

Indiana University – Bloomington
School of Education
Department of Instructional Systems Technology

Program Revision Proposal:

Master of Science in Education- Instructional Systems Technology at a Distance

The Master of Science in Education (MS Ed) degree program in the Department of Instructional Systems Technology (IST) prepares graduates to work as practitioners in the field. MS Ed graduates in IST take positions in educational organizations, non-profit, for-profit, government, military and private agencies as instructional designers; program and materials developers; specialists in analysis, assessment and evaluation; change management consultants; human performance specialists; educational technology specialists; and professional development consultants. The program currently enrolls approximately 15% in-service teachers; 35% higher education consultants, librarians, and administrators; 40% corporate designers and developers; and 10% others (military, government, non-profits and homemakers).

The existing MS Ed program in IST offers a generalist introduction to a field that is rapidly diversifying. By concentrating on core strategies and processes we have been successful preparing our graduates for practice in the field. However, due to recent changes in the field and changes within the department, the IST faculty has worked during the 2009-10 academic year to update and revise our masters program. The proposed revisions that are outlined on the following pages involve two major changes, which we believe will keep us at the front of the field:

- 1) The IST Masters program is built around a solid set of core courses, but the core has not been formally updated for more than 10 years. Based on review during the past year, the faculty is proposing the addition of an analysis course to the core. This change would rectify a gap in the core sequence that we have recognized for some time. With this change, the revised core includes five required courses which total 15 credit hours of the 36-hour masters program. The following courses would make up the core in the IST MS Ed program:
 - R511: Instructional Technology Foundations I
 - R521: Instructional Design and Development I
 - R541: Instructional Development and Production Process I
 - R561: Evaluation and Change in the Instructional Development Process
 - R621: Needs Analysis and Assessment
- 2) Building upon the proposal for a strengthened set of core courses, the IST faculty has also revised the rest of the masters program to include three specialization areas (tracks) which formally acknowledge and better prepare students for the most common but increasingly diverse specialty areas that are developing as the field of Instructional Systems Technology, which has only been in existence since World War

II, grows into a more mature field and incorporates new technologies. The three tracks proposed by faculty include:

- a. Workplace Learning and Performance Improvement (WLPI) – emphasis on human performance consulting, change management, and participation in multidisciplinary work with organizational development and human development;
- b. Instructional Systems Design Practice (ISDP) — emphasis on traditional instructional design and development, design and delivery of training and professional development programs;
- c. Learning Technologies (LT) — emphasis on technology integration, immersive environments, social networking and emerging technologies for formal and informal learning;

Each of the three proposed tracks has a unique program of studies form; however all three will be based on a common framework that incorporates the following elements:

- All tracks require 15 credits (5 courses) of IST common core;
- All tracks require 6 credits of “specialization core”;
- All tracks offer a set of choices for 6 credit of electives in the major; they may share some of these options with other specializations;
- All tracks include 9 credits outside the major (WLPI requires 3 credits of inquiry);
- Core courses are offered online and onsite;
- Electives are offered online.

Program of studies forms for each track are provided on the following pages.

MASTER'S DEGREE VIA DISTANCE IN INSTRUCTIONAL SYSTEMS TECHNOLOGY (IST)

Learning Technologies (LT) Specialization

Overview: The LT specialization area in IST is for students seeking graduate level education regarding the principles and practices of instructional systems design. You will learn to develop and deliver effective interventions to improve learning and performance. Your abilities to work cross-functionally and in interdisciplinary teams focused on the design of instruction will be enhanced. Graduates often work in business and industry, military, government, education, and non-profit organizations.

IST Core Courses: LT students are required to take five 3-credit core IST courses (15 semester credit hours total). The core courses introduce you to the foundations and principles of both instructional and performance technologies including the processes of need analyses, design and development, and program evaluation.

LT Specialization Core Courses: LT students are required to take two 3-credit courses (6 semester credit hours total). These courses introduce you to the writing/visual practices, and instructional strategies and tactics that support instructional design.

