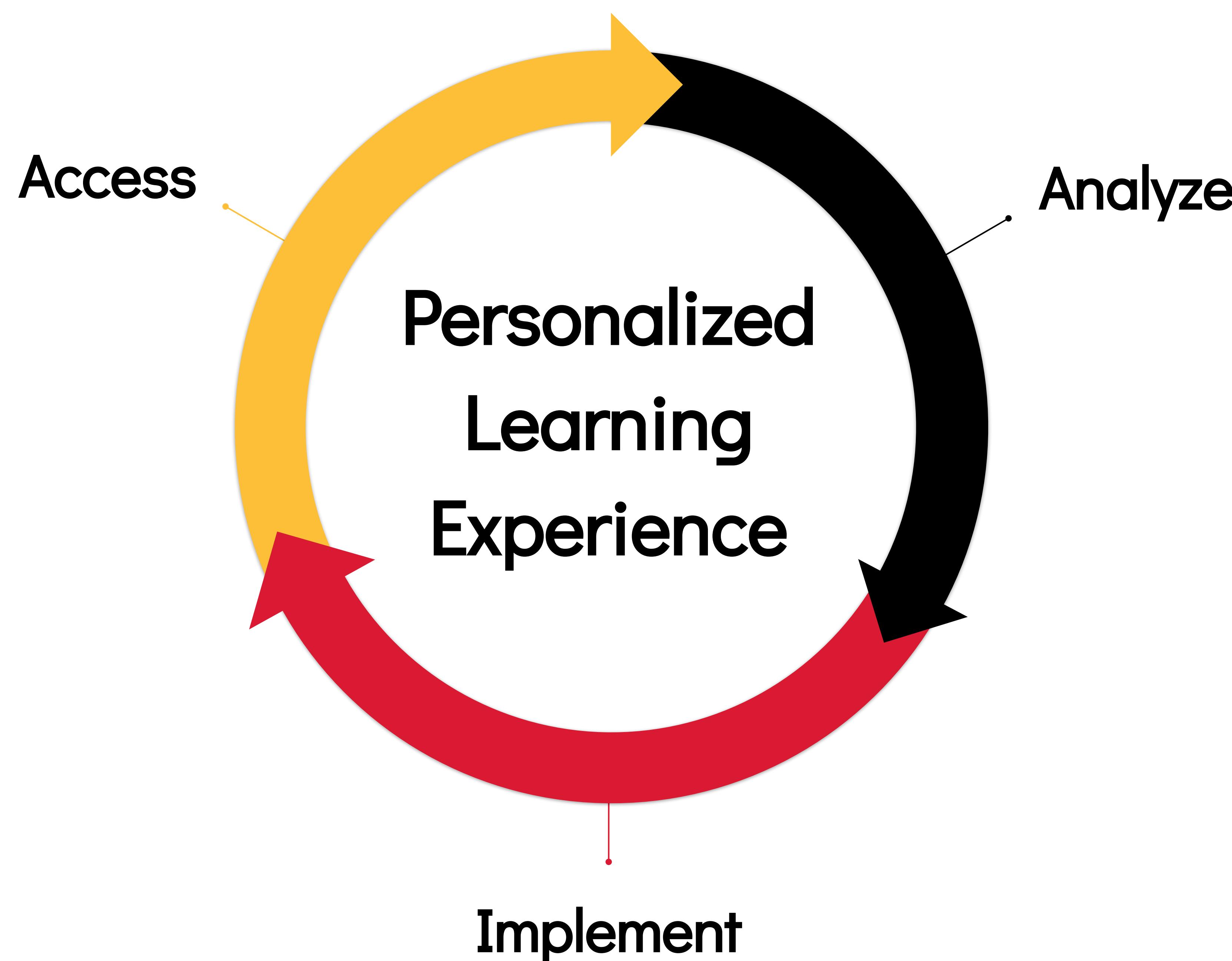
Predictive analytics uses technological techniques to analyze data to predict the future ("What Is Predictive Analytics," n.d.). Predictive analytics take a vital role in identifying struggling learners for remediation.

Adaptive Learning

Adaptive learning provides a personalized learning experience for students based on how they performed in previous sessions using data analytics to customize the learning experience (Feldstein & Hill, 2016).

Implementation

Predictive analytics, machine learning, and adaptive learning are effective in providing personalized learning environment. These technological tools will be used to access, analyze and implement personalized lessons.



References

What Is Predictive Analytics? (n.d.). Predictive Analytics Today. Retrieved from <http://www.predictiveanalyticstoday.com/what-is-predictive-analytics/>
Feldstein, M., & Hill, P. (2016, March 6). Personalized learning: What it really is and why it really matters. *Educause Review*, 51(2). Retrieved from <http://er.educause.edu/articles/2016/3/personalized-learning-what-it-really-is-and-why-it-really-matters>
Enrollment builders (2021, June 11). Predictive modeling in higher education: doing more with less. <https://www.enrollmentbuilders.com/predictive-modeling-in-higher-education>

Online Learning

Most LMS's in the market provides some analysis tool that creates some personalized learning experience. In addition, some e-learning programs can adapt to meet learners' goal by analysing data to create personalized learning experience.

Discourse Analysis

Discourse analysis is data that present the motivation of a learner. Discourse analysis examines how learner interacts with the learning experience (Discourse analytics, 2021).

ADDIE Model

Personalized learning experience incorporates some steps from the ADDIE model: analyze, implement, and evaluate. Personalized learning experience uses data from assessment, and create analysis to implement differentiation.

Future Impact

In the next five to ten years, predictive analytics, machine learning, and adaptive learning will be recognized to be cost-effective and student-centered. Many learning designers and trainers will be required to incorporate these tools into their lessons.