

# **CompetencyWorks**

## ***MOVING TOWARD MASTERY***

*Growing, Developing and Sustaining Educators for  
Competency-Based Education*

*with  
Katherine Casey*

***January 9, 2019***

*www.inacol.org*

**iNACOL**  
International Association for K-12 Online Learning

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*nellie mae*  
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# Learning Objectives

- ❑ Reflect on three BIG IDEAS about teaching
- ❑ Review educator roles and competencies
- ❑ Introduce three themes and fifteen strategies for shifting professional practice and systems
- ❑ Surface questions and examples from participants
- ❑ Learn from a leader in the field



## Big Ideas

Education is human-centered.



## Big Ideas

To shift practice, shift  
mindsets and beliefs.



## Big Ideas

We can't rely on the hero teacher.



# Educator Roles & Competencies

What do we already know about the **roles** educators play in competency-based systems and the **competencies** they need to be successful in those roles?

Increased  
Variety &  
Complexity

Increased  
Specialization &  
Collaboration

Increased Focus  
on Mastery Over  
Time





# Educator Roles & Competencies

## Student Learning

1. Instructional Designer

2. Learner Guide

**2.3** - Utilize culturally responsive strategies to ensure inclusive learning environments and supports for all learners, including language learners and learners with special needs.

3. Learner Coach

4. Resource Manager

5. Evidence-Based Practitioner

6. Advocate

**6.1** - Identify and intervene to interrupt structural and systemic inequities in districts and schools.

7. Community Connector

## Innovation & Improvement

1. Lifelong Learner

**1.2** - Identify personally meaningful professional learning goals that support team-wide and school-wide improvement priorities

2. Innovator

3. Facilitator

**2.2** Explore, develop and deepen new class and school strategies.

4. Collaborator

**2.3** Use reliable research methods and improvement structures to test the efficacy of new practices.

5. Change Leader

**4.2** Collaborate with colleagues and students to co-design learning pathways, experiences and assessments.



# Educator Roles & Competencies

## KNOWLEDGE

1. Knowledge of Self
2. Knowledge of Learners
3. Knowledge of Learning
4. Knowledge of Content
5. Knowledge of Pedagogy
6. Design for Mastery
7. Universal Design and Cultural Competency
8. Assessment Literacy
9. Learner Engagement and Ownership
10. Flexible Resource Allocation
11. Personalization
12. Relevance and Connection

## INTRAPERSONAL

1. Commitment to Equity
2. Growth Mindset
3. Learning and Improvement
4. Innovation and Change Orientation
5. Critical Thinking
6. Leadership

## INTERPERSONAL

1. Relationship Building
2. Learning Environment Design
3. Partnership Development
4. Collaboration and Teaming



# Educator Roles & Competencies

## KNOWLEDGE

### 6. Design for Mastery

- 6.1 Design and/or utilize transparent, standards-aligned learning progressions;
- 6.2 Design and/or customize multiple learning pathways with opportunities for differentiation based on learner need;
- 6.3 Moderate to common understanding of proficiency;
- 6.4 Design learning units, projects and experiences; and
- 6.5 Design experiences that are suited to different learning preferences and needs.

## INTRAPERSONAL

### 1. Commitment to Equity

- 1.1 Seek to understand and value learner identity and culture as assets for learning;
- 1.2 Publicly model belief in every learner's ability to learn at high levels;
- 1.3 Practice learner-centered decision-making;
- 1.4 Identify, name and address historical and institutional barriers to equity; and
- 1.5 Self-reflect to investigate personal power, privilege and bias.



# Educator Roles & Competencies



**STUDENTS**  
at the **CENTER**

[Educator Competencies for Personalized, Student-Centered Teaching](#)

[Teachers at Work: Six Exemplars of Everyday Practice](#)

[Leadership Competencies for Learner-Centered, Personalized Education](#)



[The Shifting Paradigm of Teaching: Personalized Learning According to Teachers](#)



[D51 Teaching and Learning Framework](#)



[Building 21 Teacher Competencies](#)



[Teacher and Leader Mindsets](#)



