TITUS LEARNING

SMARTLY TAILORED E-LEARNING

Competencies

The key to unlocking effective performance management

CHRYSALIS

COURSES

TITUS LEARNING

SMARTLY TAILORED E-LEARNING

Client Background

- UK's market leading trainer in counselling courses and talking therapies.
- Established in 1998
- Over 20 years of experience in Counselling training.
- Venues throughout the UK

CHRYSALIS COURSES

TITUS LEARNING

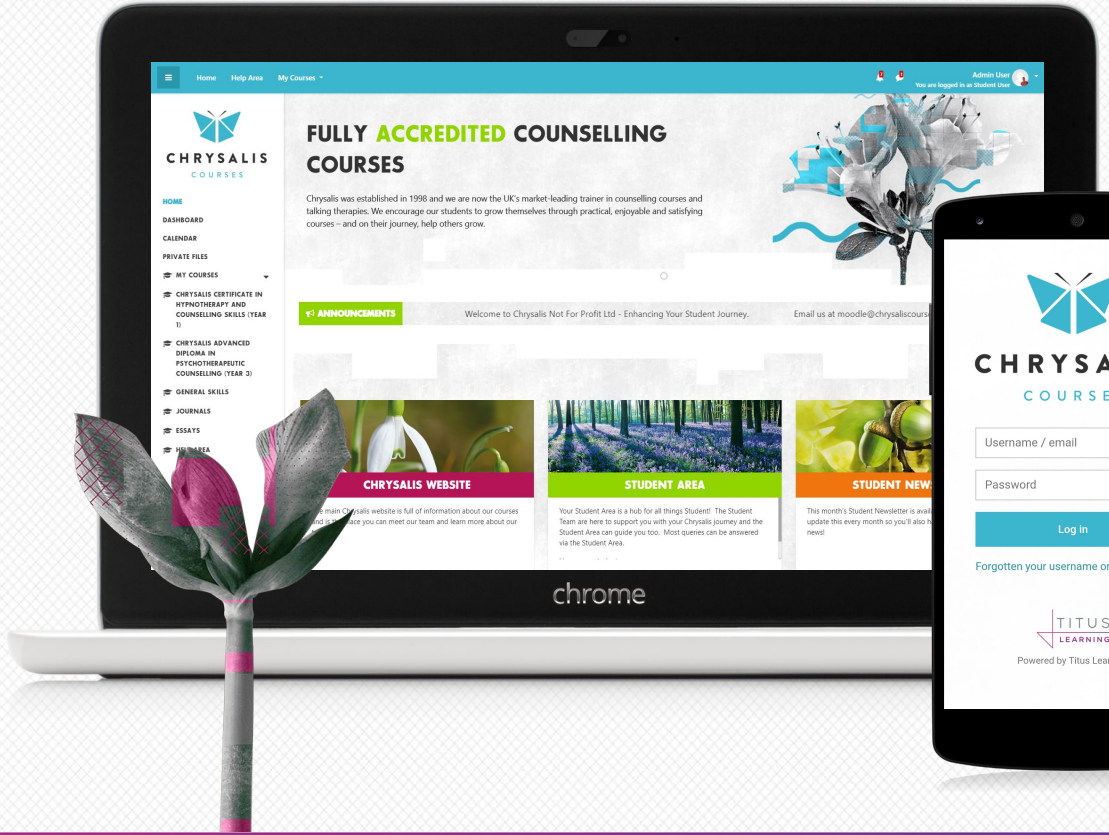
SMARTLY TAILORED E-LEARNING

Client Background

- Why Moodle?

- Why Titus?

