



## Revised FQAS Competency Framework

This table shows the revised FQAS competencies in each of the four areas. Each competency has a set of performance standards that help define successful performance. Performance standards are show in subsequent pages.

<b>CURRICULUM &amp; ASSESSMENT</b>	Use performance-based curriculum to guide learning and assessment	Integrate formative and summative assessments aligned to outcomes	Use data to inform decision making about the teaching and learning process	Communicate feedback to promote student learning and engagement
<b>DIVERSITY, EQUITY &amp; INCLUSION</b>	Analyze how your identities influence student success	Use resources to promote diversity, equity, and inclusion in the learning community	Cultivate an inclusive learning environment that meets the needs of every learner	
<b>STUDENT SUCCESS</b>	Examine the variety of factors that influence student success	Utilize varied strategies for managing inclusive learning environments	Utilize college/community resources and services available to support teaching and learning	
<b>TEACHING METHODS</b>	Implement evidence-based instructional strategies	Develop a plan for learning	Facilitate learning	Utilize technology to enhance learning experiences Adapt teaching practice to meet student needs



## CURRICULUM AND ASSESSMENT

Use performance-based curriculum to guide learning and assessment	Integrate formative and summative assessments aligned to outcomes	Use data to inform decision making about the teaching and learning process	Communicate feedback to promote student learning and engagement
<ol style="list-style-type: none"> <li>1. incorporate the performance based-learning model</li> <li>2. align the course outcome summary document, learning strategies and assessment with your plan for learning</li> <li>3. integrate core abilities, program outcomes, and/or external standards in your course</li> <li>4. examine the relationship between your course and the larger program of study</li> </ol>	<ol style="list-style-type: none"> <li>1. distinguish between formative and summative assessment</li> <li>2. develop an assessment plan that includes formative and summative assessment techniques throughout a course</li> <li>3. develop formative assessment strategies aligned to specific learning outcomes</li> <li>4. evaluate formative and summative assessments</li> <li>5. utilize a variety of formative and summative assessment strategies appropriate for your learning outcomes</li> <li>6. integrate rubrics or other evaluation tools</li> </ol>	<ol style="list-style-type: none"> <li>1. identify student level disaggregated data to inform decision making about teaching and learning</li> <li>2. differentiate among course, program, and institutional assessment</li> <li>3. analyze student performance data to improve the effectiveness of assessment strategies</li> <li>4. analyze assessment data to make decisions on instructional practices to improve student success.</li> <li>5. share data with colleagues at the department/program level for analysis and shared decision making and support.</li> </ol>	<ol style="list-style-type: none"> <li>1. identify a timeline for providing feedback to students</li> <li>2. identify methods for providing feedback to students</li> <li>3. assess the effectiveness of your feedback to students</li> <li>4. provide regular and substantive (actionable, constructive, and specific) feedback referencing assessment criteria</li> </ol>



## DIVERSITY, EQUITY, AND INCLUSION

Analyze how your identities influence student success	Use resources to promote diversity, equity, and inclusion in the learning community	Cultivate an inclusive learning environment that meets the needs of every learner
<ol style="list-style-type: none"> <li>1. consider the potential differences in experiences of various populations (e.g., overrepresented, underrepresented, minoritized groups)</li> <li>2. analyze the ways in which your own identities intersect</li> <li>3. identify the potential relationship of your identities to the status and opportunities of your position in society</li> <li>4. reflect on the impact your identities and position in society has on the learning environment you create</li> <li>5. identify language, behaviors, and assumptions that are harmful to student success</li> <li>6. identify positive changes you could make in your practices with your students to increase student success</li> </ol>	<ol style="list-style-type: none"> <li>1. analyze the local student demographics and their impact on the learning community</li> <li>2. explore diversity, equity, and inclusion initiatives at the college</li> <li>3. leverage national, community, and college resources to align your teaching practices with the college equity and inclusion initiatives</li> <li>4. connect students to relevant resources and organizations (student clubs, diversity, equity, and inclusion leaders, departments and or offices, etc.)</li> </ol>	<ol style="list-style-type: none"> <li>1. demonstrate cultural competence in student interactions</li> <li>2. evaluate your current instructional practices and identify areas for improvement</li> <li>3. implement strategies that close opportunity gaps</li> <li>4. use inclusive and culturally responsive content and materials</li> <li>5. use strategies that are sensitive to student's lived experiences and environments (trauma-informed, poverty informed, financial insecurities, etc.)</li> <li>6. foster relationships with students through empathy and understanding of student's needs</li> <li>7. address the social needs of learners (i.e., develop belonging, sense of community, group work, icebreakers)</li> <li>8. create a learning environment that mitigates the effects of negative stereotypes</li> <li>9. utilize techniques to ensure all students are included and respected in the learning environment</li> </ol>



