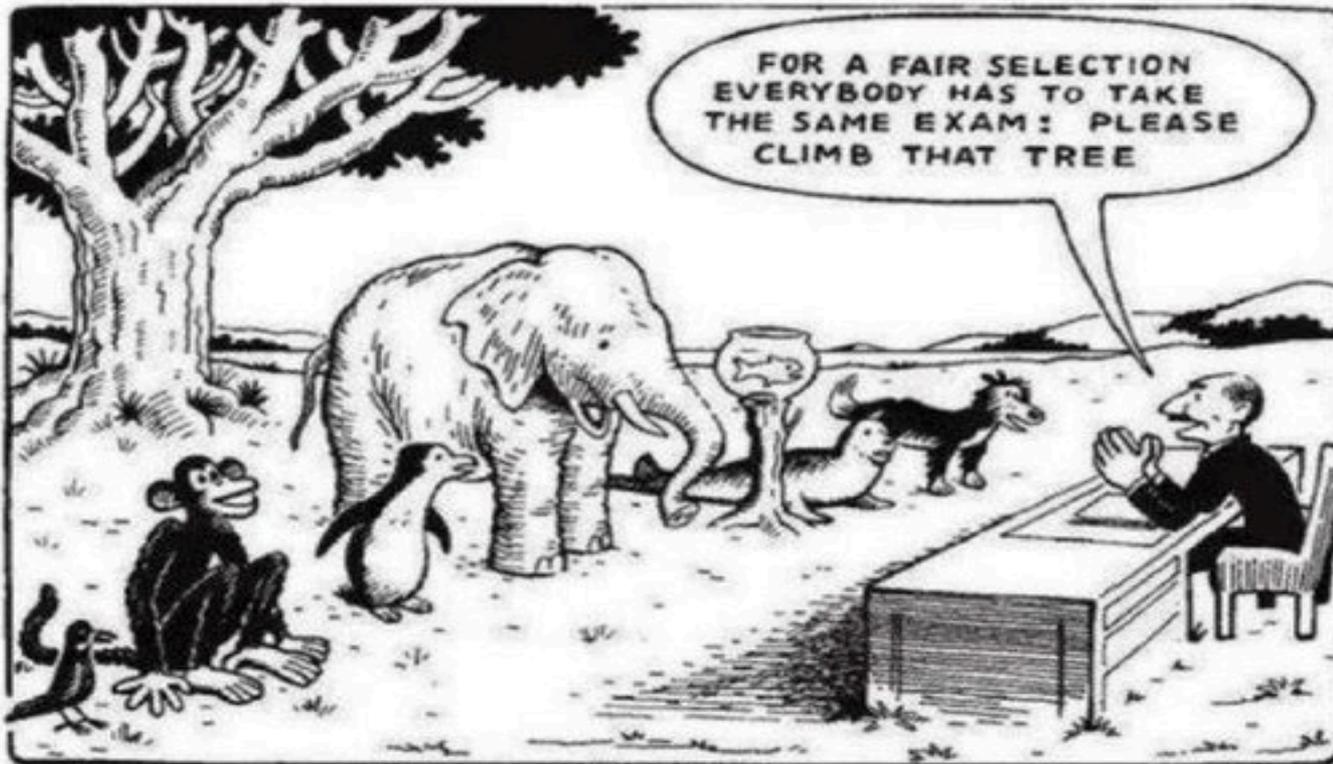




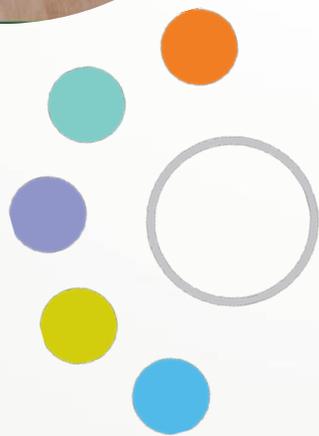
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Competency Education: Capitalizing the Promise of Personalized Learning

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KnowledgeWorks*



Our Education System



What is Personalized Learning?

- **Instruction that is aligned** to rigorous college-and-career ready standards and the social and emotional skills students need to be successful in college and career;
- **Instruction that is individualized**, allowing each student to design learning experiences aligned to his or her interests;
- **Pace of instruction that is varied** based on individual student needs, allowing students to accelerate or take additional time based on their level of mastery;
- **Educators' use of data** from formative assessments and student feedback in real time to differentiate instruction and provide robust supports and interventions so that every student remains on track to graduation;
- **Student and parent access** to clear, transferable learning objectives and assessment results so they understand what is expected for mastery and advancement.

What is Competency Education?

