

Faculty Development Workshop on Competency-Based Education

*Essentializing Your Curriculum:
Moving Forward with Competency-Based Education*

November 17 and 18, 2025

12:00-4:00 PM ET

Zoom

- SCHEDULE -

Prework:

- Read [*The Essentials: Core Competencies for Professional Nursing Education*](#)
- Review the *Essentials*' [Frequently Asked Questions](#)
- Review the [Expectations for Participating in the Zoom Workshop](#)
- Read and think about AACN's [Essentials Competency Assessment Framework](#)

Learning Outcomes:

- Articulate the “WHY” for implementation of the *Essentials* and the transition to CBE.
- Analyze the principles and benefits of competency-based education (CBE) in the context of preparing practice-ready nurses.
- Develop actionable strategies to adapt current teaching methodologies toward the implementation of competency-based education.
- Plan curricular revisions aligned with the *Essentials*.
- Apply backward design to create learner outcomes and performance-based learning and assessment strategies.
- Use behavioral-based progression indicators to draft an assessment for a cluster of competencies/sub-competencies.

Nursing Continuing Professional Development:

- The American Association of Colleges of Nursing is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.
- Participants may earn up to 7 CEUs for Nursing Continuing Professional Development.
- There are no relevant financial relationships for any of the planners and presenters for this activity.
- Sponsors have not been involved with planning of content for sessions awarding contact hours.
- For sessions awarding contact hours, participants must attend in entirety and complete an evaluation after the conference. A continuing nursing education/nursing continuing professional development certificate will be provided.
- There are no known conflicts of interest concerning planners and presenters.

Day One

11:45-12:00 p.m.

Log-in & Tech Check

12:00-12:10 p.m.

Overview of the Day and Setting the Stage for Transformation

Speaker: Susan Corbridge, PhD, APRN, Chief Education and Innovation Officer, American Association of Colleges of Nursing (AACN)

12:10-12:15 p.m.

Icebreaker (Breakout Session)

12:15-1:00 p.m.

Implementing the Essentials & the Move to Competency-Based Education (CBE)

This session will give participants an in-depth view of competency-based education and discuss how CBE improves clinical judgment and prepares nurse graduates for clinical practice. In a hands-on portion of the presentation, participants will reflect on how they can modify their current approach to begin the transformation to competency-based education.

Speaker: Jacquelyn McMillian-Bohler, PhD, APRN, Director, Institute for Educational Excellence, School of Nursing, Duke University

1:00-1:45 p.m.

Step 1: Determine the Competencies & Performance Expectations

In this session, participants will review the backward design process for competency-based program development. Using the Essentials as the basis of the work, participants will begin to describe the successful performance of each competency and sub-competency in step one of the backward design process.

Speaker: Charla Long, JD, President, Competency-Based Education Network (C-BEN)

1:45-2:00 p.m.

Break

2:00-2:30 p.m.

Backward Design Step 1: Practice (Breakout Session)

2:30-2:45 p.m.

Capturing Competency: Update on AACN's Assessment Framework and Progression Indicators

In this session, participants will hear an update on AACN's Assessment Framework, progression indicators, and scenario development.

Speaker: Susan Corbridge, PhD, APRN, Chief Education and Innovation Officer, American Association of Colleges of Nursing (AACN)

2:45-3:15 p.m.

Progression Indicators Comparison & Reflection (Breakout Session)

Speaker: Charla Long, JD, President, Competency-Based Education Network (C-BEN)

3:15-3:30 p.m.

Utilizing AACN Resources to Essentialize Your Curriculum

In this session, participants will learn about the new and updated resources to help with curricular transition.

Speaker: Dana Tschannen, PhD, RN, Associate Dean for Undergraduate Studies, School of Nursing, University of Michigan

3:30-4:00 p.m.

Debrief, Q&A, & Plans for Day #2

Speaker: Charla Long, JD, President, Competency-Based Education Network (C-BEN)

Day Two

11:45-12:00 p.m.

Log-in & Tech Check

12:00-12:15 p.m.

Recap Day #1

Speakers: Charla Long, JD, President, Competency-Based Education Network (C-BEN), and Dana Tschannen, PhD, RN, Associate Dean for Undergraduate Studies, School of Nursing, University of Michigan

12:15-12:45 p.m.

Backward Design Step 2: Create Assessment Strategy

During this session, participants will explore a range of performance-based and criterion-referenced authentic assessment methods for step two of the backward design process. Various resources will be shared, including C-BEN's Hallmark Practices for Competency-Based Assessment.

Speaker: Charla Long, JD, President, Competency-Based Education Network (C-BEN)

12:45-1:15 p.m.

Backward Design Step 2: Practice (Breakout Session)

1:15-1:30 p.m.

Break

1:30-1:50 p.m.

Backward Design Step 3: Curate the Learning Journey

In this session, participants will explore ways to structure a student's learning journey by competencies rather than courses or textbooks as part of step three of the backward design process.

Speaker: Charla Long, JD, President, Competency-Based Education Network (C-BEN), and Dana Tschannen, PhD, RN, Associate Dean for Undergraduate Studies, School of Nursing, University of Michigan

1:50-2:10 p.m.

Backward Design Step 3: Practice (Breakout Session)

2:10-2:30 p.m.

Clustering Competencies/Sub-Competencies for Assessment

Based on the progression indicators, participants will learn how to create experiential learner activities, formative and summative assessment strategies, and resources to support the learner.

*Speaker: **Dana Tschannen**, PhD, RN, Associate Dean for Undergraduate Studies, School of Nursing, University of Michigan*

2:30-3:00 p.m.

Clustering Competencies/Sub-Competencies for Assessment: Practice (Breakout Session)

3:00-3:45 p.m.

Essentializing Your Curriculum: The Long & the Short Game of Implementing Essentials

In an outcomes-based competency framework, curriculum, outcomes, and assessment strategies are mapped to the *Essentials*. Repeated and deliberate practice with experiential learning opportunities and frequent formative feedback are key to preparing students for summative assessments and the transition to the profession. This session will address opportunities and ways faculty can develop innovative, experiential learning and assessment strategies that match the assessed competency.

*Speaker: **Jacquelyn McMillian-Bohler**, PhD, APRN, Director, Institute for Educational Excellence, School of Nursing, Duke University*

3:45-3:55 p.m.

Moving Forward, Wrap-Up and Q&A

*Speakers: **Charla Long**, JD, President, Competency-Based Education Network (C-BEN), and **Dana Tschannen**, PhD, RN, Associate Dean for Undergraduate Studies, School of Nursing, University of Michigan*

3:55-4:00 p.m.

Closing Remarks

*Speaker: **Susan Corbridge**, PhD, APRN, Chief Education and Innovation Officer, American Association of Colleges of Nursing (AACN)*