

## Faculty Development Workshop on Competency-Based Education

September 26, 2023  
Baltimore, MD

### Learning Outcomes

- Explore innovative strategies, resources, and solutions for transitioning undergraduate and graduate curricula to competency-based education.
- Identify practical steps and available tools to help you adapt your programs to meet the expectations outlined in the 2021 AACN *Essentials*.
- Meet face-to-face with peers and explore how your colleagues from across the nation are moving their nursing programs to competency-based education.

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### Continuing Education Units (CEUs)

- AACN 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 6.75 CEUs for Nursing Continuing Professional Development (NCPD).
  - Participants must attend in entirety, evaluate each session electronically, and print the nursing continuing professional development (NCPD) certificate.
  - There are no known conflicts of interest concerning planners and presenters.
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## Agenda

7:30-8:30 a.m.

**Registration**

*Registration Desk*

7:30-8:30 a.m.

**Continental Breakfast**

*Elm Prefunction*

8:30 a.m.

**Welcome**

*Elm AB*

8:30-9:15 a.m.

**What is Competency-Based Education (CBE)?**

*Elm AB*

This session will provide participants with an overview of competency-based education, compare CBE to traditional teaching and learning, 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 will modify their current approach to begin the transformation to competency-based teaching.

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

9:15-9:45 a.m.

**Backward Design Step 1: Determine the Competencies & Performance Expectations**

*Elm AB*

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 what the competent performance of each competency and sub-competency looks like as part of the backward design process step one.

*Speaker: Lisa McIntyre-Hite, PhD, Executive Vice President and Chief Operating Officer, Competency-based Education Network (C-BEN)*

9:45-10:15 a.m.

**Backward Design Step 1: Practice**

*Elm AB*

10:15-10:30 a.m.

**Break**

*Elm Prefunction*

Refreshments will be provided.

10:30-11:00 a.m.

**Backward Design Step 2: Create Assessment Strategy**

*Elm AB*

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

*Speaker: Lisa McIntyre-Hite, PhD, Executive Vice President and Chief Operating Officer, Competency-based Education Network (C-BEN)*

11:00-11:30 a.m.

**Performance-Based Experiential Learning and Assessment Strategies**

*Elm AB*

In an outcomes-based competency framework, curriculum, outcomes, and assessment strategies are mapped to the 2021 *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 competency being assessed.  
*Speakers: Jacquelyn McMillian-Bohler, PhD, APRN, Director, Institute for Educational Excellence, School of Nursing, Duke University, Durham, NC and Dawn Mueller-Burke, PhD, APRN, Assistant Professor, University of Maryland, Baltimore*

11:30-12:15 p.m.

**Backward Design Step 2: Practice**

***Elm AB***

12:15 a.m.-1:15 p.m.

**Lunch**

***Elm Prefunction***

1:15-1:45 p.m.

**Backward Design Step 3: Curate the Learning Journey**

***Elm AB***

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: Lisa McIntyre-Hite, PhD, Executive Vice President and Chief Operating Officer, C-BEN Consulting*

1:45-2:30 p.m.

**Backward Design Step 3: Practice**

***Elm AB***

2:30-2:45 p.m.

**Break**

***Elm Prefunction***

Refreshments will be provided.

2:45-3:30 p.m.

**Role of Faculty as Instructional Coach/Mentor**

***Elm AB***

Coaching: As nurse educators begin to integrate competency-based education, it is no longer sufficient to be a "guide on the side." Instead, educators must see the faculty role as a coach. This session will introduce the characteristics of a faculty as a coach. The interactive portion of this presentation will include a brief opportunity for participants to role-play, providing feedback to learners in the classroom and during direct observation experiences.

*Speaker: Jacquelyn McMillian-Bohler, PhD, APRN, Director, Institute for Educational Excellence, School of Nursing, Duke University, and Dawn Mueller-Burke, PhD, APRN, Assistant Professor, University of Maryland, Baltimore*

3:30-4:00 p.m.

**Drafting an Institutional Work Plan for Operationalizing the Essentials**

***Elm AB***

In this session, participants will follow a guided process to create an institutional-specific work plan with the key tasks and milestones which must be achieved to implement the *Essentials*. An abbreviated discussion will focus on other areas on campus that may need to be involved in operationalizing a competency-based nursing program.

*Speaker: Lisa McIntyre-Hite, PhD, Executive Vice President and Chief Operating Officer, Competency-based Education Network (C-BEN)*

4:00-4:30 p.m.

**AACN Essentials Resources and CBE Assessment Update**

***Elm AB***

In this session, participants will hear the latest updates from AACN on the national landscape of the *Essentials* implementation and transition to CBE. New and updated resources, including guiding principles for assessment in CBE will be shared.

*American Association of Colleges of Nursing  
Competency-Based Education Workshop – University of Maryland, School of Nursing*

*Speakers: **Susan Corbridge**, PhD, APRN, Chief Essentials Program Officer, and **Joan Stanley**, PhD, APRN, Chief Academic Officer, American Association of Colleges of Nursing, Washington, DC*

4:30-5:00 p.m.

**Speaker Panel Q & A**

***Elm AB***