RESOURCES PROFILE:

Selected Resources on Personalized Learning and Competency-Based Education (CBE)

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About the Resource Center

The Resource Center for CareerTech Advancement is a division of the Oklahoma Department of Career and Technology Education, located in Stillwater, Oklahoma. The staff of the Center research educational materials and best practices to disseminate throughout the state CareerTech system. The Resource Center also provides support in identifying curriculum, assessments, professional development and other instructional delivery resources on request.

www.okcareertech.org

OVERVIEW

"Personalized learning (PL) refers to practices that tailor the pace and focus of instruction to address the needs and goals of each student. In recent years, schools and school districts have begun to adopt schoolwide PL models. Because the PL approach is sensitive to student interests and areas of academic strength or weakness, the programs have the potential to increase student learning and engagement."

—The RAND Corporation, *How Does Personalized Learning Affect Student Achievement?*, 2017

Personalized learning refers to a teacher's relationships with students and their families; the use of multiple instructional modes to scaffold each student's learning; enhancing the student's motivation to learn as well as enhancing metacognitive, social, and emotional competencies to foster self-direction and achieve mastery of knowledge and skills. Personalization ensues from the relationships among teachers and learners and the teacher's orchestration, often in co-design with students, of multiple means for enhancing every aspect of each student's learning and development. Personalized learning varies the time, place, and pace of learning for each student, enlists the student in the creation of learning pathways, and utilizes technology to manage and document the learning process and access rich sources of information.

— *Handbook on Personalized Learning for States, Districts, and Schools,* Center on Innovations in Learning, 2016

Media Resources

1. **How Do You Define Personalized Learning?**
   https://www.youtube.com/watch?v=CJqZrV-Xsgg
   A 2016 video from educause

2. **What Is Personalized Learning?**
   https://www.youtube.com/watch?v=hfpmhmPira4
   A video from the Wisconsin Department of Public Instruction

3. **Flexible Classrooms: Making Space for Personalized Learning**
   https://www.youtube.com/watch?v=jQkL5efkViw
   A 2017 video from edutopia

4. **A vision for radically personalized learning**
   https://www.youtube.com/watch?v=y9ZX9ApLLh0
   A 2014 TEDx Talks video featuring Katherine Prince

5. **Competency-Based Learning: Developing Mastery of Skills and Content**
   https://www.youtube.com/watch?v=VnXdj0yqpzI
   A 2017 video from edutopia

Websites & Documents

6. Digital Promise website

http://digitalpromise.org/

The mission of Digital Promise is "to accelerate innovation in education to improve opportunities to learn." Its website includes reports about marketplace research, adult learning, dynamic learning, and other subjects. Report titles include:

- *Integrating Digital Tools for Adult Learners: Four Critical Factors*
- *Policies and Practices that Meet Learners Where They Are*
- *Research and the Promise of Personalized Learning*

7. Center on Innovations in Learning website

http://www.centeril.org/

The Center on Innovations in Learning is one of seven national content centers funded by the United States Department of Education. Its mission is to (a) increase the capacity of state education agencies (SEAs) to stimulate, select, implement, and scale up learning innovations in local education agencies (LEAs) and schools to improve learning outcomes for all students; and (b) increase the capacity of regional comprehensive centers (RCCs) to provide technical assistance to SEAs relative to the Center's scope of responsibility. The Center's website includes these resources to download:

- *Effective Practices: Research Briefs and Evidence Rating*
- *Handbook on Personalized Learning for States, Districts, and Schools*
- *Competency-Based Education: Staying Shallow or Going Deep?*

8. ***What's Possible with Personalized Learning?***

https://www.inacol.org/wp-content/uploads/2017/01/iNACOL_Whats-Possible-with-Personalized-Learning.pdf

This report from iNACOL defines personalized learning and describes why it matters. It also highlights examples of personalized learning in action to show how personalized learning differs from traditional learning and to show what personalized learning means for students and teachers. It provides recommendations for the ways in which parents, families and communities can support the transformation of their schools.

9. **Personalized Learning Policy Brief**

http://iite.unesco.org/pics/publications/en/files/3214716.pdf

This UNESCO Policy Brief offers a definition of personalized learning, describes each of five key elements, and puts forward some of the benefits and the risks.

