



**DEPARTMENT OF THE ARMY
HENRY H. LIND NONCOMMISSIONED OFFICER ACADEMY
INSTRUCTOR TRAINING COURSE
JOINT BASE LEWIS-MCCHORD, WASHINGTON 98433-9500**

Common Faculty Development - Instructor Course (CFD-IC).

Overview

The Instructor Course, one of two courses that comprise the Common Faculty Development Program, is a ten-day/80 hour course designed for new faculty (e.g. instructors, trainers, and facilitators).

CFD-IC is a competency-based course: the learning objectives are based on internationally recognized instructor competencies published by the International Board of Standards for Training, Performance, and Instruction (IBSTPI). The course prepares new faculty to teach, train, and facilitate learning in an adult learning environment. It introduces new faculty to Army instructor roles and responsibilities, teaching and learning models, and professional and ethical requirements. The course also introduces classroom management techniques, the process for building learning objectives and lesson plans, and characteristics of effective communication.

Throughout the course, new faculty will have an opportunity to practice teaching, working from short, simple practicum exercises to increasingly longer and more complex ones, culminating in an end of course lesson presentation. The first half of the course focuses on characteristics of effective instructors, self-awareness—of differences in teaching and learning style preferences—and fundamentals of teaching and learning as they apply to adults. The second week focuses more on application of those fundamentals in various teaching and learning practicums, with both instructor, peer, and self-assessment in a collaborative learning environment. The summative assessment will occur at the end of the course and consist of an individual 30- to 50-minute practicum.

The course instructor/facilitator will model proper facilitation behavior throughout the course. However, the bulk of the instruction effort will be coaching as students learn and apply new behaviors.

Your first evaluation will be conducted on day 4 of the course. You will be evaluated on your ability to instruct using the Direct Instruction (DI) strategy. Your class will be 20 – 25 minutes in length and require various methods of instruction (Lecture, Demonstration, and Practical Exercise to include an Evaluation). In the 20 – 25 minutes your lesson will consist of an Introduction section (approx. 6 min); Presentation section (approx. 14 min); and a Summary section (approx. 3 min). Think like an Initial Entry Training instructor where it's more of a hands on lesson, with performance steps when considering a topic for your class. Some examples of classes for DI are Tying a Knot, Disassembly/Reassembly of an Item, Donning an Item, Application of an Item, etc. In the Blackboard Course, there is an example lesson plan and slide deck (Pen Class) for Direct Instruction. It is highly encouraged that you have an idea of what topic you're teaching for DI on day 1.

The Blackboard Learning Management System (LMS) houses the content for the CFD-IC lessons.