

# CompetencyWorks

## Designing for Equity: Leveraging Competency-Based Education to Ensure All Students Succeed

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# Overview of Learning Goals

- Understand the flaws of the traditional system.
- Understand 10 distinguishing features of competency-based education.
- Review a definition of educational equity.
- Explore 9 equity principles.
- Discuss actions to advance greater equity within the field of competency-based education.

# *10 FLAWS OF THE TRADITIONAL SYSTEM*

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How do these features contribute to inequity?

# 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**

# *DISTINGUISHING FEATURES OF COMPETENCY-BASED EDUCATION*

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How do these features contribute to greater equity?

# 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.

Q & A

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# A DEFINITION OF EDUCATIONAL EQUITY

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# Equity Strategies

## *National Equity Project*

*Educational equity means that each child receives what he or she needs to develop to his or her full academic and social potential. Working toward equity in schools involves:*

- *Ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any social or cultural factor;*
- *Interrupting inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children; and*
- *Discovering and cultivating the unique gifts, talents and interests that every human possesses.*

# 9 EQUITY PRINCIPLES

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EQUITY PRINCIPLES: In order to seek educational equity, districts and schools will...



Nurture Strong Culture of Learning and Inclusivity



Engage the Community in Shaping New Definitions of Success and Graduation Outcomes



Invest in Adult Mindsets, Knowledge and Skills



Establish Transparency About Learning, Progress and Pace



Monitor and Respond to Student Progress, Proficiency and Pace



Respond and Adapt to Students Using Continuous Improvement Processes



Develop Shared Pedagogical Philosophy Based on Learning Sciences



Support Students in Building Skills for Agency



Ensure Consistency of Expectations and Understanding of Proficiency

# Equity Principles



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Culture of Learning  
and Inclusivity



Engage the Community in Shaping  
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# Equity Principles



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About Learning,  
Progress and Pace



Monitor and Respond  
to Student Progress,  
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Respond and Adapt to  
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# Equity Principles



Develop Shared  
Pedagogical Philosophy  
Based on Learning Sciences



Support Students  
in Building Skills  
for Agency



Ensure Consistency of  
Expectations and Understanding  
of Proficiency

Q & A

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CHARTING THE COURSE  
FOR GREATER EQUITY IN  
COMPETENCY  
EDUCATION FIELD

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# Building Greater Equity and Diversity

- Build knowledge on equity strategies used by districts and schools. Crosswalk equity strategies with personalized learning.
- Create initiative for districts and organizations to set baseline and goals for equity and diversity.
- Engage in strategies to build equity-oriented leadership and build adaptive leadership skills.
- Expedite knowledge and implementation of moderation processes to build consistency in determining proficiency.

# Webinar Series

- 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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