Top Ten List – Competencies and What NOT To Do

- Create competencies because this is the “new” thing…not to solve specific problems
- Mistake competency-based education for assessment and recognition of “experience”
- Mistake competency-based education for “correspondence-style” learning where the student is completely independent and does not benefit from the guidance and support of someone with greater expertise
- Create competencies devoid of context
- Create competencies without benefit of both academic and employer expertise
- Create competency statements of discrete knowledge or skills…not robust statements of competency that include knowledge, skills, and disposition/judgment
- Create competencies that are not measurable
- Assume the competency development process is complete once competency statements are written
- Launch competency-based programs without considering the need for educator development and supports to implement
- Launch competency-based programs without considering how to communicate to other stakeholders who need to understand what the learner has achieved

Defining Competencies

Well-written competency statements express the following:

- Knowledge (What do I need to know? What theories or ideas?)
- Skills and abilities (What do I need to be able to do?)
- Intellectual behaviors (What dispositions must I display?)
- Application and transfer (Where must I be able to apply knowledge, skills, and abilities, and at what level?)

Competency-Based Education Network (C-BEN) Quality Framework Users Guide

- Demonstrated institutional commitment to and capacity for CBE innovation
- Clear, measurable, meaningful and integrated competencies
- Coherent, competency driven program and curriculum design
- Credential-level assessment strategy with robust implementation
- Intentionally designed and engaged student experience
- Collaborative engagement with external partners
- Transparency of student learning
- Evidence-driven continuous improvement processes


Resources

- Competency-Based Education Network (C-BEN)
  - http://www.cbenetwork.org/
Presenters

- Dr. Carmen Allen, Interim Dean of Business and Technology, Lincoln Land Community College (carmen.allen@llcc.edu)
- Dr. Stephanie Bernoteit, Deputy Director for Academic Affairs, Illinois Board of Higher Education (bernoteit@ibhe.org)
- Dr. Nancy Latham, Executive Director for Council on Teacher Education, University of Illinois at Urbana-Champaign (mlatha@illinois.edu)
- Dr. Dan Woestman, Superintendent, District 100 (dwoestman@district100.com)

Competency Development Process Model

Latham, Darragh, & Bernoteit (in publication 2019)
Do not use without permission.