TITUS LEARNING

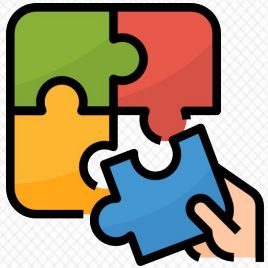


The Journey

Challenge

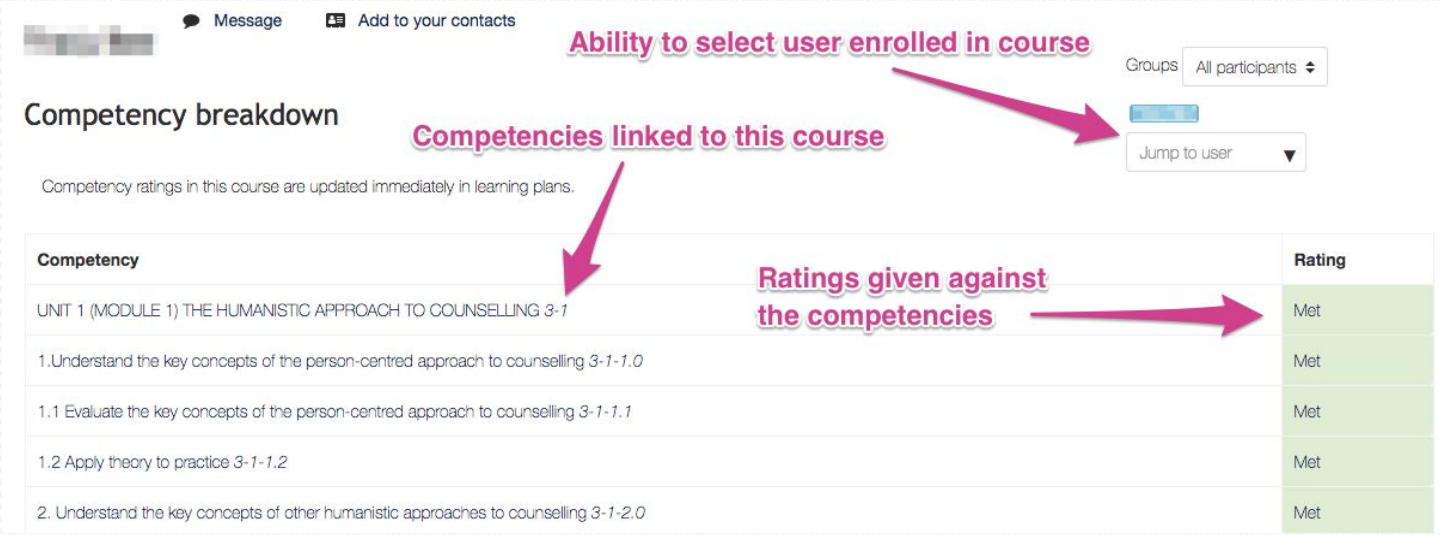
Solution

Results



What are competencies?

- Describe the level of understanding/proficiency of a learner
- Competency frameworks - a collection of competencies



Defining a scale

- Allows you to evaluate/rate a learners performance
- Simple or complex
- Must mark the point at which a user is classed as **proficient**

	Example 1	Example 2	Example 3
Competency:	The learner can explain the state of hypnosis.	Monitor pupils' progress through observation, marking, targeted questioning and discussion.	Ability to conduct presentations to external clients, regulators & policy makers.
Scale:	• Not met • Met *(proficient)*	• Not on track • On Track *(proficient)* • Got it	• Cannot perform • Can perform with supervision • Can perform with limited supervision • Can perform without supervision *(proficient)* • Can teach others

What are learning plans?

Define a set of competencies which you can assign to an **individual** or group of learners.

Why use Learning Plans?

Availability of **third party plugin** that can be utilised to display even more meaningful data at a higher level.

- **Monitoring of Learning Plans**

LEVEL 3 CERTIFICATE IN HYPNOTHERAPY AND COUNSELLING SKILLS

Status
Active (Complete this learning plan)

Learning plan template
Level 3 Certificate in Hypnotherapy and Counselling Skills (Unlink from learning plan template)

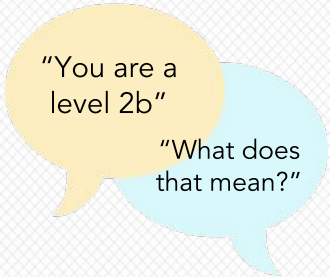
Progress
38 out of 73 competencies are proficient

Comments (0)

LEARNING PLAN COMPETENCIES

Name	Rating	Proficient	Status	Actions
UNIT 1 (Modules 1 and 2) BASIC HYPNOTHERAPY TECHNIQUES *1-1* Path: Level 3 Certificate in Hypnotherapy and Counselling Skills /	Met	Yes	Waiting for review	Edit
1.Understand what is meant by hypnosis *1-1-1.0* Path: Level 3 Certificate in Hypnotherapy and Counselling Skills / 1-1	Met	Yes	Waiting for review	Edit
1.1 Explain the state of hypnosis *1-1-1.1* Path: Level 3 Certificate in Hypnotherapy and Counselling Skills / 1-1 / 1-1-1.0	Met	Yes	Waiting for review	Edit
1.2 Describe the psychological aspects of hypnosis *1-1-1.2* Path: Level 3 Certificate in Hypnotherapy and Counselling Skills / 1-1 / 1-1-1.0	Met	Yes	Waiting for review	Edit

Benefit of competencies



- "Standard" grading doesn't provide you with detailed info.
  - Sometimes you need more than a number...
- Advanced methods (e.g. Rubrics) don't allow reporting. Less efficient way of accessing rated criteria.
- Competencies/learning plans can span over multiple courses and (*thanks to plugin*) report at a site level.

