

NAME: Emma PateDate: 12/2/24

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These standards are based on ADDIE and professional practice guidelines for instructional designer work. Please honestly and critically rate your level of competence in each statement. Add notes to support self-rating.

LOW - you are aware of this standard through readings, presentations, and other information in/outside of course work

MEDIUM - you have experience practicing much of this standard & are building knowledge & skills to become competent

HIGH - you are currently practicing this standard regularly, at a high level, in all course work and related ID efforts (full competence applying to any situation)

	Low ☒	Medium ☒	High ☒	Add short note listing specific examples or experiences that support your rating
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1.0 ONGOING PROFESSIONAL DEVELOPMENT

1.1 Enhance communication skills (e.g., writing, oral, visual/graphic design)	☐	☒	☐	Presentation experience, KB website and infographic design experience.
1.2 Enhance Interpersonal skills (e.g., meeting presentation, selling, negotiation, instructor, supervising)	☐	☒	☐	Extensive experience as an instructor and instructor supervisor. Additionally, I have lots of experience running meetings.
1.3 Develop multiple theory perspectives (e.g., learning, instructional design, media, and visual design theories)	☒	☐	☐	I feel that I have just recently scratched the surface of theory perspectives this semester, and while I feel good about my knowledge so far, I expect that I will grow extensively in this area.
1.4 Participate in professional development and reflection (e.g., literature/ workshops/ networking/ International trends/ new tech tools)	☒	☐	☐	I have spent a good deal of time in networking heavy organizations and attended many meetings, mixers, etc. I feel that my new tools knowledge is minimal.
1.5 Enhance research/ evaluation practice skills (e.g., literature review/ research & evaluation design, data analysis, data interpretation)	☒	☐	☐	While I have some professional experience with data tools and analysis, I hope to gain more IDDE applicable knowledge as I continue my degree.
1.6 Practice evidence-based design decision-making (e.g., given context, literature, data)	☐	☒	☐	I have decent confidence in my ability to make reasonable informed decisions based on evidence based on my experience in research labs, my courses so far, and my professional background.
1.7 Maintain professional , ethical , and legal practices (e.g., fair use, copyright)	☐	☐	☒	I have extensive experience in maintaining ethical practices in educational and professional environments from my time as a student, instructor and research assistant.

2.0 PLANNING AND ANALYSIS [ADDIE]

2.1 Acknowledge performance gaps and plan analysis process (e.g., time line, people)	☒	☐	☐	My only experience with this is through my time as an SL and a single IDDE project.
2.2 Validate performance gaps through multiple analysis techniques (e.g., interview, observation, job/task/document analysis)	☒	☐	☐	Again, My only experience with this is through my time as an SL and a single IDDE project.

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2.3 Identify and describe <u>target learners</u> using multiple analysis techniques	☐	☒	☐	I have extensive experience with learner targeted analysis methods through my time as an SL.
2.4 Describe <u>working</u> and <u>learning environments</u> for target audience using multiple analysis techniques	☐	☒	☐	I now have a bit of IDDE specific experience with this from this semester, but I have also done equivalent tasks to this as an SL.
2.5 Describe required <u>content/ prerequisites</u> for performance and identify instructional content required to close knowledge, skill, attitude gap (e.g., content analysis)	☐	☒	☐	Pretty extensive experience doing this as an SL but not as much with identifying these gaps with content outside of my expertise.
2.6 Describe <u>types/ level of knowledge and skills</u> to be learned (e.g., learning analysis)	☐	☒	☐	Again, I did this frequently as an SL, and have now had some direct IDDE training in this area.
2.7 Identify <u>characteristics of technologies</u> and their use to support different types of instruction and learning	☒	☐	☐	I have only just started to learn how to best identify characteristics of technologies through the IDDE program, and feel that further development is necessary.
2.8 Create <u>needs assessment report</u> on performance gap based on analysis data	☒	☐	☐	Still only have a little bit of knowledge on how to do this in an official IDDE capacity.

Additional Notes as necessary:

N/A

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	Low ☒	Medium ☒	High ☒	Add note listing specific examples or work experiences that support your rating
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3.0 DESIGN AND DEVELOPMENT [ADDIE]

3.1 Select or create appropriate instructional design or evaluation model to enact design plan	☒	☐	☐	Have only just begun to get practice in this area through program coursework.
3.2 Determine content , instructional goals , learning objectives , assessments to close gap	☐	☒	☐	Have extensive experience in this from my time as an SL, but have only recently begun to do it in areas outside of my expertise.
3.3 Identify instructional strategies , learning , tech resources required to provide content and engage learners in closing identified gaps	☐	☒	☐	I am confident in my ability to identify necessary resources and instructional strategies from my time as an SL and with Americorps. However, I am only now doing so in an IDDE context.
3.4 Create design plan (goals/obj/ assess/ strategies), evaluation and mgt plan using gap analysis and learning/design /graphic theory outlining instructional solution	☒	☐	☐	Have only done this in one project so far.
3.5 Create design plan for non-instructional / informational interventions	☒	☐	☐	Have not had the opportunity to actually practice designing non instructional interventions.
3.6 Secure and/or modify existing instructional materials to meet plan	☒	☐	☐	Have not yet had the opportunity to put learned modification techniques into practice.
3.7 Develop new instructional , evaluation , and implementation materials based on plan, using appropriate techniques and technology	☒	☐	☐	Only done this through one project so far.
3.8 Develop learning assessment activities and instruments (e.g., tests to measure gap closure/ learning progress) using appropriate techniques and technologies	☐	☒	☐	While my IDDE experience in this area is limited I have done equivalent work as an SL.
3.9 Pilot test , critique , and/or finalize learning instructional, assessment, evaluation, and implementation plans, activities & materials	☒	☐	☐	Have not yet had the opportunity to put piloting into practice outside of class discussions.

4.0 IMPLEMENTATION AND EVALUATION [ADDIE]

4.1 Implement and disseminate instructional and non-instructional interventions	☐	☒	☐	I have experience being responsible for the implementation and dissemination of instructional plans as an SL, but not necessarily in an official IDDE context.
4.2 Implement evaluation plan and evaluate instructional/ non-instructional interventions	☒	☐	☐	Only minimal experience in this through class discussions and project.

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4.3 Collect, analyze, summarize and report implementation and evaluation data	☒	☐	☐	No practical experience as of yet. Just content knowledge.
4.4 Revise instructional/ non-instructional solutions based on evaluative data	☒	☐	☐	No practical experience as of yet. Just content knowledge.

5.0 MANAGEMENT AND LEADERSHIP

5.1 Develop and apply business skills to plan and manage instructional design function	☐	☒	☐	So far have only shared collaborative roles in one IDDE project. However, have extensive professional experience in managing collaborative relationships.
5.2 Manage collaborative relationships	☐	☐	☒	So far have only shared collaborative roles in one IDDE project. However, have extensive professional experience in managing collaborative relationships.
5.3 Lead , maintain quality , and manage ID projects and deliverables	☒	☐	☐	So far have only shared collaborative roles in one IDDE project.

Additional Notes as necessary:

N/A