LT Specialization Elective Courses: Depending on your background, interests, and needs you are required to take 6 semester credit hours total from among several IST courses. These courses need to be selected with consultation from your academic advisor. They should form an integrated program, supported by the electives outside the major.

Courses Outside the Major: LT students are required to take one course in human development and two additional courses that complement the major.

Certification-Based Portfolio: A collection of projects: a presentation and synopsis of projects you complete during your matriculation in the LT specialization area that showcase your knowledge and skills.

Notes:

1. Your LT elective courses and your theory/inquiry courses must be selected in consultation with and approval by your program advisor and meet Indiana University requirements for graduate level credit.
2. Graduate course work completed at other accredited universities may be transferred into your program. Transferred courses must be relevant to your program of studies and have a letter grade of B or better. An official transcript is required. Up to 9 semester credit hours may be applied to your LT program of studies. All transferred course work MUST be approved by your program advisor, the IST Department Chair, and the Graduate Studies Office of the School of Education.
3. Indiana University does not make a distinction between online (distance) and residential courses. Neither the courses nor the degree are identified as being at a distance on your Indiana University Transcript.
4. IST courses (all "R" courses) listed in the program of studies for the LT specialization are in the pipeline for the Indiana University course change approval process. This involves name and course description changes to better reflect the program specializations. Until the changes are formalized, the "R" courses will be listed with their present names and descriptions (see pages 93 – 95 of the 2008/10 *School of Education Graduate Program Bulletin*).

Indiana University School of Education Instructional Systems Technology Program
PROGRAM OF STUDIES FOR A MASTER'S OF SCIENCE DEGREE VIA DISTANCE

with a specialization in
LEARNING TECHNOLOGIES (LT) Program of Studies
 (36 SEMESTER HOUR PROGRAM & CERTIFICATION-BASED PORTFOLIO)

Student Information:

Name: _____ ID#: _____
 Address: _____ City/State: _____
 Zip Code: _____ Phone #: (____) _____ Email: _____

IST Core Courses: 15 semester hours required

- R511: Instructional Technology Foundations I
- R521: Instructional Design and Development I
- R541: Instructional Development and Production Process I
- R561: Evaluation and Change in the Instructional Development Process
- R621: Needs Analysis and Assessment

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			
3.0			
3.0			
3.0			

Subtotal 15 Semester Hours

LT Specialization Core Courses: 6 semester hours required

- R546: Instructional Strategies for Thinking, Collaboration, and Motivation
- R547: Computer-Mediated Learning

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			

Subtotal 6 Semester Hours

LT Specialization Elective Courses: 6 semester hours required

- *R505: Computer-Based Teaching Methods
- *R505: Leadership Issues in Educational Technology
- R622: Learning Environments Design
- R542: Instructional Graphics Design
- R625: Designing Instructional Systems
- R685: Topical Seminar in Instructional Systems Technology
- *R586/R686: Approved Practicum/Internship

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			
3.0			
3.0			
3.0			
3.0			

** Required for CE Licensure Program*

Subtotal 6 Semester Hours

Learning Theory and Outside Electives: 9 semester hours minimum

P540: Learning and Cognition

Theory course inside/outside the School of Education (non IST) that could focus on one of the following: ☐ Instructional / Learning Theory ☐ Curriculum Design ☐ Educational Leadership ☐ Computer Science ☐ Graphic Design

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			
3.0			

Methodology course that focuses on social science inquiry (e.g., action/applied research and evaluation, survey research, program evaluation, etc.).