# Leader Perspective: Defining Competencies

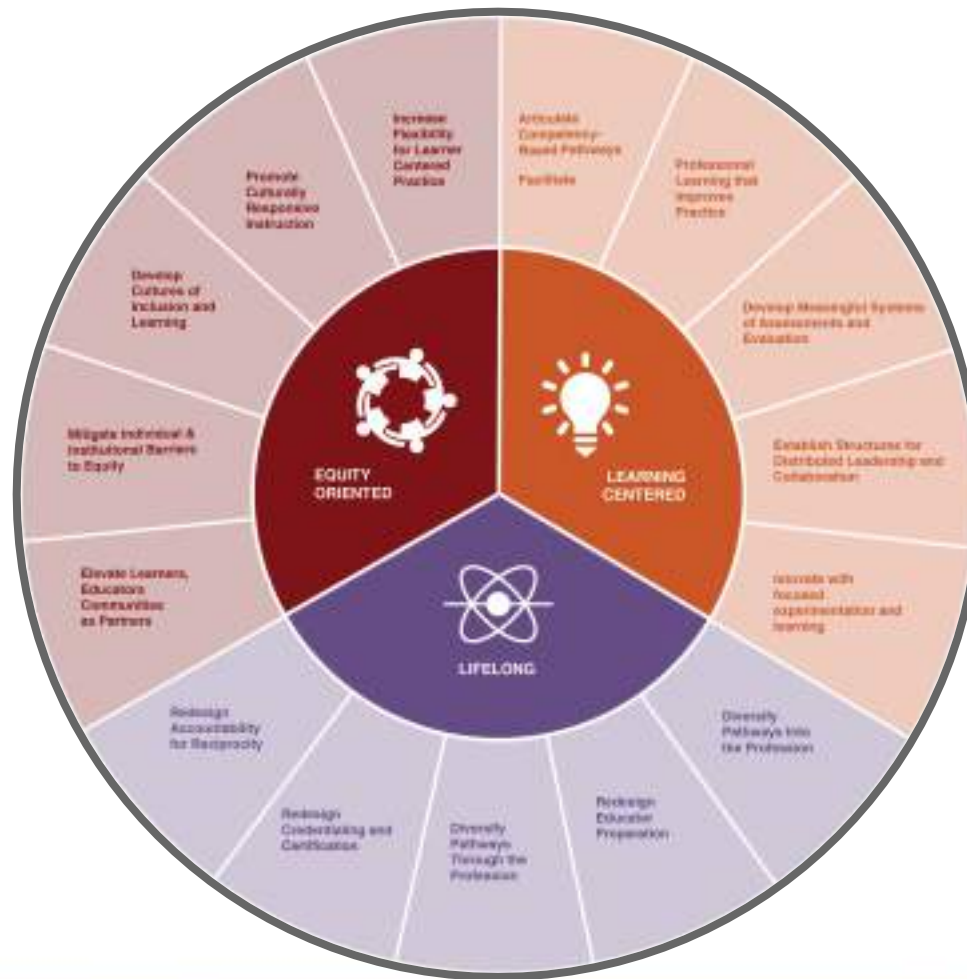


## Theresa Ewald

- How did Kettle Moraine identify the teacher competencies that matter most?
- How did you build teacher understanding and ownership of these competencies?
- What lessons has Kettle Moraine learned about helping teachers develop new competencies and move into new roles?



# Change Themes & Strategies



# Change Themes & Strategies

What QUESTIONS do you have?

What are you DOING that you can share?



## Teaching as an Equity-Oriented Profession

**An equity-oriented profession promotes diversity, equity and inclusion so that all educators and learners can thrive.**

Educators create multicultural inclusive learning environments and are members of multicultural inclusive professional communities. They investigate and address their biases and work in partnership with community to disrupt systemic inequities.





# Teaching as an Equity-Oriented Profession

1. Elevate Learners, Educators and Communities as Partners
2. Mitigate Individual and Institutional Barriers to Equity
3. Develop Cultures of Learning and Inclusion
4. Promote Culturally Responsive Instruction
5. Increase Flexibility for Learner Centered Practice



# Teaching as an Equity-Oriented Profession

## 3. Promote Culturally Responsive Instruction

**MERGING THE RELATIONSHIP GAP FOR  
STUDENTS OF COLOR**

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growth through  
**CONNECTIONS**



# Teaching as an Equity-Oriented Profession

What QUESTIONS do you have?

What are you DOING that you can share?



