

## ***Supra Badge***

### ***Evaluation and Implementation***

Evaluation and implementation are vital to the learning development process. They act as the “checks and balances” of learning design and development. Implementation assesses whether the instruction can be used effectively in real-world situations, while evaluation determines if it works and highlights areas for improvement. In instructional design, these two phases protect the investment made in analysis, design, and development by ensuring adoption, effectiveness, and continuous improvement.

#### **Evaluate Instructional and Noninstructional Interventions**

This sub-badge gave me valuable insight into the processes involved in conducting an evaluation. Completing the two challenges in this sub-badge allows me to go through the entire evaluation process and see how, when done correctly, evaluation is vital to learning and development. This was especially meaningful to me because, although I had previously performed evaluations, I had never used the four levels of training evaluation. Learning these four levels showed me that the evaluation process is ongoing.

#### **Design a Plan for Dissemination and Diffusion of Instructional and/or Non-Instructional Interventions**

For this sub-badge, I used a change management plan from a real-world event I participated in while on active duty. In creating the document, I realized that presenting a recommended plan for improvement to learning boosts overall development. I honestly wish I had tools like a change management plan when I worked on that real-world project. I believe I would have found it easier to persuade the people I worked for at the time of my recommendations.

For both badges, I gained a wealth of knowledge that I not only use in my current job but will also apply in the future. Using what I learned for evaluation, I created a better evaluation process for the project I am currently working on. In the future, I see myself using the change management plan process to better help clients understand how improvements in their training can enhance their organization as a whole.