

CBE

- Competency Based Education: A way to organise training so that **knowledge and skills** are being measured. Time is not important. Learners can **demonstrate** what they know at their own pace.
- Competence: Skill or knowledge, that can be acquired through a course, informal learning, experience or job.
- We will learn to structure CBE elements and Learning plans directly in Moodlerooms.

Basic steps to set up CBE

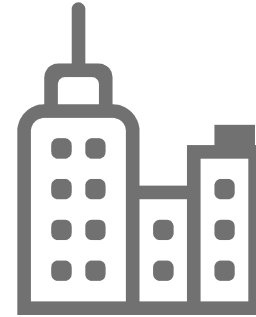
- 1) Enable CBE at the sytem level
- 2) Create competency frameworks
- 3) Create learning plan templates
- 4) Assign
 - 1) Learning plans to learners
 - 2) Competencies to courses and activities

Sounds easy!

Who does what?

Organization:

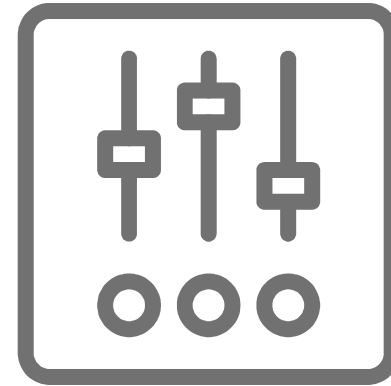
- Decides the strategy to follow with CBE
- Decides processes and good practices



Who does what?

Administrator:

- Creates competency frameworks
- Creates learning plans templates
- Assigns learning plans to users and cohorts



Who does what?

Instructor:

- Adds competencies in courses and activities / resources
- Reviews competencies within the course
- Views competency breakdown report



Who does what?

Manager:

- Reviews progress
- Views learning plans of assigned users
- Gives feedback
- Rates elements in learning plans
- Completes learning plans



Who does what?

Learner:

- Sees own learning plan and progress
- Decides what to do to fulfill the competencies in the plan
- Uploads evidence of previous learning
- Requests reviews



Contexts in CBE

- System (Admin):
 - Create Competency Frameworks, Learning plan templates and scales.
 - Assign learning plans to learners and cohorts.
- Category (Manager):
 - Assign permissions to managers.
 - Create frameworks and learning plan templates.
 - Assign plans to learners and cohorts.
- Course (Instructor):
 - Add system / category competencies.
 - Access reports.
 - Rate course competencies.
- Activity/resource (Instructor):
 - Add course competencies to element.
 - Decide what happens at completion

User:

Learning plan permissions.

Ex. manager sees plans for all users under.

Our situation

- ✓ We want to mark competencies completed on course / quiz completion
 - 1 vs many competency frameworks
 - 1 vs many competencies-course relationships
- ✓ Learning plans are updated automatically
 - Learning plans complete on date vs always open
- ✓ Users are organized in cohorts with a manager
 - Learning plans based on job / department / machine

Creating Competency Frameworks (CF)

- System level: Admin panel / Competencies / Competency frameworks.
- Category level: Admin panel / Courses / Courses and categories / access the category / Admin panel / Competency frameworks
- Add new competency framework
- Name
- ID number: UNIQUE, important for import, export, updates
- Scale: Choose one and configure.
- Rest of fields are optional.

Creating Competency Frameworks II

- Visible will make the CF usable or not. We will keep it not visible until it is ready to use. Useful also when switching to newer CF.
- Taxonomies are only the name they will get. If you have a certain name that is used for the different levels, you can use them here. If not, they can stay as they are by default.
- And if 4 levels is not enough, don't worry. More will be created automatically as you fill up the CF.

Scales

- Scales in CF are used to value the level or competency.
- We create a scale in Admin panel / Grading / Scales, giving a name and list of values from smaller to bigger. Ex. 0,1,2,3
- Select the scale in CF and configure the values:
 - Default: Select the value from the scale assigned when completion is marked automatically. Ex. 1
 - Proficient: Select all the values that mean the competency is acquired in its different levels. Ex. 1,2,3

Adding competencies to the CF

- Click the CF's name and click Add competency.
- Name
- Unique ID number
- Scale: Select a different one, by default is inherited from the CF.
- Description is optional, can describe the competency in detail.
- Save
- Repeat to add more competencies

Adding competencies to the CF II

- Build the structure clicking on a node.
- Add competency will add a child to the node.
- Edit will edit the selected node.
- Relocate will allow moving the node to another place (incl changing the depth). Click onto the new parent node to relocate.
- Delete will remove the node **and all its children**
- Move up/down will move a node up / down in the listing.
- Linked courses will show the courses linked with the competency

Cross references and rules

- Cross-referencing two competencies ONLY for easy finding.
- Does not have any other value at the moment.
- Rules are used for autocompletion of a node when children are completed.
- Select the outcome:
 - Attach evidence
 - Recommend
 - Mark complete
- When?
 - Children complete
 - Points required are met

Example:

Competency completed when...

