

Agenda

- Brief overview of CPLP process
- Skills Application Exam basics
 - Format, focus, types of questions
- Preparation Strategies
 - SAE Prep Suggestions
 - Time management
 - Test-taking
- Resources
- Q&A

Overview of CPLP Process

Earning the CPLP

Eligibility

- 5 years full-time work experience
- 4 years work experience plus 1 year related education
- 4 years experience plus ATD Master Series

How Achieved

Awarded after passing:

- 150-item Knowledge Exam
- 100-item Skills Application Exam in one Area of Expertise

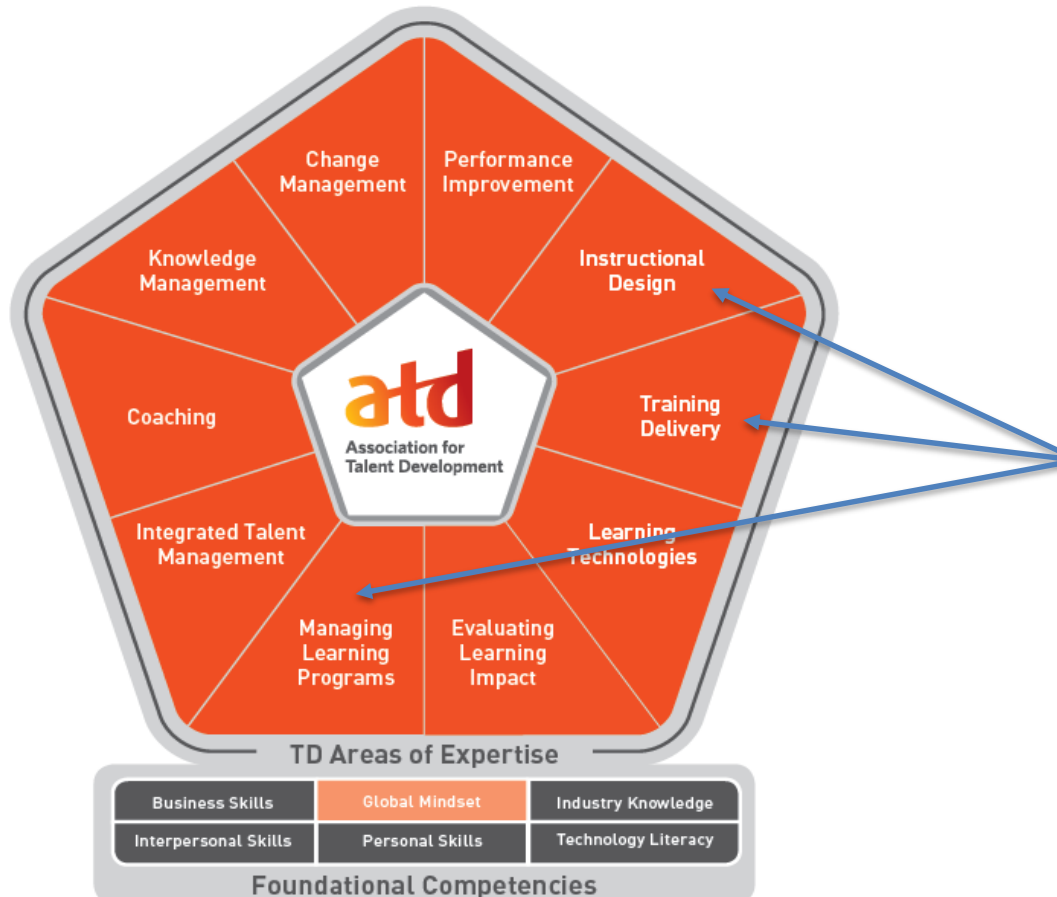
Recertification

Continuing professional development is required to maintain the certification; 60 hours every 3 years

Skills Application Exam (SAE)

- Must pass Knowledge Exam (KE) first
- SAE focuses on one area of expertise
- Computer-based case-study exam
- Average time to study = 40 hours
- Pass rate ~70%

Focus of the SAE



- Based on ATD competency model
- Applying theory to real world scenarios
- One area of expertise TD, ID, MLP
- Case studies on the area of expertise (AOE) you choose
- Questions will draw upon other AOE's

■ Primary Areas of Expertise ■ Secondary Area of Expertise

Skills Application Exam Format

- 4 case studies – overview plus 6-11 pages of supporting documentation
- 25 questions for each case (100 total)
- 3 hours
- Multiple choice, multiple select or short answer

Type of Questions

Sample Multiple Choice Question

Which of the following demonstrates that the talent development professional selected the learning approach that BEST addresses the needs of the learners and the organization?