10. **K-12 Blueprint**

https://www.k12blueprint.com/

In hopes of preparing all students—regardless of socioeconomic status—for the modern workforce through digital inclusion, Intel hosted a small conference of roughly 30 leaders in the education ecosystem for a series of collaborative, face-to-face meetings. The participants worked together to create the founding document and principles behind the K-12 Blueprint. The K-12 Blueprint model was based on these conversations and brainstorming sessions. Publications available on the K-12 Blueprint website include:

- *Personalized Learning: A Guide for Engaging Students with Technology*
- *Get Active: Reimagining Learning Spaces for Student Success*
- *The Right Device for Learning & Teaching*

- *Teaching and Learning with Technology Infographic*
- *IoT in Education: Landscape Review*

11. *intel Personalized Learning Toolbook*

https://www.intel.com/content/dam/www/public/us/en/documents/education/personalized-learning-toolbook.pdf

This toolkit will show you "how to support personalized learning in its many forms using digital tools and curriculum in order to maximize student engagement and achievement."

12. *How Does Personalized Learning Affect Student Achievement?*

https://www.rand.org/pubs/research_briefs/RB9994.html

This 2017 report from the RAND Corporation presents an evaluation of PL schools and student achievement based on fall 2014 and spring 2015 mathematics and reading test scores.

13. Theory and Practice of Personalized Learning

https://www.wku.edu/rocksolid/documents/rock_solid_schrader_fisher_kepple_2014_theory_and_practice_of_personalized_learning.pdf

Data at a glance from Western Kentucky University

14. The Core Four of Personalized Learning: What You Need to Succeed

https://www.edelements.com/hubfs/Core_Four/Education_Elements_Core_Four_White_Paper.pdf

This white paper describes each of the four elements in terms of the spectrum of the element, potential first steps to implement the element, and related tips. The spectrum of each element is organized into the following levels: getting started; going deeper; and all in.

15. ***Best Practices in Personalized Learning Environments (Grades 4-9)***

http://www.hanoverresearch.com/media/Best-Practices-in-Personalized-Learning-Environments.pdf /

This report from Hanover Research defines personalized learning and presents a summary of differences between traditional education and personalized education. It also reviews a variety of promising practices, including the development of sophisticated school- and district-wide data systems, the use of real-time student assessment to improve instruction, the creation of flexible learning options for students, competency- and performance-based curricular frameworks in lieu of the Carnegie unit, and online and blended learning approaches.

16. ***Continued Progress: Promising Evidence on Personalized Learning***

https://www.rand.org/pubs/research_reports/RR1365.htm

This 2015 report from the RAND Corporation examines achievement in 62 public charter and district schools that are pursuing a variety of personalized learning practices, and examines implementation details in 32 of those schools. Researchers obtained achievement data for personalized learning students and a matched comparison group of students attending other schools serving similar populations. They also collected and analyzed data from site visits, interviews, and surveys to create a broad picture of the schools' efforts to implement personalized learning and the perceptions of teachers and students.

17. *Personal Competencies/Personalized Learning: Lesson Plan Reflection Guide*

http://www.bscpcenter.org/jointevent2015/assets/personalized_learning_lesson_plans.pdf

As the Introduction to the Guide states: "Personalized learning requires a huge investment in the teacher's instructional planning, as does the support of personal competencies. As lesson plans are critical to good instruction, it is important to know how they support, activate, foster, or strengthen student personal competencies and personalized learning. This "Lesson Plan Reflection Guide" provides a framework to help educators consider how well their lesson plans support personal competencies and personalized learning. It may serve both as a rubric for evaluating how well a lesson plan personalizes and addresses personal competency, as well as a guide for strengthening lessons to foster personalization and enhance personal competencies."

18. *Changing Systems to Personalize Learning*

https://www.brown.edu/academics/education-alliance/sites/brown.edu.academics.education-alliance/files/publications/Personalized_Learning.pdf

From the Education Alliance at Brown University, this workshop workbook addresses five Key Dimensions that support team decision-making and design: purpose, organization, content, assessment, and leadership.