- ...all children complete:
 - This will mark automatically a node complete when the children are marked complete.
- ... points required are met:
 - We assign points to the different children and make some of them compulsory.
 - Users can fulfill the parent competency by reaching the number of points, sharing the weights not evenly.
 - Points required: 100p, sublevels: A1 to A6
 - A1: 50p, compulsory. A2-A5: 10p. A6: 20p.
 - You can reach 100p with different combinations.

Creating Learning Plan Templates (LPT)

- After we finish with CF
- System level: Admin panel / Competencies / Learning plan templates
- Category level: Admin panel / Courses / Courses and categories / access the category / Admin panel / Learning plan templates
- Add new learning plan template
- Name.
- Rest of the fields are optional.
- Will not complete automatically unless due date is set.

Adding competencies to LPT

- Add competencies to learning plan template
- Use the search to help locate competencies
- Add to LPT by clicking on them.
- For more than one at a time, use CTRL + click
- From the LPT listing we can
 - Edit
 - Duplicate
 - Delete
 - Assign the LPT to learners

Assign LPs to learners

- For users,
 - select Create learning plans.
 - Search for users
 - Click create learning plans
- For cohorts,
 - select Add cohorts to sync.
 - Search for cohorts
 - Click Add cohorts

Assign competencies to course

- Course administration / Competencies
- Add competencies to course
- Select from the window. CTRL+Click form multiples.
- For each competency, select what to do in course completion:
 - Nothing
 - Attach evidence
 - Send for review
 - Complete the competency
- To force updating competencies ratings in LPs, Course administration / Competencies / Click GEAR (as admin)

Assign competencies to activity / resource

- You will not be able to add a competency to an activity or resource within a course before the competency is added to the course.
- Activity / Edit / Competencies
- Select the competencies linked to the activity
- Select what to do upon activity completion
- Save

Maintenance for CFs

- Not recommended to edit CFs once some competencies have been awarded
- Best idea is to add a new CF and **migrate** the new courses from the old CF to the new one.
- After migration, deactivate old CF
 - Admin / Competencies / Migrate framework
 - Select old CF
 - Select new CF
 - Select the courses to be moved (limiting, excluding or by start date)

Importing CFs

- Importing supported in several formats (need to ask with a ticket to activate
https://moodle.org/plugins/tool_lpimportcsv)
- Download an already created CF: Site admin / Competencies / Export CF
- Select the CF
- Export
- Modify in Excel and save (delete all optionals, add nodes)
- Site admin / Competencies / Import CF
- Select the file, separator and encoding
- Map the fields
- Import

Managing and updating plans

- IMPORTANT: add the Learning plan block somewhere
- **Managers** can see evidence pending
- **Users** can see own plan
- Managers = teachers? Add moodle/competency:planview to teacher to view all competencies across courses.
- No? Use a new role: LP Supervisor or viewer
 - https://docs.moodle.org/32/en/Learning_plan_supervisor
 - https://docs.moodle.org/32/en/Learning_plan_viewer
 - <https://moodle.org/mod/forum/discuss.php?d=345617>

The review process

- STU: Go to own LP and access competencies
- Might need to upload evidence OR finish an activity
- Click request review
- TEA: Views request in LP block
- Click the link to access
- Click to start the review
- Check evidence
- Click to finish the review process
- Rate

Rating competencies by hand

- Teachers can rate competencies by hand only within course.
 - Course administration / Reports / Competency breakdown
 - Select student from the list
 - Click competency
 - Select rating from dropdown
- Managers can rate competencies by hand on the system the same way but accessing via LP block

What shall we do?

- ✓ Competencies completed on course / quiz completion
- ✓ Learning plans are updated automatically
- ✓ Users are organized in cohorts with a manager
- ✓ Scale 0-3
- ✓ Competency node completed when children complete
- 1 vs many CFs
- 1 vs many competencies-course relationships
- LPs complete on date vs always open
- LPT based on job / department / machine
- Competencies attached to activities