

Assessment Practices in Competency-Based Systems

Fraser Public Schools
February 16th, 2017

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Goals

Learn about Fraser's Competency Based Learning model using a systemic and strategic approach for school redesign.

This session will:

- (1) provide a framework for understanding Competency Based Learning and
- (2) explore how assessments are being designed to align to clearly defined learning bands and district competency statements.

a little bit about Fraser...

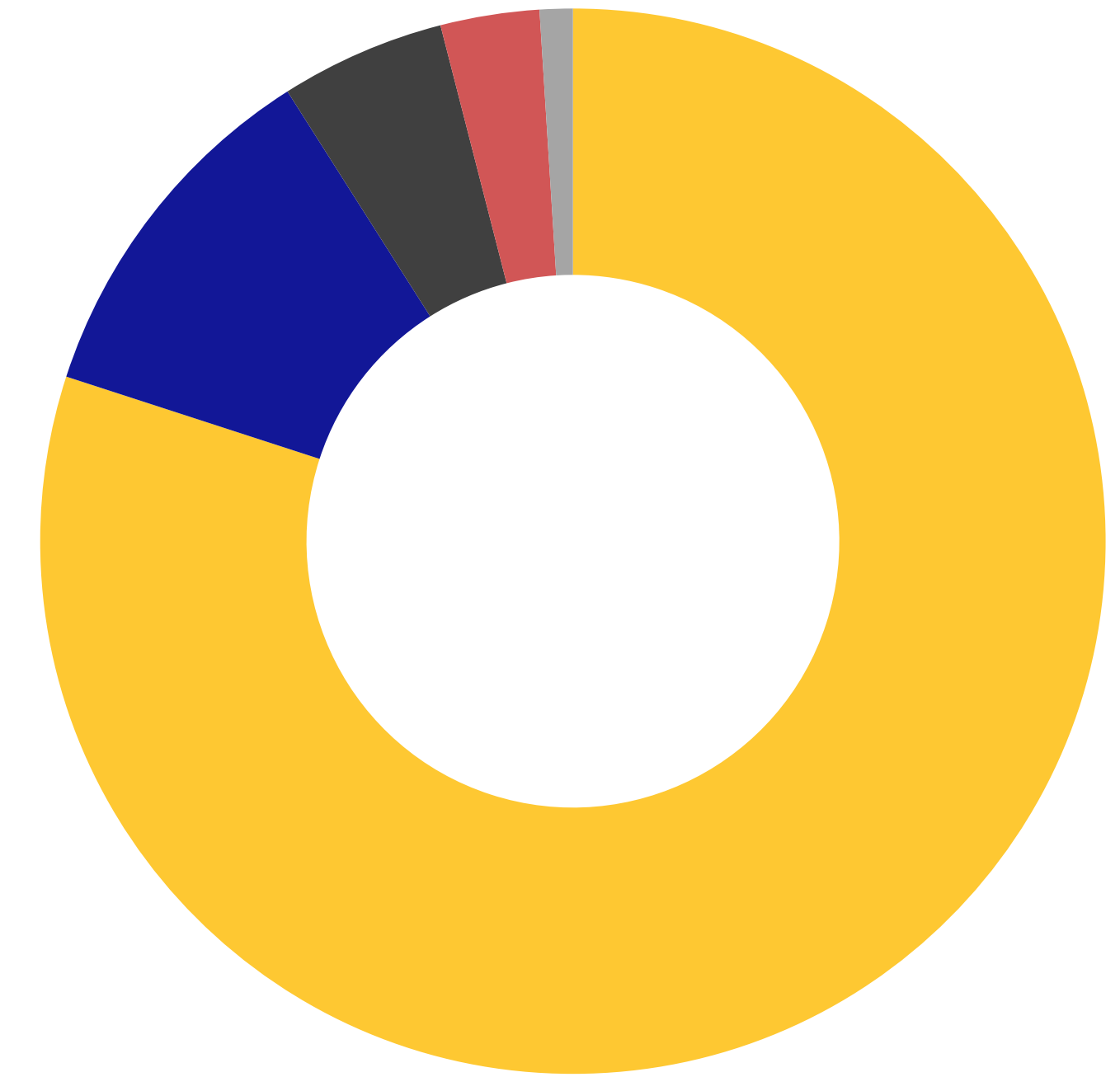


[9] SCHOOLS IN THE DISTRICT

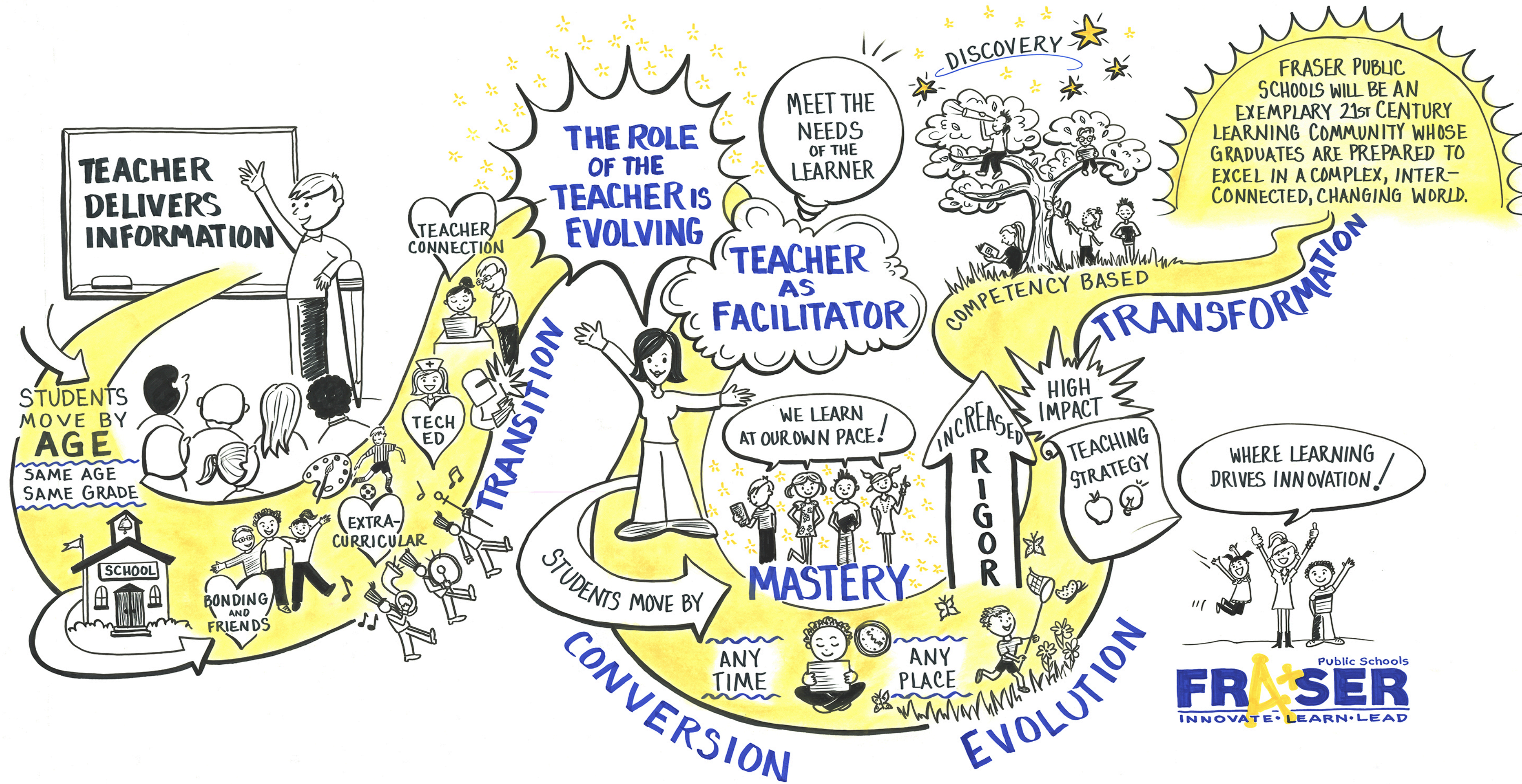
[5,261] STUDENTS

[1,803] SCHOOL OF CHOICE
STUDENTS (34% OF POPULATION)

