

# Competency-Based Education (CBE)

(updated March 21, 2021)

This section includes resources/references on CBE. For example,

- Definition of CBE: Competency-based education refers to a system of instruction, assessment, feedback, self-reflection, and academic reporting that is based on students demonstrating that they have learned the knowledge, attitudes, motivations, self-perceptions, and skills expected of them as they progress through their education.
  - Nurse educators have been pioneers in the use of behavioral competencies/outcomes as a framework for curricular development, teaching, and assessment in nursing education programs.
  - Nursing literature has long addressed the need for defined competencies to adequately assess nurse performance.
  - Nursing and specialty accrediting bodies require the demonstration of measurable outcomes indicating the effectiveness of educational programs/curricula and the competence of graduates.
  
- What CBE is not
  - A checklist of tasks
  - A one and done experience or demonstration
  - Isolated in one sphere of care or context
  - Demonstrated solely on an objective test
  
- Basic principles of CBE
  - A set of expectations which, when taken collectively, demonstrate what learners can do with what they know.
  - Demonstrated across all spheres of care and in multiple contexts.
  - Clear expectations made explicit to learners, employers, and public.
  - A result of determined (planned and repeated) practice.
  - Visibly demonstrated and assessed over time.
  
- Learning experiences in CBE must be:
  - Integrative and experiential
  - Self-aware and reflective
  - Active and interactive
  - Developmental
  - Transferable

**Competency-**