

Welcome!

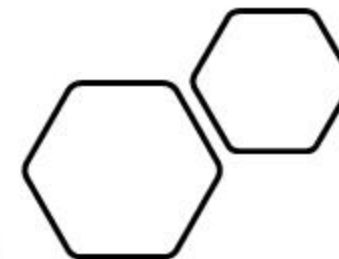
*We will begin shortly...*

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Competencies  
Webinar Series



# Competency Based Education Assessment Models

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IBSTPI promotes high standards of professional practice in training, performance, and instruction for the benefit of individual and organizational consumers through systematic research and development.

Competency sets:

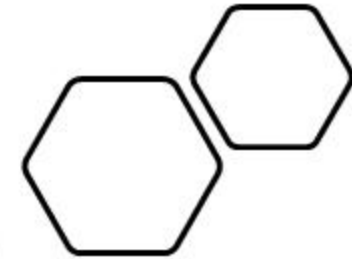
- Instructor
- Instructional Designer
- Evaluator
- Online Learner





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## Monthly Webinar Series Topics:

1. Competencies: How Do We Define “Competency”?
2. Dispositions (or Attitudes) – Part 1: Defining & Fostering
3. Dispositions – Part 2: Dispositions & Competency Models
4. Competencies in the Workplace
5. Competency-Based Curricular Approaches
6. Competency Based Education Pedagogical Delivery Models
7. **Competency-Based Assessment Approaches**

# Learning Objectives



1

Explain the foundational principles of CBE Assessment.

2

Identify various types of CBE Assessment and their applications.

3

Design or adapt assessments aligning with competencies and supporting mastery-based learning.

# Let's Get to Know Each Other!



Introduce yourself



Tell us your industry

# Defining Competencies



- **Knowledge, Skills, and Dispositions**
  - ***Knowledge*** = “know what”
  - ***Skills*** = “know how”
  - ***Dispositions*** = “know yourself/know why/know when”
- Sometimes expressed as “...**in a context**” or “**in a task**”

# Why Competency-Based Education?



- “One size fits all” doesn’t work
- CBE = Progress based on mastery
- Personalized, flexible, and skill-focused

# Four Pillars of CBE Strategy



## Program Strategy

- Financial Models
- Program Models
- Tuition Models
- Staffing

## Course Design

- Course Structure
- Content & Activities
- Assignments & Assessments
- Grades/Mastery

## Course Delivery

- Flexible Entry/Exit
- Student Pacing & Minimum Standards
- RSI
- Grading Habits

## Data & Support

- Faculty & Student Preparedness
- Enrollment & Registration
- Coaching/Progress Monitoring

# Key CBE Assessment Principles



- Mastery of clearly defined competencies
- Flexible pacing based on learner progress
- Emphasis on application and transfer of knowledge
- Transparency of learning goals and assessment criteria

# Approaches for CBE Assessment



## Formative

- Check-ins
- Self-assessments
- Feedback Loops

## Summative

- Task and performance driven
- Connect to authenticity
- Simulations, showcases

## Authentic:

- Real-world problem focused
- Projects
- Presentations

## Implication:

- Note these are not largely different from traditional assessments.

# Design of Effective CBE Assessments



- Align assessments to specific competencies and outcomes
- Use rubrics to define levels of mastery
- Promote learner reflection and self-evaluation
- Allow opportunities for revision and demonstration of growth

# Benefits vs. Challenges



## **BENEFITS**

- Clear expectations for learners
- Emphasis on meaningful and relevant learning
- Supports equity by meeting learners where they are

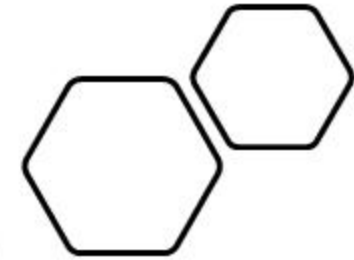
## **CHALLENGES**

- Time and resource intensive
- Requires cultural and structural shifts
- Maintaining assessment consistency and rigor



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## Examples - Showcase

# Takeaways and Closing Thoughts



- Competency-based assessment = learning that sticks
- Supports personalized, meaningful, and equitable education
- Start small—pilot one rubric or redesign a single assessment
- “Assessment isn’t just about grading—it’s about guiding.”

# Group Discussion



Discuss one or both of the following:

1. How might you apply CBA in your instructional context?
2. Which takeaway from today's session resonates most?

# Final Challenge

As a designer, trainer, faculty, manager, etc....

- Think about the conclusion – what is one realistic action you can take now?