## Teaching as a Learning-Centered Profession

**A learning-centered profession develops educators along personalized pathways and improves the collective quality of teaching.**

Systems are in place to support and develop educators over the course of their professional careers.

Professional practice aligns with the learning sciences and responds to the personal interests, needs and aspirations of student and adult learners.



## Teaching as a Learning-Centered Profession

6. Articulate Competency Based Pathways
7. Facilitate Learning That Improves Practice
8. Develop Meaningful Systems of Assessments and Evaluations
9. Establish Structures for Distributed Leadership and Collaboration
10. Innovate with Focused Experimentation and Learning



# Teaching as a Learning-Centered Profession

## 10. Innovate with Focused Experimentation and Learning

The PL Toolbox

HOME ABOUT THE CURRIC READINESS CONTINUUM TEACHER FELLOWSHIP BLOG MORE...

**Innovation in Teaching Fellowship**

A teaching fellowship rooted in user-centered design to re-imagine how we educate every kid in Dallas ISD.



# Teaching as a Learning-Centered Profession

What QUESTIONS do you have?

What are you DOING that you can share?



## Teaching as a Lifelong Profession

**A lifelong profession engages, develops and sustains educators over the course of their careers.**

Educators are supported as respected members of a respected profession. They are meaningfully and adequately prepared for the roles they will take on, have opportunity to grow and specialize in their careers, and are evaluated in ways that support improvement and promote advancement.





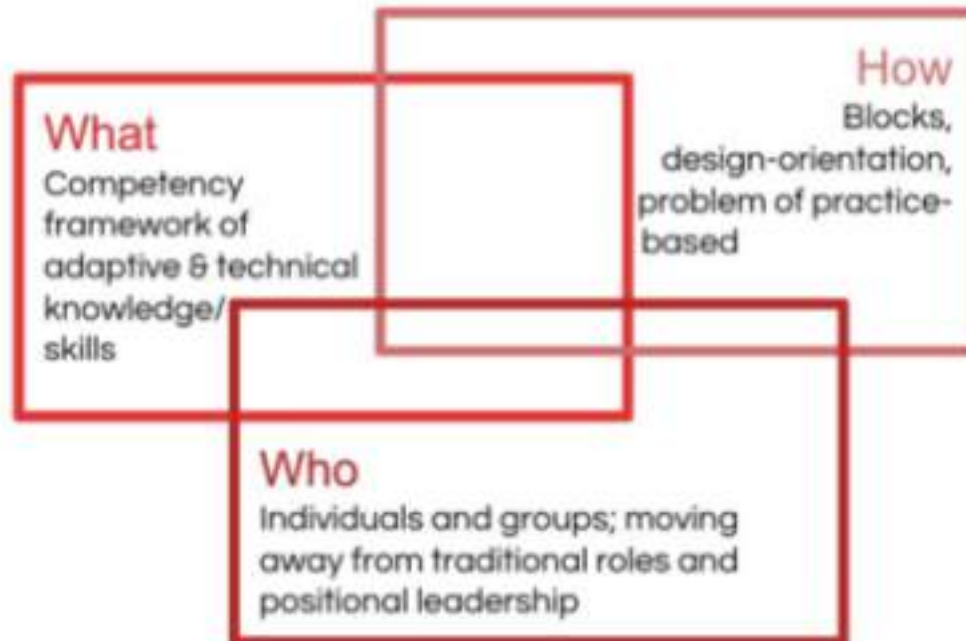
## Teaching as a Lifelong Profession

11. Diversify Pathways Into The Profession
12. Redesign Educator Preparation
13. Diversify Pathways Through The Profession
14. Redesign Credentialing and Certification
15. Redesign Accountability for Reciprocity



# Teaching as a Lifelong Profession

## 12. Redesign Educator Preparation





# Teaching as a Lifelong Profession

What QUESTIONS do you have?

What are you DOING that you can share?



# Upcoming Resources

**Competency  
Works**

## ***Blog series*** in January

- ***Voices***: conversations with leaders
- ***Entry Points***: reflection tools
- ***Actions***: strategies for leaders

[www.competencyworks.org](http://www.competencyworks.org)

**iNACOL**

## ***Policy & Practice Briefs*** in Spring 2019

- State Policy
- Federal Policy
- Higher Education

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# FOR MORE INFORMATION AND TO SHARE IDEAS

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