Domain of Instructional Development			
Competency	Job Qualification	Artifact	Rationale
Develop projected and non-projected graphic instructional materials.	Develop job aids, simulations, online modules and assessments. Experience developing training support materials in variety of formats and media	MIT 511: MULTIMEDIA DESIGN & DEVELOPMENT - Print Design: Stage Design Textbook Redesign MIT 512: COMPUTER APPLICATIONS IN EDUCATION – Internet Safety Newsletter MIT 511: MULTIMEDIA DESIGN & DEVELOPMENT - Job Aid Design: Getting Started with Digication	MIT 511 Print – Redesigned textbook pages according to the principles of multimedia design utilizing Microsoft Publisher for development. MIT 512 Newsletter – Designed and developed a newsletter for parents about Internet safety. MIT 511 Job Aid – Developed job aid for participants using an online learning community using Adobe Captivate.
Demonstrate ability to produce audio scripts and	Create product demonstration scripts and exercises for	MIT 511: MULTIMEDIA DESIGN &	MIT 511 – An audio script was written and incorporated into this job aid.

audiotapes.	usage in curriculum materials. Experience developing multimedia instructional materials that include audio elements. Write high quality content that complies with company style standards and is appropriate for the intended audience.	DEVELOPMENT - Job Aid Design – "Getting Started with Digication Online Community" Professional: U.S. History Podcasting Project	Professional – For these podcasts, audio scripts were written, music was created/imported, and sound effects were utilized. All of these elements were imported and edited to create an entertaining, exciting instructional material for student use.
Demonstrate the ability to produce still and motion photographic instructional materials, including knowledge and competencies in: film characteristics, camera operation, exposure, darkroom processes, lighting	Develop simulations online modules and simulations that utilize audio, video and photographic elements. Understand the value and importance of story for learning and have instructional design experience.	MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH – Connecting a Data Projector to a Laptop Computer – A Self-Instructional Module for	MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH - – Photographs of equipment were used in the development of this self-instructional module.

and color photography.	Record audio and video components. Edit and synchronize audio and video components, and add production elements (captions, callouts, highlighting, navigation, transitions, etc.)	Teachers GRADUATE ASSISTANTSHIP: Assistive Technology Introductory Video	
Demonstrate knowledge of the principles of perception and visual learning applicable to the design and production of photographic instructional materials.	Consult with other instructional designers, artistic personnel and graphic designers in developing an interactive intranet, blogs, webcasting and video streaming, wikis and podcasts for both internal and external use. Possess familiarity with relevant technologies and authoring tools for	MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH – Connecting a Data Projector to a Laptop Computer – A Self-Instructional Module for Teachers MIT 511: MULTIMEDIA DESIGN &	MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH - – This project utilized still pictures of equipment within the self-instructional module. MIT 511 – This graphic design project demonstrates knowledge of multimedia principles although no photographic images are included. Professional – This series of multimedia podcasts utilized a number of graphical formats, including photographic elements. They were exported for use on a variety of devices including DVD,

	the creation of learning modules.	DEVELOPMENT - Graphic Design: "Spider-Math" Game Cover Design Professional: U.S. History Podcasting	Quicktime and iPod. They are available for download by district students.
Demonstrate knowledge of computer utilization practices and the ability to apply them in instructional settings including: computer literacy, software selection and evaluation, instructional management, hypermedia development and distance learning.	Possess familiarity with relevant technologies and authoring tools for the creation of learning modules. Develop instructional material, coordinate educational content, and incorporate current technology in specialized fields that provide guidelines to educators and instructors for developing curricula and conducting	MIT 511: MULTIMEDIA DESIGN & DEVELOPMENT - Job Aid Design: "Getting Started with Digication Online Community" MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH – Connecting a Data Projector to	MIT 511 – The purpose of this job-aid is to assist teachers in the utilization of an online learning community. It was created using Captivate, SnagIt, and Fireworks – industry standard software. It was packaged as both a standalone Flash video and was embedded within a web page. MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH - – The self-instructional module also utilized the above software, but was packaged and distributed as an autorun CD.