Subtotal 9 Semester Hours

TOTAL 36 SEMESTER HOURS MINIMUM

Student's Name: _____ Signature: _____ Date: _____

Advisor's Name: _____ Signature: _____ Date: _____

IST Department Chair's Signature: _____ Date: _____

MASTER'S DEGREE VIA DISTANCE IN INSTRUCTIONAL SYSTEMS TECHNOLOGY (IST)

Instructional Systems Design Practice (ISDP) Specialization

Overview: The ISDP specialization area in IST is for students seeking graduate level education regarding the principles and practices of instructional systems design. You will learn to develop and deliver effective interventions to improve learning and performance. Your abilities to work cross-functionally and in interdisciplinary teams focused on the design of instruction will be enhanced. Graduates often work in business and industry, military, government, education, and non-profit organizations.

IST Core Courses: ISDP students are required to take five 3-credit core IST courses (15 semester credit hours total). The core courses introduce you to the foundations and principles of both instructional and performance technologies including the processes of need analyses, design and development, and program evaluation.

ISDP Specialization Core Courses: ISDP students are required to take two 3-credit courses (6 semester credit hours total). These courses introduce you to the writing/visual practices, and instructional strategies and tactics that support instructional design.

ISDP Specialization Elective Courses: Depending on your background, interests, and needs you are required to take 6 semester credit hours total from among several IST courses. These courses need to be selected with consultation from your academic advisor. They should form an integrated program, supported by the electives outside the major.

Courses Outside the Major: ISDP students are required to take one course in human development and two additional courses that complement the major.

Professional Portfolio: A collection of projects that showcase your knowledge and skills. You may choose to showcase your work from your coursework and other professional experiences as they align with your professional goals.

Notes:

1. Your ISDP elective courses and your theory/inquiry courses must be selected in consultation with and approval by your program advisor and meet Indiana University requirements for graduate level credit.
2. Graduate course work completed at other accredited universities may be transferred into your program. Transferred courses must be relevant to your program of studies and have a letter grade of B or better. An official transcript is required. Up to 9 semester credit hours may be applied to your ISDP program of studies. All transferred course work MUST be approved by your program advisor, the IST Department Chair, and the Graduate Studies Office of the School of Education.
3. Indiana University does not make a distinction between online (distance) and residential courses. Neither the courses nor the degree are identified as being at a distance on your Indiana University Transcript.
4. IST courses (all "R" courses) listed in the program of studies for the ISDP specialization are in the pipeline for the Indiana University course change approval process. This involves name and course description changes to better reflect the program specializations. Until the changes are formalized, the "R" courses will be listed with their present names and descriptions (see pages 93 – 95 of the 2008/10 *School of Education Graduate Program Bulletin*).

Indiana University School of Education Instructional Systems Technology Program
PROGRAM OF STUDIES FOR A MASTER'S OF SCIENCE DEGREE VIA DISTANCE
with a specialization in

INSTRUCTIONAL SYSTEMS DESIGN PRACTICE (ISDP) Program of Studies
 (36 SEMESTER HOUR PROGRAM & PROFESSIONAL PORTFOLIO)

Student Information:

Name: _____ ID#: _____
 Address: _____ City/State: _____
 Zip Code: _____ Phone #: (____) _____ Email: _____

IST Core Courses: 15 semester hours required

- R511: Instructional Technology Foundations I
- R521: Instructional Design and Development I
- R541: Instructional Development and Production Process I
- R561: Evaluation and Change in the Instructional Development Process
- R621: Needs Analysis and Assessment

Subtotal 15 Semester Hours

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			
3.0			
3.0			
3.0			

ISD Specialization Core Courses: 6 semester hours required

- R519: Effective Writing for Instructional Technology
- R626: Instructional Strategies and Tactics

Subtotal 6 Semester Hours

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			

ISD Specialization Elective Courses: 6 semester hours required

- R580: Instructional Systems Technology Colloquium (may take more than once)
- R546: Instructional Strategies for Thinking, Collaboration, and Motivation
- R542: Instructional Graphics Design
- R547: Computer-Mediated Learning
- R563: Business and Economic Dimensions of Training and Development Process
- R622: Learning Environments Design
- R665: Managing Training and Development Projects
- R586/R686: Approved Practicum/Internship

