

COMPETENCY-BASED EDUCATION

FACULTY INTEREST & INFORMATION SESSIONS



Dr. Jack DeRochi, Dean, Graduate School

Dr. Pat Guilbaud, Dir. of Extended Education

Dr. Kimarie Whetstone, Dir. of Online Learning

Dr. Tracy Griggs, Assoc. Professor of Management

Dr. M. Gregory Oakes, Professor, Associate Dean,
College of Arts and Sciences

Dr. Bettie Parsons Barger, Assoc. Professor, Dir.
Rex Institute, EDCO Chair, Dir. EPP, COE

Dr. Lisa Harris, Professor, Dir. of Graduate Studies,
M.A.T. Program Director

INSTITUTIONAL SUPPORT

- Presidential Support
- Board of Trustees Presentations:
 - April, preliminary
 - June, full presentation
- VPs
- ALC
- Division of Graduate, Online, and Extended Education

Strategic Planning Committee

(Strategic planning. Enrollment, Cost and revenue projections)

- **Jack DeRochi**, Dean, Division of Grad, Online, Extended Ed
- **Gary Simrill**, Special Asst to Pres for Community Relations, Office of the President
- **Justin Oates**, VP for Finance and Business Affairs
- **Joseph Miller**, VP for Enrollment Management and Marketing
- **Amanda James**, Director of Admissions
- **Tim Drueke**, Asst Provost, Curriculum & Program Support
- **Pat Guilbaud**, Dir. Extended Education
- **Greg Oakes**, Associate Dean, CAS
- **Bettie Parsons Barger**, EDCO Chair, Dir. EPP, COE
- **Tracy Griggs**, Associate Professor, CBA
- **Liv Livek**, Assistant Professor, CVPA
- **Kimarie Whetstone**, Dir. Online Learning

Program Development, Design & Coordination Committees

- to include faculty and staff from across campus

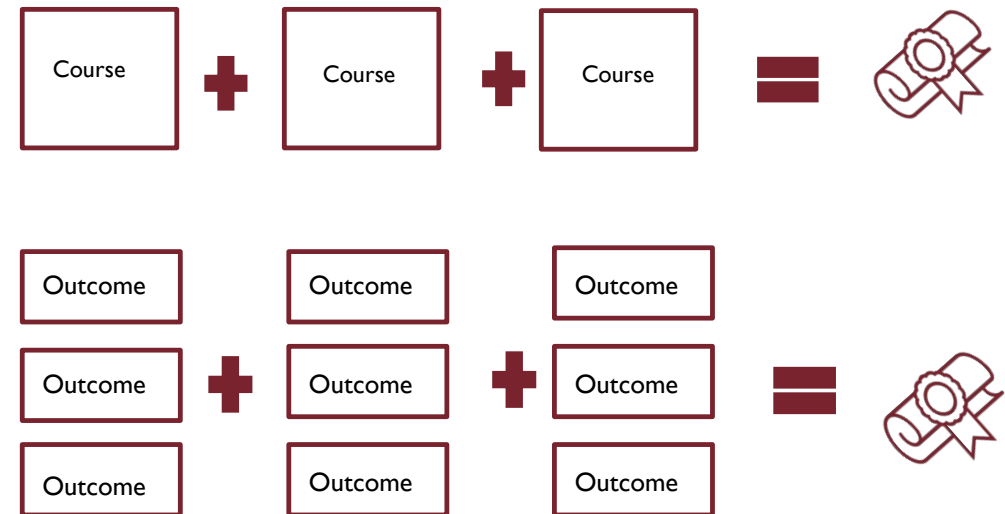
Implementation Committee

(Operations and implementation)

- **Jack DeRochi**, Dean Graduate School
- **Amanda James**, Director of Admissions
- **Kimarie Whetstone**, Director of Online Learning
- **Tim Drueke**, Asst Provost, Curriculum & Program Support
- **Pat Guilbaud**, Dir. Extended Education
- **Chip Werner**, Dir. Administrative Systems and Programming
- **Kinyata Adams-Brown**, Assoc. Dean Engagement, Diversity, and Inclusive Excellence
- **Michelle Hare**, Director of Financial Aid
- **Gina Jones**, Registrar
- **Jeremy Whitaker**, Associate VP for Finance
- **Amanda Hackney**, Student Financial Services Mgr.
- **Katie Price**, Dir. of Marketing
- **Allison Brinkley**, Adult Student Outreach/Services Coordinator
- **Noreen Gaubatz**, Director of Institutional Effectiveness & Assessment
- **Scott Amundsen**, Director, Bachelor of Prof Studies program
- **David Rollings**, Director of Admissions Operations & Systems

COMPETENCY-BASED EDUCATION DEFINED

- A model for higher education, ideal for **adult and professional students** returning to college
- Focus on learner **mastery** of knowledge, skills, abilities, attitudes and behaviors (competencies)
- **Competencies** stack into micro-credentials, certificates, degrees
- **Credit for prior learning (PLA)**
- **Time is variable**, learning is fixed
- **Flexible, pre-planned, backwards designed** curricular journey
- Performance-based, criterion-referenced and **authentic assessments**
- **Personalized approach** to wrap-around supports



*Competency-based education is a method of academic instruction and evaluation based upon students demonstrating **mastery** of a subject via **performance on relevant, high fidelity, real-world assessments**. De-emphasizes time in seat for demonstration of proficiency.*

PURPOSE OF COMPETENCY BASED EDUCATION

To convey a learner's **capabilities** more clearly and explicitly to employers, while empowering students to engage in a more **personalized learning** experience, at an **affordable price point**, with the **flexibility of time**, which allows them to integrate it with their work and family.