## STUDENT SUCCESS

Examine the variety of factors that influence student success	Utilize varied strategies for managing inclusive learning environments	Utilize college/community resources and services available to support teaching and learning
<ol style="list-style-type: none"> <li>1. describe student success factors in teaching and learning</li> <li>2. analyze your role in increasing student success both in the classroom and at the college</li> <li>3. review disaggregated data related to student retention and course completion</li> </ol>	<ol style="list-style-type: none"> <li>1. apply principles of Universal Design for Learning (UDL)</li> <li>2. use strategies to manage classroom environment (resolve conflict, create safe classroom, and handle disruptions) appropriate to the instructional modes</li> <li>3. implement best practice strategies for group activities, engagement, and assessment</li> <li>4. use strategies to build a welcoming, collaborative learning environment to promote learner retention and completion</li> </ol>	<ol style="list-style-type: none"> <li>1. describe how student support services and other resources can help the learner be successful</li> <li>2. use the college referral process to refer students to appropriate resources</li> <li>3. implement accommodation plans for learners</li> </ol>



## TEACHING METHODS

Implement evidence-based instructional strategies	Develop a plan for learning	Facilitate learning	Utilize technology to enhance learning experiences	Adapt teaching practice to meet student needs
<ol style="list-style-type: none"> <li>1. apply foundational learning theories within your teaching</li> <li>2. infuse strategies that encourage engagement</li> <li>3. implement strategies and materials to promote diversity, equity, and inclusion</li> <li>4. integrate equitable strategies</li> </ol>	<ol style="list-style-type: none"> <li>1. create a plan for learning aligned to course competencies</li> <li>2. incorporate the learning cycle</li> <li>3. identify formative and summative assessments</li> <li>4. identify ways to differentiate learning based on learner needs</li> <li>5. produce a syllabus that meets the college guidelines</li> <li>6. plan for possible accommodations</li> <li>7. incorporate culturally responsive and inclusive learning materials</li> </ol>	<ol style="list-style-type: none"> <li>1. incorporate learning technologies to enhance teaching and learning</li> <li>2. employ a variety of learner engagement strategies</li> <li>3. apply strategies that encourage reflection</li> <li>4. employ questioning techniques that promote higher level thinking (problem solving, critical thinking, reflection)</li> <li>5. use timely and constructive feedback to enhance learning</li> <li>6. incorporate classroom management techniques to enhance teaching and learning</li> </ol>	<ol style="list-style-type: none"> <li>1. leverage technology appropriate for the modality</li> <li>2. help students identify resources for using technology</li> <li>3. respond to students with disparities in technology access with appropriate resources</li> </ol>	<ol style="list-style-type: none"> <li>1. adapt your teaching practice based on student feedback</li> <li>2. apply accommodations for students with documented disabilities</li> <li>3. develop strategies tailored to varying learner developmental needs</li> <li>4. utilize college resources to aid you in meeting learner needs</li> <li>5. adapt your teaching practices based on data and evidence</li> </ol>