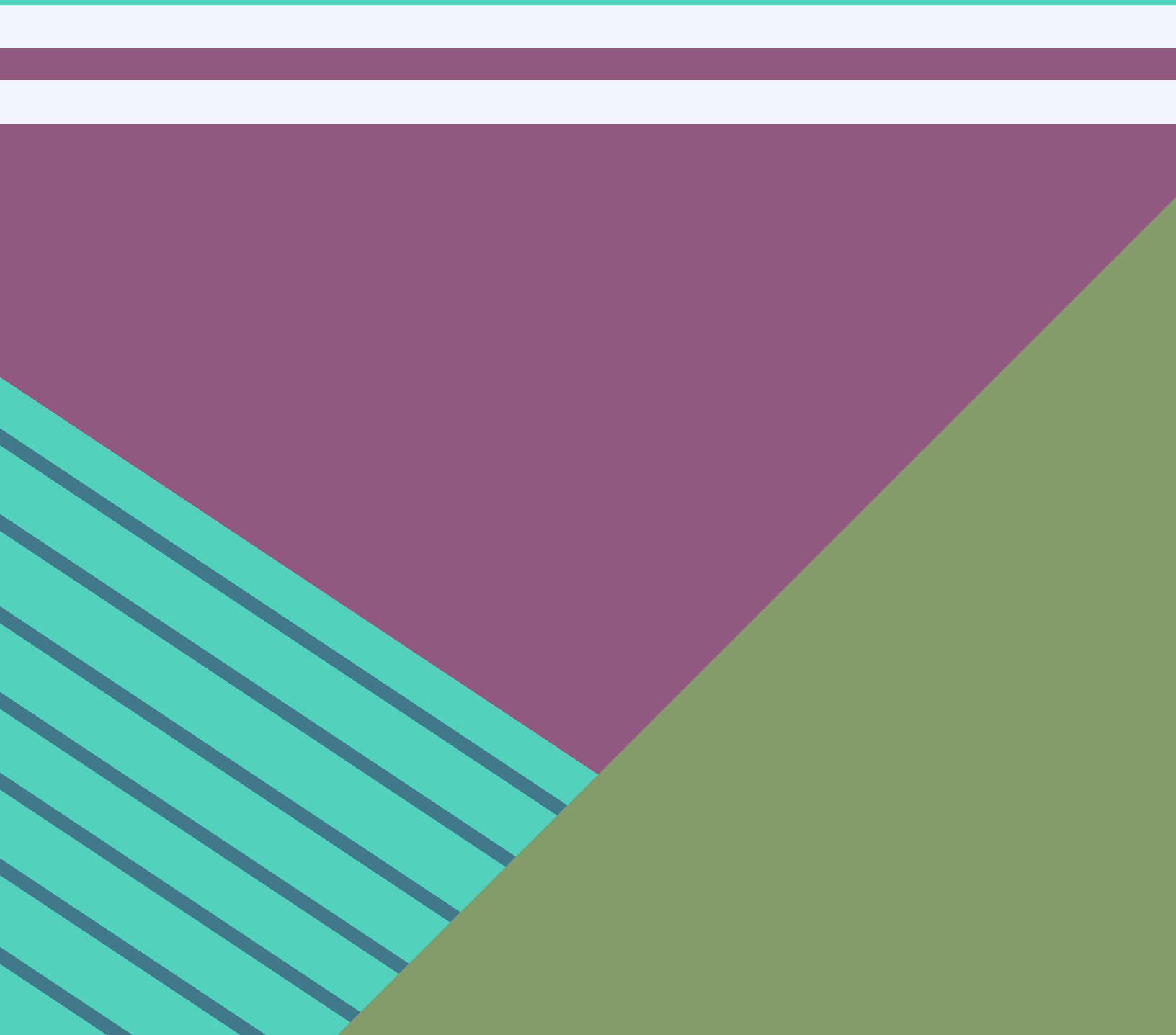


# INSTRUCTIONAL DESIGN DOCUMENT

Monique Fradieu

New Hire Neligence Training Project



## **Project Context:**

### Course Purpose

The purpose of this course is to provide an overview of the legal concept of negligence as it relates to medical malpractice for the law firm's newly-hired junior paralegals and intake specialists. Successful completion of this training is expected to result in a 25% overall increase in productivity among newly-hired junior paralegals and intake specialists as well as significantly increase the productivity of senior paralegals who will be able to devote less time to the initial case analysis process and focus on more senior-level tasks.

### End Objectives

- Learners will be able to analyze a medical malpractice case for the four elements of negligence with at least 80% proficiency.
- Learners will be able to determine whether the facts of a given situation constitute medical negligence with at least 80% proficiency.

## **Project Requirements:**

- Cost: \$1,800
- Timelines: Project to be completed within 2 weeks
- Standards: Course must be created using PowerPoint or be convertible to PowerPoint



## **Learning Requirements:**

### Audience profile

The target audience consists of junior paralegals and intake specialists who have 0 to 1½ years of experience in their field. The audience consists of both men and women between 19 and 45 years of age.

### Learning environment

The training can be delivered either in-person as an instructor-led training or online as a virtual instructor-led training during the time that the office employees are working remotely.

## **Course Objectives:**

### Learning objectives

- The learner will be able to identify the 4 elements of negligence.
- The learner will be able to summarize the legal standards for determining negligence.