Choose ONE.

- A. SWOT analysis
- B. Cost analysis
- C. Climate survey
- D. Audience analysis

Sample Short Answer Question

Participants' ability to perform the pin insertion task will be measured at which Kirkpatrick level?

Type your answer in the box below.

65 characters

Sample Multi-Select Question

Which curriculum platform elements of the Developing Future Executive Leaders program represent the 70 of the 70-20-10 model?

Choose THREE.

- Senior executive shadowing
- Job rotations
- Performance development and assessments
- Core process projects
- Program orientation
- Procedural instruction and review

Challenges

- Time management
- A lot of reading
- Won't have all the information
- Multi-select answers
- Unfamiliar surroundings

Any questions so far?



Preparation Suggestions

- Review your AOE in the Learning System
- Review content outline for AOE
 - Can you apply the concepts listed?
- Read the SAE Study Preparation Guide
- Take the SAE Practice Tests
- Take SAE in window after KE

Content Outline – Key Actions List

CPLP Skills Application Exam - Key Actions List

This list contains the key actions from the ATD Competency Model, by AOE, which are evaluated in the CPLP Skills Application Exam. Note that candidates need to pick only one area of expertise from the three presented.

AOE 2: Instructional Design⁵

KA1. Conducts a needs assessment: Identifies organizational objectives and the learning opportunity; identifies target population characteristics and characteristics of the environment; gathers and evaluates resources and information; analyzes findings; identifies anticipated constraints or problems affecting design success or failure, such as equipment deficiencies or lack of support; defines basic outcomes of the learning solution to solve the problem or meet the opportunity.

KA2. Identifies appropriate learning approach: Selects learning approaches that best address the needs of the learners and the organization, such as formal classroom training versus an informal approach.

KA4. Collaborates with others: Builds partnerships and relationships among the stakeholders in a learning design project and establishes approval processes for each step of the design process.

KA5. Designs a curriculum, program, or learning solution: Uses a variety of techniques for determining instructional content; plans and designs the curriculum, program, or learning solution; designs an experience that enables informal learning.

Preparation Strategies

- Use visuals from surprising sources
 - Quizlet, Pinterest, Instagram
- Know answers to all questions in AOE
- Concentrate on AOE but don't neglect key areas like Kirkpatrick, Learning Theories
- Teach others about what you are learning
- Practice skimming materials for key items

Get Visual!



CPLP

92 Pins · 98 followers

+ Add section

🔍 Ideas you might love

Icebreaker games

Get to know you games for kids

Team building games for kids

Brain teasers

Ice breakers for kids

Team building activities for kids

How to Transfer Your Regular Training to Mobile Learning

Step 1 Take a rational LMS decision



SAMR made easy with Google Apps

What is SAMR?
SAMR stands for "Substitution - Augmentation - Modification - Redefinition". It is a framework for using technology to transform learning.

Why Google Apps?
Millions of students and educators around the world are using Google Apps for Education, GAE. GAE can be used across different devices and operating systems. And it's free! Below is an example of SAMR in action using Google Apps.

Original Task
Write a report about a city using paper/pen/pencil/whiteboard, etc. using books in the library for research.

Substitution
Use Google Docs and research on the Internet to create the report.

Augmentation

THE FOUR DIFFERENT TYPES OF LEARNERS

Visual Learners
Visual learners learn best by seeing. They prefer to read and watch. They like to use diagrams, charts, and maps. They are good at remembering faces and names.

