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Self-Evaluation Essay

Throughout the IDD&E program, I have seen myself develop in each of the instructional designer (ID) competencies as stated by the International Board of Standards for Training, Performance, and Instruction (ibstpi). As I reflect from completing my first initial self-evaluation at the beginning of the IDD&E program, I found myself lacking knowledge and practice in many of the ID competencies. Each of the required courses in the IDD&E program focused on providing the knowledge and practice that I lacked in several areas. Throughout this journey I have had an opportunity to reflect and develop on several competencies, some more than others and reflects on my final self-evaluation that I completed at the conclusion of this program.

Strongly Developed

Prior to the start of the IDD&E program, I did have some knowledge and experience in two of the five ID competency domains. In my current career I was able to gain knowledge, practice, and experience in the Professional Foundation domain and the Management domain, but lacked much knowledge, practice, experience in the other three domains. As the program continued, I was able to reflect back on each course, activity, and project and was able to see myself develop in each of these domains. Each course, activity, and project served a purpose for gaining a specific knowledge, practice, and experience in the ID competencies. In the Planning and Analysis domain I did have experience with planning as this was a skill required for my current career, however, I did lack the knowledge and practice in conducting a thorough analysis. IDE 712 was the primary course that allowed me to gain the knowledge I lacked and the practice I needed. Additionally, I was able to learn from my classmates as I listened to their ideas and presentations. IDE 631 and IDE 632 were the primary course to assist me in gaining knowledge and practice in the Design and Development domain. IDE 641 was the primary course that provide the knowledge and practice for implementing and evaluating instructional units. Although these were the primary courses that provide the most depth and breath of the knowledge I lacked, every course in the program played a valuable role in my development in each of the ID competencies. As stated by Merrill's first principle, a learner must integrate the knowledge gained within one's life in order to increase retainability, thus it is critical to continue to develop each ID competency.

Continue to Develop

The IDD&E program provided me the knowledge that I lacked as an instructional designer and gave me some practice to enhance my skills. But, if I truly want to become an expert in this field, I must continue to develop myself in each ID competency. As technology and resources evolve, I have to ensure I am evolving as well. At the completion of this program, I will continue in my current career as an instructor/facilitator for the Sergeant's Major Course for approximately three years. Through this journey I will be able to continue to develop in some ID competencies, but I will need to ensure I continue to remain in contact with other ID professionals and ID resources (reading materials in the field) so I do not lose the knowledge and

skills I have gained this past year. Professional Development is a critical part in my development as an instructional designer.

Importance of Tracking

Tracking my ID competencies will assist in guiding my focus in future professional development sessions. Tracking my progress will ensure the knowledge and skills I have gained as an instructional designer are not lost during my three-year commitment as an instructor/facilitator. Volunteering to participate or assist in developing future or enhancing current instructions will assist in providing the opportunities to gain additional experience in the ID field.