These international, theory-free, model-free ID Standard have been identified through a rigorous practice analysis. Each standard has a definition and a list of performances. Solution development is specific to the creation of learning products and events. Therefore, any tasks related to defining needs, audience, task requirements, delivering the learning solution, or evaluating post-course effectiveness is **not** discussed in solution development certifications (and may discussed in other certification credentials). Focus on the development of effective solutions with these 9 standards.

### Addresses Sustainability

**Definition:** Considers thebestusage of resources (time, money, materials, staffing, technologies, etc.) now and in the future.

**Performances that demonstrate this standard for a Solution Domain Badge (one or more of the following):**

* Selects tools and methods that can be replicated at minimal costs and time.
* Builds in techniques that allow subject experts and instructors to modify the learning solution without requiring the solution to go through a complete revision cycle for each modification.
* Recommends tools and techniques that improve the learner’s learning environment and better match the learner’s needs.
* Recommends tools and techniques that improve the learning solution’s cost effectiveness.
* Leverages content, solution development processes, and solutions for reuse and for lowest cost of reproduction.
* Develops solutions that can be turned over to a different team that will support or teach it over time.
* Develops solutions that include planned future review cycles.
* Remediates expensive one-time solutions with follow-up that allows learners to access elements of that learning solution.
* Explains improvements to original learning design where such improvement created savings, improved learning, improved functionality, generated better data to the sponsors.

### Aligns Solution

***Definition:*** *To create or change relationships among parts of the solution (internal to the solution)* or between the solution and its parent organization or sponsors (external to the solution).

**Performances that demonstrate this domain for a Solution Development Badge:**

* Maps the instructional elements to defined project and audience requirements.
* Sequences learning elements and content appropriately for defined learners.
* Modifies planned instructional elements in order to make those elements more effective.
* Selects appropriate content for the solution.
* Maps content to appropriate instructional elements.

### Assesses Performance

**Definition:** evaluate what the learner does within the learning environment using a specific set of criteria as the measure or standard for the learner’s progress.

**Performances that demonstrate this standard for a Solution Domain Badge:**

* Creates metrics or rubrics that guide the assessment of performance within the learning environment
* Creates effective assessment tools(1) to support the assessment process.
* Creates instructions for using the performance tools.
* Pilot tests tools to assure that the tool measured the appropriate performance.
* Modifies tools based on feedback from pilot testing.
* Ensures that resulting data drives feedback to the learner, to the instructor, to the sponsoring organization, or to the instructional design process for future modification.

1. Assessment tools may include any technique to observe, track, measure, or record assessment (e.g., polls, surveys, self-assessments, tests, interactive activities in elearning modules, checklists, observation worksheet, etc.)

### Collaborates and Partners

**Definition:** Works jointly with sponsors and other members of the solution development team to develop the solution.

**Performances that demonstrate this standard for a Solution Domain Badge:**

* Addresses sponsor’s issues and needs by listening to requests for modifications, offering solutions to modification requests, and reporting progress.
* Participates in the project team through:
  + Identifying project issues.
  + Attending and participating in meetings.
  + Reporting regularly
  + Generating ideas to resolve issues, improve sustainability, and enhance learning solution.
* Negotiates changes to solution involving other team members during development and solution testing.
* Plans solution product tests with the sponsor and intended audience so that the right solution elements have been developed and tested.
* Executes product tests and reports test results.
* Works with content experts to identify content, relevant work processes and procedures, and appropriate feedback and assessment techniques.

### Elicits Performance "Practice"

**Definition:** ensures that the learning environment and practice opportunities reflect the actual environment in which the performance will occur.

**Performances that demonstrate this standard for a Solution Domain Badge:**

* Creates practice opportunities that mimic work tasks and work processes.
* Chooses elements of the “real” work environment, tools, and technology to include in the practice learning environment.
* Scripts steps and interactions.
* Creates the full spectrum of support materials to ensure that learning occurs.

### Engages Learner

**Definition:** captures and keeps the participant’s attention and interest through active participation, practice opportunities, feedback, and reflection.

**Performances that demonstrate this standard for a Solution Domain Badge:**

* Uses techniques that gain learner’s attention.
* Provides opportunities for the learner to gain confidence through active involvement, such as discussion, practice, self-assessment, group activities, individual activities, etc.
* Provides activities at the appropriate level for the audience.
* Adjusts activity levels as learner gains skill and confidence.
* Provides opportunities for constructive feedback appropriate to audience level.
* Provides feedback techniques that give learners performance-specific information.
* Provides opportunities for learners to give input on their learning experience, when appropriate.

### Enhances Retention and Transfer

**Definition:** ensures that the learning environment creates and measures recall, recognition, and replication of desired outcomes.

**Performances that demonstrate this standard for a Solution Domain Badge:**

* Chooses elements of the “real” work environment, tools, and technology to include in the practice learning environment.
* Measures readiness for learning.
* Triggers relevant previous experience.
* Provides interim self-assessment or skill measurement opportunities.
* Incorporates tools for on-the-job performance.
* Provides opportunities for learner to integrate changed skills based on feedback.
* Provides feedback techniques that give learners information relevant to enhancing performance, retention, and transfer.

### Ensures Context Sensitivity

**Definition**: considers the conditions and circumstances that are relevant to the learning content, event, process, and outcomes.

**Performances that demonstrate this standard for a Solution Domain Badge:**

* Creates solutions that acknowledge:
* Culture – workplace, learner, language, society, work group, individual’s demographic benchmarks (education, gender, age, disabilities, global vs regional, etc.)
* Prior experience
* Relationships to work -- the degree to which the learning content and activities reflect “real” work and work tools (e.g., are we using generic content designed only for learning purposes or accessing working content that is maintained for work process purposes)
* Variability in content – that some content is more critical, more frequent, or more difficult.
* Verifies that materials reflect the capabilities of audience (e.g., readability – localization, plain language, global English, physical capabilities, technology limitations, etc.).
* Maps to other learning opportunities
* Aligns content with learning objectives and desired outcomes

### Ensures Relevance

**Definition:** creates content and activities that address the learner’s background and work experiences.

**Performances that demonstrate this standard for a Solution Domain Badge:**

* Explain the needs of the learning audience and how the proposed solution addresses those needs.
* Describes for the learner what the learning process and outcomes will be.
  + Objectives
  + Schedules
  + Course outline
  + Module structures, such as overview, questions, content, review
* Creates activities that connect learner’s previous experience and background to the learning process and outcomes.
* Ensures that feedback opportunities address the learner’s performance.