

<p>These standards are based on ADDIE and professional practice guidelines for instructional designer work. Please honestly and critically rate your level of competence in each statement. Add notes to support self-rating.</p> <p><b>LOW</b> - you are aware of this standard through readings, presentations, and other information in/outside of course work</p> <p><b>MEDIUM</b> - you have experience practicing much of this standard &amp; are building knowledge &amp; skills to become competent</p> <p><b>HIGH</b> - you are currently practicing this standard regularly, at a high level, in all course work and related ID efforts (full competence applying to any situation)</p>				
	Low <input checked="" type="checkbox"/>	Medium <input checked="" type="checkbox"/>	High <input checked="" type="checkbox"/>	Add short note listing specific examples or experiences that support your rating

1.0 ONGOING PROFESSIONAL DEVELOPMENT				
1.1 Enhance <b>communication</b> skills (e.g., writing, oral, visual/graphic design)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
1.2 Enhance <b>interpersonal</b> skills (e.g., meeting, presentation, selling, negotiation, instructor, supervising)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
1.3 Develop multiple <b>theory</b> perspectives (e.g., learning, instructional design, media, and visual design theories)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I have never applied the theory I am learning in this program.
1.4 Participate in <b>professional development</b> and <b>reflection</b> (e.g., literature/ workshops/ networking/ International trends/ new tech tools)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
1.5 Enhance <b>research/ evaluation</b> practice skills (e.g., literature review/ research & evaluation design, data analysis, data interpretation)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
1.6 Practice <b>evidence-based design</b> decision-making (e.g., given context, literature, data)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1.7 Maintain <b>professional, ethical, and legal</b> practices (e.g., fair use, copyright)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	My job requires and instilled ethics in me. I pride myself about being an ethical person.

2.0 PLANNING AND ANALYSIS [ADDIE]				
2.1 Acknowledge performance gaps and <b>plan analysis</b> process (e.g., time line, people)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2.2 Validate performance gaps through <b>multiple analysis techniques</b> (e.g., interview, observation, job/task/document analysis)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	I do not have a lot of experience in theory and multiple analysis techniques.
2.3 Identify and describe <b>target learners</b> using multiple analysis techniques	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I am learning that my experience does not align to theory and research about this topic.
2.4 Describe <b>working and learning environments</b> for target audience using multiple analysis techniques	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2.5 Describe required <b>content/ prerequisites</b> for performance and identify instructional content required to close knowledge, skill, attitude gap (e.g., content analysis)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2.6 Describe <b>types/ level of knowledge and skills</b> to be learned (e.g., learning analysis)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2.7 Identify <b>characteristics of technologies</b> and their use to support different types of instruction and learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I am learning, rather quickly, that I still have much to learn about technology.
2.8 Create <b>needs assessment report</b> on performance gap based on analysis data	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I have not conducted analysis using theory.

**NAME: Justin A. Hood**

**Date: 9/16/2021**

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Additional Notes as necessary:

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**3.0 DESIGN AND DEVELOPMENT [ADDIE]**

3.1 Select or create appropriate <b>instructional design</b> or <b>evaluation model</b> to enact design plan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Though I have used the ADDIE process in the past, with the implementation of ELM and knowledge gained from IDD&E, I still have much to learn.
3.2 Determine <b>content</b> , instructional <b>goals</b> , learning <b>objectives</b> , <b>assessments</b> to close gap	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3.3 Identify instructional <b>strategies</b> , <b>learning</b> , <b>tech resources</b> required to provide content and engage learners in closing identified gaps	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3.4 Create <b>design plan</b> (goals/obj/ assess/ strategies), <b>evaluation</b> and <b>mgt plan</b> using gap analysis and learning/design /graphic theory outlining instructional solution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	My previous knowledge of design plans, evaluations, and management plan(s) does not align to the theory and science used in this program.
3.5 Create design plan for <b>non-instructional</b> / <b>informational</b> interventions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3.6 Secure and/or modify <b>existing instructional</b> materials to meet plan	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3.7 Develop <b>new instructional</b> , <b>evaluation</b> , and <b>implementation</b> materials based on plan, using appropriate techniques and <b>technology</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	After just two weeks of the IDD&E Program I realize "good" is subjective and I don't meet the professional standard for Instructional Designers.
3.8 Develop learning <b>assessment</b> activities and instruments (e.g., tests to measure gap closure/ learning progress) using appropriate techniques and <b>technologies</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	I studies Organization Development with Penn State and assessments are key and taught, practiced, and evaluated in the program.
3.9 Pilot <b>test</b> , <b>critique</b> , and/or <b>finalize</b> learning instructional, assessment, evaluation, and implementation plans, activities & materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

**4.0 IMPLEMENTATION AND EVALUATION [ADDIE]**

4.1 <b>Implement</b> and <b>disseminate</b> instructional and non-instructional interventions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4.2 Implement evaluation plan and <b>evaluate</b> instructional/ non-instructional interventions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I have not conducted evaluations using theory.
4.3 Collect, analyze, summarize and <b>report</b> implementation and evaluation <b>data</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Because I have not evaluated using theory, I cannot analyze and report using theory.
4.4 <b>Revise</b> instructional/ non-instructional solutions <b>based on evaluative data</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

**5.0 MANAGEMENT AND LEADERSHIP**

5.1 Develop and apply <b>business skills</b> to plan and manage instructional design function	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	I am a strategic leader.
5.2 Manage collaborative <b>relationships</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Relationships and networking are key to success.
5.3 <b>Lead</b> , maintain <b>quality</b> , and <b>manage</b> ID projects and deliverables	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

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