### Performance goals

- Given a scenario, the learner will be able to determine whether a set of facts constitutes negligence with at least 80% proficiency.



## **Instructional Strategy:**

### Presentation patterns

This training will begin by engaging the learners with an icebreaker activity. This will be followed by an introductory scenario, which will determine what prior knowledge, if any, the learner has about what constitutes negligence. After the content is presented, learners will be given opportunities to collaborate in small groups to identify the elements of negligence in a given scenario and determine whether a given scenario constitutes negligence. Finally, learners will be given an opportunity to summarize their learning by presenting their findings to the whole group.

### Media strategy

The course will be created in PowerPoint and will include dynamic visuals and motion paths for on-screen objects in order to keep the learner engaged.

## **Assessment Strategy:**

This training will contain both a formative and summative assessment. The formative assessment will consist of a small group collaborative activity that will allow the trainer to assess whether learners have understood the content as well as allow the trainer to provide corrective feedback if necessary. The summative assessment will consist of 5 knowledge check questions at the end of the presentation. The learners will complete these activities in their Participation Guide and their responses/scores will be evaluated by the trainer.

### Formative Assessment Activity

- Each group will be assigned one negligence case example. Your job is to analyze the case for the 4 Ds of Negligence.
- Be sure to include a discussion of the legal standards for determining negligence.



- Be prepared to present your analysis to the whole group.