[39%] STUDENTS RECEIVING
FREE/ REDUCED LUNCH



- CAUCASIAN (78%) ◆
- AFRICAN AMERICAN (12%) ◆
- MULTI-RACIAL (5%) ◆
- HISPANIC (3%) ◆
- ASIAN (2%) ◆



Competency Based Learning

- Refers to systems of instruction, assessment, grading, and academic reporting that are based on students demonstrating that they have learned the knowledge and skills they are expected to learn as they progress through their education.

Competency Based Learning

- In public schools, competency-based systems use state and national learning standards to determine academic expectations and define “competency” and “proficiency” in a given course, subject area, or grade.
- Competency with proficiency...

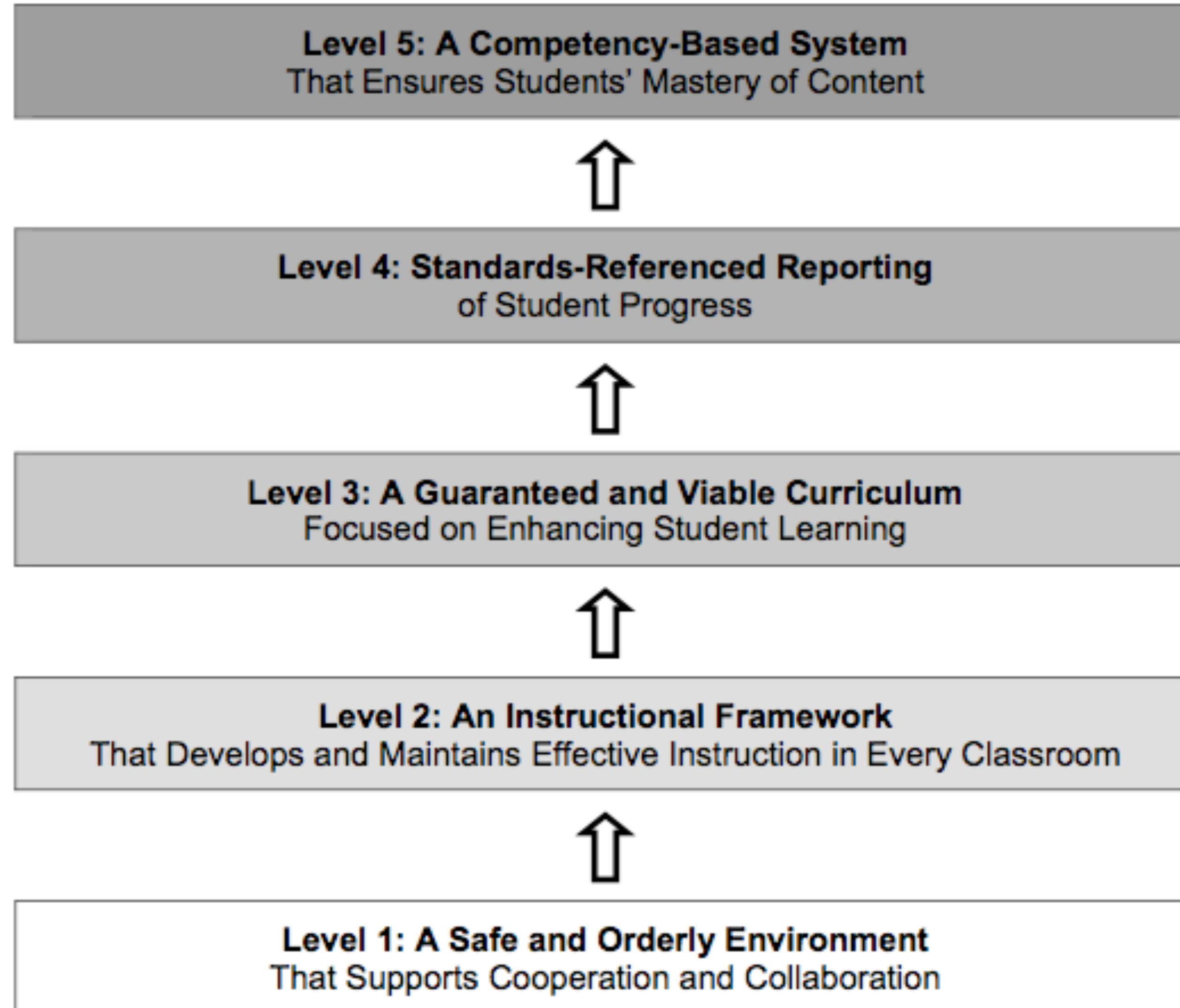
*Marzano: Becoming a High Reliability School, The Next Step
in School Reform.*