Auditory Learners
Auditory learners learn best by listening. They prefer to listen to lectures, podcasts, and audiobooks. They are good at remembering words and numbers.

Reading/Writing Learners
Reading/writing learners learn best by reading and writing. They prefer to read books, articles, and blogs. They are good at remembering facts and details.

Kinesthetic Learners
Kinesthetic learners learn best by doing. They prefer to use their hands and move. They are good at remembering experiences and feelings.

Reflective Practice

17 Ways to Reflect on Your Teaching

Blog Start a blog, write a piece of public opinion on what is happening.	Snop Keep a journal throughout the class. Write something exciting is happening. Repeat it.	Incorporate Incorporate it into your next lesson plan. Reflect on what you are doing effectively.
What are the reasons for not reflecting?	Chat Chat with others during breaks. Explain what you are doing and what you are thinking.	Stop Stop frequently during a lesson and ask the students to share with a partner. Circulate around the room and reflect on what they are doing.
Look Look at the students during the lesson and see what they are doing. Are they understanding? Reflect throughout.	Stick-it Keep a clipboard with sticky notes readily available. Do down quick steps to reflect on later.	Document Document what the students do and you are doing. Evaluate whether learning is occurring.
Present Present an academic article on what you are doing in your classroom. That will force you to record the process.	Partner Partner with someone to hold you accountable to try new things in your classroom.	Video Video your classroom. Watch and reflect.
Journal Journal about your day.	Do you see the need to reflect?	Draw Draw out what you want to happen before you teach. Then come back and look to see if you came close.
Cartoon Use any artistic medium to capture the essence of the classroom.	PREDICT Make if-then predictions. "If I do this, then that will happen." Did it happen? Why or why not?	Blame Play the "Blame Game." Ask your students to blame you for your classroom practices.
Interact Interact with the general public. Share what you are doing with your friends and family. Use the power, and with others.	READ Read the research.	Are you Current?
ASK	Park-It	See Look at yourself from the side of the road.

PETER GENIE
DISCIPLINES OF A LEARNING SYSTEM

Continuously clarifying and deepening our personal vision.

PERSONAL MASTERY

Process of dialoging and **TEAM LEAD** developing capacities of a team results they truly desire!