Subtotal 6 Semester Hours

Cr. Hrs.	Sem.	Year	Grade
.5			
3.0			
3.0			
3.0			
3.0			
3.0			
1.0 - 3.0			

Courses Outside the Major: 9 semester hours minimum

- P540 (or approved equivalent): Learning and Cognition

Subtotal 9 Semester Hours

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			
3.0			

TOTAL 36 SEMESTER HOURS MINIMUM

Student's Name: _____ Signature: _____ Date: _____
 Advisor's Name: _____ Signature: _____ Date: _____
 IST Department Chair's Signature: _____ Date: _____

(Over)

MASTER'S DEGREE VIA DISTANCE IN INSTRUCTIONAL SYSTEMS TECHNOLOGY (IST)

Workplace Learning and Performance Improvement (WLPI) Specialization

Overview: The WLPI specialization area in IST is for students seeking graduate-level education regarding the principles and practices of workplace learning and performance improvement. You will learn to develop and deliver effective system-oriented interventions which improve individual and organizational performance and are aligned with an organization's mission and goals. Your abilities to work cross-functionally and in interdisciplinary teams in domestic and international organizations worldwide will be enhanced. Graduates often work in business and industry, military, government, education, and non-profit organizations.

IST Core Courses: WLPI students are required to take five 3-credit core IST courses (15 semester credit hours total). The core courses introduce you to the foundations and principles of both instructional and performance technologies including the processes of analyses, design and development, and program evaluation.

WLPI Specialization Core Courses: WLPI students are required to take three 3-credit courses (9 semester credit hours total). These courses introduce you to the principles of workplace learning and performance improvement, organizational learning, and skills such as providing consultation and technical assistance and managing change.

WLPI Specialization Elective Courses: Depending on your background, interests, and needs you are required to take 6 semester credit hours total from among several IST courses or courses from other departments or units. These courses need to be selected with consultation from your academic advisor, in order to hone your skills in workplace learning and performance improvement or to provide you with knowledge and skills in a performance improvement intervention area.

Some students will choose or need one or two experiential courses. These experiences are offered in the WLPI specialization area in workshops, colloquia, practicum, and internships. A practicum (non-paid) or internship (paid) is valued by students with little or no experience in WLPI settings. Workshop or colloquia sessions can be used for learning through professional service or to design and develop products that may attest to your skills as knowledge as a certified performance technologist.

Theory / Inquiry Requirement: WLPI students are required to select two of three education or social science inquiry courses: one in theory, one in statistical methods, and one in inquiry methods (6 semester credit hours total).

Effective WLPI practices are grounded in theory. Having a thorough grounding in the theoretical constructs of at least one area that underpins the field of WLPI is important. You will select a theory course from outside of the IST program that addresses one or more of the following areas: instruction and learning; management and leadership; motivation and rewards; organizational structures and development; productivity and economics; or general systems.

WLPI processes including analyses, design, implementation, and evaluation require that the performance improvement specialists know how to collect and analyze valid and reliable data and understand how to transform those data into useful information for decision making. These processes are akin to action and applied research. Depending on your background and experiences, you may take beginning, intermediate, or advanced inquiry classes in education or other social science disciplines.

Certification-Based Portfolio: A collection of projects: a presentation and synopsis of projects you complete during your matriculation in the WLPI specialization area that showcase your knowledge and skills. In lieu of a conventional portfolio, you may choose to showcase work from your courses and other professional experiences as they align with one or more of the ten Certified Performance Technologist (CPT) standards as promulgated by the International Society for Performance Improvement (ISPI) or by formally applying for the ISPI CPT certification. You may also use your portfolio and acquired knowledge and skills to qualify for certifications offered by the Society for Human Resource Management (SHRM).

