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## Instructional Designer Competencies Model

Item Representing Competency	Competency Number and Name	Rational of Item
Apple IPAD	<b>1.1)</b> Enhance <b>Communication</b> skills ( e.g., writing, oral, visual/graphic design)	Communicate effectively with stakeholders using <b>multiple methods</b> (writing, oral, and visual/graphic design) to ensure clear concise understanding of the knowledge gap and seeking creative solutions with team members to narrow the gap.
Head Lamp	<b>2.2)</b> Validate performance gaps through <b>multiple analysis techniques</b> (e.g., interview, observation, job/task/document analysis)	Multiple analysis techniques <b>lights</b> the path for instructional designers to determine the root cause of the knowledge gap by analyzing instructional products, current curriculum and learners prerequisite skills and knowledge.
Red Dot	<b>2.8)</b> Create <b>needs assessment report</b> on performance gap based on analysis data	Provides a clear <b>site picture</b> and facts the instructional designer needs to determine the root cause of the knowledge gap and how to or not to proceed in designing solutions and strategies.
3 Ring Organizer Binder	<b>3.2)</b> Determine <b>content</b> , instructional <b>goals</b> , learning <b>objectives</b> , <b>assessments</b> to close gap.	Design phase foci that are laid out in an <b>organized</b> blueprint to enable instructional designers to resolve an observed performance problem
Ruler	<b>3.8)</b> Develop learning <b>assessment</b> activities and instruments (e.g., tests to measure gap closure/learning process) using appropriate techniques and <b>technologies</b> .	Develop learning assessments are important for instructional designers to ensure assessments are <b>measured</b> for determining the narrowing of the knowledge gap while aligned with instructional goals, anticipated learning outcomes and instructional strategies.
Reading Glasses	<b>4.1)</b> <b>Implement</b> and <b>disseminate</b> instructional and non-instructional interventions.	Creates a <b>vision</b> of change that aligns learning and performance/organizational goals. This will aid instructional designers to identify modifications to implementation, dissemination and diffusion processes.
Peanut Butter & Jelly	<b>5.2)</b> Manage collaborative <b>relationships</b> .	Managing <b>collaborative</b> relationships in a positive and productive way will ensure stakeholders stay focused and engaged at work. It also encourages trust and creative thinking amongst team members.