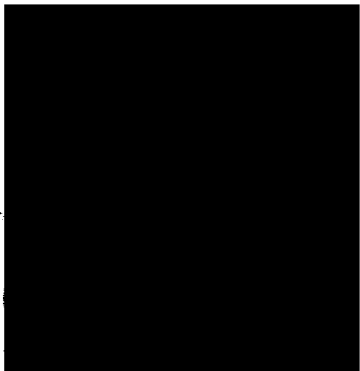PRELIMINARY REPORT

INSTRUCTIONAL SYSTEMS STUDY GROUP

September 1966

Assumptions:

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1. that CIA will continue to train and educate its employees.

2. that training will be given in the foreseeable future to more rather than fewer employees.

3. that a higher priority for the use of manpower will be given to the DDP, DDI, and DDS&T *in reassigning* than to the DDS ~~for use as~~ OTR instructors.

4. that CIA will examine objectively innovations *and will adopt them,* in training technology, provided such innovations can be demonstrated to be economically feasible and more effective.

*Continuing shortage of instruction?
Need for high quality training? ∴ justification for effort*
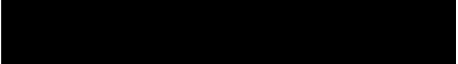
Occurring priority indicated in next section?

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Possible Courses of Action:

1. Make no significant changes in CIA training procedures.

2. Use only presently available off-the-shelf foreign language Program Assistance to Instruction (PAI) courses, or with minor modifications to adjust these to our requirements.

3. In addition to #2 above, use only off-the-shelf PAI courses which can be used to meet other CIA course needs; i.e., supervision, management, typing, shorthand, English usage, logistics, budget & fiscal, etc.

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4. Contract out for the development, testing and validation of foreign language PAI courses for which there is a large student requirement and for which no suitable off-the-shelf programs are available.

5. Same as above for Intelligence and Support Schools courses.

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6. Develop an in-house capability to write, test and validate PAI courses as described in #4 and #5 above, with or without outside consultant advice and direction.

7. Proceed with Operations School courses along lines of paragraphs 4, 5, and 6.

8. Upon completion of educational systems analysis of all OTR schools, adopt recommendations for improvement of instruction, short of PAI; i.e., equipment replacement, greater use of audio-visual display techniques, management reorganization, etc.

9. Conduct a systems analysis of non-OTR Agency training as directed by Executive Director-Comptroller and proceed as #8.

STATINTL

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10. Direct ████████████████████████ to conduct a feasibility study on the use of Computer Assisted Instruction (CAI) to meet CIA training and educational requirements together with approximate costs for same.

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11. As a result of above feasibility study

determine whether to:

(a) not use CAI.

(b) use CAI as supplement to PAI.

(c) begin immediately to convert

to CAI and scrap plans for PAI.

(d) any combination of (b) and (c) above.