

The Promise and Challenge of Competency Based Education

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Is the hype real?

- 125,000 students in CBE programs (100K at WGU and Excelsior)
- Market: 3 million
- Growing faster than traditional market
- Expected to grow 20% over next 5 years, to 400,000 by 2020

The Impact of Competency Based Education

- Access for post-traditional students to high quality Christian education.
- Flexibility to balance work, family, and school.
- Pacing to complete easier subjects quickly, and more difficult subjects slowly.
- Lower cost for students who are at an average or faster than average pace.
- Credit for what the student already knows (up to 30 hours in direct assessment and up to 30 hours in prior learning/portfolio assessment)

What Design elements are needed for quality program?

Source: Competency Based Education Network

Learner centered



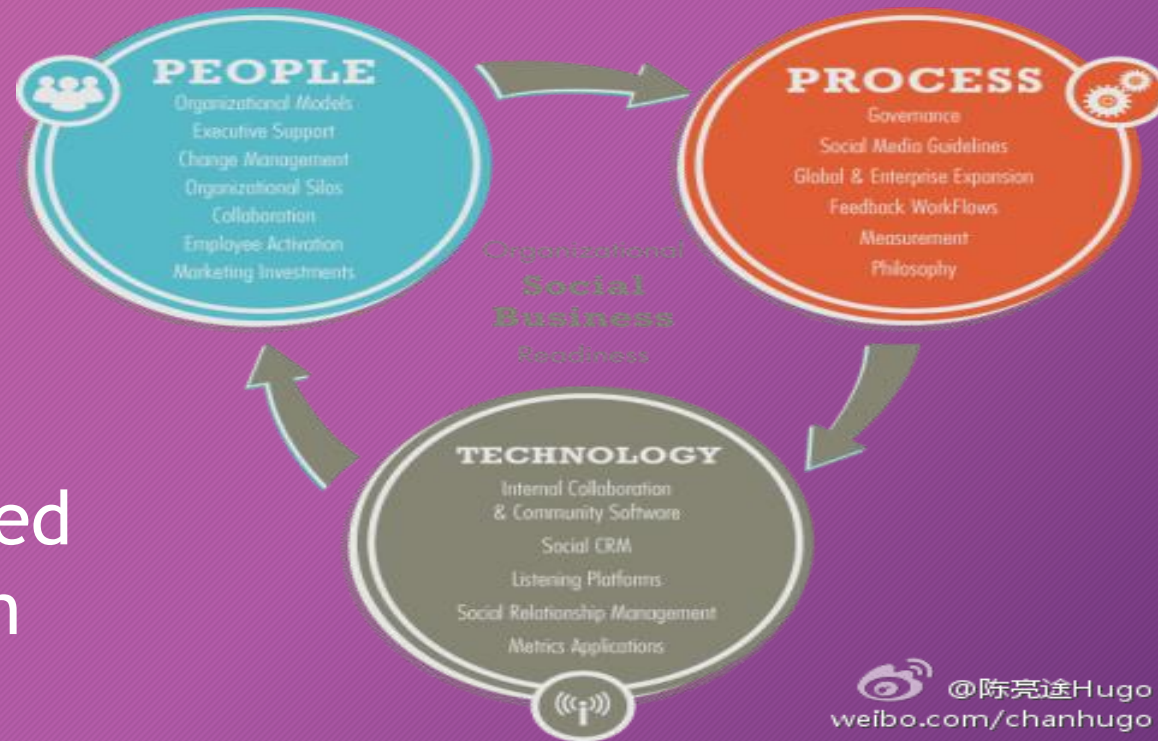
Learning is fixed and non-negotiable, time, place, pace and method is variable.

New or adjusted financial models



\$6000 for 6 months
of unlimited
learning.

Enabling and aligning business process systems



What if we designed with the learner in mind?

Proficient and prepared graduates

Start with the end in mind.

What competencies do students need to succeed in the workplace, the community, the family, the church?

How will graduates show their competency to others? (transcripts, badges, etc.)



category

level achieved

competency

*Clear, cross cutting and specialized
competencies*



Technical competencies
identified from
professional standards or
content experts.

Cross-cutting
competencies: CORE
competencies licensed
from POLARIS

Measurable and meaningful assessments



- All competencies assessed by independent assessor
- All assessments as close to real application as possible (simulations, projects, artifacts, observations)
- Each individual competency assessment **MUST BE PASSED** with 80 or above. (Not averaged)

Flexible staffing roles and structures



- Teaching and Learning Fellows
- Assessors
- Student Success Advisors
- Coaches
- Content Specialists

Engaged faculty and external partners



Lipscomb's major partners:

Tractor Supply Company

Lee Company

Cumberland Heights

Pinnacle Bank

Embedded process for continuous improvement



Constant and consistent student learning data to drive program and course level changes.

Student feedback

Examples from the field

A practitioners viewpoint of the model

What is the role of a faculty coach?

- **Awareness of Design Elements**
 - ✓ Flexible staffing roles and structures
 - ✓ Engaged faculty and external partners
 - ✓ Coherent competency driven program and curriculum design



EXAMPLES

What is the value added for the student?

- Student Centered Design Elements
 - ✓ Proficient and prepared graduates
 - ✓ Clear, cross cutting and specialized competencies
 - ✓ Learner centered

Sally, Judy, Shane and Joe



Questions