



Dedicated to the development of capacity and capabilities in adults for change and growth.

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Reflections

Task 1

We started with task 1 but invested little time after the initial weekend on the scoring guide. I believe we made excellent headway in defining the factors, however, we did not address the indicators. In actuality, I believe that we could easily define the majority of the indicators before the self-directed learning class. We simply did not have the time to invest. I am confident that these factors will be an excellent guide for my capstone project. My online community concept will be a great project and I believe that it will compliment your project. I am looking forward to visiting your site as you have it created.

As you may have heard from Don, we had some communication issues from the first weekend. This was indeed interesting and unexpected. When four of us met at my house half way into the month to work on the Cohort Reflection Tool, the same dynamics arose. Same facilitator as well. It is something that in the future I will guard against insuring that an effective facilitator is selected. This makes a huge difference in the process.

Task 2

At the meeting at my house, we addressed the issue of courage balanced with fear creating a healthy balance. We also discussed the issue of balancing chaos with order to create a similar healthy balance. This was an overwhelming theme to me personally and I am very pleased that you were able to help bring out the new tool that addressed this continuous balancing that must be done in most everything to create health. It is very rarely healthy without a balance of some sort, at least that is what I see. Thank you for that gift. It truly helped me break out of the pattern that I was fighting so hard against.

I am particularly happy with this new tool. If I pursue a doctorate, who knows, I might make it a project. By the way, this is an other topic I would like to discuss with you. Should I even entertain this option? Is OSU a good place for my aspirations? I would love your insights.

Task 3

This project ended up being a challenging task. It may have been a bit more that just manageable difficulty. I guess your assessment will tell me the answer to that question. After I selected the assessment, Craig provided an 8-page instruction packet for the tool. That certainly started my thought processes going. Once home, I started the research on the net to look at other university tools and found most lacking. I did find one from Texas A&M HR department that was built with a straightforward rubric design. I have attached this tool in the packet for your review. Mainly because I borrowed some of the

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language from the tool and I like to give credit where credit is due. During the research, I found the documents online at the Oregon University System site and through further investigation, I found that what I was given was not complete. There was a complete section on competency levels and the definition of each.

With this new information in mind, I struggled with how to structure the new rubric. I called you but you were out of town already. So I simply plunged in and completed a design that I believe will embrace the multiple levels of competency and well as provide an easy to follow and score structure for the tool. I attempted to integrate into the tool some of the more critical instruction pieces and attempted to keep what were obviously critical pieces of the design of the original tool. This was a very large tool with instructions and competency levels and the assessment tool all combined. I attempted to bring simplicity to the process but am concerned that the new tool may still be too complex.

Regardless of how you provide scoring on this project, I would like to have a dialogue with you about the original and my new document to see if I might gain some insights into how I might have done it better. One last thought, the tool that I designed is not an online tool, where the original was designed to be filled out online. I could easily design a web tool that would capture this new template style, however that is not the direction I chose to go. Because of this, I may not have provided enough space for note in some parts of the tool. This too could be changed with more time.

Considering my confusion on the approach, I am actually pleased with what I came up with. The Texas A&M tool gave me some insights that I may not have had otherwise.