Competency Education is defined by the following elements¹:

- Students advance upon mastery, not seat time.
- Competencies include explicit, measurable, transferable learning objectives that empower students.
- Assessment is meaningful and a positive learning experience for students.
- Students receive timely, differentiated support based on their individual learning needs.
- Learning outcomes emphasize competencies that include application and creation of knowledge, along with the development of important skills and dispositions.
- By integrating all five elements, high quality competency education ensures that each student graduates with the knowledge and skills he or she needs to be successful in college and career.

1. Patrick, S. and Sturgis, C. Necessary for Success: Building Mastery of World-Class Skills. A CompetencyWorks Issue Brief, International Association for K-12 Online Learning. (2013).

http://www.competencyworks.org/wp-content/uploads/2013/02/inacol_cw_issuebrief_building_mastery_final.pdf

Evolving Educational Elements

Elements of Traditional Education	Key Elements of Competency Based Learning
Students advance based on time and age	Students advance on mastery
Student expectations communicated through quarterly grades	Clear, measureable learning objectives
Assessment comes in the form of end-of-course exams	Assessment is ongoing and meaningful for students
All students receive the same instruction	Students receive differentiated support
Focus is on student's rote learning and performance on summative assessments	Focus is on a student's ability to transfer content and skills to a setting
Stagnant, unresponsive system	Adaptive to changing needs of students, teachers, and community

Benefits of Competency Education



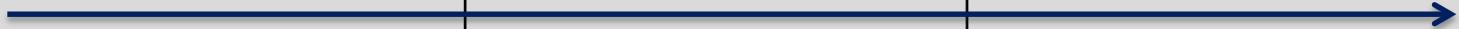
System is redesigned around the student

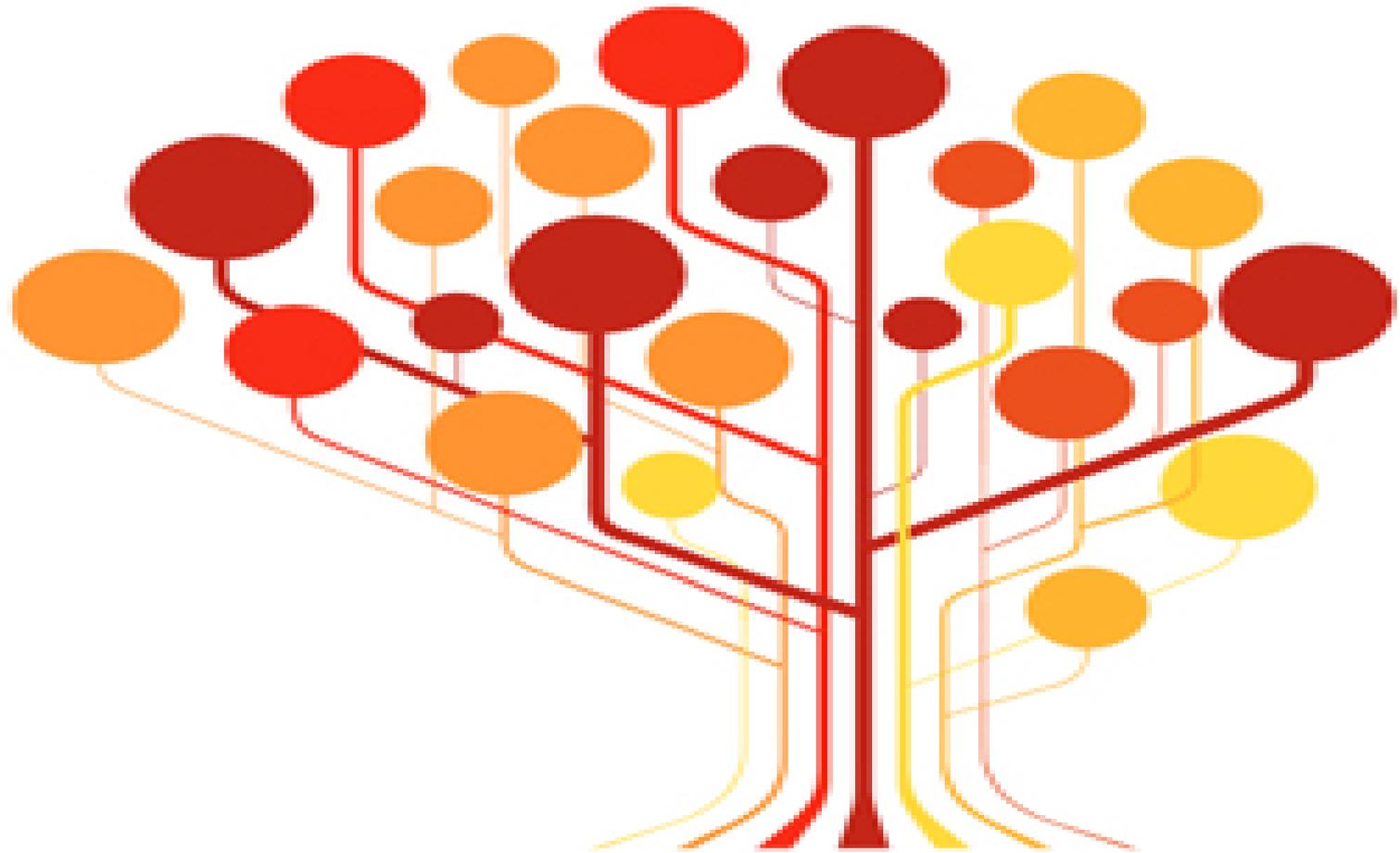
Emphasis is on knowledge & skills – not time spent in class

