

Domain of Instructional Design

MIT Competencies	Job Qualifications	Artifacts	Rationale
Conduct performance analysis and determine the appropriateness of instructional solutions for the problem.	Analyze current and desired levels of performance in a systematic manner and successfully offer possible solutions Assess performance gaps and identify root causes to instructional problems	MIT 502 – Kitty Hawk Kayaks – Report I - Gap Analysis MIT 510 – Elijah’s – Front-End Analysis MIT 530 – AECT New Definition Problem – Needs Assessment Report	These projects demonstrate my ability to analyze a performance problem. The projects required me to conduct an analysis of current performance and optimal performance levels. In each of these projects, I had to determine the best possible solution(s) to eliminate the current performance gap.
Plan and conduct needs assessment.	Conduct needs assessment and analysis as required for specific programs across multiple enterprises	MIT 500 – ROC’D Project Reports Report I – Needs Analysis MIT 502 – Kitty Hawk Kayaks – Report I - Gap Analysis MIT 510 – Elijah’s – Front-End Analysis MIT 530 – AECT New Definition Problem – Needs Assessment Report	All five of these projects demonstrate my ability to plan and conduct a needs assessment. Each of these projects required me to do one or more of the following: meet with stakeholders, analyze extant data, determine the needs of an organization, determine the gap between actual performance/knowledge and optimal performance/knowledge, and determine possible causes and solutions to the problem.
Assess learner/trainee characteristics.	Build relationships with internal and external partners to leverage existing information and resources Conduct learner analysis to assess learner’s needs	MIT 500 – ROC’D Project Reports Report I – Learner Analysis MIT 595 – Lego NC History: The Battle for Fort Fisher – Target Market	The learner analysis is an important process because by analyzing learner characteristics, I was able to devise effective instructional materials and strategies to promote learning. These projects allowed me the chance to learn about learners’ differences and how they would be utilizing the instructional solutions that I proposed for each of these projects.

Analyze the characteristics of a setting (learning environment).	Able to analyze current working conditions	MIT 500 – ROC'D: Rapid Online Course Development - Report I – Context Analysis MIT 502 – Kitty Hawk Kayaks – Report I - Environmental Analysis MIT 522 - Integrating Technology for School Improvement and the 21 st Century Students – Technology Implementation Plan	In these projects, I had the opportunity to analyze the characteristics of the learning environment. I analyzed the different variables that contribute to learning in the current working conditions. I also made sure that the instructional materials that were designed for the learner could be effectively used in the current working environment.
Conduct analysis of jobs/tasks and content.	Work with Subject Matter Experts Assess procedures, methods, and results of job task analyses	MIT 500 – ROC'D: Rapid Online Course Development – Report II	In this artifact, I had to conduct a task analysis. The task analysis outlined the instructional goals and objectives, defined and explained the tasks and sub-tasks that will need to be performed, and it specifies the type of learning that occurs at each level of the task analysis.
Sequence learner outcome.	Work with teams to design curriculum paths Work with Subject Matter Experts to determine success measures	MIT 500 – ROC'D: Rapid Online Course Development – Report II MIT 542 – Penguins: Past and Present – Second Grade Curriculum and Fourth Grade Curriculum	In these projects, I sequenced the learner outcome effectively to present goals and objectives to the learner. By organizing the information and sequencing it in a logical manner, learners have a better chance of selecting and organizing the information. Afterwards, the learner is able to complete tasks that show that the learner has understood the information presented to them.
Specify instructional	Collaborate to prescribe instructional strategies based on	MIT 500 – ROC'D: Rapid Online Course Development - Report II	Each of these projects required me to specify instructional strategies that would

<p>strategies and sequence the instructional strategies.</p>	<p>analysis of client needs and goals.</p> <p>Work with teams to design curriculum paths</p> <p>Determine best delivery method</p>	<p>MIT 542 – Penguins: Past and Present – Second Grade Curriculum and Fourth Grade Curriculum</p>	<p>ensure learning. Sequencing the instructional strategies ensure that upon completion the learner will have completed all the tasks required and it can be assessed whether or not the learner has reached the terminal objective.</p>
<p>Determine instructional resources (media/computer technology) appropriate to instructional activities.</p>	<p>Identify technical limitations</p> <p>Provide consulting services to faculty on course design, web course development, personal productivity software, and instructional software</p> <p>Demonstrate knowledge of common software applications and instructional technology tools.</p>	<p>MIT 500 – ROC'D: Rapid Online Course Development – Report II</p> <p>MIT 522 - Integrating Technology for School Improvement and the 21st Century Students – Technology Implementation Plan</p> <p>MIT 542 – Penguins: Past and Present – Second Grade Curriculum and Fourth Grade Curriculum</p>	<p>Each of these projects required identifying instructional resources that would help ensure that learning occurs. Each artifact listed is an example of my skills in selecting media/computer technology that is relevant and appropriate for the type of learning that will occur.</p>
<p>Select appropriate applied information technologies to achieve instructional objectives.</p>	<p>Select appropriate instructional media and methods</p> <p>Plan and select instructional media and methods that help achieve project objectives</p> <p>Match abilities and objectives with appropriate technology</p>	<p>MIT 500 – ROC'D: Rapid Online Course Development – Report II</p> <p>MIT 542 – Penguins: Past and Present – Second Grade Curriculum and Fourth Grade Curriculum</p>	<p>Each of these artifacts illustrates the use of information technologies to achieve the instructional objectives. Each artifact also matches the abilities of the learner with appropriate technology to ensure that learning occurs.</p>