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 **Making the Shift to Competency-Based Education**

Strategies for Learner-Centered, Sustainable Implementation

**Paperback**

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[Rose Colby](#)

[Daniel Joseph](#) - CBE Solutions

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Foreword by Barbara Bray

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Introduction

May 2020 | 224 pages | Corwin

Chapter 1: The WHAT, the WHY, and the HOW of CBE

*An Historical Look at the WHAT and WHY of Competency-Based Education*

*Considering the HOW that Connects with Your School's WHY*

*Start by Examining the Traditional Education Framework*

*Shifts in Moving from Traditional Education to CBE*

*Getting Started on Your CBE Journey*

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## Chapter 2: Making Organizational Shifts

*Organizational Shift 1 - Policy*

*Organizational Shift 2 - Leadership*

*Organizational Shift 3 - Professional Culture*

*Organizational Shift 4 - Professional Learning*

*Developing CBE Assessment Policies and Practices*

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## Chapter 3: Making Shifts in Teaching and Learning Structures

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*A Range of Performance Assessment Types*

*Evidence-Based Grading in CBE Systems*

*Evidence-Based Grading and the Body of Evidence (BOE)*

*CBE Development and Validation Tools and Processes*

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## Chapter 4: Making the Shift to Student-Centered Classrooms

*Changing Mindsets: Roles, Responsibilities, and Classroom Culture*

*Integrating Personalized Core Instruction with Competencies of Deeper Learning*

*Applying Instructional Practices to CBE Learning Cycles*

*Promoting Intrinsic Motivation and Engagement through Assessment and Timely*

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Appendix A - Downloadable CBE Tools 1 - 11

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Appendix B - Downloadable Hess Cognitive Rigor Matrices 1-5D

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Appendix C - Suggested Readings and Resources

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Glossary

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**Reviews:**

"Making the Shift to Competency-Based Education takes the current 'caterpillar' state of education, where we are beginning to recognize that individualized, personalized learning is key in student success, and provides the wings—the tools and guidance necessary to transform the caterpillar into the butterfly. This book is not a "quick fix" for a classroom problem. It is a transformation of education—the transformation that is critical to meeting students where they are, guiding them through the learning challenges of both academic and interpersonal/intrapersonal skills, and then confidently preparing students for what lies

ahead."

Miriam A. DeCock, EdS, High School Language Arts Instructor  
iForward, Wisconsin

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*"I recommend this book for anyone looking to begin or continue your work around competency-based education in your district. This is an easy to read, comprehensive guide to implementation with resources, examples, and several entry points."*

Kelly VanLaeken, Director of Curriculum, Instruction and Assessment  
Gananda Central School District, NY

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*"Finally, a primer on competency-based education that understands that every school is unique in the same way that every student will take personalized pathways as he or she learns! Hess, Colby, and Joseph provide a comprehensive guide for districts and schools to use in plotting their journey to competency education. One thing that makes this book so valuable and unique is that it is rooted in effective practices identified in John Hattie's Visible Learning research. This is a book that you can trust to help you chart your course."*

Chris Sturgis, Co-Founder  
CompetencyWorks

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*"Hess, Colby, and Joseph's new book, Making the Shift to Competency-Based Education, is nothing less than extraordinary, timely, and necessary as the nation questions the validity of traditional educational systems and their impact on student achievement and potential. Business and industry must respond to ever-changing advances in technology and information if they are to remain competitive; however, the nation's traditional education system has remained stagnant until now. This book reveals a teaching and learning instructional model known as competency-based education (CBE), which predominantly focuses on students mastering competencies through performance-based tasks, projects, and collection of evidence of learning. Students' learning is made visible to them and the power of a CBE system becomes exponential for optimizing student potential. This book is enlightening, proactive, and much-needed for student learners in the 21st century. Kudos to all educators who empower students to learn through competency-based educational systems."*

Angelique Hamilton, Project Administrator, Curriculum and Instruction  
Illinois State Board of Education

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*"It is clear to me that this new book will be a major step forward for US educators seeking to transform their systems of teaching and learning to one that provides equitable and practical access for every student. As the authors point out in the introduction, 'the work of transforming to competency-based education is complex, requiring major shifts away from the conventional organizational structures of schools and away from many less-effective teaching and learning structures towards student-centered classrooms.' This approach is just right: Competency-based education requires major changes organizationally, however, these shifts must be grounded in transformed experiences of the learner and also of the teacher in the classroom first, and each additional change must support that experience through new structures and reformed culture."*

Paul K. Leather, Director  
Interstate Learning Community

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*"The beauty and professional appeal of competency-based education (CBE) is that it emphasizes more than just academic success; it places equal value on the vitally important element of students' personal success. In Making the Shift to Competency-Based Education, co-authors Hess, Colby, and Joseph have created a richly detailed CBE roadmap that any school system can confidently follow to significantly transform their classrooms and make a greater impact on student learning. Helping educators make the often-challenging shift from the traditional teacher-centered instructional model to the learner-centered model can become, for readers, an exciting journey. This powerful book, illustrated with chapter-specific tools, resources, and educator examples, is your trusted 'tour guide' for making this noble vision of a dynamic, learner-centered school system an ultimate reality."*

Larry Ainsworth, Author of "Common Formative Assessments 2.0" and "Rigorous Curriculum Design"