Notes:

1. Your WLPI elective courses and your theory/inquiry courses must be selected in consultation with and approval by your program advisor and meet Indiana University requirements for graduate level credit.
2. Graduate course work completed at other accredited universities may be transferred into your program. Transferred courses must be relevant to your program of studies and have a letter grade of B or better. An official transcript is required. Up to 9 semester credit hours may be applied to your WLPI program of studies. All transferred course work MUST be approved by your program advisor, the IST Department Chair, and the Graduate Studies Office of the School of Education.
3. Indiana University does not make a distinction between online (distance) and residential courses. Neither the courses nor the degree are identified as being at a distance on your Indiana University transcript.
4. IST courses (all "R" courses) listed in the program of studies for the WLPI are in the pipeline for the Indiana University course change approval process. This involves name and course description changes to better reflect the WLPI emphasis in each course. Until the changes are formalized, the "R" courses will be listed with their present names and descriptions (see pages 93 – 95 of the 2008/10 *School of Education Graduate Program Bulletin*).

Indiana University School of Education Instructional Systems Technology Program
PROGRAM OF STUDIES FOR A MASTER'S OF SCIENCE DEGREE VIA DISTANCE

with a specialization in
WORKPLACE LEARNING AND PERFORMANCE IMPROVEMENT (WLPI) Program of Studies
 (36 SEMESTER HOUR PROGRAM & CERTIFICATION-BASED PORTFOLIO)

Student Information:

Name: _____ ID#: _____
 Address: _____ City/State: _____
 Zip Code: _____ Phone #: (____) _____ Email: _____

IST Core Courses: 15 semester hours required

- R511: Instructional Technology Foundations I
- R521: Instructional Design and Development I
- R541: Instructional Development and Production Process I
- R561: Evaluation and Change in the Instructional Development Process
- R621: Needs Analysis and Assessment

Subtotal: 15 Semester Hours

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			
3.0			
3.0			
3.0			

WLPI Specialization Core Courses: 9 semester hours required

- R563: Business and Economic Dimensions of Training and Development Process
- R622: Learning Environments Design
- R660: Change Management, Consulting, and Group Training

Subtotal: 9 Semester Hours

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			
3.0			

WLPI Specialization Elective Courses: 6 semester hours required*

- R580: Instructional Systems Technology Colloquium (may take more than once)
- R611: Instructional Technology Foundations II
- R665: Managing Training and Development Projects
- R505/R685/R586/R686: Approved Workshop/Seminar/Practicum/Internship

Intervention Specialty Courses: *Course content emphasizes design and development of performance improvement interventions. Courses may be in IST, School of Education, or from departments in other academic units.* ☐ Education Systems
☐ Managing Human Resources ☐ Management and Leadership ☐ Organization
☐ Structure/Development ☐ Physical/Technical Systems ☐ Training & Development

*3 hours must be outside the department; up to 6 hours may be outside the department

Subtotal: 6 Semester Hours

Cr. Hrs.	Sem.	Year	Grade
.5			
3.0			
3.0			
1.0 - 3.0			
1.0 - 6.0			

Theory and Methods Requirement: 6 semester hours minimum – pick two of three

Theory course inside/outside the School of Education (non IST) that emphasizes one of the following:

- ☐ Instructional / Learning Theory ☐ Management / Leadership Theory
- ☐ Motivation Theory ☐ Organizational Theory
- ☐ Productivity / Economic Theory ☐ Systems Theory

Basic or intermediate course in statistical methods applied to education or the social sciences.

Methodology course that focuses on social science inquiry (e.g., action/applied research and evaluation, survey research, program evaluation, etc.).

Subtotal: 6 Semester Hours

TOTAL: 36 SEMESTER HOURS (minimum)

Cr. Hrs.	Sem.	Year	Grade
3.0			
3.0			
3.0			

Student's Name: _____ Signature: _____ Date: _____
 Advisor's Name: _____ Signature: _____ Date: _____
 IST Department Chair's Signature: _____ Date: _____

(Over)