How did we help?

- Created the competencies/learning plans journey
- Constructed a test:

> Test framework with a test scale

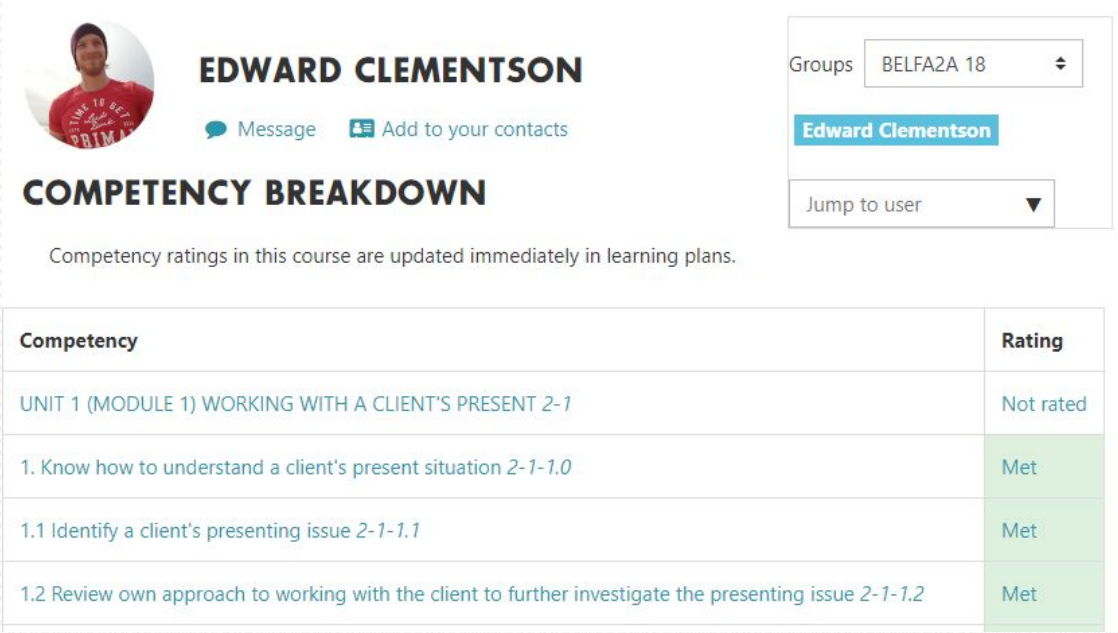
> Test course with activities that had linked competencies

> Provided test ratings

I wish to implement competencies & learning plans
1. Created a **Scale** 2. Created a **Competency Framework** 3. Created & linked a **Learning Plan** to cohorts/users 4. **Linking Competencies to a Course** 5. **Linking Course Competencies to Activities** 6. Created custom links on dashboard to allow access to reports.

Reporting - Competency breakdown report

- Viewable in a course
- Works in conjunction with "Separate groups"
- Ability to quickly:
  - Change a rating
  - Leave a comment on a rating
  - Cycle between learners



