Toward a Common Language

Chris Sturgis
What would Andrew Carnegie think?
“People who are unable to motivate themselves must be content with mediocrity, no matter how impressive their other talents.”

--Andrew Carnegie
“Human beings have an innate inner drive to be autonomous, self-determined, and connected to one another. And when that drive is liberated, people achieve more and live richer lives.”

--Daniel H. Pink, *Drive: The Surprising Truth About What Motivates*
What Will it Take to Design a
K-16 – Career - Economic Driving Eco-System?

- Common Concepts and Language
- Common Design Principles
- Commonly Shared Commitment
1. Common Language
Common Aspects of Competency-Based Education

- Timely and differentiated support
- Clear, meaningful and measurable learning objectives
- Balanced system of assessment to provide feedback for learning and reliability of attainment
- Successfully demonstration of learning (transfer of K & S)
Segmenting the Pipeline?

- Elementary (Childhood)
- Secondary (Adolescence)
- C & C Transition (Young Adulthood)
- Workforce Dvlpt (Adulthood)
- Employers & Labor Market
Types of Competencies

- Lifelong Learning
- Academic Knowledge
- Transferable
- Tech/Workplace
Level of Learning: Consistency across and within sectors

Lessons from Aotearoa New Zealand

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2. Common Design Principles
Research on Learning and Development

• Learning is an activity that is carried out by the learner.
• Intrinsic motivation leads to better outcomes than extrinsic motivation.
• Effort is dependent on motivation and self-regulation.
• Acquiring new knowledge and skills requires effective feedback.
• Learning shaped by the way info is transferred into long-term memory.
Purpose & Culture Principles
1. Purpose-Driven
2. Commit to Equity
3. Nurture a Culture of Learning & Inclusivity
4. Foster the Development of a Growth Mindset
5. Cultivate Empowering & Distributed Leadership

Teaching & Learning Design Principles
7. Activate Student Agency & Ownership
8. Design for the Development of Rigorous Higher-Level Skills
9. Ensure Responsiveness

Structure Design Principles
10. Seek Intentionality & Alignment
11. Establish Mechanisms to Ensure Consistency & Reliability
12. Maximize Transparency
13. Invest as Educators as Learners
14. Increase Organizational Flexibility
15. Develop Processes for Ongoing Continuous Improvement & Organizational Learning
16. Advance Upon Demonstrated Mastery

Quality Principles for Competency-Based Education

CompetencyWorks BOOK
Quality Framework for Competency-Based Education Programs

Eight Elements of Quality

1. Demonstrated Institutional Commitment to and Capacity for CBE Innovation
2. Clear, Measurable, Meaningful and Integrated Competencies
3. Coherent Program and Curriculum Design
4. Credential-level Assessment Strategy with Robust Implementation
5. Intentionally Designed and Engaged Learner Experience
6. Collaborative Engagement with External Partners
7. Transparency of Student Learning
8. Evidence-driven Continuous Improvement
Modern Digital Credentials

- Learner-Controlled
- Skills-Based
- Verifiable
- Shareable
- Discoverable
- Interoperable
Table Talk

Which principles most important in creating competency-based models across sectors?

Which principles most important to strengthen the collaborative capacity for cross-sector system-building?
3. Commonly Shared Commitment
Are we committed to helping other segments of the system solve problems facing them?
#1 Calibrating across sectors: What does it really mean to be college ready?

#2 Grading that reinforces learning: If the GPA isn’t meaningful in terms of what students know, how can we reduce its stranglehold? What might replace it?
Are We Committed to the Same System Goals?
Holding Ourselves Accountable

Can we create a system in which

Equity = Quality = Continuous Improvement?
“We aren’t done innovating until every student graduates”

- Ty Cesene, Bronx Arena
Designing an educational ecosystem that is *learning-centered* and *competency-based*?
“There is little success where there is little laughter.”

-- Andrew Carnegie
Lifelong Learning = Building Blocks of Learning + Habits of Success

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