### Summative Assessment Questions

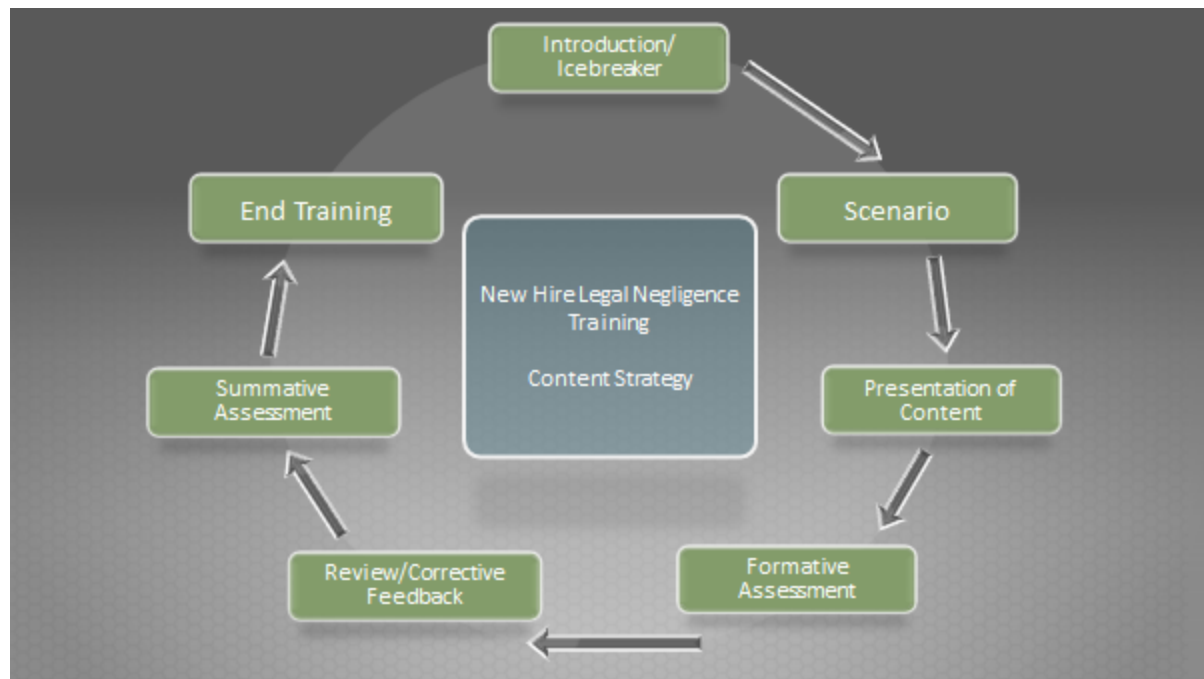
1. Which of these is NOT one of the 4 Ds of negligence?
  - a. Duty
  - b. Dereliction
  - c. Direct cause
  - d. Distraction
  - e. Damages
2. Due care is the amount of care that an unreasonable person would give under the circumstances.
  - a. True
  - b. False
3. At least 3 out of 4 elements of negligence must be present to have a cause of action.
  - a. True
  - b. False
4. In 2-3 paragraphs, summarize the legal standards for determining negligence.
5. Read the scenario on page 6 of your Participant Guide. Does the scenario constitute negligence? Why or why not? Write a 2-3 paragraph analysis that includes the elements of negligence and the legal standards for determining negligence.

**Scenario:** Annie is being treated by Dr. George for kidney disease. Dr. George has seen Annie in his office every three months and has ordered and analyzed Annie's completed blood work each time, as is the standard of care for her level of disease. Annie is on dialysis, but has missed her last three dialysis appointments. Suddenly Annie dies due to her kidneys failing. Her family sues Dr. George. Do they have a case for negligence? Why or why not.



## Course Format Or Structure:

This training consists of 1 session with 28 slides. The content strategy is shown in the diagram below.



## Development Tools:

The training will be created using PowerPoint.



Project Sign-off Sheet	
<b>Project Name:</b> New Hire Legal Negligence Training	<b>Project Manager:</b> Monique Fradieu
<b>Start Date:</b> 8/17/2020	<b>Completion Date:</b> 8/31/2020
<b>Project Duration:</b> Two weeks	<b>Client</b> Brown, Wiley, and Davis, PC (Case Study/ Personal Portfolio Project)
<b>Project Goal(s):</b> Increase productivity of the firm's legal support staff.	
<b>Project Deliverable(s)</b> One 2-hour training session created in Microsoft PowerPoint.	
By signing this document, I acknowledge that I have delivered all agreed upon deliverables at the agreed upon quality level.	By signing this document, I acknowledge that I have received all agreed upon deliverables at the agreed upon quality level.
<b>Project Manager Name and Signature:</b>	<b>Client Name and Signature:</b>
<b>Date:</b>	<b>Date:</b>





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