

CompetencyWorks

An Introduction to K-12 Competency-Based Education

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2:00-3:00 PM ET



Overview of Learning Goals

- Why do we need to change the system of learning?
- What is competency-based education (and what it isn't)?
- What is the relationship between competency-based education and personalized learning?
- How is our understanding of competency-based learning developing and lessons learned?
- How is competency-based education advancing across the country?
- What policies are needed to catalyze competency-based education?

Five Elements of Competency Education



Students advance upon demonstrated mastery.



Students receive timely, differentiated supports based on their individual learning needs.



Competencies include explicit, measurable, transferable learning objectives that empower students.



Learning outcomes emphasize competencies that include application and creation of knowledge, along with the development of important skills and dispositions.



Assessment is meaningful and a positive learning experience for students.

*WHY DO WE NEED TO CHANGE THE
SYSTEM OF LEARNING?*

Districts and Schools Turn to Competency Education for Many Reasons:

- Global competitiveness
- Equity
- Deeper learning
- More personalized opportunities
- To do what is best for kids
- Understanding about the flaws of the traditional system

FLAWS OF THE TRADITIONAL SYSTEM



**NARROW SET OF
ACADEMIC
OUTCOMES**



**HIGH LEVELS OF
VARIABILITY**



**BASED ON A FIXED
MINDSET**



**OPAQUE
LEARNING
OBJECTIVES AND
PERFORMANCE
EXPECTATIONS**



**BUREAUCRATIC,
HIERARCHICAL**

FLAWS OF THE TRADITIONAL SYSTEM



USES ACADEMIC GRADING PRACTICE WITH MIXED MESSAGES AND MISLEADING SIGNALS



TARGETS SUPPORTS TO STUDENTS WHEN THEIR ACADEMIC OR BEHAVIORAL NEEDS ARE IDENTIFIED AS SIGNIFICANTLY BELOW THE NORM



IS TIME-BASED



HAS GRADING SYSTEMS THAT DEPEND ON EXTRINSIC MOTIVATION



EMPHASIZED ASSESSMENT FOR SUMMATIVE PURPOSES TO VERIFY WHAT STUDENTS KNOW. ONE SIZE FITS ALL ASSESSMENTS

WHAT IS COMPETENCY-BASED EDUCATION?

(and what it isn't)?

10 Distinguishing Features of CBE

Purpose & Culture



Student success outcomes are designed around preparation for college, career and lifelong learning.



Districts and schools make a commitment to be responsible for all students mastering learning expectations.



Districts and schools nurture empowering, inclusive cultures of learning.

10 Distinguishing Features of CBE

Pedagogy



Students receive timely and differentiated instruction and support.



Research-informed pedagogical principles emphasize meeting students where they are and building intrinsic motivation.



Assessments are embedded in the personalized learning cycle and aligned to outcomes including the transfer of knowledge and skills.

10 Distinguishing Features of CBE

Structure



Mechanisms are in place to ensure consistency in expectations of what it means to master knowledge and skills.



Schools and districts value transparency with clear and explicit expectations of what is to be learned, the level of performance for mastery and how students are progressing.



Strategies for communicating progress support the learning process and student success.



Learners advance based on attainment of learning expectations (mastery) through personalized learning pathways.

