

Roadmap for Competency-based Systems: Facilitator's Guide

Welcome!

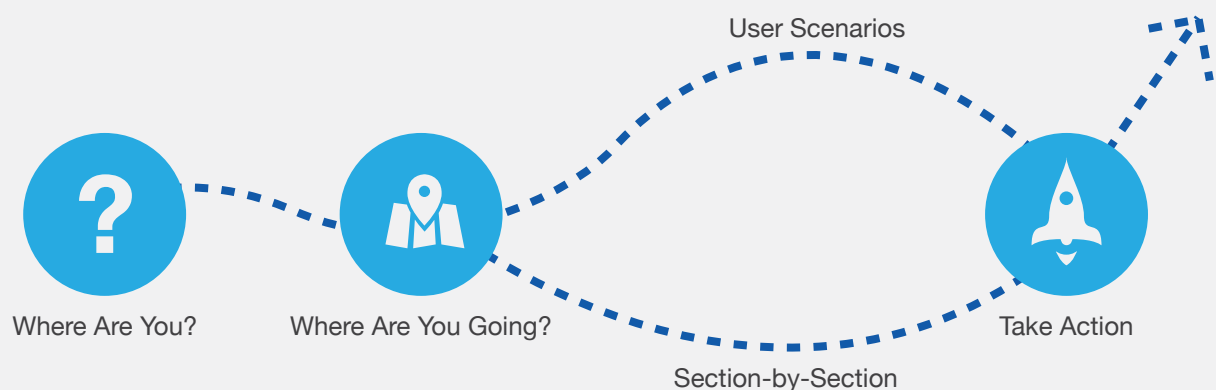
Moving from a traditional time-based educational system to a competency-based model is challenging yet inspiring work. Gone will be the method of one-size-fits all instruction, in its place will be a learning environment that is personalized and paced to each student's unique needs, as they demonstrate mastery of their learning and then move on when ready. To get from here to there, though, requires a remodeling of the current system.

This *Roadmap* is a tool to help educational leaders get there—with a lens focused on the **technology** needed to support the effort. While technology alone is not the solution, the right technologies, employed by talented educators, can enable the kind of student-centered learning that's central in a competency-based system, especially as it moves to scale.

Through expansive research, our own work in the field and the first-hand experiences of educators from across the country who are in various stages of implementing competency-based learning, the Council of Chief State School Officers (CCSSO) and 2Revolutions, an education design lab, designed the *Roadmap for Competency-based Systems* to chart a course of readiness indicators in three categories: Technology; Technology Policy and Capacity to Implement (leadership, professional development, IT planning, communications, etc.). The map helps you see and understand a progression from Entry to Emerging, Adapting and Transforming on the journey toward a competency-based learning system.

It is our hope that this tool will allow users to better understand the choices and decisions that can enable a successful transition to competency-based learning as a school, district or state.

