



# Competency Based Education Direct Assessment February 20, 2024

Mike Hood, Professor, Astronomy/CBE Faculty Lead  
Lani Ruh, Professor, Kinesiology, Athletics, and Dance  
Jessica Valdez, Professor, Counseling  
Dr. Conway Yeo, Project Manager  
Manuel Cerda, Director of Financial Aid  
Dr. Madelyn Arballo, Vice President, SCE

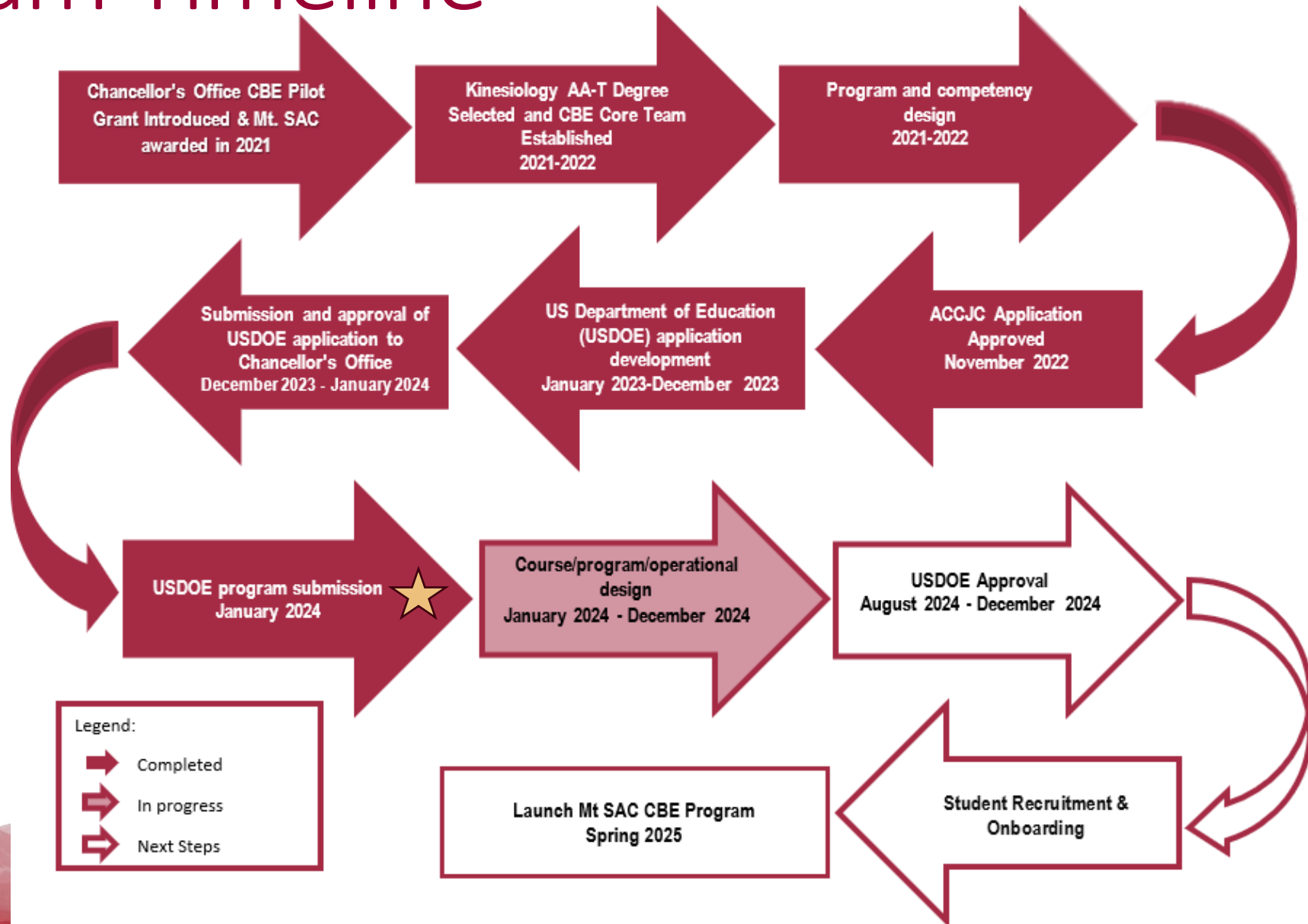
# What is Competency-Based Education?