19. *Personalized Learnings*
https://www.ncld.org/wp-content/uploads/2016/04/Personalized-Learning.WebReady.pdf

Policy and practice recommendations from the National Center for Learning Disabilities

20. *Competency-Based Education in Three Pilot Programs*

https://www.rand.org/pubs/research_reports/RR732.html

The Bill & Melinda Gates Foundation created the Project Mastery grant program to support competency-based education initiatives in large school systems that serve a high proportion of disadvantaged youth. Competency-based education meets students where they are academically, provides students with opportunities for choice, and awards credit for evidence of learning, not for the time students spend studying a subject. The Foundation asked RAND to evaluate these efforts in terms of implementation, students' experiences, and student performance. This 2014 report presents final results from that evaluation, offering an overview of competency-based education and the Project Mastery grant projects and describing the implementation of competency-based educational features under each project. The report concludes with six lessons for policy, partnerships, and practice.

21. *Making a Market for Competency-Based Credentials*

http://skilledwork.org/publications/making-a-market/

This 2013 report from the Corporation for a Skilled Workforce is "aimed at articulating a foundation for our collective work by analyzing the credentialing landscape, identifying promising credentialing approaches, and assessing what is needed to create a clear and compelling credentials marketplace."

22. *Structures and Functions of Competency-Based Education and Training (CBET): a comparative perspective*

https://www.giz.de/akademie/de/downloads/Lehrbrief_14_-_Competency-based_Education_and_Training_(CBET).pdf

Discusses the philosophy behind the CBET concept, requirements for implementation, and contrasts between CBET and traditional programs.

23. *Origins of Competency-Based Training*

https://files.eric.ed.gov/fulltext/ED501710.pdf

This 1998 paper from the State University of New York Research Foundation/Center for Development of Human Services describes the historical and theoretical origins of competency-based training.

24. *The CIMC Guide to Developing Modules for Self-Paced Learning: A Handbook for Teachers*

https://www.okcareertech.org/educators/cimc/resources/downloads-1/pdf-files/TheCIMCGuidetoDevelopingModulesforSelf-PacedLearning2018.pdf

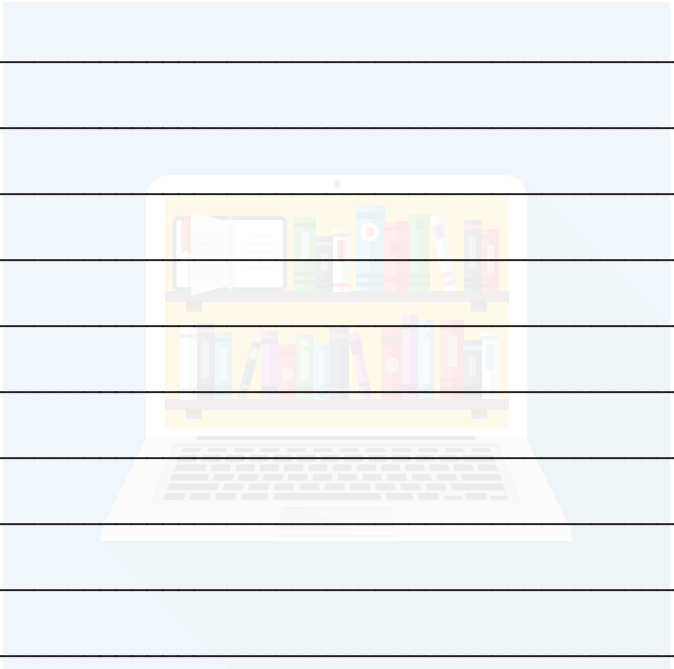
This handbook offers a framework for teachers who develop self-paced learning modules for their career and technical education courses. Within that framework, this handbook also provides insights based on the expertise of the staff of the Curriculum and Instructional Materials Center (CIMC), a division of the Oklahoma Department of Career and Technology Education, as well as other select authorities. The modules upon which this guide focuses may be in digital or print form.

25. Competency-Based Education: Oklahoma's Recipe for Career Success

https://www.okcareertech.org/educators/cimc/resources/downloads-1/competency-based-education-oklahomas-recipe-for-career-success

Six key ingredients of competency-based education and an explanation of each, from the Oklahoma Department of Career and Technology Education

NOTES:



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RCCTA Resource Center for CareerTech Advancement