

United States Office of Personnel Management



Operating Manual

Qualification Standards for General Schedule Positions

Individual Occupational Requirements for

GS-1750: Instructional Systems Series

The text below is extracted verbatim from Section IV-B of the Operating Manual for Qualification Standards for General Schedule Positions (p.IV-B-222), but contains minor edits to conform to web-page requirements.

Use these individual occupational requirements in conjunction with the "Group Coverage Qualification Standard for Professional and Scientific Positions."

Basic Requirements: Degree: that included or was supplemented by at least 24 semester hours appropriate to the work of the position to be filled. The course work must have included study in at least four of the following five areas:

1. *Learning theory, psychology of learning, educational psychology:* Study of learning theories as they relate to the systematic design, development, and validation of instructional material.
2. *Instructional design practices:* Study of the principles and techniques used in designing training programs, developing design strategy and models, and applying design methods to the improvement of instructional effectiveness.
3. *Educational evaluation:* Study of the techniques for evaluating the effectiveness of instructional/educational programs, including developing written and performance tests and survey instruments, and determining reliability and validity of evaluation instruments.
4. *Instructional product development:* Study of the techniques appropriate for developing training materials, including identifying learner characteristics, specifying objectives, applying training strategy, validating training materials, and evaluating training.
5. *Computers in education and training:* Study of the application of computers in education and training, including selecting appropriate computer software.