



CEI COMPETENCY-BASED/PERSONALIZED LEARNING (CB/PL) LEARNING NETWORK

PROJECT OVERVIEW

WHY COMPETENCY-BASED/PERSONALIZED LEARNING?

[Colorado Education Initiative](#) (CEI)'s [strategy release](#) in September 2017 reinforced our vision that all Colorado students develop not only academic, but also professional, personal, entrepreneurial, and civic competencies we know are needed for students to become happy, healthy, and successful 21st century adults as a result of their K-12 education in our state. We believe competency-based/personalized learning (CB/PL) is an entry point to transforming systems so that they reliably produce these outcomes at scale for all students.

WHAT IS THE COMPETENCY-BASED/PERSONALIZED LEARNING NETWORK?

CEI is offering an opportunity for district teams (including districts and CMOs, small to large, rural to urban) to join a Learning Network to explore how Colorado school districts can develop CB/PL systems. CB/PL environments promote student agency by tailoring learning to students' strengths, needs, and interests and students' progress through and exit the system based on demonstrated mastery of postsecondary and workforce readiness, so they are prepared for additional learning, work and life. CEI is interested in partnering with teams who are committed to changing the nature of school to confront and ameliorate inequities in achievement based on race, income, proficiency in English, special education status, and other student characteristics.

This project will be divided into two phases, beginning with the Learning Network, which is a ten-week learning opportunity starting in March 2018 focused on helping district teams learn about CB/PL, grounded in CEI's [Theory of Change](#), and with a focus on equity and empathy mindsets, conditions for scale, and catalyzing a learning community of districts across Colorado seeking to leverage this work for broader system transformation. The second phase, the Design Network, will run from June 2018 through June 2019 and is designed to support districts who want to move ahead with CB/PL to develop an implementation plan.

For those who have partnered with CEI in the past, the Learning Network phase will feel different. Rather than being an opportunity to implement a specific project or program, this is an opportunity to explore your district's current state, identify equity gaps, and learn about CB/PL strategies other districts/schools are using to better meet the needs of all their students. The ideal Learning Network teams will be comprised of two or more district leaders, including the superintendent; two or more school leaders, including a principal and teacher leader from one or more schools; a parent; a school board member; and a community/business representative. Participating teams **must** include the superintendent or other senior district leader, a principal, and a teacher leader.

It is important to note that participation in the Learning Network **should NOT be viewed as a funding opportunity**. Although CEI has some resources to help support Learning Network activities, there are currently no resources available to pass through to support the implementation of district/school initiatives this spring. It is highly likely, however, that CEI will partner with some or all the members of this Learning Network to pursue funding to support the implementation and scale of CB/PL efforts in the future.

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WHAT ARE THE BENEFITS FOR PARTNER DISTRICTS?

During the Learning Network, CEI will support district teams to strengthen the mindsets necessary for system transformation, to explore strategies to implement CB/PL, and to identify conditions required to scale promising and proven practices. Teams will:

- Analyze district- and school-level data to uncover equity gaps
- Use empathy-building tools to deepen their understanding of the causes of equity gaps
- Examine strategies for implementing CB/PL
- Participate in two networked convenings with other Colorado school districts
- Learn from and share ideas with other participating teams
- Develop a goal to guide and focus their CB/PL efforts

WHO IS A GOOD FIT?

The Learning Network is designed for districts that are intrigued by the potential of CB/PL to transform teaching and learning and want to learn about more about the nature of CB/PL, as well as implementation strategies and challenges. While we imagine that this network will be especially meaningful for districts in earlier stages of moving toward a CB/PL system, it might also be a good fit for districts who have started advancing toward CB/PL in some ways but are particularly interested to learn more about the aspects of CB/PL listed below. Teams most likely to succeed in the CB/PL Learning Network:

- Have a strong interest in moving toward a CB/PL system to better meet the needs of all their students, with specific interest in building systems that promote student agency by tailoring learning to students' strengths, needs, and interests and where each student will progress through and exit the system based on demonstrated mastery of postsecondary and workforce readiness (see [CEI's Competency-based/Personalized Learning Theory of Change](#))
- Demonstrate a willingness to publicly acknowledge and confront systemic discrepancies in student outcomes and opportunities to learn, by race, gender, income, IEP status, English language proficiency, and other student characteristics
- Are committed to exploring how CB/PL can reduce or eliminate those discrepancies in student outcomes and opportunities, specifically by articulating clear competencies for student learning, building a supportive culture and climate, and changing teaching and learning practices
- Are committed to joining a network that will support districts to learn from and with each other about CB/PL

EXPECTATIONS FOR PARTICIPATION

Learning Network teams (including a minimum of five members to include at least one of the following roles: a building principal, teacher leader, and senior district leader; see ideal team composition above) will be expected to:

- Actively engage as thought partners with CEI and the entire Learning Network
- Engage authentically with stakeholders (students, staff, and community) to inform the team's understanding of equity gaps
- Analyze and reflect on district- and school-level data with CEI staff and other Learning Network teams
- Meet regularly as a team
- Send a full team to attend both convenings (March 7; May 10)
- Host a district visit for CEI staff
- Save the date for CEI's annual Showcase for the launch of the Design Network phase (June, dates and location to be confirmed soon)

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APPLICATION PROCESS

CEI will partner with a maximum of 10 school districts who will be selected through a competitive application process:

- Informational webinars offered on **January 24, 2018 from 9 – 10 a.m. OR January 31, 2018 from 3 – 4 p.m.**
 - <https://zoom.us/j/8938687235> - same link for all webinars, no need to register in advance
- Interested parties should complete a Letter of Interest (LOI) by **February 6, 2018**
 - Use this [Word document](#) to write and finalize your responses
 - Then copy your responses into this [online form](#) by February 6 to submit your LOI
- CEI will conduct follow-up calls as needed from **February 7-15, 2018**
- Participants will be notified of selection by **February 16, 2018**

PROJECT TIMELINE

- March 7: Convening #1 (Front Range)
- March 19 – April 13: Site visit window (see LOI form to indicate available days/times)
- March 19 – May 4: Periodic knowledge building activities (via webinar)
- May 10: Convening #2 (Front Range)
- Launch of the Design Network phase at CEI's annual Showcase – June, dates and location to be confirmed soon

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