

DESIGN ISSUE

For my instructional design project, I will be addressing any issue that was discovered by our corrective action program. This issue is that supervisors are not conducting meaningful and thorough observations while in the field. Instead, they are concentrating on items that pose little to no risk to employee and worker safety, and once they have found something even minor, they exit the field. While these smaller items do need to be corrected the supervisors should continue on with their field observations and look for situations or items that pose a risk and document these in addition to documenting the smaller items.

INSTRUCTIONAL DESIGN PROBLEM BACKGROUND

- The company is the Tennessee Valley Authority, Browns Ferry Nuclear Plant, and the organization is Radiation Protection. The target audience are the supervisors that oversee the work of the field technicians.
- The problem that we would like to solve is that the supervisors are not performing intrusive field observations. They are merely entering the field and documenting the very first issue they find even if they are very minor, (like a piece of paper on the floor.) What we would like for them to do is to continue with their field observations and attempt to find real issues in the plant that need to be corrected before they can become a bigger problem.
- I believe that instruction can solve the problem that we are having.
- The problem is that the supervisors are performing the job they are being asked to do. They are just not performing it in the way that upper management wants it to be done. Upper management feels that instead of being intrusive the supervisors are simply performing the same observations over and over again.

In this instance the students (supervisors) can be shown what intrusive observations look like and can be shown what the management is expecting out of them when they go in the field to perform their observations. Once they are shown what is expected we can reinforce the newly learned behaviors in a practical training exercise. Provide evidence that instruction (teaching and training) is the proper method to address the learning gaps of the audience.

NEEDS ASSESSMENT

I will complete my needs assessment in four phases, phase one planning, phase two collecting data, phase three data analysis, phase four the final report.

In phase one I will identify my target audience, and in this case that would be supervisors. I will develop a strategy for collecting the needs data. In this case I will be dealing with an expressed need. My next step in phase one will be determining who will be in my study, and in this case I believe it will be managers and supervisors. And for my last step in phase one I will determine the best way to collect the data for my study. Due to the fact the supervisors and managers are often busy performing activations and attending meetings I feel the best way to gather my data would be through an emailed survey. Since there are not that many managers and supervisors in the department I will send the survey out to all managers and supervisors to hopefully gather as much data as I can.

Phase two is where I will collect my data as stated at the end of phase one since there are not that many supervisors and managers in the department I have decided it would be in the best interest to include all supervisors and managers in the survey.

Phase three is where I will analyze the data that I have collected And prioritize based on level of importance.

Phase four is where I will generate the final report. My report will include four sections it will have a summary of the studies purpose, a summary of the process to include how it was performed and who was involved, a summary of the results, and any necessary recommendations based off of the data that was collected and analyzed.