**Didactics LMD3 *Dr. Semmoud.A***

***Competency Based Approach***

“The change has come into our education has been the shifting of the center of gravity... the child has become the sun about which the appliances of education revolve; he is the center about which they are organized.”

**Competency-basedApproachParadigmshift**  
**Teacher-Centred to**

* Knowledge transmition
* Passive learners
* Skills separated
* Academic achievements
* Teaching and evaluating are separate
* Dependency / No risk taking / No creativity / No self-assessment……….

**\* Focus is on “ product”**

* Culture is competitive and individualistic

**Learner-Centred.**

* Learners construct knowledge
* Active learners
* Skill integration
* Academic knowledge having social functions
* Teaching & assessing are intertwined
* Independency; Risk taking ;Creative /Critical thinking……

**\* Focus is on “process”**

* Culture is cooperative, collaborative & supportive
* Concentrates on……..
* -Imitation of rigid patterns
* -Rote memorization;
* -Knowledge
* -Dependency
* -Achievement

**Lerarner’s Role in the Competency Approach**

**Wants to know what he learns**

* Responsible for his learning
* Acts upon what he learns
* Builds strategies

Self-assesses himself

* Solves problems.
* Learns to cooperate.
* Works autonomously.
* learns through doing.
* Puts into question his learning process .

**Learning Styles**

“Style is a term that refers to consistent and rather enduring tendencies or preferences *within* an individual. Styles are those general characteristics of intellectual functional (and personality type, as well) that pertain to you as an individual, and that differentiate you from someone else. For example, you might be more visually oriented, more tolerant of ambiguity, or more reflective than someone else—these would be styles that characterize a general pattern in your thinking or feeling”.

(Brown, 2000, p. 113).

**Learning Styles are simply different ways of learning**

* Visual learners learn through

seeing (text, images, concept maps, video, handouts, workbooks…)

* Auditory learners learn through

listening to (lectures, consultations, discussions, consultations, audio…)

* Kinesthetic learners learn through

moving, doing and touching (hands-on, experimentation…)

**“If the child is not learning the way you are teaching, then you must teach in the**

**way the child learns”.**

Rita Dunn

**The Three domains of Education. Cognitive; Affective and Sensorymotor  
 (Knowledge) (Attitude) (Skill)**

-**A**. What people know and how they think about what they know.

**-B**. What people can do and how skillful they are in doing them.

**-C**. What people feel and how intensely they hold these feelings.

**Defining competencies**

* A set of skills, knowledge, and abilities that together reflect the demands and goals of the organization or profession (Prahalad & Hamel 1990 [in Miller, et al., 2001])
* Competencies derived from analysis of the profession, versus analysis of specific jobs in the profession (Shippmann 2000 [in Miller, et al., 2001)
* Kane (1994): working model definition

“To identify the knowledge, skills, and judgments that are used in practice and that make a difference in practice, in the sense that the practitioner’s level of mastery of knowledge, skills, and judgment has a substantial impact on the effectiveness of the practitioner’s performance” (p.148)

**What is professional competence?**

“Professional competence is the habitual and judicious use of communication, knowledge, technical skills, clinical reasoning, emotions, values,and reflection in daily practice for the benefit of the individual and community being served”

(Epstein & Hundert, 2002)

**What a Competency is.**

« A competency is a know how to act process that integrates a set of attitudes, skills and knowledge inserted within problem-solving situations. It is evolutive and should have a social function; morever, it is disciplinary and can be measured only in the context in which it evolves ».

**Competence vs Competency**

What is the difference and what difference does the difference make ?

-“Competence” concentrates on the outcomes of job performance. (WHAT has been achieved ?)

-“Competency” focuses on the behaviours that cause that outcome. (HOW was it achieved ?)

**Linking Learning to the World of Work**

A critical concern in determining either a competency or a competence is the relation-ship between the world of learning and the world of work and the mechanisms by which the experience of one is a preparation for participation in the other.

**Importance of Prior Knowledge:**

“The most important single factor influencing learning is what the learner already knows.” David Ausubel

**Process or Production ?**

Instruction measures ” HOW” and “WHAT“ *participants have learnt* as opposed to what

instructors think they have taught.

**Learners need three kinds of knowledge to use strategies effectively (What, How, When).**

-**Declarative knowledge** is the factual information that one knows; the content of the strategy.

-**Procedural knowledge** is knowledge of how to do something, of how to perform the steps in a strategy.

-**Conditional knowledge** is knowledge about when to use a procedure, skill, or strategy and when not to use it; why a procedure works and under what conditions.

**Get Learners to Focus on the Learning Process:**

-Teach them “HOW” to learn what they are learning.

-Teach them “WHAT” to do when they do not know what to do.

**Metacognitive Strategies**

“ **When you hear yourself talking to yourself. If you are having an inner dialogue inside your brain and if you evaluate your own decision-making processes, you are experiencing metacognition**.” (Costa, 1994)

“**The awareness and control an individual has over his / her own thinking and learning**.” (J. M.O’Malley & A. U. Chamot, 1990 )

**Theories of Learning that Support the Competency-based Approach**

* Constructivism
* Socio-constructivism
* Cognitivism
* Socio-cognitivism