



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

04 March 2025

## **Common Faculty Development - Instructor Course (CFD-IC)**

### **Overview**

CFD-IC is a 10-day, 80-hour, outcomes-based, learner-centered course designed to provide current and future Army faculty members (e.g., instructors, trainers, and facilitators) with the essential knowledge and practical skills necessary for teaching and learning in an authentic, real-world adult learning environment.

The course learning objectives are based on the Army Instructor Competencies, which are focused on creating an effective learning environment to achieve course outcomes and enhance Army readiness by preparing students for the operational environment. Faculty is introduced to adult education concepts and theories; planning, designing, and teaching effective instruction; the fundamentals of assessment; and Army faculty professionalism. Upon completion, instructors will be qualified to prepare for instruction, deliver instruction, and assess student performance.

The first week of the course focuses on fundamentals of preparing for instruction, effective instructional delivery, instructional design, feedback and assessment, as well as course delivery modes, technology integration in teaching and learning, an introduction to some of the concepts included in professionalism and Army faculty, and the first formative practicum: Experiential Learning Model (ELM) Strategy.

The second week addresses the remaining concepts of professionalism and the Army instructor, the Instructor Fundamentals Exam, and the last two practicums. The second formative practicum: Direct Instruction (DI) Strategy. The third summative practicum: Collaborative Interactive/Instruction (CII) Strategy. Formative assessments are also conducted during and after the conclusion of each lesson. The final summative assessment for the foundational concepts addressed in TLO 1-TLO 6 is the Instructor Fundamentals Exam, which is to be given NLT day 8.

For the course, students will conduct two formative practicums (DI and ELM), one final summative practicum (CII) and complete the Instructor Fundamentals Exam. Students must achieve an 80% passing score on both the Instructor Fundamentals Exam and the third summative practicum, Collaborative Interactive/Instruction, to receive a graduation certificate.

It is important to note that successful completion of this course results in initial qualification; additional training is necessary in the operational environment for certification.

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