

## COMPETENCY BASED EDUCATION: A NEED TO INCORPORATE IN NURSING

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### *Abstract*

*Competency based education are opening new opportunities for the students. Competency based learning is flexible as it focuses exclusively on the learning, instead of requiring a certain amount of time sitting in classes. It focuses only that you are able to master the competencies in your area. Such education system offers much needed flexibilities as you can master these competencies at your own pace works which is best for you.*

**Keywords:** *Competency, Education, Incorporate, Nursing*

### **INTRODUCTION**

Competency-based education is taking its roots in the education system across the country. The concept behind competency-based education is very simple. Learning best measured in students is demonstrated through mastery of learning rather than spending a number of hours in classrooms. Due to increasingly global and competitive economy we need to prepare each student more effectively for their future by redesigning the education system around actual student learning.

Competency based education are opening new opportunities for the students. Competency based learning is flexible as it focuses exclusively on the learning, instead of requiring a certain amount of time sitting in classes. It focuses only that you are able to master the competencies in your area. Such education system offers much needed flexibilities as you can master these competencies at your own pace works which is best for you.

Competency-based education is a major shift in school culture, structures, and pedagogy also being implemented at deeper levels in schools, colleges and universities. It has focused on ensuring that all students succeed in gaining skills and competencies in learning. It also addresses to fundamental shortcomings of the traditional model.

Nurses are always challenged on how they can contribute to society as professionals. They are expected to take professional responsibilities for continuously providing direct care, protecting individual lives and supporting activities of daily living. To accomplish this, it is important for nurses to improve their nursing competency and utilize it in their daily practice.

### **WHAT IS COMPETENCY-BASED EDUCATION?**

Basically, competency based education means instead of focusing on grades and yearly curriculum schedules; the focus is placed on how competent each student is in their subject. This means that students can only move forward when they can demonstrate mastery.

Competency-based education is a framework for teaching and assessment of learning. It is also described as a type of education based on predetermined "competencies," which focuses on outcomes and real-world performance.

The competency-based education (CBE) approach allows students to advance based on their ability to master a skill or competency at their own pace regardless of environment. This method helps the students meet different learning abilities and can lead to more efficient student outcomes.

**Competency based system is a system in which the** students are empowered daily to make important decisions about their learning experiences, it helps them to explore how will create and apply knowledge, and how they will demonstrate their learning. Here assessment is a meaningful, positive, and empowering learning experience for students that yield timely, relevant, and actionable evidence. The students receive timely, differentiated support based on their individual learning needs. Student's progress is based on evidence of mastery and not on seat time. Students learn actively using different pathways and varied pacing. There need to follow some strategies to ensure equity for all students which are embedded in the culture, structure, and pedagogy of schools and education systems. Expectations for learning are rigorous, explicit, transparent, measurable, and transferable.

Aims of competency based education are:

- to help students learn most effectively,
- to achieve greater equity,
- to foster deeper learning, or
- to create a system of continuous improvement.

Advantages of Competence based education

- Provides flexibility for all types of students inspite of differences in their knowledge backgrounds or literacy levels
- Bias is removed, and equity is achieved
- Students are better prepared with the skills necessary to succeed as adults
- Students learn how to take responsibility for their education and be better learners

Disadvantages of Competence based education

- It is difficult to determine the key competencies and define it for each class.
- Assessments should be more meaningful and creative
- Teachers must be constantly aware of student progress, so that they be ready to help a student who does not understand or not on track to achieve the goals.