Competency-Based Education (CBE) is a flexible way for students to earn a degree instead of the traditional, semester-based courses with demonstrations of competency in their discipline. Direct Assessment CBE is focused on the assessment of learning, versus time spent in class.

Each competency includes the objectives of the course and matches the rigor of a traditional course setting.

Mastery of learning is measured when students demonstrate their “competence through a system of rigorous assessments.”

# Program Timeline



# Why CBE?

- Student-focused - Increased accessibility and equity
- Expand access for non-traditional adult learners  
**(Vision 2030 goal)**
- Students proceed at their own pace
- Multiple opportunities to master competencies
- Intensive faculty and counselor contact and feedback
- Students demonstrate learning competencies that employers want
- Expand student pool





# Our AD-T Degree

## Why Kinesiology?

- The Kinesiology degree at Mt. SAC is one of the most popular AA degrees offered. With this degree, 38 career paths can be chosen, including:



It is part of the growing healthcare field and provides varied options for employment.

There are many opportunities for salary and degree advancement in the field.

There are growing applications outside of kinesiology, such as ergonomics in the home and workplace.



# Center of Excellence Labor Market Report

- Annual job openings projected at 1,536 for LA County for exercise trainers and group fitness instructors between 2020-2025
- Demand is 31% above the criteria to be ranked in the top 15% for growth with a living-wage.
- Disciplines and pathways to a BA/BS include health sciences, nursing, physical education, biology, physical therapy, recreation, occupational health, and exercise science

# AD-T Kinesiology

- Designed to prepare students for transfer into the CSU system to complete a baccalaureate degree in kinesiology, exercise science, pre-physical therapy, athletic training, and other related health professions
- Students will complete 60 semester units that are eligible for transfer to the CSU that consist of CSU GE breadth and at least 18 units within the major.
- Targeting working adults, adult learners, parents 30 years+ (70% of KIN majors are under 30 years)

# AD-T Benefits

- Graduates of Mt. SAC's CBE AD-T Kinesiology degree will be transfer-ready for UC, CSU, and private colleges.
- Guaranteed admission with junior status to a CSU campus. Admission to a particular CSU campus or major is NOT guaranteed – however, students who earn an AD-T will receive priority CSU admission consideration.
- Students can transfer to a CSU and graduate with 120 units
  - *No more than 60 units required after transferring*



# Student Steps to Apply & Enroll

1. Apply to Mt. SAC through CCCApply
2. CBE Supplemental Application
3. Apply for Financial Aid
4. Complete Mandatory Online College Orientation
5. Complete Mandatory Assessment Questionnaire
6. Attend CBE Program Orientation
7. Appointment with a Counselor
8. Register for competencies
9. Pay fees
10. Begin term

# CBE Faculty Work

Faculty have:

- Identified GE courses appropriate for the degree
- Written competencies that cover the learning in each course

Where they are:

- Many have designed formative and summative assessments for each of their competencies
- Most are currently working on the "learning journey"

Faculty is committed to the new modality

- Significant time and effort by faculty over the last two years, including over Summer
- CBE Faculty are excited to be able to offer this modality to students
- CBE Addendum



# CBE Faculty Work

What they are going to be doing:

- Focus on Spring will be completing Learning Journey for each competency
- This includes designing and collecting learning material that will help students master the topics
- Develop CBE Addendum

Next steps:

- Determine best order for competencies
- Build competencies in Canvas
- Finalize grading policy
- Negotiate faculty pay and model for this new modality, pilot