Marzano's organizational concept demonstrates the idea that when "the public expects fail-safe performance, successful organizations adjust their operations to prevent failures" (Thomas Bellamy).

High Reliability Schools

- Marzano proposes that the factors identified in the research to date are best organized into **five levels** that represent a hierarchy when one takes a high reliability perspective.
- A school cannot operate fully as a High Reliability Organization at one level if it is not already operating as an High Reliability Organization at the previous level.

BECOMING A HIGH RELIABILITY SCHOOL



Fraser's Model



Instructional Design Expectations

- Teachers demonstrate their understanding that Competency-Based Learning combines **content, skills, and conceptual competencies** for generating three dimensional learning.¹
- Teachers demonstrate their ability to build and organize resources around lessons (so that students have choice, scaffolding, engagement, and appropriate access to content at the level of rigor called for by the standards).
- Teachers demonstrate their ability to design lessons with diversity in pedagogy.
- Teachers demonstrate their understanding and ability to apply the Conceptual Unit Development Process.

Definition of Competency

Competencies include **explicit, measurable, transferable learning objectives** that empower students.²

¹ Teacher as Architect, www.modernteacher.com

² CompetencyWorks, www.competencyworks.org

INSTRUCTIONAL DESIGN EXPECTATIONS | DEFINITION OF COMPETENCY



- <http://cbflipbook.fraser.k12.mi.us>

DEVELOPING THE FRASER FRAMEWORK FOR COMPETENCY BASED LEARNING

In order to customize the learning experience and implement a competency based learning model, we needed to have defined competencies that are vertically aligned by both grade level and between courses.

By the end of the 2014 – 2015 school year, we developed a DK – 12th Grade vertically articulated road map of critical competencies we expect of a Fraser Graduate. This work is being completed through the PLC process.



What does it take to get the handshake at graduation?



FRASER'S CBL FRAMEWORK



For each discipline (Math, Science, ELA, Social Studies, Foreign Language, and Electives), we identify the standards, skills, content, macro and micro concepts, and enduring understandings by grade band (district) and unit (grade).

- ◆ K-2
- ◆ 3-5
- ◆ 6-8
- ◆ 9-12



Identify competency statements to describe 3-Dimensional Learning Competencies (one for each knowledge dimension)

- ✓ Declarative Knowledge – **Content Competency**
- ✓ Procedural Knowledge – **Skill Competency** Process, Skill, and Habits of Mind
- ✓ Conceptual Knowledge – **Concept Competency**
Relationships within and across disciplines
(organized around unifying ideas that support deep learning of content)

Resource: Modern Teacher Flip Book



District Level – Overarching Goals

(What do we want a Fraser Graduate to know and be able to do?)