## **PRINCIPLES OF COMPETENCY BASED EDUCATION**

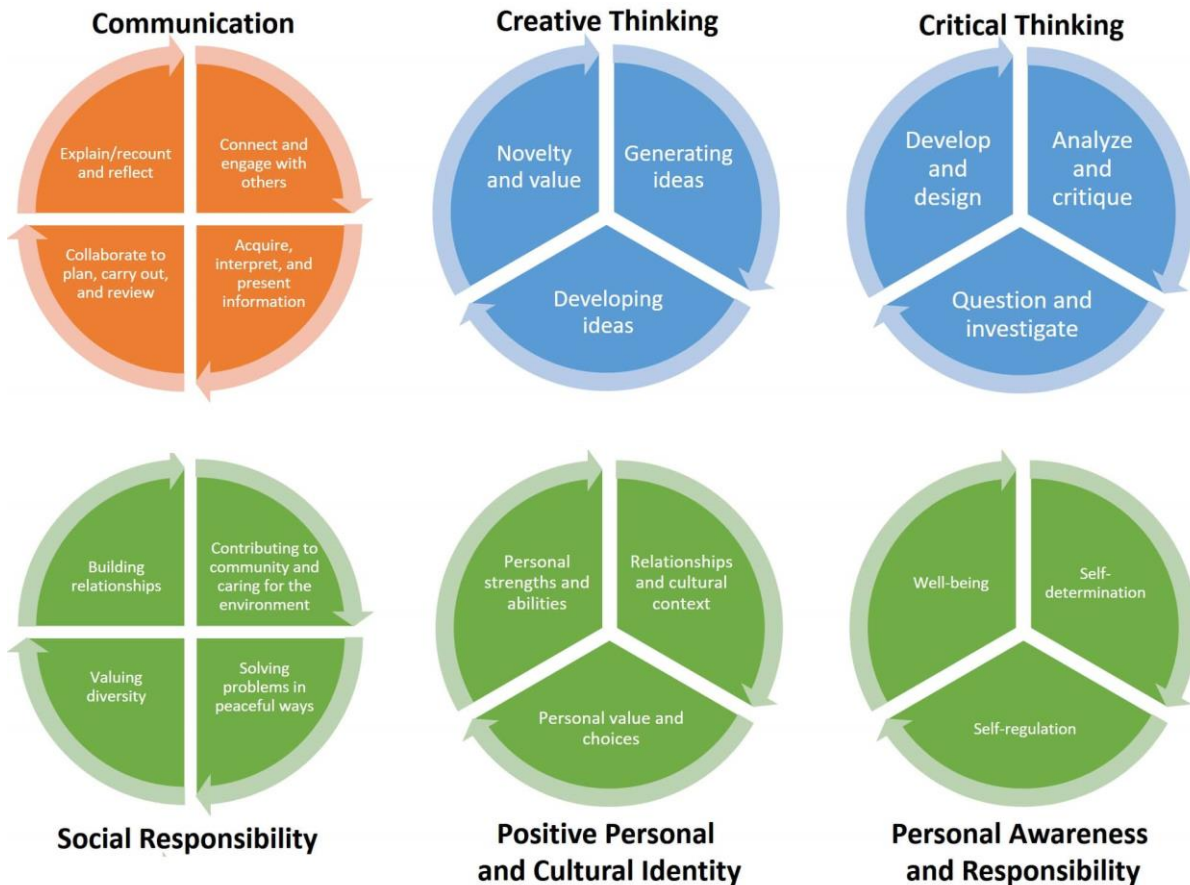
Al though competency based education is flexible it dosen't mean that is lacks core principles.

### **1. Equity is set before all else**

This is a main principle of competency based education as it purposely seeks to understand and remove bias in school leadership. Equity does not mean giving each student the same thing as everyone else. But it means giving each student what they need to reach the same end goal. Students are taught and supported based on their personal strengths and weaknesses, giving each individual the same chances for success. Thus, it completely removes the predictability of achievement based on culture, social class, household income, or language. Competency based education also helps create an inclusive culture where all students feel safe and respected.

### **2. Classes emphasize measurable competencies that help build skills for life**

Competencies must be defined in advance and set as learning objectives for each student. We need to know what are these competencies based on rather than just testing for head knowledge, competencies focus on the practical understanding that a student has of the subject. The competencies can be based on understanding of key concepts, ability to apply knowledge to meaningful problems and mastery of relevant skills.



### 3. Transparency helps students take ownership

Competency based education comes from the recognition that personal learning can be the most powerful kind of learning. But for personal learning to work, your competency based degree program needs to give you the power to set your own goals and control how much and how fast you learn. The learning objectives should be clear to both students and parents which are set. When each student has the end goal clear in mind, they'll take more responsibility for their own education. If the student clearly understands what he needs to do in order to be proficient. Hence he'll take more ownership over his education. He'll realize on his own that he needs help. This ownership, in turn, helps them become better learners now and into adulthood.

### 4. Students get the support they need individually

In a competency based education environment, students should have a framework to understand how long they should work on a problem before asking for help, and when in the class time they can approach the teacher. Competency based education works through bias and produces equity. So, as teachers work with students through their different weaknesses and help them draw on their strengths, each student is moved forward towards mastery on a unique but equally effective path. This personalized learning experience gives each student an equal opportunity for success. For this process to work smoothly, teachers must be available to help students. They can't just rely on students asking for help. Teachers need to be fully aware of each student's progress.