## Planned Faculty Model\*

- Designing faculty - Faculty who are designing the competencies, assessments, and student journey in their discipline. For some disciplines this is done by a single faculty member, for others, teams are working on this process.
- Instructing/Assessing Faculty - The teaching faculty will meet with students, deliver content that meets the requirements for RSI, and administer the assessments.
- Tutors - campus tutors
- Coaches – Professional experts or faculty. Each student will be assigned a coach to follow them throughout the program (monitor progress, find resources, advise on ways to get help, and help motivate students to continue progressing through competencies)
- Substitute faculty – as needed

*\*Dependent on agreements with Faculty Association*

Mike Hood ASTR5	Lani Ruh KIN3	Liron Wilson KIN50A	David Rivera KIN33A	Samantha Neely KIN17	Danielle Diaz KIN3	Jenna Bird KIN34A
Micol Christopher ASTR5	Julie Bray-Ali ASTR5	Kaoru Kamiya ASTR5	Elizabeta Meyer ANAT10A & 10B	Mica Stewart-Thomas ETHS1	Christine Garavito ENG1A & 1B	Jennifer Leader ENG 1A & 1B
Ema Burman ENG1A	Richard Myers, ENG1A	Franklin Reynolds SPCH1A	Bernie Somers COUN5	Tiffany Kuo MUS15H	Louis Vayo BUSC 1B	Dianne Rowley, READ90 & 100
Stephen Lancaster MATH110	Krysten DeWilde MATH110	Irving Lai MATH110	Pauline Swartz LIBR1A	Esteban Aguilar LIBR1A	John Norvell ANTH5	Ann Walker Sign101

# Mt. SAC CBE Faculty



# CBE Term Structure & Calendar

## Subscription-based Model

- Student will be able to self-manage their course load and take 6+ units (PT) and 12+ units (FT)

## Term structure

- Each term is 15 weeks long, allowing for 3 terms per year.
- There will be 8 starting tracks per year
- Term start dates are separated 6 weeks apart. Allowing students to pre-plan their academic studies around work schedules, child or elder care, and personal obligations.
- Students are not restricted to traditional start dates for each term.
- The flexibility engages a motivated student quicker versus having them wait for the next term to start.
- Student also have the option to use two consecutive terms to complete competencies started in a term.