Course/Grade Level (Units of Instruction)

- ✓ Content Competency
- ✓ Skills Competency
- ✓ Conceptual Competency
- ✓ (Students will ...)

Lesson Level - Learning Objectives

- ✓ (I can statements...) that are aligned to Standards and linked back up the to Competencies.

FHS Competency Development - Sources

	Content Competencies	Content Learning Objectives	Skill Competencies	Skills Learning Objectives
Math	<p>Document: Common Core State Standards</p> <p>Item: cluster statements</p> <p>Document: WSU Curriculum (Data Analysis)</p> <p>Item: DM categories (Data Analysis)</p> <p>Document: College Board Standards (AP Calculus, AC Pre-Calculus)</p>	<p>Document: Common Core State Standards</p> <p>Item: standards</p> <p>Document: WSU Curriculum (Data Analysis)</p> <p>Item: Student Expectations items (Data Analysis)</p> <p>Document: College Board Standards (AP Calculus, AC Pre-Calculus)</p>	<p>Document: Common Core State Standards</p> <p>Item: Cluster statements</p> <p>Document: WSU Curriculum (Data Analysis)</p> <p>Item: DM categories (Data Analysis)</p> <p>Document: College Board Standards (AP Calculus, AC Pre-Calculus)</p>	<p>Document: Common Core State Standards</p> <p>Item: standards</p> <p>Document: WSU Curriculum (Data Analysis)</p> <p>Item: Student Expectations items (Data Analysis)</p> <p>Document: College Board Standards (AP Calculus, AC Pre-Calculus)</p>
ELA	<p>Document: Common Core State Standards</p> <p>Item: standards</p>	<p>Document: Common Core State Standards</p> <p>Item: standards</p>	<p>Document: Common Core State Standards</p> <p>Item: standards</p>	<p>Document: Common Core State Standards</p> <p>Item: standards</p>

The implementation of Competency Based Learning has led to changes in both the **Learning Environment** and use of **Time**.

- Focus on Student Learning
- Media Center Redesign
- Blended/Hybrid Classes
- Seminar Redesign (Led to the presentation to the Michigan Department of Education - Innovation Council)

EXPLORE OUR
CBL JOURNEY

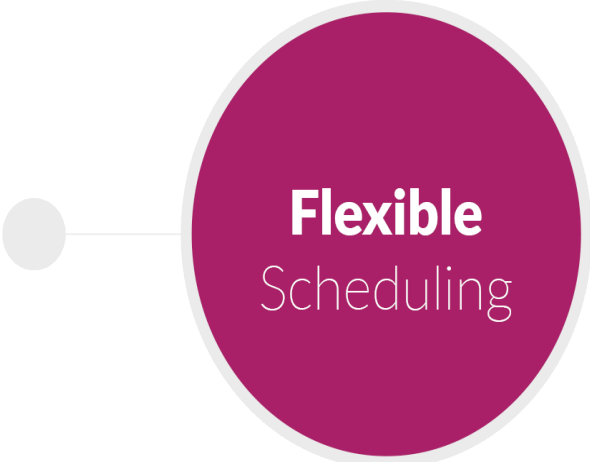
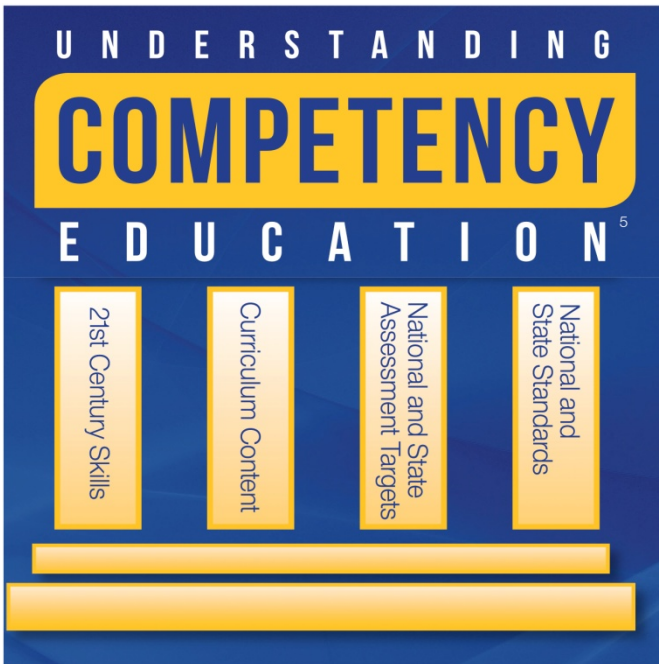
FRASER HIGH SCHOOL

