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
1.0 ONGOING PROFESSIONAL DEVELOPMENT				
1.1 Enhance *communication* skills (e.g., writing, oral, visual/graphic design)	☐	☒	☐	I can deliver presentations that effectively engage audiences and communicate clear messages, but I need more practice in the instructional design area.
1.2 Enhance *Interpersonal* skills (e.g., meeting presentation, selling, negotiation, instructor, supervising)	☐	☒	☐	I love teaching and have been doing it for nearly 6 years with great results. I think creating meaningful, effective, and engaging presentations is a skill I have learned throughout all these years. But I need more practice in the instructional design area.
1.3 Develop multiple *theory* perspectives (e.g., learning, instructional design, media, and visual design theories)	☐	☒	☐	This course gave me the foundations, but I need more knowledge and practice in the instructional design area.
1.4 Participate in *professional development* and *reflection* (e.g., literature/ workshops/ networking/ International trends/ new tech tools)	☒	☐	☐	I haven't participated in any jet, but I am planning to.
1.5 Enhance *research/ evaluation* practice skills (e.g., literature review/ research & evaluation design, data analysis, data interpretation)	☒	☐	☐	This course gave me the foundations, but I need more knowledge and practice.
1.6 Practice *evidence-based design* decision-making (e.g., given context, literature, data)	☒	☐	☐	This course gave me the foundations and provided the opportunity to practice.
1.7 Maintain *professional*, *ethical*, and *legal* practices (e.g., fair use, copyright)	☐	☒	☐	I know how to identify professional, legal, and ethical practices, but I need more practice in the instructional design area.
2.0 PLANNING AND ANALYSIS [ADDIE]				
2.1 Acknowledge performance gaps and *plan analysis* process (e.g., timeline, people)	☒	☐	☐	This course gave me foundations and practice, but I need more.
2.2 Validate performance gaps through *multiple analysis techniques* (e.g., interview, observation, job/task/document analysis)	☒	☐	☐	This course gave me foundations, but I need more information and practice.
2.3 Identify and describe *target learners* using multiple analysis techniques	☐	☒	☐	This skill is very useful for my teaching job. This course gave me a better and refined version of what I learned during my years of experience, but I need more practice.
2.4 Describe *working* and *learning environments* for target audience using multiple analysis techniques	☐	☒	☐	I had the opportunity to learn this competency and practice during class project, but I need more practice.

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Competency				Notes
2.5 Describe required ***content/ prerequisites*** for performance and identify instructional content required to close knowledge, skill, attitude gap (e.g., content analysis)	☐	☒	☐	I practiced this competency that I learned it in my school/employment. I need more knowledge and practice in the instructional design area.
2.6 Describe ***types/ level of knowledge and skills*** to be learned (e.g., learning analysis)	☐	☒	☐	I practiced this competency that I learned it in my school/employment. But I need more knowledge and practice in the instructional design area.
2.7 Identify ***characteristics of technologies*** and their use to support different types of instruction and learning	☒	☐	☐	This course gave me the foundations, but I need more knowledge and practice.
2.8 Create ***needs assessment report*** on performance gap based on analysis data	☒	☐	☐	This course gave me the foundations, but I need more knowledge and practice.

Additional Notes as necessary:

During this course, I had the opportunity to take my presentation style to another level. Gaining audience attention, communicate clear messages, and prompt interaction are just some of the things I really liked to learn more in this program. As a non-native speaker, writing clear, concise, and grammatically correct messages have always been the skill I'm continuously developing. I keep learning to become more and more proficient in English. I always proofread all I write using different methods.

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	Low ☒	Medium ☒	High ☒	Add note listing specific examples or work experiences that support your rating
3.0 DESIGN AND DEVELOPMENT [A*DD*IE]				
3.1 Select or create appropriate *instructional design* or *evaluation model* to enact design plan	☐	☒	☐	I learned what is required during instruction and class projects, but I need more knowledge and practice in the instructional design area.
3.2 Determine *content*, instructional *goals*, learning *objectives*, *assessments* to close gap	☐	☒	☐	This course gave me a better and refined version of what I learned during my years of experience. Need more practice.
3.3 Identify instructional *strategies, learning, tech resources* required to provide content and engage learners in closing identified gaps	☐	☒	☐	This course gave me a better and refined version of what I have learned during my years of teaching experience and previous professional presentations. I think it will get better from now on.
3.4 Create *design plan* (goals/obj/ assess/ strategies), *evaluation* and *mgt plan* using gap analysis and learning/design /graphic theory outlining instructional solution	☐	☒	☐	This competency is very useful for my teaching job and this course provided good practice opportunities, but I need more.
3.5 Create design plan for *non-instructional* / *informational* interventions	☒	☐	☐	I need more knowledge and practice. I wasn't exposed to non-instructional before this class.
3.6 Secure and/or modify *existing instructional* materials to meet plan	☐	☒	☐	I had the opportunity to learn and perform this competency in my school/previous job.
3.7 Develop *new instructional*, *evaluation*, and *implementation* materials based on plan, using appropriate techniques and *technology*	☐	☒	☐	I can select appropriate techniques/technology to enhance my classes, but I need more knowledge and practice.
3.8 Develop learning *assessment* activities and instruments (e.g., tests to measure gap closure/ learning progress) using appropriate techniques and *technologies*	☐	☒	☐	This course gave me the opportunity to practice more of this competency, but I need more exposure.
3.9 Pilot *test*, *critique,* and/or *finalize* learning instructional, assessment, evaluation, and implementation plans, activities & materials	☐	☒	☐	I had the opportunity to learn and perform this competency in my school/previous job, but I need more knowledge and practice.
4.0 IMPLEMENTATION AND EVALUATION [ADD*IE*]				
4.1 *Implement* and *disseminate* instructional and non-instructional interventions	☐	☒	☐	This course provided me with the foundations, but I need more knowledge and practice.
4.2 Implement evaluation plan and *evaluate* instructional/ non-instructional interventions	☐	☒	☐	I need to continue learning and working more on this.
4.3 Collect, analyze, summarize, and *report* implementation and evaluation *data*	☐	☒	☐	I need to continue learning and working more on this.

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4.4 **_Revise_** instructional/ non-instructional solutions **_based on evaluative data_**	☐	☒	☐	I need information and practice. I know the bases, but I need to continue working on. I haven't had enough practice.

5.0 MANAGEMENT AND LEADERSHIP

5.1 Develop and apply **_business skills_** to plan and manage instructional design function	☒	☐	☐	I haven't been exposed to this competency enough. I need information and practice.
5.2 Manage collaborative **_relationships_**	☐	☒	☐	This course gave me the opportunity to learn and experience more of this competency, but I need more practice to feel comfortable and more confident doing it.
5.3 **_Lead_**, maintain **_quality_**, and **_manage_** ID projects and deliverables	☐	☒	☐	I need to continue working on this competency. I never have to do this type of project before this course. I think I did the pretty well, but I need more practice.

Additional Notes as necessary:

During this course, I learned the connections between the instructional design theory and practice to my previous studies and experiences. I brought into the IDD&E basic knowledge and skills I acquired from my teaching experience. Through group projects and discussions, I had the opportunity to enhance such skills. Technology is fascinating and one of my strengths. I acquired it through self-taught, school, and employment. I have learned new technology skills and I am applying them in the class projects I am involved in.