

Subj: PREFERRED CRITERIA FOR INSTRUCTIONAL LEARNING AT NSWC DAHLGREN LABORATORY (NSWC DL)

1. NSWC DL takes pride in its tradition of being a true learning organization. Because employee learning is an integral part of this organization's mission and goals, it is paramount that those individuals who serve as educational instructors on NSWC DL's behalf be cognizant of our preferred criteria for teaching.
2. The Workforce Development Branch of NSWC DL anticipates those selected to teach/instruct in our environment are cognizant of the following criteria by which their efforts are evaluated.
 - a. Instructors are subject experts and are successful practitioners and/or researchers in their respective areas of expertise and thus are capable of demonstrating credibility in their teachings.
 - b. Instructors are competent in using principles of adult learning, are mindful of these principles in the formulation of their curriculum(s), and are capable of adapting their instructional methods to match the blended levels of experience of their adult learning participants.
 - c. Instructors take pride in their skills as an instructor and show appropriate levels of enthusiasm to share knowledge, excitement to help participants learn, and confidence to be challenged with questions and alternative points of view.
 - d. Instructors are capable of (i) working effectively within a research and development organization whose employees comprise a well-educated and culturally diverse population and (ii) of utilizing participants' varied and diverse experiences and backgrounds to add to the richness of the learning experience.
 - e. Instructors are committed to ensuring there is a transfer of knowledge and are capable of engaging participants in activities that enable participants to gauge that their level of comprehension has increased as a result of their participation.