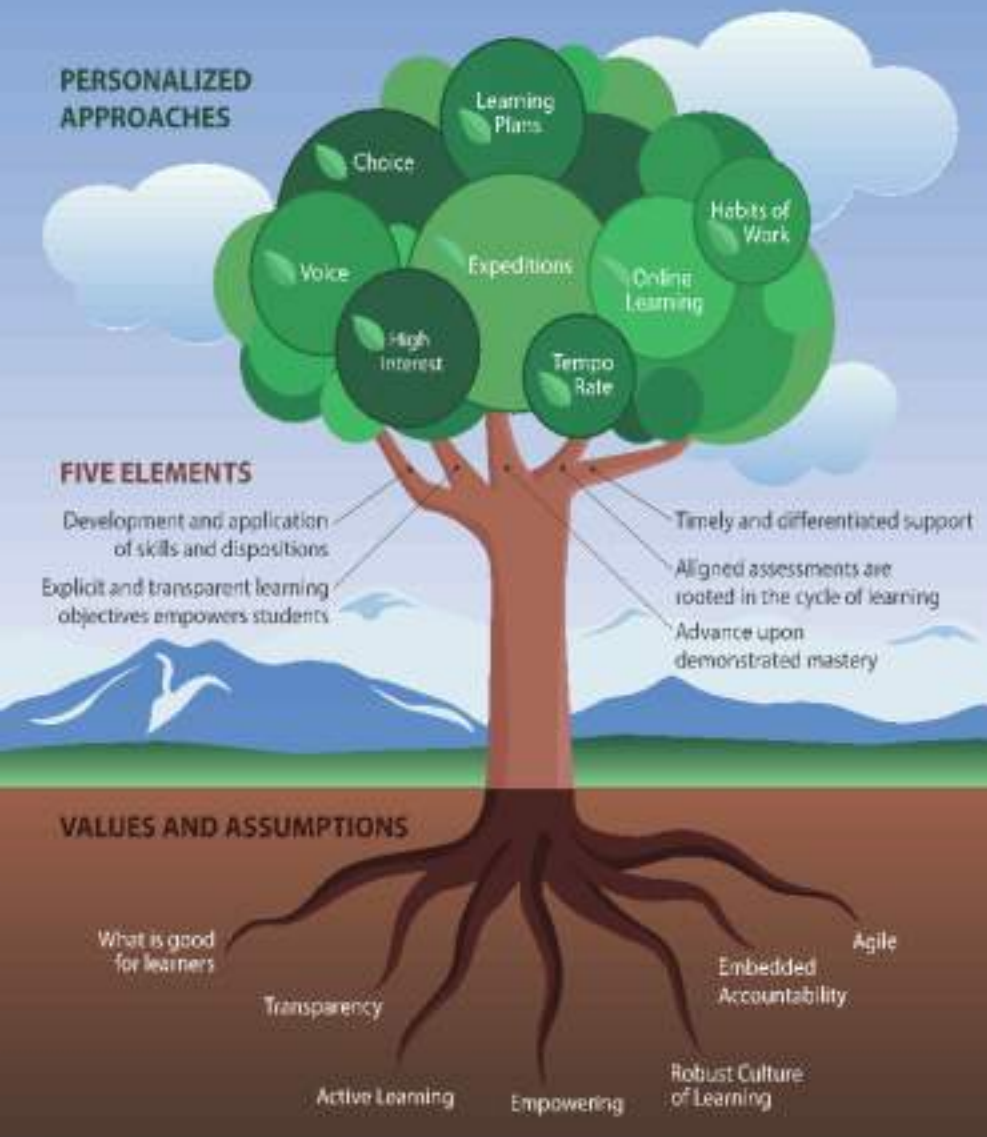
*WHAT IS THE RELATIONSHIP BETWEEN
COMPETENCY-BASED EDUCATION AND
PERSONALIZED LEARNING?*

Personalized learning is tailoring learning for each student's strengths, needs and interests — including enabling student voice and choice in what, how, when and where they learn — to provide flexibility and supports to ensure mastery of the highest standards possible.

— iNACOL, *Mean What You Say: Defining and Differentiating Personalized, Blended and Competency Education*, 2011

WHAT IS COMPETENCY-BASED EDUCATION?

Designing For Success: Not Ranking & Sorting.



Personalization and CBE go hand in hand.

Without CBE, personalization may result in variable achievement.

Without personalization, unlikely all students will reach outcomes.

Q & A

*HOW IS OUR UNDERSTANDING OF
COMPETENCY-BASED LEARNING
DEVELOPING AND WHAT ARE THE LESSONS
LEARNED?*

Variations in CBE Design

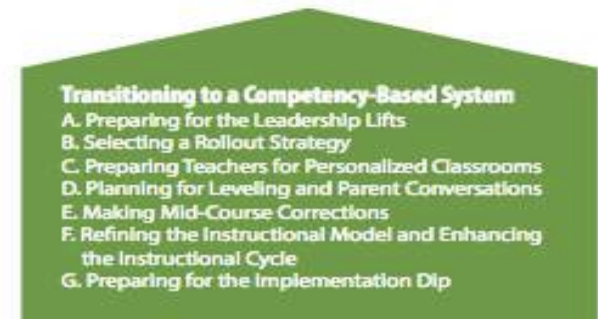
- *Which Skills and How Do They Relate?*
- *Organizing Around Age and Skills?*
- *Applied Learning?*
- *Meeting Students Where They Are?*
- *Communicating Progress?*
- *Internal Accountability and Continuous Improvement?*

