

Career Goals and Competencies

I hope to become a Director of Training or ISD within the next three - five years of my career (or sooner). I am not really adamant about any particular industry at this point but feel that I should focus my energy on that at some point. Since I have a certificate degree in web design/content management and have worked as a web designer/graphic artist for a long time, I feel that parts of the ISD competencies are already fairly familiar to me.

My main areas of focus have been strategy leadership and innovation. I have always worked in collaboration and partnership with a team or business owners. I have designed and created many assessments, curriculum and communication materials. My experience includes many of the areas that are listed in the planning/developing and design/development competencies. This includes research, development and presenting training solutions to stakeholders.

However, I do lack the theory, research, and formal practice of ISD but feel that this program will fill this gap in my development. I believe that studying and applying current research and theory to practice will provide me with a hands-on experience that I would be able to use in my profession. I think product/industry knowledge can be quickly learned but theory and application of ID needs a more formal education. With a guided approach to professional development, I believe I will be ready when an opportunity presents itself and my colleagues will have confidence in me and my demonstrated abilities.

The Purdue Learning Design and Technology Guide to Online MS Program identified 8 competencies that we will be gaining in this program. I wanted to review them for myself as **present** or **emerging** in my own personal competencies:

Competency 1: Synthesize Knowledge

- Demonstrates ability to read and understand educational literature related to Educational Technology
- Demonstrates ability to describe fundamental theories of human learning
- Applies knowledge of human learning, diversity, and effective pedagogy to solution of problems

Competency 2: Create Knowledge

- Demonstrates ability to describe common research methods in Educational Technology
- Demonstrates ability to read and evaluate Educational Technology research
- Applies research findings to the solution of common problems in Educational Technology

Competency 3: Communicate Knowledge

- Communicates effectively in oral and written formats
- Effectively communicates content through the design and delivery of teaching/learning activities that integrate content and pedagogy
- Demonstrates the ability to adapt instruction and assessment techniques to the needs of diverse learners

Competency 4: Think Critically and Reflectively

- Develops a personal vision of inclusive educational practice
- Describes the relationship between Educational Technology and the broader field of Education
- Critically evaluates theory and practice

Competency 5: Engage in Professional Development Participate Actively in the Profession

- Demonstrates the disposition for life-long learning and continuous professional development

Competency 6: Participate Actively in the Profession

- Identifies and participates in communities of practice within the field of Educational Technology

Competency 7: Apply Instructional Design Principles

- Identifies and analyzes learning and performance problems
- Design, plans, and develops instructional interventions using appropriate strategies and techniques
- Develops an evaluation plan for a project based on stated goals and recognized standards

Competency 8: Apply Computer-Based Technologies and Media to the Solution of Instructional Problems

- Plans and designs effective learning environments and experiences supported by technology
 - Applies technology to facilitate a variety of effective assessment and evaluation strategies
 - Demonstrates understanding of social, ethical, legal, and human issues surrounding the use of technology and applies it in practice
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Professional Organizations:

The main professional organization that I know and am a member is ATD (formerly ASTD) which is provided through our Company. I thought their competency model was very relevant and interesting.

- <http://www.astd.org/>
- <http://www.shrm.org/Pages/default.aspx>

Professional Organizations in LDT

- AERA (American Educational Research Association): <http://aera.net>
- AECT (Association for Educational Communications and Technology): <http://www.aect.org>
- AACE (Association for the Advancement of Computing in Education): <http://aace.org/>
- ISPI (International Society for Performance Improvement): <http://www.ispi.org/>
- PIDT (Professors of Instructional Design and Technology): <http://www.instructionaldesign.org/pidt>
- ISTE (International Society for Technology in Education): <http://www.iste.org>
- SALT (Society for Applied Learning Technology): <http://www.salt.org/>
- ISLS (International Society for the Learning Sciences): <http://www.isls.org/index.html>