



Performance 1 Learning Management System (LMS)

The Performance1 LMS is a robust Learning Management System, able to manage, deliver, assess and report online and instructor-led training courses. Performance1 is used by tens of thousands of learners at a number of Fortune 500 organizations and US government agencies.

P1 is very modular, and will enable Deer Park Community City Schools to start with the most basic LMS functions and then let the system grow with the implementation. Performance1 can go from a basic LMS to an incredibly robust system by spending just a few minutes adjusting the system settings. Performance1 will handle the Deer Park City School's long-term needs, and will enable the ability to scale and extend the program, content and technology to other school districts throughout the state of Ohio.

Everybody does things a little differently, and we understand that. P1 enables the display and organization of learning in a way that suits all types of learners. The interfaces are completely skinnable and the delivery mechanisms are completely customizable. This flexibility in the system will enable the rollout of mobile, web-based learning content to any device or platform. Performance1 leverages SCORM, IMI QTI, AICC and numerous other technology and learning standards. This ensure interoperability across platforms and devices to meet the needs of today's mobile, always connected learner.

Performance1's dynamic content delivery system opens up vast potential at an individual level. Features like adaptive learning, personal learning prescriptions, content personalization and learning portals can make each learner's experience that much more effective.

TiER1 has managed multiple LMS deployments in its 12 years as a company. We understand that real value comes when learning occurs, and learning is a function of the content being taught. The biggest mistake many organizations make after launching an LMS is not thinking through all the work that lies after implementation. Skills like course system administration, reporting and governance are all critical pieces of a successful learning initiative.

For the purposes of the Deer Park City Schools Project, Performance1 will be employed to provide the following features and functions of the overall learning solution:

- **Assessment** – Performance1 provides a powerful assessment engine that enables real-time tracking of user activities, pre-assessment of learners, and the ability to develop customized curriculum (adapted learning) for each learner.

- Content Hosting – All learner content (assessments, tutorials, video, documents) – essentially any learning object can be hosted in the system and delivered to learners via Performance1.
- Reporting – Robust “canned” reports can be accessed from the system; customized reporting can also be developed.
- Content Development – Performance1 can be deployed as a simple content development tool to enable the digitization of analog assets.

Past Performance

Below are examples of projects either completed or currently being implemented by TiER1. These projects demonstrate successful implementation of Performance1 for a variety of learning, content and learner assessment needs.

United States Air Force Competency-based Adaptive Training System (CATS):

Project Relevance: This project demonstrates our ability to develop a predictive model that can assess individual characteristics and map to a specific competency framework for personnel selection. The USAF will employ this system to determine how best to support individual personnel in their mission role.

Description: A major goal of this effort is to prepare warfighters for mission readiness by integrating a Learning Management System (LMS), which delivers personalized content and learning events as needed and provides continuous evaluation of performance; a Learning Content Management System (LCMS), which maintains a catalog of learning and assessment opportunities; and a Competency Management System (CMS), which manages various domain-specific competency models and learner proficiency ratings. At the core of the CATS solution is a competency-based framework that is leveraged into learning objectives. An important part of the project is developing a model of a specific operator role and the associated variability in completing a task such as dynamic targeting. The modeling framework will be used to derive performance evidence based on mapping of task completion to competency proficiency.

United States Air Force Accelerated Learning for Cyber Insider Threat Reduction (XL-CITR), Phase II:

Project Relevance: This project demonstrates our ability to create graphically innovative, story-driven solutions for the purposes of competency-based accelerated learning.

Description: Information systems in the U.S. government are being subject to increased attacks from both internal and external threats. Supervisors need to be trained to identify behavioral signs that might indicate that an employee intends to commit an insider crime. TiER1 developed of XL-CITR, an accelerated learning system that reduces the time required to train Air Force supervisors in detecting and thwarting cyber insider threats. This training system integrates best practices in instructional design, competency-driven assessment, adaptive learning pathways, performance feedback, visual XML authoring tools, and scenario-based game environments to accelerate learning.

Accelerated Learning Dynamics Patient Experience Learning System:

Project Relevance: This project demonstrates our ability to develop and deliver adaptive learning solutions for a broad, commercial market.

Description: In this project, TiER1 took the accelerated learning system developed through Department of Defense research grants, and spun off a new company focused on bringing that solution to the healthcare market. The first product developed for XLD is a fully formed curriculum for hospital staff, centered on improving the patient experience as measured by the national HCAHPS survey. This curriculum delivers role-based assessments and training content, with a personalized learning path based on each individual's assessed strengths and weaknesses. The curriculum is currently in pilot at two large hospital systems, where it has shown significant increases in pre- to post-test HCAHPS survey scores.

Gateway Community and Technical College:

Project Relevance: This project demonstrates our ability to enhance the teaching and learning experience for both the teachers of online learning content and the students that will interact with the content.

Description: Upon being awarded with a Department of Labor grant, Gateway asked TiER1 to help them develop the processes, faculty professional development and tools needed to improve their online course offerings. Our team then designed and delivered an online faculty certification course to instruct faculty in the foundational principles of instructional design (Bloom's Taxonomy, Gagne's 9 Events of Instructions, etc.). This course prepares faculty for building their first course in a collaborative model with an instructional design coach. Gateway has seen experienced both financial and educational success through this initiative. Within two years of project initiation Gateway had realized \$1.3 Million in unexpected revenue. At the same time, faculty confidence and student satisfaction have increased.