

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 <input checked="" type="checkbox"/>	Medium <input checked="" type="checkbox"/>	High <input checked="" type="checkbox"/>	Add short note listing specific examples or experiences that support your rating
--	--	---	---	--

1.0 ONGOING PROFESSIONAL DEVELOPMENT

1.1 Enhance communication skills (e.g., writing, oral, visual/graphic design)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Through the course I have increased my communication skills writing oral and visual graphic abilities
1.2 Enhance interpersonal skills (e.g., meeting presentation, selling, negotiation, instructor, supervising)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	through this course I have enhanced my interpersonal skills
1.3 Develop multiple theory perspectives (e.g., learning, instructional design, media, and visual design theories)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	this course has increased my ability to develop multiple theory perspectives
1.4 Participate in professional development and reflection (e.g., literature/ workshops/ networking/ International trends/ new tech tools)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	the IDDE course has increased my professional development and reflection abilities
1.5 Enhance research/ evaluation practice skills (e.g., literature review/ research & evaluation design, data analysis, data interpretation)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	the course has definitely enhanced my research and evaluation practice skills
1.6 Practice evidence-based design decision-making (e.g., given context, literature, data)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	the courses allow me to practice evidence based design and decision making
1.7 Maintain professional, ethical, and legal practices (e.g., fair use, copyright)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	this course has increased my ability to maintain professional ethical and legal practice

2.0 PLANNING AND ANALYSIS [ADDIE]

2.1 Acknowledge performance gaps and plan analysis process (e.g., time line, people)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	this course has gained a new perspective on my ability to acknowledge performance gaps and plan analysis
2.2 Validate performance gaps through multiple analysis techniques (e.g., interview, observation, job/task/document analysis)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	I have increased my ability to validate performance gaps through multiple analysis techniques
2.3 Identify and describe target learners using multiple analysis techniques	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	this course has allowed me to learn to identify and describe my target learners
2.4 Describe working and learning environments for target audience using multiple analysis techniques	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	this course has allowed me to be able to describe working and learning environments for target audiences
2.5 Describe required content/ prerequisites for performance and identify instructional content required to close knowledge, skill, attitude gap (e.g., content analysis)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	this course is increase my knowledge on describing required content prerequisites

NAME: DOUGLASS WILSON

Date: 30JUNE2026

<p>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.</p>				
<p>2.6 Describe <u>types/ level of knowledge and skills</u> to be learned (e.g., learning analysis)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>this course has increased my knowledge on describing types levels of knowledge and skills</p>
<p>2.7 Identify <u>characteristics of technologies</u> and their use to support different types of instruction and learning</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>through this course I am now able to identify characteristics of technologies and their use to support different types of instruction</p>
<p>2.8 Create <u>needs assessment report</u> on performance gap based on analysis data</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>the course has developed my ability to create needs assessment reports on performance gaps</p>
<p>Additional Notes as necessary:</p>				

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)

	Low <input checked="" type="checkbox"/>	Medium <input checked="" type="checkbox"/>	High <input checked="" type="checkbox"/>	Add note listing specific examples or work experiences that support your rating
--	--	---	---	---

3.0 DESIGN AND DEVELOPMENT [ADDIE]

3.1 Select or create appropriate instructional design or evaluation model to enact design plan	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	I moved it to medium because I have a better understanding of instructional design and evaluation models
3.2 Determine content , instructional goals , learning objectives , assessments to close gap	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The course has given me a better understanding of determining content goals and objectives and assessments to close the gap
3.3 Identify instructional strategies , learning , tech resources required to provide content and engage learners in closing identified gaps	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	the readings in this course have increased my knowledge on strategies and learning tech and resources
3.4 Create design plan (goals/obj/ assess/ strategies), evaluation and mgt plan using gap analysis and learning/design /graphic theory outlining instructional solution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	the course has increased my knowledge based on design plans evaluation and management plans
3.5 Create design plan for non-instructional / informational interventions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The course has increased my knowledge of non instructional informational interventions
3.6 Secure and/or modify existing instructional materials to meet plan	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The projects have increased my ability to modify existing instructional materials to meet the plan
3.7 Develop new instructional , evaluation , and implementation materials based on plan, using appropriate techniques and technology	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	the projects in the groups have increased my knowledge of new instructional evaluation and implementation materials based on appropriate technology
3.8 Develop learning assessment activities and instruments (e.g., tests to measure gap closure/ learning progress) using appropriate techniques and technologies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The course ending has allowed me to formally learn how to assess using the appropriate technologies
3.9 Pilot test , critique , and/or finalize learning instructional, assessment, evaluation, and implementation plans, activities & materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through trial and error I have learned to test critique and finalize learning instructions assessments and evaluation

4.0 IMPLEMENTATION AND EVALUATION [ADDIE]

4.1 Implement and disseminate instructional and non-instructional interventions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	I have finally formally implemented and disseminated in structural and non instructional interventions
4.2 Implement evaluation plan and evaluate instructional/ non-instructional interventions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	I have now formally implemented evaluation plans

NAME: DOUGLASS WILSON

Date: 30JUNE2026

<p>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.</p>				
4.3 Collect, analyze, summarize and report implementation and evaluation data	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	the course has allowed me to formally collect analyze and summarize the report and implement evaluation data
4.4 Revise instructional/ non-instructional solutions based on evaluative data	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	I have now formally revised an instructional and non instructional solutions based on evaluation data
5.0 MANAGEMENT AND LEADERSHIP				
5.1 Develop and apply business skills to plan and manage instructional design function	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	I have successfully developed and apply business skills to a plan to manage instructional design functions
5.2 Manage collaborative relationships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	through the course I have successfully managed and collaborated relationships
5.3 Lead , maintain quality , and manage ID projects and deliverables	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	do the course I have notionally LED maintained quality and managed instructional design projects and deliverables
<p>Additional Notes as necessary:</p> <div style="border: 1px solid black; height: 40px;"></div>				