

Checklist- Reflection

The International Board of Standards for Training, Performance and Instruction (IBSTPI) checklist is a comprehensive one including 22 competencies with 105-performance statement. It is very well aligned with our Master of Science degree in Instructional Design Development and Evaluation here at Syracuse University.

The purpose and value of the ipstpi checklist was not very clear to me when we first got introduced to it during the first semester of the MS program. I also had not understood the various areas that it encompasses. So my first attempt at self-assessment is not something that makes me proud right now looking back. I did over-rate myself in a few categories.

As we progressed through the MS program, the value of the ipstpi competencies started to become clearer. Professors would often use it along with their syllabuses to emphasize the overall objectives of their courses to us. This really reinforced the value of the checklist to me.

I have to admit, not all the domains within the ipstpi competency are areas in which I have expertise (in some not even basic level). Some areas seemed very distant from what I knew and have done so far. However, as I have learned to see the importance of many areas within the ipstpi competencies, I know that some of these areas in which I have low expertise will become more relevant in the future.

I would say professional foundations competencies are ones that I can relate to and rate myself very quickly (as they seem very familiar). Planning and Analysis, and evaluation and implementation are other areas that are familiar to me. Design and Development is a bit unfamiliar- so I will get stuck in a few competencies and really have to think hard to rate myself on them (which would not be too high, I must add). The Management competency area is one in which I would say I am the least familiar.

Overall, my impression of the ipstpi competencies is that it is very useful, not only now, but also in the future. It is something we can refer to in a wide area of work life topics. However, I would like to stress that ipstpi competencies do not initially leave a good impression and provide justice to its value. I would say it seems like things have been put together from many different sources together, which can seem unsystematic, at least in the beginning. But once we get involved in the instructional design field, its value becomes more and more apparent, and the thought that has gone behind the competency list starts to appear.