

Model	ID Competency	Rationale
People & Camera & Microphone	1-Communicate effectively in visual, oral and written form.	The critical aspect of this competency is people using camera and microphone to communicate through listening and speaking.
Books & Laptop	2-Apply research and theory to the discipline of instructional design.	The critical aspect of applying research and theory is acquire and understand theory of instructional design from textbook and via the laptop searching.
Laptop	4-Apply data collection and analysis skills in instructional design projects.	Using the online survey to collect data and software on laptop to analyze the data.
Interview & Laptop	6-Conduct a needs assessment in order to recommend appropriate design solutions and strategies.	The critical aspect of conducting a needs assessment is to define the need via interview to collect the data or their opinions of needs. Besides, the laptop could use a online survey to do the needs assessment.
Interview & Laptop	7-Identify and describe target population and environmental characteristics.	The critical aspect of identify and describe target population is using laptop to searching the information and analysis the target population and environmental.
Laptop	16-Design learning assessment.	Using laptop to develop the online assessment. For instance, online quiz to check the learning outcome.
Interview & Laptop	17-Evaluate instructional and non-instructional interventions.	The critical aspect of evaluate is collect data from online feedback, also individual feedback from randomly interview target population.