		Week Begin (Mon)	Week End (Sun)	Track 1	Track 2	Track 3	Track 4	Track 5	Track 6	Track 7	Track 8
Week 1		8/26/2024	9/1/2024	1	1	1	1	1	1	1	1
Week 2		9/2/2024	9/8/2024	1	1	1	1	1	1	1	1
Week 3		9/9/2024	9/15/2024	1	1	1	1	1	1	1	1
Week 4		9/16/2024	9/22/2024	1	1	1	1	1	1	1	1
Week 5		9/23/2024	9/29/2024	1	1	1	1	1	1	1	1
Week 6		9/30/2024	10/6/2024	1	1	1	1	1	1	1	1
Week 7		10/7/2024	10/13/2024	1	1	1	1	1	1	1	1
Week 8		10/14/2024	10/20/2024	1	1	1	1	1	1	1	1
Week 9		10/21/2024	10/27/2024	1	1	1	1	1	1	1	1
Week 10		10/28/2024	11/3/2024	1	1	1	1	1	1	1	1
Week 11		11/4/2024	11/10/2024	1	1	1	1	1	1	1	1
Week 12		11/11/2024	11/17/2024	1	1	1	1	1	1	1	1
Week 13		11/18/2024	11/24/2024	1	1	1	1	1	1	1	1
Week 14		11/25/2024	12/1/2024	1	1	1	1	1	1	1	1
Week 15		12/2/2024	12/8/2024	1	1	1	1	1	1	1	1
Week 16		12/9/2024	12/15/2024	1	1	1	1	1	1	1	1
Break		12/16/2024	12/22/2024	1	1	1	1	1	1	1	1
Break		12/23/2024	12/29/2024								
Break		12/30/2024	1/5/2025								
Week 1		1/6/2025	1/12/2025	1	1	1	1	1	1	1	1
Week 2		1/13/2025	1/19/2025	1	1	1	1	1	1	1	1
Week 3		1/20/2025	1/26/2025	1	1	1	1	1	1	1	1
Week 4		1/27/2025	2/2/2025	1	1	1	1	1	1	1	1
Week 5		2/3/2025	2/9/2025	1	1	1	1	1	1	1	1
Week 6		2/10/2025	2/16/2025	1	1	1	1	1	1	1	1
Break		2/17/2025	2/23/2025	1	1	1	1	1	1	1	1
Week 1		2/24/2025	3/2/2025	1	1	1	1	1	1	1	1
Week 2		3/3/2025	3/9/2025	1	1	1	1	1	1	1	1
Week 3		3/10/2025	3/16/2025	1	1	1	1	1	1	1	1
Week 4		3/17/2025	3/23/2025	1	1	1	1	1	1	1	1
Week 5		3/24/2025	3/30/2025	1	1	1	1	1	1	1	1
Week 6		3/31/2025	4/6/2025	1	1	1	1	1	1	1	1
Week 7		4/7/2025	4/13/2025	1	1	1	1	1	1	1	1
Week 8		4/14/2025	4/20/2025	1	1	1	1	1	1	1	1
Week 9		4/21/2025	4/27/2025	1	1	1	1	1	1	1	1
Week 10		4/28/2025	5/4/2025	1	1	1	1	1	1	1	1
Week 11		5/5/2025	5/11/2025	1	1	1	1	1	1	1	1
Week 12		5/12/2025	5/18/2025	1	1	1	1	1	1	1	1
Week 13		5/19/2025	5/25/2025	1	1	1	1	1	1	1	1
Week 14		5/26/2025	6/1/2025	1	1	1	1	1	1	1	1
Week 15		6/2/2025	6/8/2025	1	1	1	1	1	1	1	1
Week 16		6/9/2025	6/15/2025	1	1	1	1	1	1	1	1
Break		6/16/2025	6/22/2025	1	1	1	1	1	1	1	1
Week 1		6/23/2025	6/29/2025	1	1	1	1	1	1	1	1
Week 2		6/30/2025	7/6/2025	1	1	1	1	1	1	1	1
Week 3		7/7/2025	7/13/2025	1	1	1	1	1	1	1	1
Week 4		7/14/2025	7/20/2025	1	1	1	1	1	1	1	1
Week 5		7/21/2025	7/27/2025	1	1	1	1	1	1	1	1
Week 6		7/28/2025	8/3/2025	1	1	1	1	1	1	1	1
Break		8/4/2025	8/10/2025	1	1	1	1	1	1	1	1
Break		8/11/2025	8/17/2025								
Break		8/18/2025	8/24/2025								

		Week Begin (Mon)	Week End (Sun)	Track 1	Track 2	Track 3	Track 4
Week 1	Fall 2024	8/26/2024	9/1/2024	1	1	1	1
Week 2		9/2/2024	9/8/2024	1	1	1	1
Week 3		9/9/2024	9/15/2024	1	1	1	1
Week 4		9/16/2024	9/22/2024	1	1	1	1
Week 5		9/23/2024	9/29/2024	1	1	1	1
Week 6		9/30/2024	10/6/2024	1	1	1	1
Week 7		10/7/2024	10/13/2024	1	1	1	1
Week 8		10/14/2024	10/20/2024	1	1	1	1
Week 9		10/21/2024	10/27/2024	1	1	1	1
Week 10		10/28/2024	11/3/2024	1	1	1	1
Week 11		11/4/2024	11/10/2024	1	1	1	1
Week 12		11/11/2024	11/17/2024	1	1	1	1
Week 13		11/18/2024	11/24/2024	1	1	1	1
Week 14		11/25/2024	12/1/2024	1	1	1	1
Week 15		12/2/2024	12/8/2024	1	1	1	1
Week 16		12/9/2024	12/15/2024	1	1	1	1
	Break	12/16/2024	12/22/2024	1	1	1	1
		12/23/2024	12/29/2024				
		12/30/2024	1/5/2025				
Week 1	Winter 2025	1/6/2025	1/12/2025	1	1	1	1
Week 2		1/13/2025	1/19/2025	1	1	1	1
Week 3		1/20/2025	1/26/2025	1	1	1	1
Week 4		1/27/2025	2/2/2025	1	1	1	1
Week 5		2/3/2025	2/9/2025	1	1	1	1
Week 6		2/10/2025	2/16/2025	1	1	1	1
	Break	2/17/2025	2/23/2025	1	1	1	1