Intensive and targeted supports ensure all students succeed

Educators become powerful learning agents through collaboration and personalization

Competency Continuum

	Traditional	Emerging	Competency-Based
			
Learning Progression	Students are expected to master grade level college and career ready standards.	Students are expected to master grade level college and career ready standards and transferable skills.	Students are expected to master competencies aligned to college and career ready standards. Each competency has clear, transferable learning objectives.
Learning Pace	Students advance at the instructor's pace regardless of whether they mastered the learning objectives or need additional time.	Students may take accelerated courses if they demonstrate readiness. Students receive specialized support when they fall behind peers. Educators continually group students to encourage peer learning and maximize learning gains for all.	Students advance at their own pace throughout the year, capitalizing on customized student supports and accelerated learning opportunities to ensure a high quality learning experience.



**District Conditions for Scale:
A Practical Guide to Scaling Personalized
Learning**

District Conditions for Scale

Curriculum

Instruction

Comprehensive Assessment System

Learning Environments

Student Supports

District Conditions for Scale

Professional Development

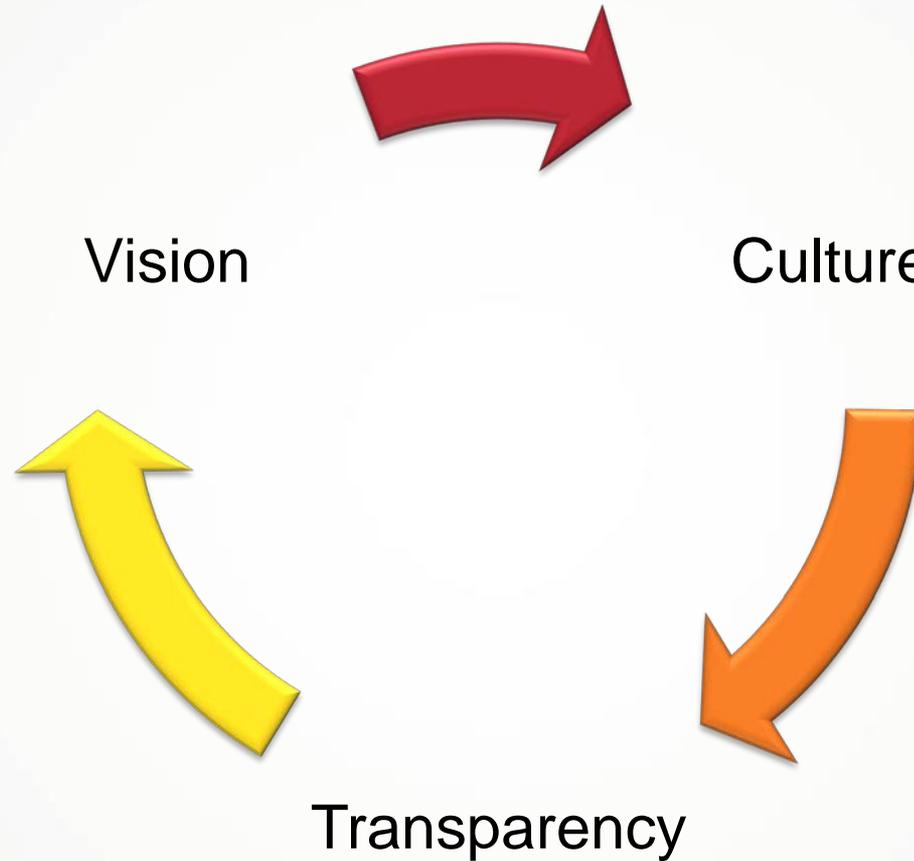
Leadership Development

Technology Policy

Comprehensive Data Systems

Partnerships

Meta Themes





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