

MIT 522

Context and Conditions

This project was a partial requirement for *MIT 522: Organization and Management of Instructional Technology* completed in the Spring of 2005 under the direction of Dr. Mahnaz Moallem. Ashley High School's Special Education Department wanted to provide technology opportunities for the Trainable Mentally Handicapped population. As a result, a proposal was compiled to incorporate technology in the classroom along with a change management plan.

Scope

This was a proposal for New Hanover County Schools. The project was completed for Ashley High School's Life Skills 2 classroom for Trainable mentally Handicapped students. It included integrating age-appropriate software into the classroom. The report was submitted to the Technology Office, in which they wrote the software costs into the budget for the following 2006-2007 school year for Ashley High School to pilot for New Hanover County.

Role

The Technology Change team consisted of Tom Dorgan, Amanda Hodges, and I. Since I had access to all the records at Ashley High School, I served as an instructional designer. I gathered data and compiled the resources for the team to analyze. I also assisted in developing outlines to follow so that the team was able to sort through the data and organize our thoughts.

Reflection

This was my first MIT course in the program. Without having the foundations course MIT 500, it was a bit overwhelming. The team was comprised of one person who had the foundations course and the other person and I had not. Looking back, we were fortunate to have someone to help guide us through the process but without MIT 500 it was hard to connect the process to any prior knowledge. I really enjoyed this class because the instructor tied in grant writing to the process which can be beneficial in any field.

The Domain of Development			
Competencies	Job Description	Artifacts	Justification
Develop curriculum and apply instructional		MIT 522 – <i>Organization and management of</i>	MIT 500 artifact demonstrates my ability to develop

technology to the curriculum at the systems level, the macro level and the micro level.		<i>Instructional Technology - Life 101</i>	curriculum at the micro level while MIT 510 artifact exhibits curriculum design at the macro level.
Domain of Utilization			
Competencies	Job Description	Artifacts	Justification
Apply principles of selection and use of materials and techniques relevant to a multicultural society (e.g., non-print, print, mass media, hardware, software, and other audiovisual strategies).	<p>Designing training solutions that meet the needs of Adult Learners</p> <p>Conduct research on subject matter and incorporate varied learning strategies and methodologies to appeal to diverse learning preferences.</p>	MIT 522 – <i>Organization and management of Instructional Technology - Life 101</i>	This artifact illustrates my ability to meet the needs of diverse learners using a variety of technology and/or media
Apply leadership techniques with individuals and groups (interpersonal skills, group dynamics, team building and diffusion of innovations).	<p>Working with other instructional designers, sales and services trainers to ensure effective communication of issues, needs, problems and opportunities.</p> <p>Strong communications, team work and project management skills</p>	MIT 522 – <i>Organization and management of Instructional Technology - Life 101</i>	These artifacts demonstrate my ability to work as part of a team where communication and collaboration were essential to the success of each project. During these projects, I worked with a team where I was able to take a leadership role.
Promote the diffusion and adoption of the instructional development process.	Partners with departments to plan infrastructure for course implementation or support and recommends approaches to long-term planning for innovation	MIT 522 – <i>Organization and management of Instructional Technology - Life 101</i>	These artifacts demonstrate my ability to design a plan to implement change into a system or environment.

	Experience in conducting and documenting change readiness and impact assessments		
Demonstrate a knowledge of the laws and regulations which govern the selection and utilization of media/emerging technology, including copyright, censorship, State Board Regulations, Local Board Policies, etc.	Must have knowledge of ADA and Section 508	MIT 522 – <i>Organization and management of Instructional Technology</i> - Life 101	These artifacts demonstrate my knowledge and ability to apply laws and regulations to learning and training environments.

Domain of Management

Competencies	Job Description	Artifacts	
Organize the instructional project or service unit to operate effectively and efficiently.	Anticipates needs, determines priorities and establishes the appropriate courses of action and sets goals. Monitors performance towards goals and makes adjustments as necessary	MIT 522 – <i>Organization and management of Instructional Technology</i> - Life 101	These artifacts demonstrate my ability to develop a plan for implementation as well as allocate the resources and develop a budget.
Manage personnel and facilities.	Manages departmental resources and priorities Provide overall direction to outsourced partners ensuring that partner resources are effectively and efficiently deployed Planning and	MIT 522 – <i>Organization and management of Instructional Technology</i> - Life 101	These artifacts demonstrate my ability to oversee and allocate personnel and resources as well as develop job descriptions for personnel.

	scheduling projects, including selection of staff and resources required to achieve a desired goal with time and cost constraints		
Plan and implement organizational change.	<p>Assist in developing change management, training and communication strategy</p> <p>Help execute change management, training and communications plans</p>	MIT 522 – <i>Organization and management of Instructional Technology</i> - Life 101	These artifacts demonstrate my ability to lay out and execute a change management plan.
Plan and conduct evaluation of instruction/training.	<p>Evaluate effectiveness of instructional design programs, and processes; provide and implement recommendations for improvement</p> <p>Conducts analysis and prepares reports including the end-of-course evaluation reports</p> <p>Evaluate effectiveness of instructional design, programs, and processes; provide and implement recommendations for improvement</p>	MIT 522 – <i>Organization and management of Instructional Technology</i> - Life 101	These artifacts demonstrate my ability to conduct a variety of evaluations for instructional revisions throughout the design and development process.