	courses.	a Laptop Computer – A Self-Instructional Module for Teachers MIT 512: COMPUTER APPLICATIONS IN EDUCATION - Unit Plan: “The Web-Enhanced Classroom”	MIT 512 – This web-based was designed to assist teachers in offering their students experiences using the Internet as an application for learning. It offers them a multimedia approach to learning the opportunity to utilize a variety of web-based software to complete activities. The goal is that teachers will design lessons using appropriate web-based applications.
Design and produce computer-based instruction including drill-and-practice and tutorial programs.	Possess familiarity with relevant technologies and authoring tools for the creation of learning modules.	MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH – Connecting a Data Projector to a Laptop Computer – A Self-Instructional Module for Teachers	This project utilizes Captivate for presenting information and including self-assessment items to review important concepts.
Design and produce interactive	Investigate, develop, and implement	MIT 512: COMPUTER	All of these projects utilize interactive strategies including

multimedia systems.	programs for alternative channels of education for customers and strategic partners, such as online “webinars”, eLearning, and technical awareness seminars.	APPLICATIONS IN EDUCATION - Unit Plan: “The Web-Enhanced Classroom” MIT 515: WEB TEACHING: DESIGN & DEVELOPMENT - Online Course: “Teaching and Learning in the 21st Century” MIT 542 Internship: Proficient Learning: Respironics Strategic Business Planning Learning Extension MIT 500: INSTRUCTIONAL SYSTEMS	eLearning, CD-based multimedia, live chat sessions and web-based self-instructional modules for instruction.

		DESIGN: THEORY & RESEARCH – Connecting a Data Projector to a Laptop Computer – A Self-Instructional Module for Teachers	
Develop curriculum and apply instructional technology to the curriculum at the systems level, the macro level and the micro level.	Understand client's organization and change management issues, explain the factors involved and shape organizational solutions to deliver value to the client, specifically with respect to large-scale software implementations. Determine and plan based on project scope.	MIT 510: DESIGN & DEVELOPMENT OF INSTRUCTIONAL TECHNOLOGY - Web Page Training for Teachers to Bring Up-To-Date Information to Parents MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY &	MIT 510 – This project outlines the design, development and implementation of an intervention dealing with web page training for a system consisting of 1,000 employees. MIT 500 – Designed for use as a spontaneous training system at the individual level, this product is intended to be used as a self-instructional module. MIT 512 – Macro-instructional analysis and intervention design is demonstrated in this proposal. A school system was analyzed for its needs and an intervention plan was

	RESEARCH – Connecting a Data Projector to a Laptop Computer – A Self-Instructional Module for Teachers MIT 512: COMPUTER APPLICATIONS IN EDUCATION - Proposal: "Closing the Digital Divide: Establishing Access to Technology Resources to All Schools" MIT 515: WEB TEACHING: DESIGN & DEVELOPMENT - Online Course: "Teaching and	developed to address them. MIT 515 – This online course demonstrates an instructional product that is designed at the micro level, but is utilized to assist with macro level awareness, knowledge, skills and attitudinal change. MIT 520 – Centering around knowledge and skills attainment by an audience of thousands, the product of this project plan would be developed for users of the identified program statewide.

		Learning in the 21st Century" MIT 520: MANAGING INSTRUCTIONAL DEVELOPMENT - CECAS WBT Project Management Plan	
Demonstrate knowledge and ability to design and produce self-instructional modules, training manuals, instructors' guides and job aids.	Candidate can work independently or in a team to create entry-level and advanced learning solutions in a variety of formats for customer audiences including: • Instructor-led training • Facilitated web-based learning • Web-based training • Paper-based	MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH – Connecting a Data Projector to a Laptop Computer – A Self-Instructional Module for Teachers MIT 511: MULTIMEDIA	MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH - – This is an example of self-instructional module design using Captivate. MIT 511 – This is an example of job aid I designed using Captivate. MIT 512 – Using the web as a platform, this is an example of a self-instructional module.

	• training • Paper-based and electronic job aids	DESIGN & DEVELOPMENT - Job Aid Design: "Getting Started with Digication Online Community" MIT 512: COMPUTER APPLICATIONS IN EDUCATION - Unit Plan: "The Web-Enhanced Classroom"	
Design and produce mediated instruction.	Investigate, develop, and implement programs for alternative channels of education for customers and strategic partners, such as online "webinars", eLearning, and technical awareness seminars.	MIT 500: INSTRUCTIONAL SYSTEMS DESIGN: THEORY & RESEARCH – Connecting a Data Projector to a Laptop Computer – A Self-Instructional Module for Teachers	MIT 500 – This module were created as a self-instructional module, but could be used in whole class instruction or as a performance support system. MIT 512 – This unit was developed as an asynchronous online self-instructional unit, but could also be used with a synchronous schedule or re-designed as a series of face-to-face courses.

	Able to develop modules that can be used alone or with environmental support.	MIT 512: COMPUTER APPLICATIONS IN EDUCATION - Unit Plan: “The Web-Enhanced Classroom”	