Competency Based Learning

Hybrid Courses



Standards Based Learning

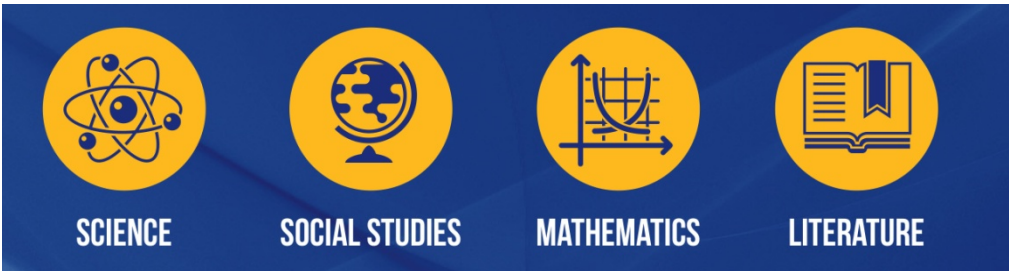


Flexible Scheduling



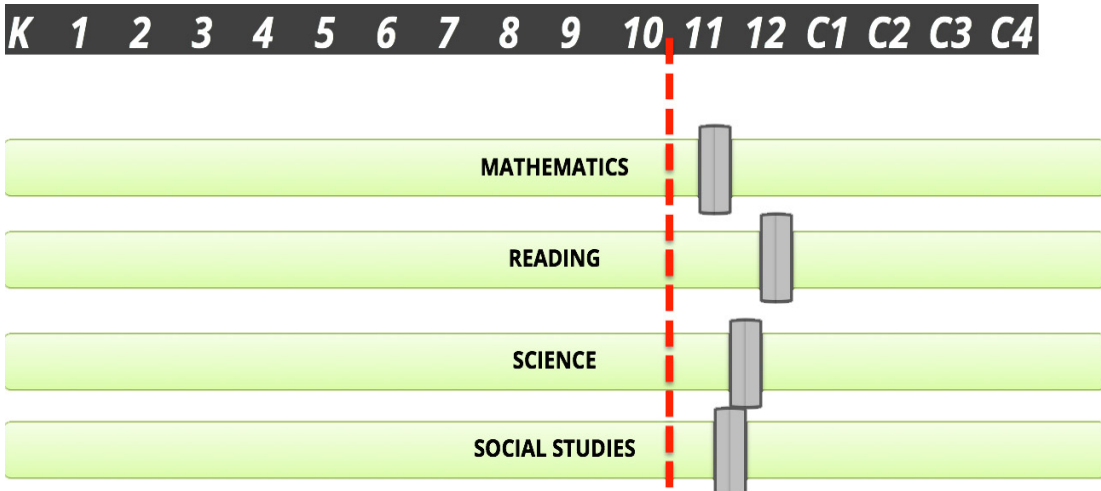
Teacher Driven Conversation around
Transforming the Learning Environment

FOCUS:
Curriculum, Assessment, and Lesson Design



Summer 2015
Content area curriculum leaders began to write and design competency statements in the core areas using National and State Standards

Move on When Ready



Assessment and Grading

- Assessment Analysis Tool
- Blackboard and Grade book Setup
- Glossary of Terms

Digging Deeper Resources

<http://frasercbl.weebly.com/>

Questions