Course Title	Credit Crosswalk		Competency
	Traditional Course Units	Competency Equivalent to Credit	
Introduction to Kinesiology KIN 17	3.0	0.5	Intro to Kinesiology
		0.5	Develop safe and effective exercise programs
		0.5	Historical, ethical, and philosophical foundations of kinesiology
		0.5	Pathways and career opportunities
		0.5	Industry Knowledge
		0.5	Legal and Regulatory Compliance

## Credit Hour Equivalency

- The competencies for the program were designed by subject matter faculty to include all the course objectives from the traditional credit-hour course.
- Students who complete all the competencies for a course will earn the same number of credits that the traditional course carries.

# Competency Equivalent to Credit

Course Title	Credit Crosswalk		Competency
	Traditional Course Units	Competency Equivalent to Credit	
Freshman Composition ENG 1A	4.0	1.0	Critical thinking and reading
		1.0	Quotation, Citation, and MLA Format
		1.0	Composition, Organization, Development, and Revision of Academic Essays
		1.0	Research, Evaluation, and Creation of Research Papers



# Full-Time Course Mapping Example

FULL-TIME STUDENT										
TERM 1		TERM 2		TERM 3		TERM 4		TERM 5		TOTAL DEGREE UNITS
Course	Course Units	Course	Course Units	Course	Course Units	Course	Course Units	Course	Course Units	
ENGL 1A	4	ANAT 10A	4	ANAT 10B	4	ENGL 1B	3	ASTR 5	3	
SPCH 1A	4	ENGL 1C	4	SIGN 101	4	KIN 3	3	ANTH 5	3	
KIN 17	3	KIN 34	3	MATH 110	3	MUS 14B	3	ETHS 1	3	
KINA 8A	1	KINI 33A	1	KINI50A	1	BUSC 1A	3	KIN 19 or KIN 44	3	
TOTAL UNITS	12		12		12		12		12	60

# Part-Time Course Mapping

PART-TIME STUDENT (2-3 ACADEMIC COURSES PER TERM)																		
TERM 1		TERM 2		TERM 3		TERM 4		TERM 5		TERM 6		TERM 7		TERM 8		TERM 9		Total Degree Units
Course	Course Units	Course	Course Units	Course	Course Units	Course	Course Units	Course	Course Units	Course	Course Units	Course	Course Units	Course	Course Units	Course	Course Units	
ENGL 1A	4	ENG 1C	4	MATH 110	3	SPCH 1A	4	MUS 14B	3	ANAT 10A	4	ANAT 10B	4	ASTR 5	3	SIGN 101	4	
KIN 17	3	KIN 34	3	ENGL 1B	3	KIN 3	3	BUSC 1A	3	KINI 50A	1	ANTH 5	3	KIN 19 or KIN 44	3	ETHS 1	3	
										KINA 8A	1			KINI 33A	1			
TOTAL UNITS	7		7		6		7		6		6		7		7		7	60



# FINANCIAL AID

- Historically Federal Student Aid has been designed to fund education occurring within structured, discrete time periods.
- Recently updated federal regulations allow for flexibility making CBE/ Direct Assessment programs eligible for federal student aid.
- Currently working closely with the chancellor's office to determine state financial aid administration