Implementation

Early adopters: 4 Stages of Implementation

Lessons Learned: Different entry points when starting with personalized learning

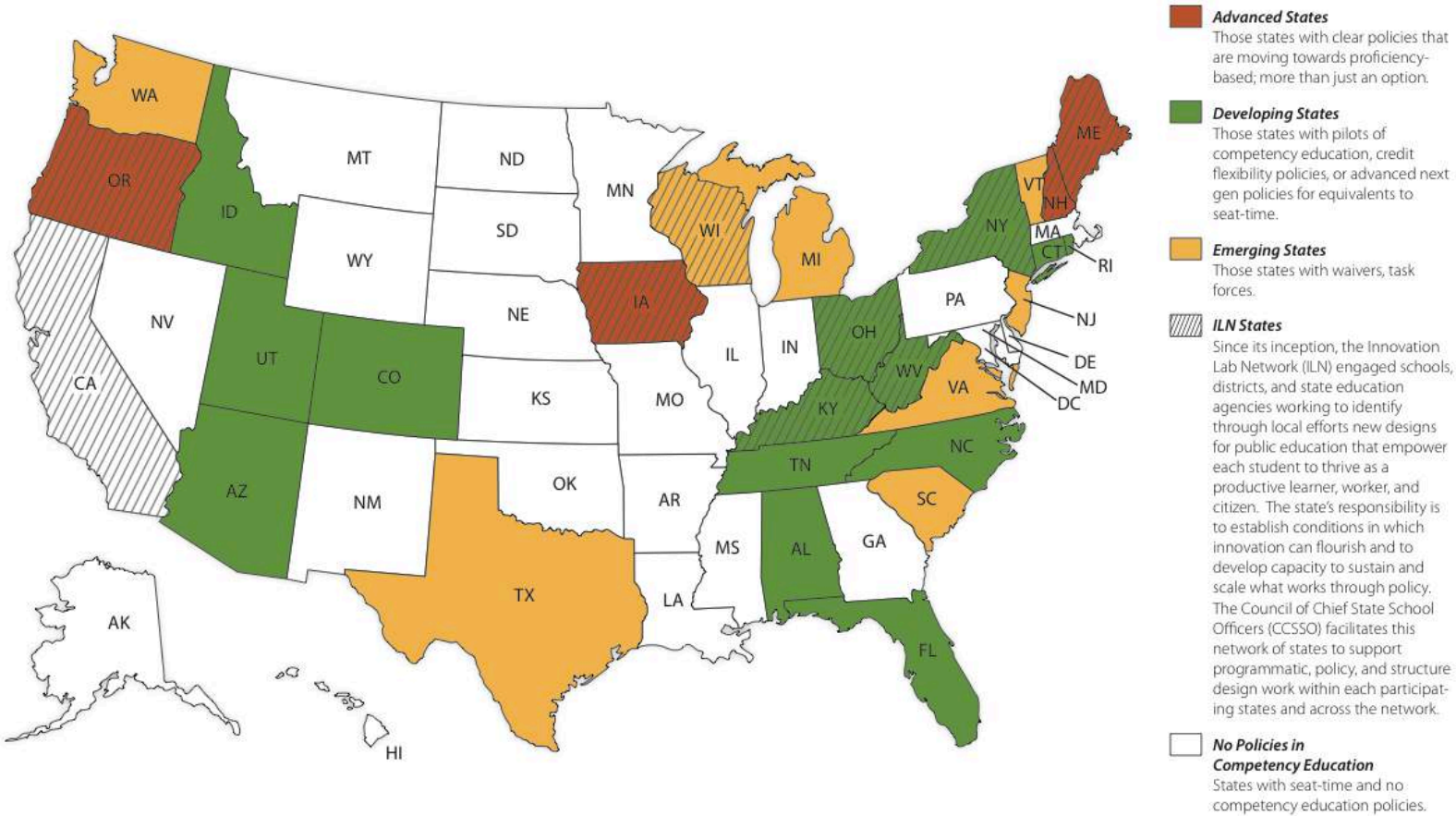
- Commitment before pilots
- Clarify pedagogy upfront
- Invest in laying foundation for building blocks for learning
- Technology aligned with approach
- Personalized approach to adult learning



