Instructional Design Philosophy

Instructional Technology is an important process in education and business. Its systematic approach is the guiding tenet for an effective and efficient business or educational environment.

As an instructional technologist, I am guided by the principles of Allison Rossett's Needs analysis. I believe that in order to solve a problem, one must discover the true nature of the problem.   By applying the systematic process of Analysis, Design, Development, Implementation, and Evaluation (ADDIE), one can discover the true nature of the problem and devise a solution whether it is environmental, human performance, or training.

When designing and developing instruction, I tend to apply the Dick and Carey systematic process of instructional design model as an overall procedural model while also using a wide variety of instructional design models based on learner and environmental analysis. Some of the people with whom I have been influenced by are Howard Gardner, Richard Mayer, and David Merrill. I believe Gardner's Multiple Intelligence Theory assists designers to targets diverse learners. I also believe, this theory can be used to design instruction when conducting a learner analysis is not possible. Mayer's constructivist instructional design (ID) model is another ID model that I think can be used in multiple situations in conjunction with other models and theories.

As an instructional technologist, I also believe that it is my obligation to continue my education and stay current with the field. By having an understanding of multiple theories, principles, and models, I will be able to meet the needs of any institution or business.