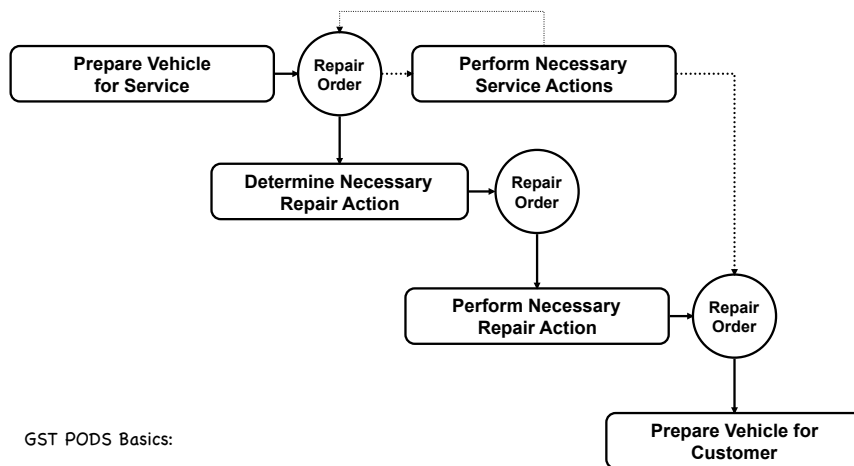


**General Service Technician Roadmap:
Application of a Process-Oriented Data Structure**

PODS Basics:

Use of GSX's "Process-Oriented Data Structure" (PODS) provides Vermont's Department of Education a framework to efficiently and effectively integrate multiple standards into a coherent "process-based skill standards" that it can, in turn, use to design and develop an "all-inclusive" credentialing system.

1. Decomposition: A process can be decomposed and represented hierarchically in terms of a "Generalized Work Activity" (GWA) and component "Detailed Work Activities" (DWA).
2. Specialization: GWAs and DWAs can have "specialized" versions that represent specific examples (i.e., specific procedures).
3. Classification: There are three types of processes: (a) "transformative" (when a process transforms input into output), (b) "interactive" (when a process involves a routine, often scriptable, interaction between people or between people and systems), and (c) "adaptive" (when a process involves a more complex interaction - requiring considerable analysis, judgment, and decision making - between people or between people and systems). Classifying processes into types allows for easier identification of capabilities required.
4. Capability Linkages: In PODS, necessary student capabilities (i.e., knowledge and skills) are first linked to each of the DWAs that make up a GWA. The total list of mutually exclusive capabilities linked to the DWAs represent the core set of capabilities relevant to a GWA. SGWAs and SDWAs inherit their respective parents' list of capabilities, but they will also include capabilities that are only relevant to the specialized process elements.



GST PODS Basics:

1. Consists of five (5) GWAs
 - Each GWA consists of DWAs (see subsequent slides)
2. Specialized versions of three of the five (3 of the 5) GWAs exist (bundled in terms of topic areas)
3. GWAs are associated through "flow" dependencies
4. GWAs, and respective DWAs, will be classified into one of three (1 of 3) process types (i.e., transformative, interactive, adaptive)
5. Capabilities will be linked to GWAs, DWAs, and their specialized versions

