

Domain of Instructional Design Competencies			
Competency	Job Qualifications	Artifacts	Rationale
Conduct performance analysis and determine the appropriateness of instructional solutions for the problem.	Determine gaps in the current performance and develop instructional or non-instructional materials as needed.	MIT 500 Self-Instructional Module MIT 502 Performance Improvement Initiative MIT 510 Harry & Jeans, LLC	For these projects, I conducted performance analyses and determined if instruction was needed. Based on the analysis I designed instruction or made recommendations.
Plan and conduct needs assessment.	Develop and implement a needs assessment plan.	MIT 500 Self-Instructional Module MIT 510 Harry & Jeans, LLC	I conducted a thorough needs assessment for each of these projects to identify gaps in the systems.
Assess learner/trainee characteristics.	Conduct learner analysis.	MIT 500 Self-Instructional Module MIT 513 ToolBook Course Development	In both of these projects I conducted learner analyses in order to identify learner characteristics that should be considered in recommending solutions.
Analyze the characteristics of a setting (learning environment).	Conduct learning context analysis.	MIT 500 Self-Instructional Module MIT 513 ToolBook Course Development	For both projects, I conducted a learning context analysis in order to ensure my solutions would be supported by the learning environment.
Conduct analysis of jobs/tasks and content.	Conduct task analysis and work breakdown	MIT 500 Self-Instructional Module	I conducted task analysis and work breakdown

	structures.	MIT 513 ToolBook Course Development MIT 520 Project Management Plan	structures to identify specific tasks that must be completed in meeting the terminal objective.
Sequence learner outcome.	Arrange instruction into logical sequences based on objectives.	MIT 500 Self-Instructional Module MIT 511 Holidays Around the World MIT 512 Web quest MIT 513 ToolBook Course Development	In designing these artifacts, I used data from the task analysis and objectives to chunk learning into meaningful sequences of information to facilitate learning.
Specify instructional strategies and sequence the instructional strategies.	Identify appropriate activities for delivering instruction based on the instructional strategy.	MIT 500 Self-Instructional Module MIT 513 ToolBook Course Development MIT 514 Guided Reading Workshop	These artifacts demonstrate my ability to select appropriate instructional strategies and design learning activities based on the chosen strategy.
Determine instructional resources (media/computer technology) appropriate to instructional activities.	Select appropriate resources and media for supporting instructional activities included in the instructional strategy.	MIT 500 Self-Instructional Module MIT 513 ToolBook Course Development	In these projects, I selected the best resources and media for supporting the instructional strategy and within the requirements of

			the sponsoring organization identified in the front end analysis.
Select appropriate applied information technologies to achieve instructional objectives.	Identify appropriate resources for instruction based on the objectives.	MIT 500 Self-Instructional Module MIT 513 ToolBook Course Development	All of these artifacts evidence my ability to choose technology that is appropriate for the learners and context as well as appropriate to the objectives.