Design Competency

Domain of Instructional Design			
MIT Competencies	**Job Qualifications**	**Artifacts**	**Rationale**
Conduct performance analysis and determine the appropriateness of instructional solutions for the problem.	Collaborate with faculty and other clients to determine complex objectives, learning activities and materials, and assessment strategies. Demonstrate experience writing project, strategic and operational plans.	MIT 502 -Performance Improvement Plan MIT 510 -Macro-Level Design Plan	These artifacts were included because they show examples of the various performance analysis I have conducted.
Plan and conduct needs assessment.	Conduct applied research and evaluation Conduct needs analysis	MIT 500 -Needs Assessment MIT 502- Performance Improvement Plan MIT 510- Macro-Level Design Plan MIT 522 -Needs Assessment	These artifacts demonstrate my ability to successfully identify the gap between the current situation and the ideal situation. Once this gap is identified it is time to determine what factors are causing the deficiency.
	Recognize client's	MIT 500 -Learner Analysis	The learner analysis assists the designer to

Assess learner/trainee characteristics.	learning needs and requirements	MIT 522 -Learner Analysis	determine the needs of the learner.
Analyze the characteristics of a setting (learning environment).	Conduct needs analysis	MIT 500 -Context Analysis MIT 510 -Environmental Analysis MIT 522 -Context Analysis	The environmental analysis assess the context or environment where the learning is to occur.
Conduct analysis of jobs/tasks and content.	Write learning objectives	MIT 500 -Task Analysis MIT 502 -Human Performance Improvement Report MIT 510 -Macro-Leve Design Project	The task analysis explains how the learner gets from their current situation to the optimal task performance.
Sequence learner outcome.	Sound understanding of content development and curriculum design	MIT 500 -Self-Instructional Product -Task Analysis -Instructional Strategies MIT 512 -WebQuest	These products represent my understanding of the sequencing of learner outcome.

		MIT 513 -CBI Module	
Specify instructional strategies and sequence the instructional strategies.	Sound understanding of content development and curriculum design	MIT 500 -Instructional Strategies MIT 513 -CBI Module	These products demonstrate the type of thinking required to determine proper instructional strategies and proper sequencing of objectives.
Determine instructional resources (media/computer technology) appropriate to instructional activities.	Researches the effectiveness of various teaching strategies and instructional technologies. Effectively assesses the feasibility of solutions in terms of client needs and available resources.	MIT 500 -Self-Instructional Module MIT 512 -WebQuest MIT 522 -Implementation Plan MIT 542 -CBI Design Document	Selecting the appropriate resource to augment or deliver instruction is imperative in effective instructional design. These products effectively represent this competency.
Select appropriate applied information technologies to achieve instructional objectives.	Effectively assesses the feasibility of solutions in terms of client needs and available resources.	MIT 500 -Self-Instructional Module MIT 513 -CBI Module MIT 522 -Implementation Plan	These products demonstrate a thorough understanding of the available technologies and the advantages and disadvantages of each.

Design instructional management systems.	Strong management and communications skills	MIT 510 -Macro-Level Design Project MIT 520 -Project Management Plan MIT 522 -Implementation Plan	These projects demonstrate my ability to manage and plan instructional design projects.