**Unit 2: Introduction to the Gap Analysis**

**Introduction**

In Unit 1, we reviewed the goals of the EdD program and, specifically, the outcomes for the Learning course. We also examined the advantages of using evidence-based theories and principles when solving problems in educational environments. In this Unit, we will introduce the gap analysis framework for problem solving in educational settings.

Throughout this course, you will apply the learning theories that you learn to create a case study using the gap analysis model discussed in the Clark and Estes (2008) and Rueda (2011) texts to solve a problem in your work place. The gap analysis model is a research-based framework to solve problems in P-12, higher education, business and any other workplace settings involving human learning, motivation, and performance.

**Learning Objectives For This Unit**

* Recall and explain the gap analysis method of setting performance goals
* Distinguish the components of the gap analysis paper
* Apply the procedure for setting and analyzing benchmarked goals (Clark & Estes; Rueda) in an organizational setting
* Recall and explain three levels of goals
* Recall and explain the components of goals
* Discuss and revise the organizational problem paragraph
* Create a global goal and identify the relevant stakeholders

**Learning Strategies For This Unit**

* Complete the readings in the order listed in the syllabus, writing down a one or two sentence synthesizes of major ideas (use the note-taking scaffold)
* Compare and contrast the gap analysis model in Clark and Estes (2008) with Rueda (2011)
* Compare and contrast the concepts of a global, intermediate, and performance goal (Clark & Estes) with global, educational, and instructional objectives in Anderson & Krathwohl.
* Create and bring to class your Organizational Problem Paragraph (revised version is due 48 hours after class). See examples in Unit 1 PowerPoint.

**In-Class Practice and Feedback**

* Individual gap analysis problems

**Advance Organizer For Next Class**

* Behavioral Theories
	+ What are the assumptions of behaviorism
	+ What are the key concepts and definitions of behaviorism?
	+ Principles (applied to predict an outcome; “If you do this, [then] this will happen.”)
	+ What are the underlying mechanisms that influence learning and motivation?
* What types of learning and motivation problems are best solved by behavioral theory and principles?
* What learning and motivation solutions are generated from behavioral principles?
* How can you apply behavioral theory and principles to your gap analysis case study?