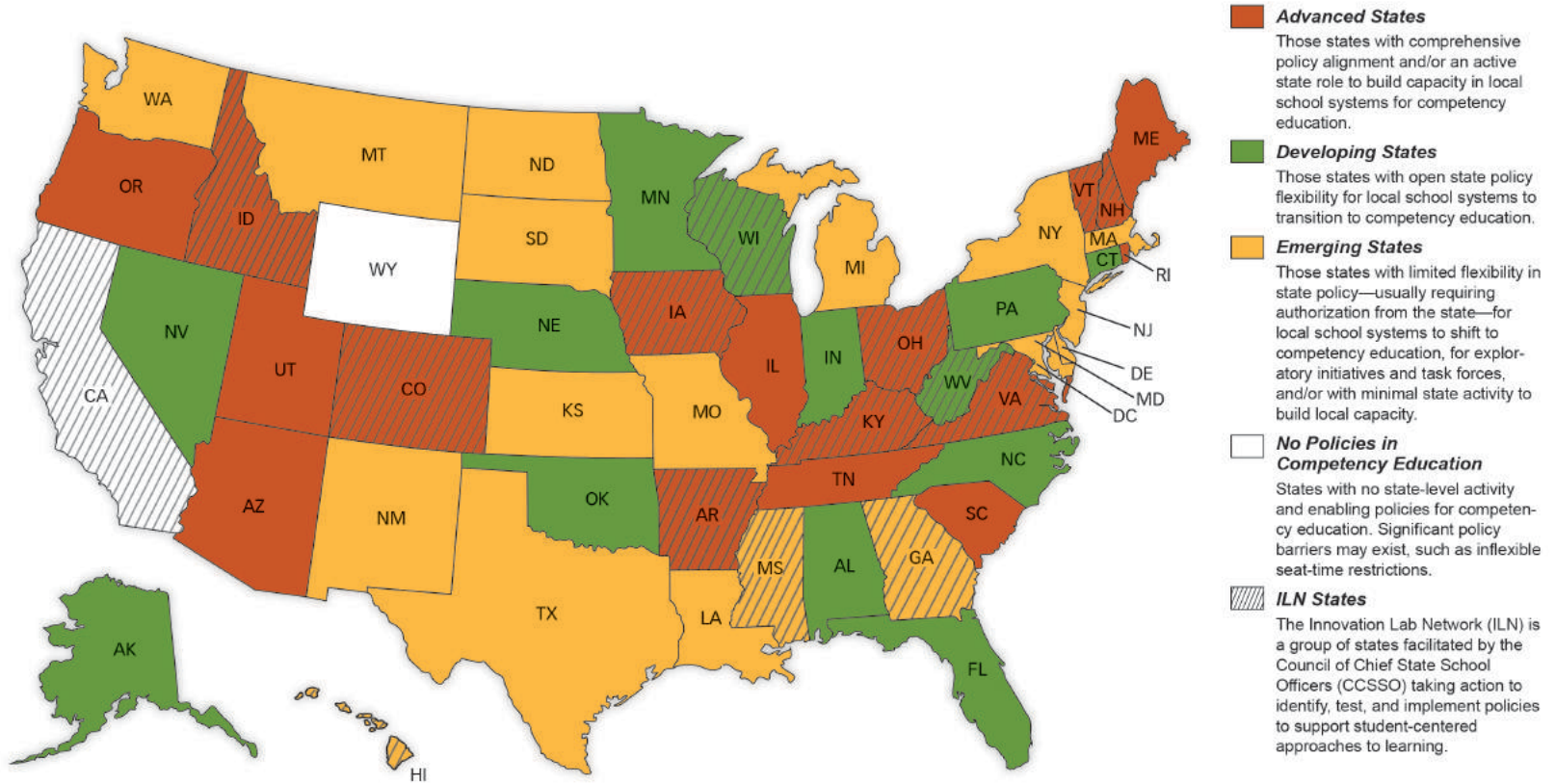
Q & A

*HOW IS COMPETENCY-BASED
EDUCATION ADVANCING ACROSS THE
COUNTRY?*

Competency Education State Policy 2012



Competency Education State Policy 2018



*WHAT POLICIES ARE NEEDED TO
CATALYZE COMPETENCY-BASED
EDUCATION?*

Where We Are Now: Policies and Regulations

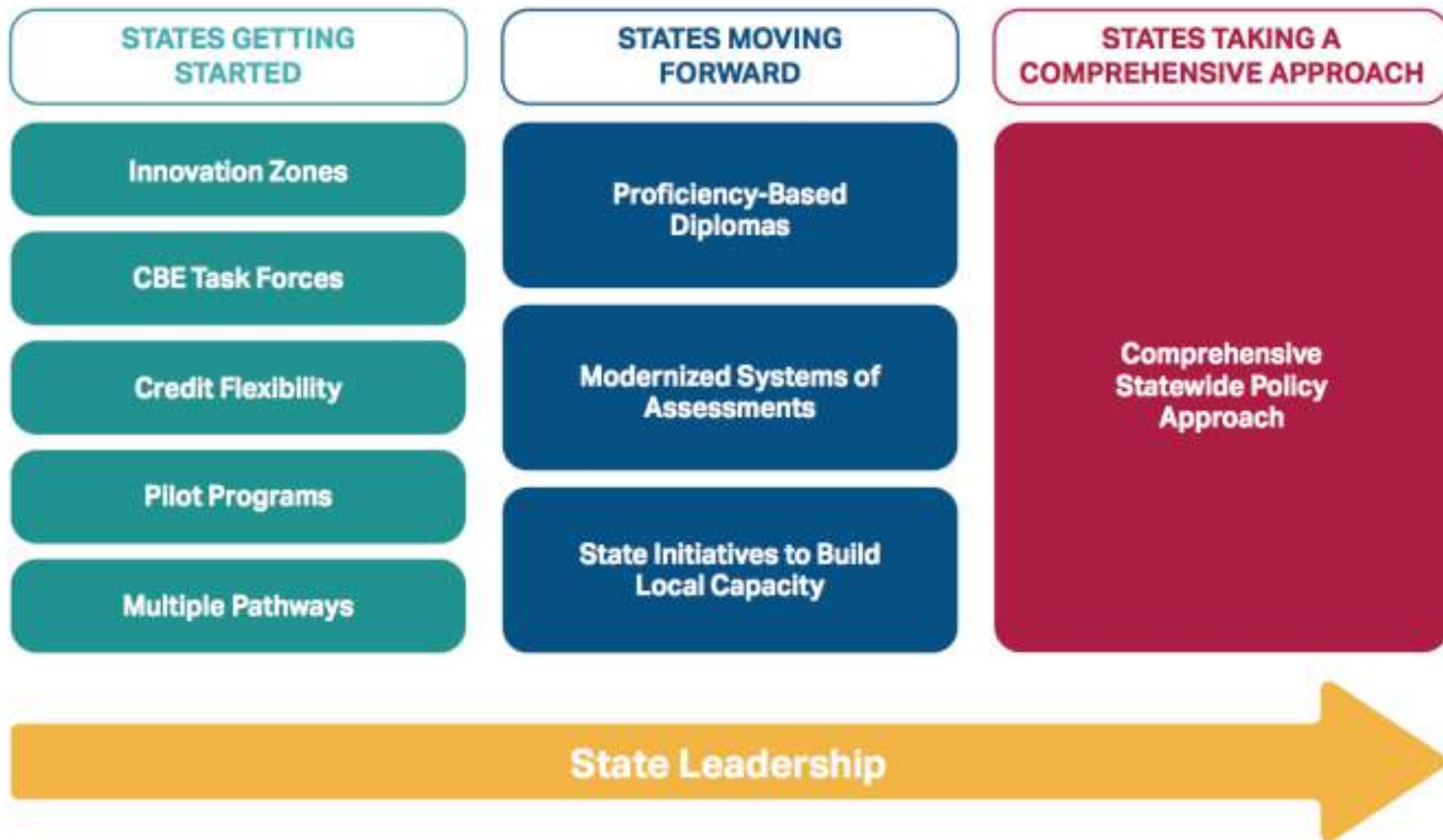
Federal

- ESSA State Plans
 - Opportunity to amend State Plans for continuous improvement: ED will issue guidance on process for amendments after all state plans have been approved.
- Innovative Assessment Pilots:
 - Applications from LA, NH, and PR; peer review ongoing

State

- Innovation zones or enabling policies (CT, KY, WI, RI)
- Pilots (NV, OR, IA, OH, ID, FL, SC)
- Proficiency-based diplomas (CO, ME, NH, VT, RI, AZ (exam))
- Expanded learning opportunities (CO, NH)
- Exploring (AK, DE, HI, IL, MO, OK, UT, WY, SC)
- Performance assessment (NH PACE, Assessments *for* Learning, LA High School ELA pilot, VA)

State Policy: Entry Points to Create Personalized, Competency-Based Education Systems



Q & A

Webinar Series

- Levers and Logic Models: A framework to guide research and design of high-quality competency-based education systems.

June 19, 2-3pm ET

- Designing for Equity: Leveraging competency-based education to ensure all students succeed.

July 18, 2-3pm ET

- Fit for Purpose: Taking the long view on systems change and policy to support competency education

August 28, 2-3pm ET

- Quality Principles for Competency-Based Education

October 10, 2-3pm ET

- Meeting Students Where They Are

November 7, 3-4pm ET

FOR MORE INFORMATION
AND TO SHARE IDEAS

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