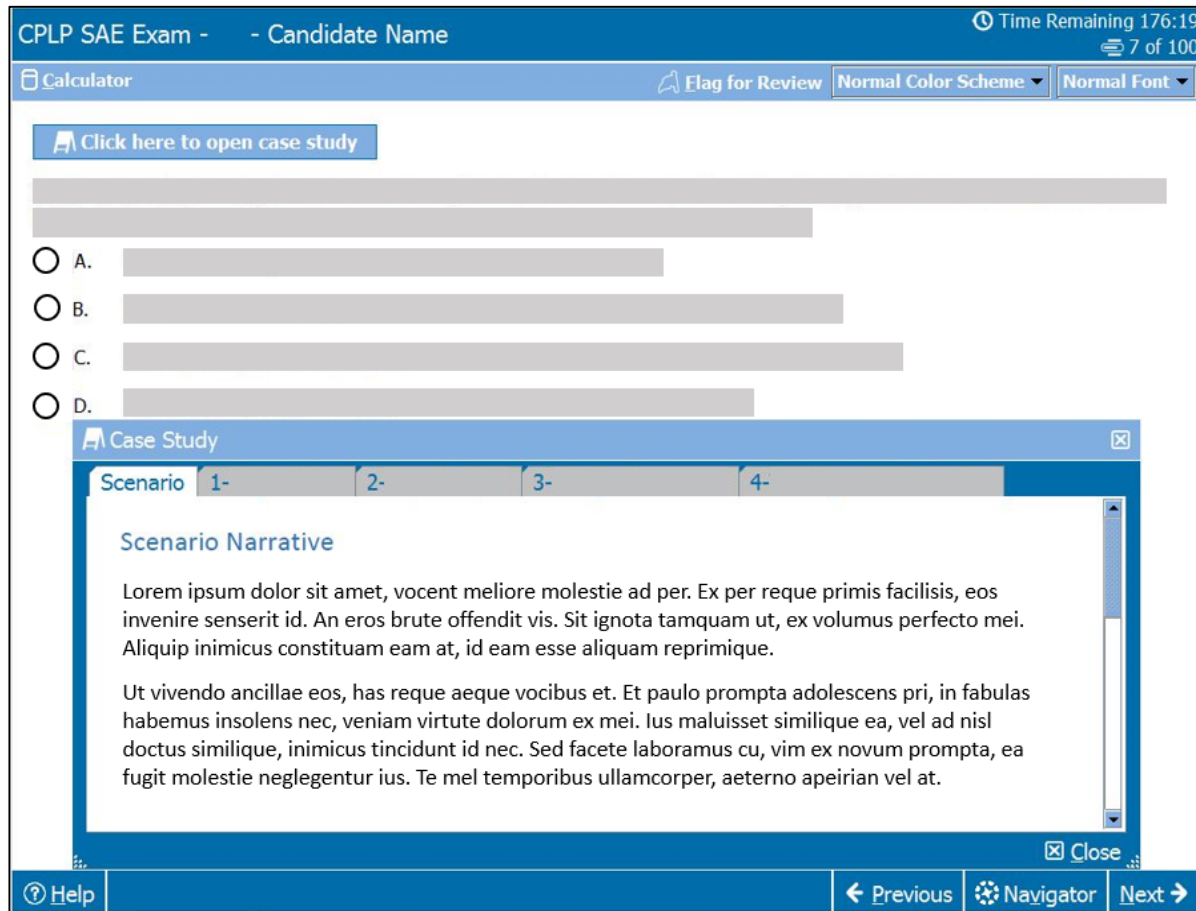
Tanmay Vora (@

Tell us something

RED - something
ORANGE - something
YELLOW - something
BLUE - something
BROWN - something
GREEN - something

Time Management

- Clock counts backwards
- 45 minutes/case study - set benchmarks
 - 2 hrs 15 min after CS 1, etc
- Read questions before materials
- Skim materials for answers
- Answer questions as you go
- Practice working with one screen



SAE Sample Screen


You will have one screen with windows as shown above.

Test Taking Strategies

- Read the instructions at the beginning – time clock doesn't start until you're done
- Don't be distracted by question length
- Focus on core of each question
- Go with your first instinct
- Flag questions you want to review
- You don't have to get 100%
- Eat a good breakfast

Review Screen

Item Review Screen


 Instructions































Below is a summary of your answers. You can review your questions in three (3) different ways.





The buttons in the lower right-hand corner correspond to these choices:

1. Review all of your questions and answers.
2. Review questions that are incomplete.
3. Review questions that are flagged for review. (Click the 'flag' icon to change the flag for review status.)

You may also click on a question number to link directly to its location in the exam.

 Exam Section

 Case Study Introduction	 Question 1	 Question 2
 Question 3	 Question 4	 Question 5
 Question 6	 Question 7	 Question 8
 Question 9	 Question 10	 Question 11
 Question 12	 Question 13	 Question 14
 Question 15	 Question 16	 Question 17
 Question 18	 Question 19	 Question 20
 Question 21	 Question 22	 Question 23
 Question 24	 Question 25	 Case Study Introduction
 Question 26	 Question 27	 Question 28

 End Review  Review All  Review Incomplete  Review Flagged

Resources Available

CPLP Prep Page

- SAE Practice Cases
- SAE Preparation Guide
- CPLP Interactive Guide Section on SAE
- 10-Minute case studies (members-only)
<https://casebycase.td.org/>
- Linked In Group for CPLP Candidates
- Local Chapters www.td.org/chapters

Additional Resources

- [Active Candidates Page](#)
 - [Certification Handbook](#) for Content Outlines
 - [SAE Preparation Guide](#)
- SkillTracker www.td.org/skilltracker
 - Self Assessment – compare yourself against the ATD competency model
 - Practice Tests – mainly for Knowledge Exam

Q&A

- Type your questions for panelists in the chat module to All Participants



Contact Us

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Questions about test registration:

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Questions about Prep:

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