Competency Program Example



DEVELOPMENT PLANS

Anticipated Timeline

- **Spring/Summer 2023:** 1st Suite Program Identification
- **Fall 2023:**
 - COE CBE alternative teacher certification launches
 - Curricular action for new programs
- **Spring 2024-Fall 2024**
 - Instructional Design for 1st Suite programs
- **Spring 2025-Fall 2025:**
 - Full BPS → CBE launch; and 1st suite launch
- **Spring 2026 forward:** Continue to scale and grow CBE across campus

Which programs, and when?

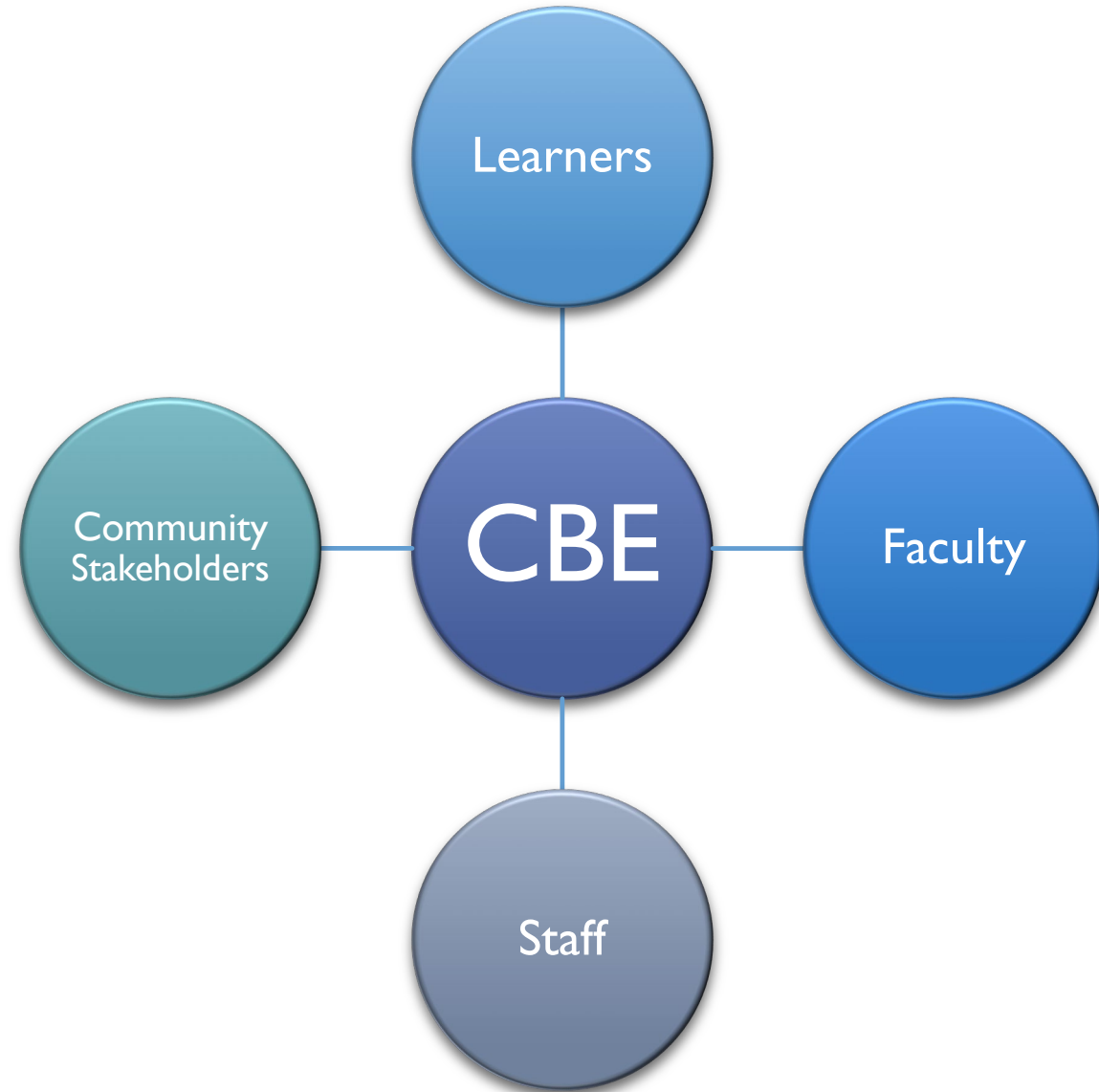
- Identify 1st suite (2-4 programs)
- **We are looking for a few programs ---** to match with area demand (e.g. Piedmont Medical; Atrium; Comporium; LPL; Schools)
- 2nd suite of programs not far behind!