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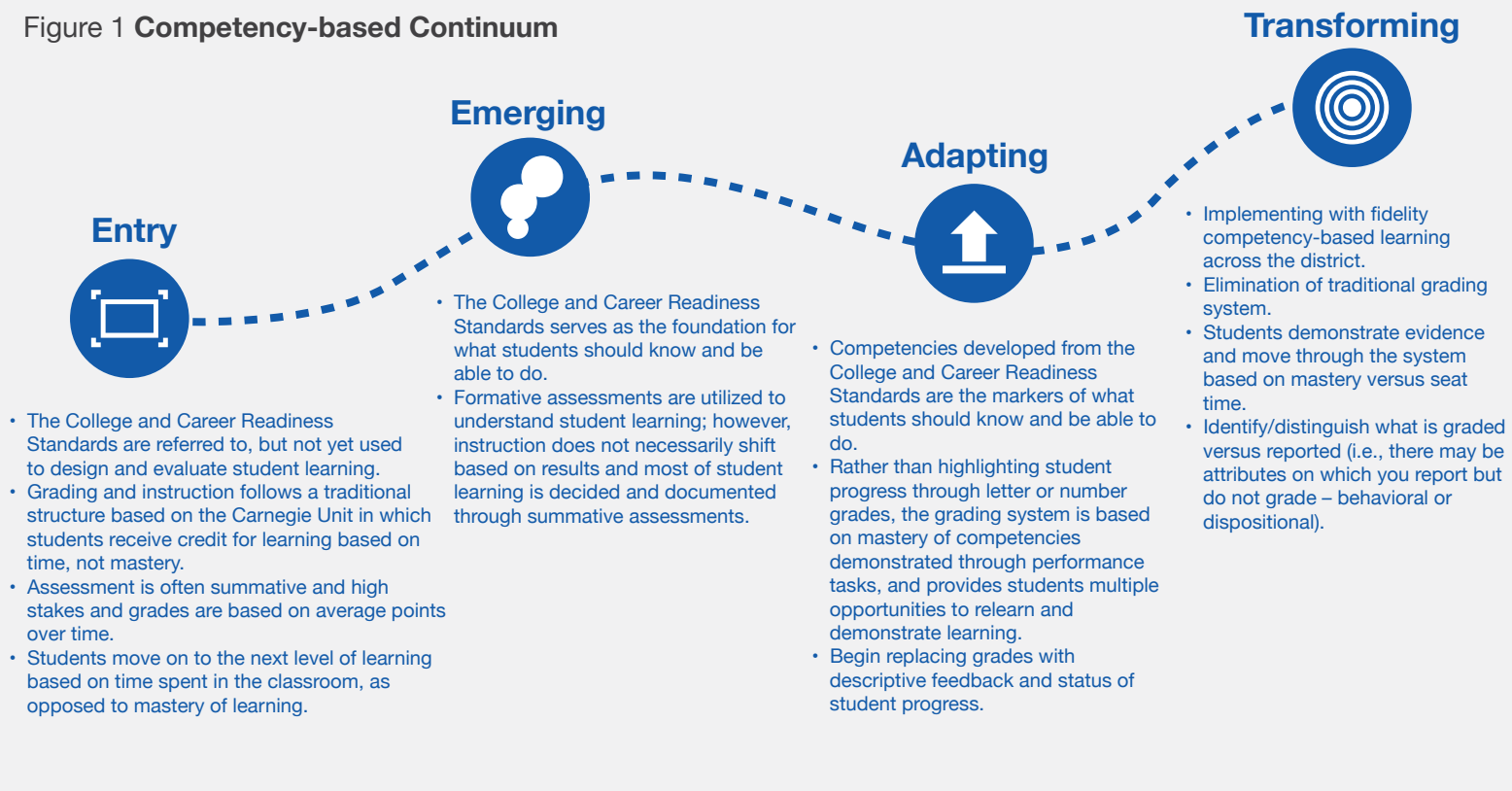


Resources to Support You



The first step to facilitating the use of this tool is to have users find themselves on the continuum below. This provides you with a baseline orientation for use throughout the tool—where are you pedagogically and where are you trying to go?

Figure 1 **Competency-based Continuum**



Where are you on the continuum?

Why? Describe how you see yourself in the continuum.



There are two paths through the *Roadmap*: **user scenarios** or exploring each **section individually**. Continue through the guide to pick which path is right for you.

What's your goal? How will you know you get there?

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User Scenarios

Use the prompts to find which scenario supports you best.

Scenario 1: Entry

We are a state or district/school **beginning to think about a move toward competency-based education (CBE)**. We recommend that you read more about [CBE](#) and make a list of all questions you have.

General Questions	Technology-related Questions
	<p>Take Action!</p> <ul style="list-style-type: none">• Explore the Technology section in the Roadmap to help answer your questions and assess your needs.• Understand your current technology configuration with this tech audit.• Prioritize the jobs you need done by a tech platform with this framework.
Policy-related Questions	Capacity and Implementation Questions
<p>Take Action!</p> <ul style="list-style-type: none">• Explore the Policy section of the Roadmap to answer your questions and assess your needs.	<p>Take Action!</p> <ul style="list-style-type: none">• Explore the Capacity & Implementation section of the roadmap to answer your questions and assess your needs.