EDWARD CLEMENTSON

Message Add to your contacts

Groups BELFA2A 18

Edward Clementson

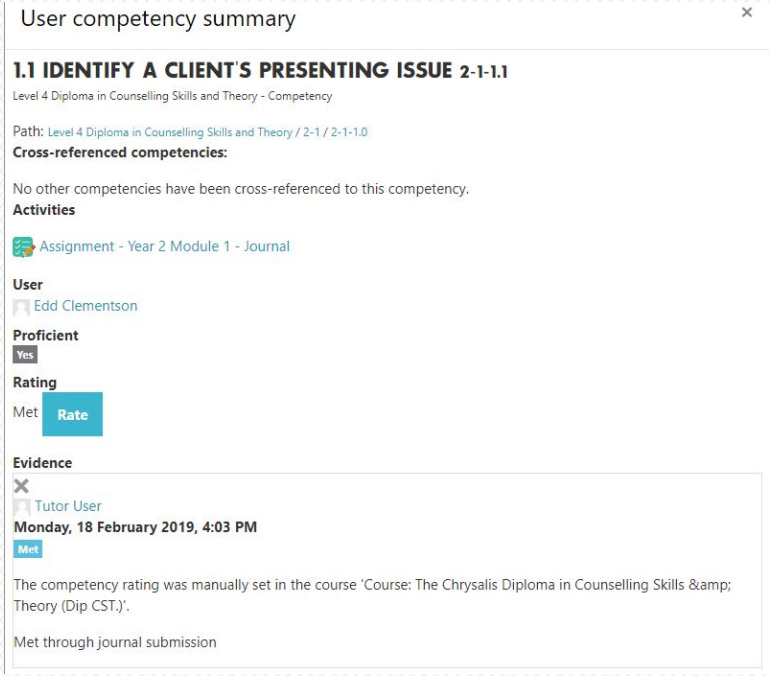
Jump to user

COMPETENCY BREAKDOWN

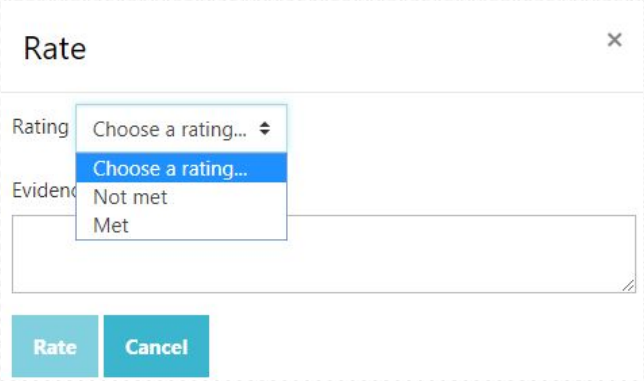
Competency ratings in this course are updated immediately in learning plans.

Competency	Rating
UNIT 1 (MODULE 1) WORKING WITH A CLIENT'S PRESENT *2-1*	Not rated
1. Know how to understand a client's present situation *2-1-1.0*	Met
1.1 Identify a client's presenting issue *2-1-1.1*	Met
1.2 Review own approach to working with the client to further investigate the presenting issue *2-1-1.2*	Met

Reporting - Competency breakdown report



- Clicking on a competency rating displays in depth info



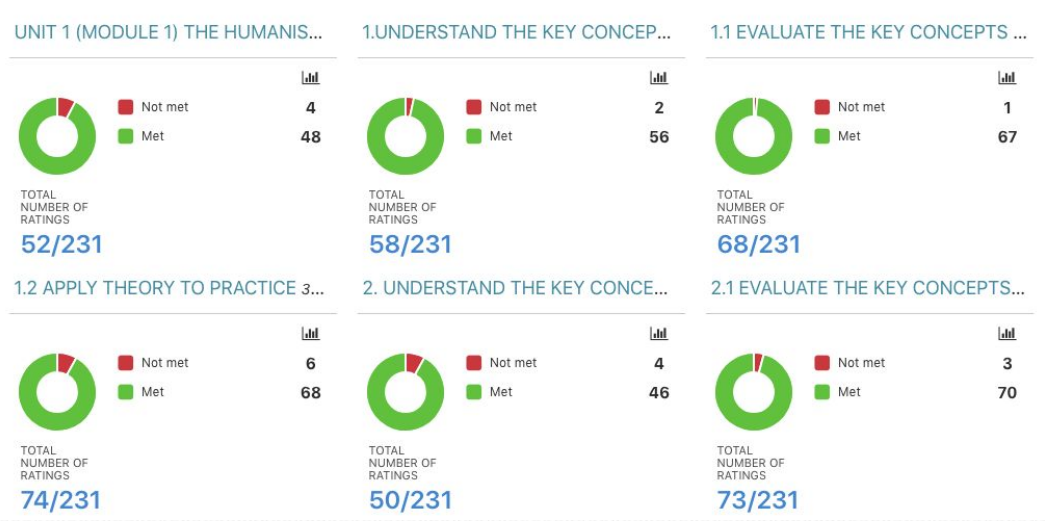
Reporting - Statistics for learning plans

- 2x reports:
  - Monitoring of learning plans
  - Statistics for learning plans

- Viewable at a site level

Image:

> Statistics for learning plans



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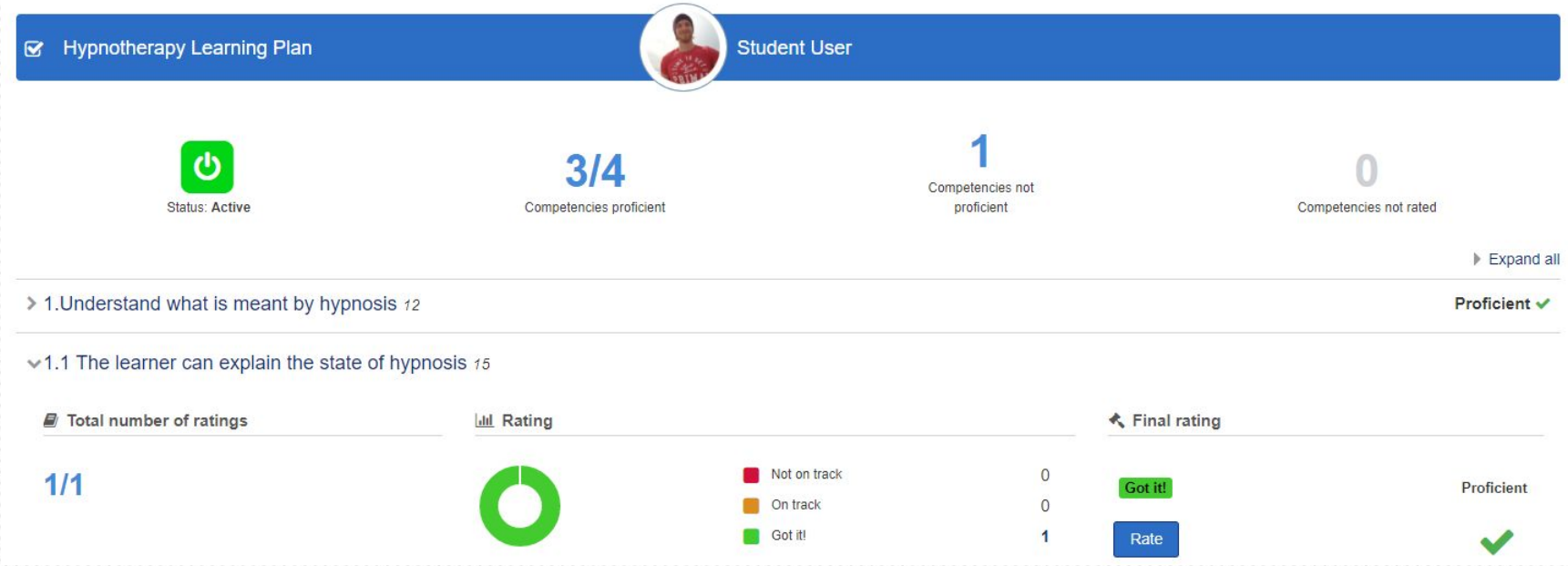
Reporting - Monitoring of learning plans



Challenges - Setup

- **Learning plans block**
  - Tutors/teachers rated competencies in 2 places (course & dashboard)
  - If rated from dashboard it wouldn't feedback into courses
    = Course **Competency Breakdown Report** was incomplete

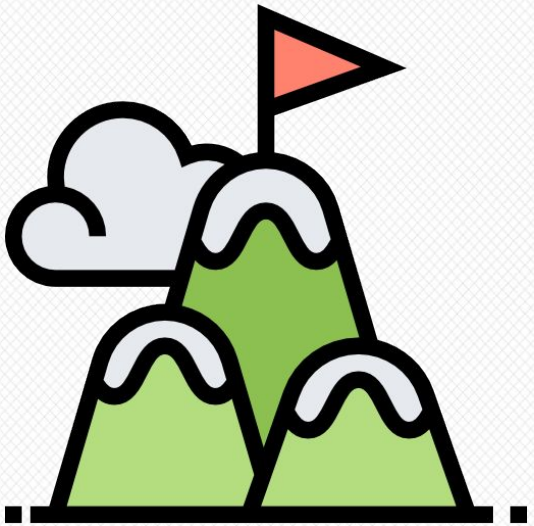
Challenges - Setup

- **Scale** - needed to be changed
  - Once a scale has been used/rated against a competency it can no longer be edited or deleted.

STANDARD SCALES

Scale	Used	Edit
Separate and Connected ways of knowing Mostly separate knowing, Separate and connected, Mostly connected knowing	No	
Default competence scale Not yet competent, Competent	No	
OLD Chrysalis Scale Not on track, On track, Got it!	Yes	

Old Scale
- Unable to delete



Challenges - Users

- **Tutors -** Initial uptake was a struggle (*technology*)
- **Solution:** Training guide/tips provided
- **Summary -** An overall quicker process for Chrysalis to collect learner data

Results

Through implementing competencies:

- Online storage of assessment data
- Easier/efficient reporting
- Compulsory Moodle usage brought tutors inline
- Improved efficiency for regulating bodies access to learner work and tutor grading/feedback
- Saved money - previously all assessment was collected on paper and posted

Questions & Answers

Thankyou for your time.