### 5. Teachers assess for growth and mastery

Assessments come in many shapes and sizes. There are three types of assessments that are especially useful for competency based education:

### **Formative assessments**

[Formative assessments](#) give teachers the ability to adjust in real time by clearly identifying the key areas where students need to improve. These assessments help teachers to determine where each student is in the learning process and adjust their teaching as necessary. For example, teachers may ask students to submit the videos that can be shared online. These types of assessments allow students to demonstrate their understanding of the subject, which is the basis for competency based learning. Then, the teacher can adjust the next lesson accordingly, or plan one-on-one time with students who showed less understanding of the subject.

### **Authentic assessments**

Getting students to take their knowledge and apply it to real world situations is another great way to demonstrate mastery. Also, students get to develop skills that they'll need in the future.

### **Digital content assessment**

When using technology in the classroom, assessment become a lot easier. Many classroom softwares include assessment and progress reporting, which helps teachers see exactly where each student is in the learning process.

#### 6. Students move forward when they demonstrate mastery

With regular assessments and data-based progress reporting, teachers understand where each individual student is in the learning process. Once the students demonstrate mastery over the activities they move forward.

### **COMPETENCE BASED EDUCATION IN NURSING**

There can be no argument against competence in health care; who would want to be nursed by an incompetent practitioner. The competency-based approach to nurse education is persuasive and appealing in the sense that it endeavors to explicitly outline the competencies required to be a competent nurse practitioner; the purpose of nurse education is to prepare students to carry out competent and direct, or 'hands-on', clinical nursing care. Such a view of the nature of 'competence' is not without support. Competence is concerned with what people can do rather than with what they know.

#### **Definition**

Nursing competency is the ability to take action by combining knowledge, skills, values, beliefs, and experience acquired as a nurse" and explained that competency can be viewed as an integrated performance reflecting the professional nurse's feelings, thoughts and judgment.

- Nakayama et al

Nursing competency is defined as a nurse's ability to effectively demonstrate a set of attributes, such as personal characteristics, professional attitude, values, knowledge and skills and to fulfill his/her professional responsibility through practice

- Takase and Teraoka

A core competency of nursing is "the ability to practice nursing that meets the needs of clients cared for using logical thinking and accurate nursing skills."

Importance of competency based education in nursing:

- It leads to an improved quality of patient care and an
- Helps increased patient satisfaction with the nurses and

- Helps promote nursing as a profession and
- Improves nursing education and clinical nursing

The nursing competency structure consists of four abilities:

- ✓ the ability to understand needs,
- ✓ the ability to provide care,
- ✓ the ability to collaborate and
- ✓ the ability to support decision-making.

These four abilities are closely related and utilized in all types of nursing practice settings

Nursing competency can be divided into the following three theories: behaviorism, trait theory, and holism. Behaviorism refers to competency as an ability to perform individual core skills, and is evaluated by demonstration of those skills. Trait theory considers competency as individual traits necessary for effectively performing duties (knowledge, critical thinking skills, etc.).

Holism views competency as a cluster of elements, including knowledge, skills, attitudes, thinking ability and values that are required in certain contexts.

Nursing competency is generally viewed as a complex integration of knowledge including professional judgment, skills, values and attitude, indicating that holism is widely accepted. In nursing practice, nurses are required to apply their acquired knowledge, skills and innate individual traits to each situation and be able to adapt that knowledge and those skills to different circumstances.

### ***Components of Nursing Competency***

Nursing competency is a holistic and integrated concept, which is constructed from complex activities. It is defined as a performance competency, which meets the standards expected from potential competencies.

Nursing competency is categorized into seven elements subsisting within three major components:

- i) the ability to understand people
  - 1) applying knowledge and
  - 2) building intrapersonal relationships;
- ii) the ability to provide people-centered care
  - 3) providing nursing care,
  - 4) practicing ethically, and
  - 5) collaborating with other professionals; and
- iii) the ability to improve nursing quality
  - 6) expanding their professional capacity, and
  - 7) ensuring the delivery of high-quality nursing

### **CONCLUSION**

Competency based education and [personalized learning](#) really go hand-in-hand. By personalizing the learning experience for each individual student, teachers ensure that each student has full mastery before they can move forward. This way, the goal of equity is achieved: students move forward at their own pace, but everyone in the class achieves mastery. Competency based education gives a clear focus on preparing students for the next stage of their life, whether it be college or a career. Nursing competency is a core ability that is required for fulfilling nursing responsibilities. Therefore, it is important to clearly define nursing competency in order to establish a foundation for nursing education curriculum.

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