Scenario 2: Emerging/Adapting

We are a state or district/school **currently implementing CBE** faced with the **acute challenge of not having the right technology to support our efforts.**

Where are you on the continuum?	Question(s) to Consider or Problem(s) to Solve	What are your Action Step(s)?
<p>Take Action!</p> <p>Review the Tech section of the Roadmap and Technology Tool Combinations to help chart a course and answer your questions.</p>	<p>Take Action!</p> <ul style="list-style-type: none"> • Understand your current technology configuration by capturing what you are currently using with this tech audit. • With this framework, understand how you're prioritizing the jobs you need done and the corresponding tools. • Better understand fit with potential vendors with this set of questions. 	

Scenario 3: Adapting/Transforming

We are a state or district/school **ready to focus on the implementation of our technology** based on the choices we have made. As we get ready for implementation, **we need to put in place the right policy and ensure that we think through our implementation.**

Where are you on the continuum?	Question(s) to Consider or Problem(s) to Solve	What are your Action Step(s)?
<p>Take Action!</p> <p>Review the Technology Policy and Capacity to Implement sections to move your plan from conception to implementation.</p>		



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Section-by-Section

You can also utilize and interact with the Roadmap through its distinct sections.

Start with Technology If you want to develop a deeper understanding of technology specifications, tools, and tool combinations that support a move towards a competency-based system.

Problems you are trying to solve as you move through the *Roadmap*:

- What jobs do we need to do that **technology can help make more efficient**?
- How can we **leverage these high quality tools** in different configurations?
- How will the technologies **integrate with our current systems**?
- How will this help us **implement College Career Readiness Standards**?
- How will it **align with state reporting**?

Start with Policy if you want to understand technology-focused policies and practices that enable a move toward next generation systems, including privacy and security, how to utilize open education resources (OERs), and the evolution of developing technology use standards and broadband access for your learning environment.

Problems you are trying to solve as you move through the *Roadmap*:

- How will **technology policies and standards impact use and utilization of your technology systems**?
- How can using **open education resources (OER)** allow for a more personalized modality of learning and **what do you need to do to manage and develop OER policy**?
- Privacy and security is critical to the infrastructure of a tech-enabled competency-based system—what are some of the **choice points around privacy policy** you have to focus on?
- How can you **learn from other districts, states, etc., who have balanced privacy and innovation with technology**?

Start with Capacity to Implement if you want to explore the conditions that need to be considered for successful implementation across this progression including leadership, professional development, infrastructure, public will, and resources.

Problems you are trying to solve as you move through the *Roadmap*:

- How should I be thinking about the **professional development needed to support** implementation?
- Do we have the **right organizational structures** to support a next generation system?
- How does our **leadership team and staff use and talk about technology**?
- Is our **infrastructure able to support full implementation**? What changes, if any, need to be made?
- How can we **meaningfully engage parents, families, unions, business partners, and community members** in the transformation?
- Are we **identifying shared, grant, and public/private resources** to scale technology in our organization?



Glossary - Understand What We Say

There's no quicker way to exclude people from meaningful engagement than by cluttering the conversation with the jargon that can fill our field, especially around education innovation. There is though, a certain tension in this roadmap since part of its value is to equip users with an understanding of the technical language of system-related requirements of the technology in the market. To ensure we're all speaking the same language and terminology never stands in the way of change, [refer to this glossary](#).

Understand What's Out There - Tech Tool Combos and Comparisons

We're at an age where our instructional goals and the needs of our educational system have surpassed the ability of one specific technology platform or tool. Luckily, the field is filled with a growing array of high quality technologies that can be combined together to meet the unique needs of our learners and educators. The [Technology Tool Combination](#) section shares sample pairings highlighting the capacity of the tool or platform and why it fits well with another tool. The [Comparison Tool Chart](#) illustrates the various jobs that platforms and tools do. We are tool agnostic—we are not in the business of endorsing one technology over another. Our goal with these combinations is to provide a starting point to understand the evolving market and better inform decisions.

Case Studies - Understand Who is Doing It

Building on the learnings of others is one of the most important things our field can continue to do to move the need forward on student outcomes. Embedded throughout the roadmap are case studies of schools and districts from across the country that have embarked on the work of competency-based learning powered, in part, by a creative use of technologies. Access full versions [here](#).

Federal Technology Policy - Understanding Policies to Support Your Work

This section provides an overview of federal policies that have impacted the conditions for next generation learning systems to be utilized in schools, district, and states. View Federal Technology Policies [here](#).