Where in your college might CBE be a natural fit? What employer needs can your programs help meet?

ADMINISTRATION PLANS

- Winthrop will retain course and credit-hour structure on “back end”
- Faculty compensation for course/program development – yes!
- Faculty compensation for assessment of student work – yes!
- Expert training – yes!
- Website coming soon
- **CHE, SACSCOC and other program accrediting bodies** are acquainted with CBE and working with us through this process!
- **Research currently underway on:**
 - Learning Design Support (internal vs. vendors like Wiley)
 - LMS System Capabilities & Costs
 - Other vendors (EAB, CBEN, CompleteU, CollegeRecon, and others)
 - Other campus models for *everything* CBE related
- **Budget and Financial Modeling underway**

CBE STAKEHOLDERS



CBE EMPLOYS BEST PRACTICE FOR A QUALITY EDUCATION

Relevance

Rigor

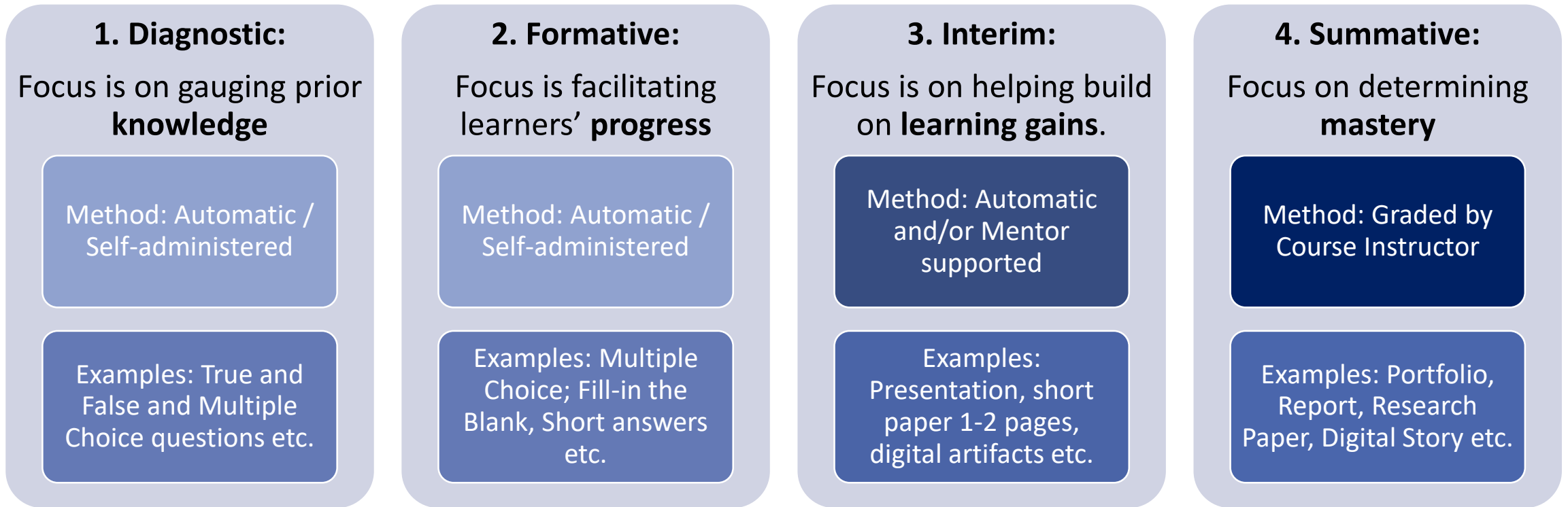
Assessment

Personalized

Progress

Mastery

APPROACHES TO ASSESSMENT IN CBE



Benchmarks Depend on Competency & Assessment Method

| Competency Mark Percentage | Abbreviation | Dichotomy | Range |
|---------------------------------------|--------------|---------------|---------|
| Mastered | M | Meets | 80-100% |
| Not Yet Mastered / In Progress | PR | Does Not Meet | < 80% |



*Rex Institute for Educational
Renewal and Partnerships*

COLLEGE OF
EDUCATION
COMPETENCY-BASED,
CERTIFICATION
ONLY PATHWAY TO
INITIAL TEACHER
LICENSURE

OUR PROCESS



Community Partners



Time and Flexibility



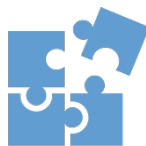
Gather Team



Professional Development



Identify Standards &
Develop Competencies



Develop Template



Collaboration



Develop Content

ASSESSMENTS



**BALANCE OF FORMATIVE &
SUMMATIVE ASSESSMENTS**



**BALANCE OF AUTOMATIC
GRADING AND FEEDBACK VS.
EVALUATOR GRADING AND
FEEDBACK**



**REAL-WORLD, APPLICABLE
ASSIGNMENTS THAT BENEFIT
LEARNERS IN THEIR EVERY-DAY
PRACTICE**

CBE Conversations & Reflection

- What are some initial thoughts about CBE?
- What community partners might you engage?
- How might CBE work in your program area? Department? College?
- What additional questions might you have?