

Instructional Systems & Learning Technology

Master of Science Degree Program

List of Competencies

The Instructional Systems and Learning Technology Master of Science (ISLT-MS) program at Florida State University is competency-based. Objectives, instruction, assessments, and other experiences are based on these competencies. The skills are also used by students in the ISLT-MS program when generating a performance portfolio.

Communication Skills

- Communicate effectively in written, oral, and visual formats.
- Produce clear, concise and grammatically correct messages.
- Produce visuals that adhere to the principles of message design.
- Deliver effective and engaging presentations.
- Facilitate meetings to achieve agenda and goals.
- Use appropriate tools to communicate with learners, clients, and other stakeholders.
- Apply effective questioning and facilitation techniques.
- Practice active listening.

Analysis Skills

- Analyze learning and performance problems to recommend appropriate solutions.
- Use a variety of analysis practices such as performance system analysis, needs assessment, goal, task, learner, and context analysis.
- Use appropriate data collection methods and tools to conduct analyses.
- Determine subordinate and prerequisite knowledge and skills.
- Analyze content from a variety of human and non-human sources.
- Use analytics to address learning and performance questions.
- Estimate costs and benefits for proposed solutions.
- Write analysis reports and disseminate findings to stakeholders.

Design Skills

- Apply learning theory and systems thinking to design practice.
- Design interventions to address learning and performance.
- Design a curriculum, program, or learning solution.
- Work with subject-matter experts and other team members to design interventions.
- Align outcomes, strategies, and assessments.
- Generate appropriate instructional strategies and activities.
- Apply interaction design principles.
- Design assessments to measure learning and performance.
- Identify the scope and sequence for instructional solutions.
- Use visual design principles appropriately.
- Generate design documents and disseminate findings to stakeholders.
- Select, modify or create effective design models.
- Provide a rationale for design decisions.

Technology and Media Skills

- Select and use appropriate technology and media for specific outcomes.
- Develop instructional materials using a variety of media (e.g., print, audio-visual, multimedia).
- Develop and use web-based instruction, e-learning, social media, and content management tools.
- Analyze the characteristics of existing and emerging technology.
- Use technology correctly for professional communication purposes.
- Use technology tools in the design process.
- Analyze the cost and benefit of technology and media use.
- Provide a rationale for technology and media decisions.

Evaluation and Research Skills

- Design and develop formative and summative evaluation plans.
- Conduct a formative evaluation of an instructional intervention.
- Write a proposal for a program evaluation.
- Apply appropriate qualitative and quantitative data collection methods.
- Construct valid & reliable data collection tools.
- Collect, analyze, and summarize data.

Develop a communication, implementation, and monitoring plan.

Manage the evaluation process.

Generate evaluation reports and disseminate findings to stakeholders.

Provide a rationale for evaluation decisions.

Management Skills

Develop a management plan.

Generate a budget.

Allocate resources.

Establish project scope and goals.

Write proposals to obtain resources.

Identify and resolve management issues

Manage project personnel.

Collaborate with team members, clients, and stakeholders.

Use appropriate management tools.

Personal & Interpersonal Skills

Collaborate effectively with others.

Give and receive constructive feedback.

Build positive relationships with team members, clients, and other stakeholders

Recognize and accommodate individual and cultural differences.

Adhere to legal guidelines and ethical standards of the profession.

Stay current about advances in instructional systems and learning technology.