# FINANCIAL AID

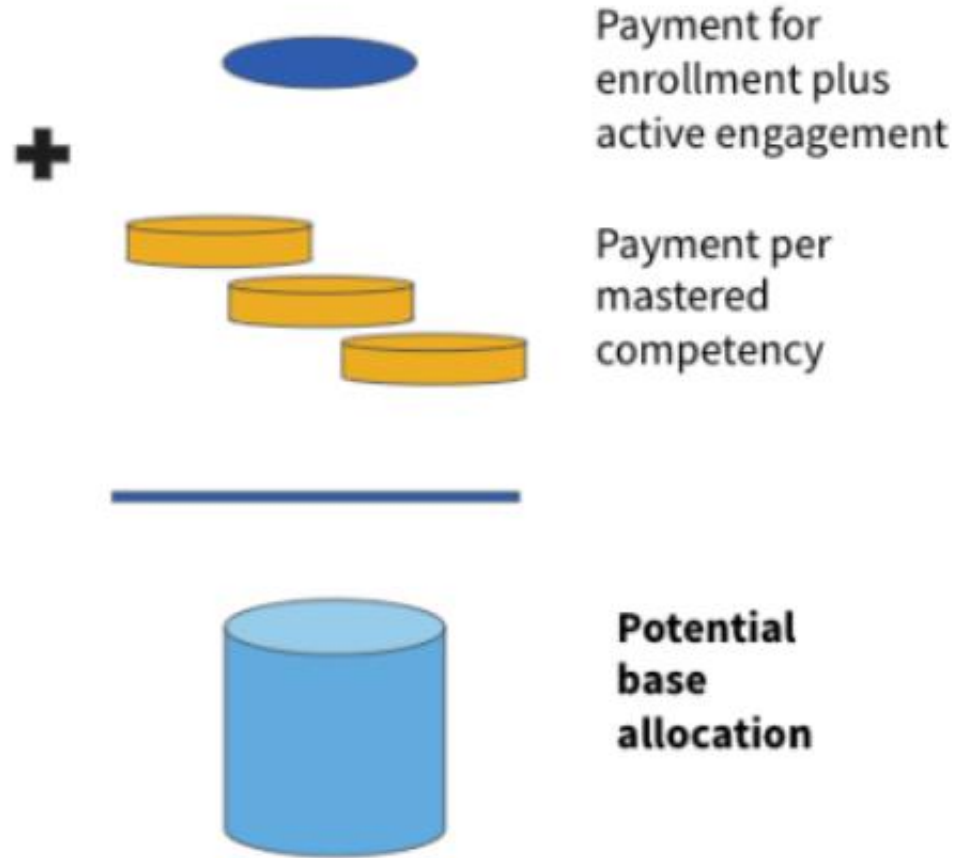
Financial Aid awards will be administered in a subscription-based model.

- Student declaration of full-time or half-time status will determine awards and disbursement amounts.
- Students will receive 3 equal disbursements each academic year
- Student will be required to maintain Satisfactory Academic Progress (SAP) standards
- Student who elect to exit the program will go thru R2T4 process
- Working closely with the Chancellors Office and the California Student Aid Commission (CSAC) to determine administration of Promise Grant Fee Waivers and Student Success Completion Grant (SSCG)

# Apportionment Model

The CBE apportionment model is currently in development by the CCCCCO. Some of the concepts and components are:

- Initial payment for enrolled students is 20% of current credit FTES.
- Completed competencies will generate 15% higher apportionment than traditional classes
- Scenarios show that the proposed CBE formula will generate higher apportionment rates (cohort of 30 students)
- Decision on how payment will be issued to colleges not final (by credit course equivalent or by groupings of competencies)
- Stay tuned...





# Campus To Do List



- IT – ongoing work with IT for necessary programming
- Admissions – with CBE counselor, design admissions process; dual transcript
- Student journey/Counseling – recruitment to enrollment, student onboarding
- Instructional Design – course design, Canvas
- Faculty Model – dependent on apportionment, discussions with FA (HR)
- Data collection – required metrics and data collection; design completed
- Marketing – next steps, outreach
- Feasibility

# Support and Advocacy Needed

- Human Resources and Administrative Services support for faculty model
- Administrative Services to help determine costs and for IT support
- Instruction for DOE questions (upcoming)
- Marketing to help recruit students
- Student Services for financial aid and admissions processes
- President Garcia, your advocacy and voice for augmentations to the budget for the pilot

# Questions?

Thank you!!