

## College and Career Competency Framework Implementation Process

**Explore competency and components** – Analyze current practices, determine needs, gain buy-in.

*What are we already doing to support development of this competency? Who needs to commit to competency instruction?*

**Develop instructional and assessment plan** – Determine when and where instruction will occur, align instruction with curriculum, determine instructional strategies addressing each competency component, ensure that staff providing instruction are well-versed in the competency and components.

*Where does competency instruction fit best within our core content? How can we reach all students? How will we teach each component of the competency? How will we provide guided and independent practice with feedback? How will we support students to self-assess their strengths and areas for growth in the competency?*

**Implement instruction** – Provide initial instruction, as well as guided and independent practice with feedback.

*How do we provide initial instruction and guided and independent practice with feedback across time to support students in learning and practicing the competency?*

**Embed ongoing assessment** – Support students to determine strengths and areas for growth, and monitor progress. Examples include competency formative questionnaires, assignments and performance-based assessments, class performance, observation.

*How do students reflect on their current demonstration of each competency component? How do we know if competency instruction is benefiting students?*

**Reinforce the competency across multiple settings** – Determine how and where to provide reinforcement, ensuring staff providing reinforcement are well-versed in the competency and components.

*How do we continue to support students to demonstrate the competency? How do we help students generalize the competency across school contexts and other aspects of their lives?*

**Track outcomes and learning** – Analyze, interpret, and discuss data; celebrate successes; and identify areas for improvement.

*Overall, how has competency instruction and reinforcement benefited students? What did we implement well and what areas of implementation do we need to improve?*

**Reflect and refine** – Discuss implementation and determine modification and expansion.

*How will we make adjustments going forward? How will we continue to reinforce the competency? How will we support students that need more opportunities for practice with feedback? How will we use data for decision making and collaborate with others to deepen impact?*