

Supra-Badge Reflection #4
Evaluation and Implementation

Completing the Evaluation and Implementation supra badge has been a great way to reflect on how I've created and implemented formative and summative evaluation plans, created a vision of change to align with the performance and organization goals, and created a plan to diffuse different types of interventions. By reflecting on all of these challenges, I have seen different ways that I've grown throughout the LDT program and ways that I will be able to use these skills in my future career in instructional design.

Evaluate Instructional and Non-Instructional Interventions

Creating formative and summative evaluation plans and being able to analyze the data from those plans is a skill that I've been able to build in the LDT program. For the formative evaluation plan, I was able to use my Educational Game Test Report. This helped me reflect on how I assessed my educational game and how I was able to test it with the two distinct audiences who would be interacting with a final version of the game. The plan was created to help guide my assessments and to give me a chance to be reflective on the effectiveness of the products I create during the creation process of the products. This also allowed me to reflect on the changes that I would make to the project based on the feedback I received and to make sure that I have a growth mindset and am willing to adapt based on the data from the assessments.

For the summative evaluation plan, I was able to reflect using my Training and Evaluation Report for analyzing PowerSchool Learning Path. This project helped me learn how to analyze and evaluate a finished product such as a training module and work with stakeholders to suggest changes to help the target audience. The summative evaluation plan consisted of working with the Kirkpatrick Levels of Evaluation which helped me gain skills in

evaluating different types of learning; such as Reaction, Learning, Behavior, and Results to look at the effectiveness of this training program. Being able to analyze and work with this evaluation model helped me in this class and I was able to utilize Kirkpatrick for other projects to assess how to target audience responded to it in different ways. Being able to create and analyze formative and summative assessment data will help me in ID with my own projects and evaluating other projects in the future.

Design and Plan For Dissemination and Diffusion of Instructional or Non-Instructional Interventions

For both of the challenges under this badge, I was able to utilize the case study analysis in EDCI 672. Being able to look at a case study project and information from the stakeholders and create a vision of change to align with their goals was important because it gave me a chance to utilize and build my skills in aligning content and creating products for stakeholders based on their requests and requirements. This also allows me to work on looking at the big picture of a project and make sure that all of the stakeholders in the project are being heard and validated throughout the project. I was also able to make a sample product for the project which help me work on my design skills and appropriate design principles for the target audience of the project.

A different case study analysis in EDCI 672 allowed me to create a plan to disseminate information and interventions. This skill has allowed me to work on my communication skills and my survey skills to analyze the stakeholder needs and tell them the parameters of the project that way everyone is satisfied. This is also shown in my presenting skills for different projects because through my coursework I was able to diffuse information to other peers or the professor effectively and efficiently. Another skill I learned from this challenge was how to identify the problems, prioritize the issues, and suggest different solutions to the problems in the case to benefit all of the stakeholders.