Disrupting Class

How Disruptive Innovation Will Change the Way the World Learns

CLAYTON CHRISTENSEN INSTITUTE for DISRUPTIVE INNOVATION

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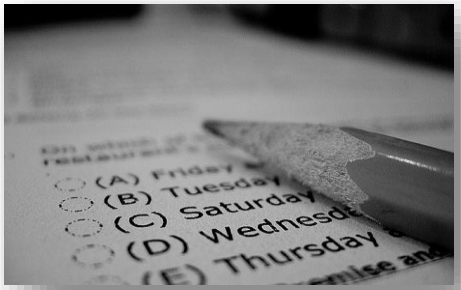
What is competency-based learning?

Fixed-time, Variable Learning

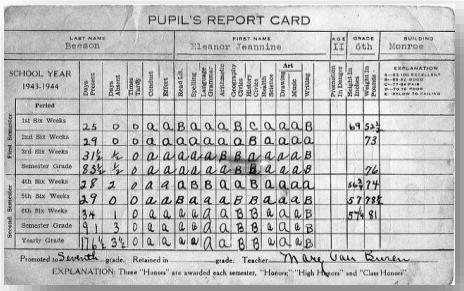
Traditional education sets fixed times to learning irrespective of competency

Deliver content to students



Testing & assessment

Progress to next grade, subject, or body of material



Receive results

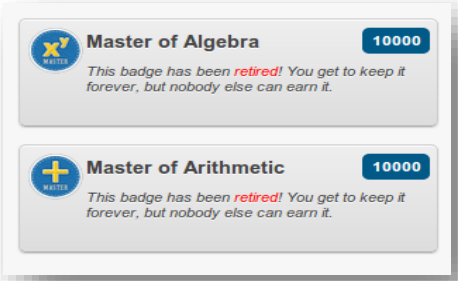
Competency-based Learning

Learning is fixed and time is variable

Offer learning experiences to students

Testing & assessment

Receive real-time interactive feedback



Progress to next body of material

Schools were modeled upon factories

Current system was built to standardize

The “Swiss-cheese problem” in education

Holes in learning

High-quality competency-based learning

A working definition from CompetencyWorks

- Students advance upon mastery.
- Competencies include explicit, measurable, transferable learning objectives that empower students.
- Assessment is meaningful and a positive learning experience for students.
- Students receive timely, differentiated support based on their individual learning needs.
- Learning outcomes emphasize competencies that include application and creation of knowledge, along with the development of important skills and dispositions.

Common Core and the new assessments

4 questions that competency-based learning could solve

1. Will the new assessments be truly different from what we have today?
2. Will the assessments doom the Common Core because of their length?
3. Will states be able to handle the costs associated with the next-generation assessments?
4. Will states stick with the Common Core after the first year of results?

Breaking the assessment tradeoff

Assessments can be used for instruction and accountability

The old model	**The new model**
Formative assessments	Moderating assessments
vs.	Bite-sized
Summative assessments	Capstone projects
	Think Western Governors with systems of assessments

Policy: Move beyond old metrics

Rethinking inputs and outcomes

Free up Inputs

- Seat time
- Standardization
- Student:teacher ratios
- Geographic boundaries
- Traditional teacher certification, human resource pipeline, PD & evaluation

Focus on Student Outcomes

- Individual student growth
- College and career-ready standards
- Proficiency
- Closing achievement gap
- Graduation rates

Policy: Create conditions for innovation & quality

Funding, Portfolios, and Infrastructure

Funding

- Dollars follow students = self-sustaining
- Based on outcomes, but not all or nothing

Portfolio Approach

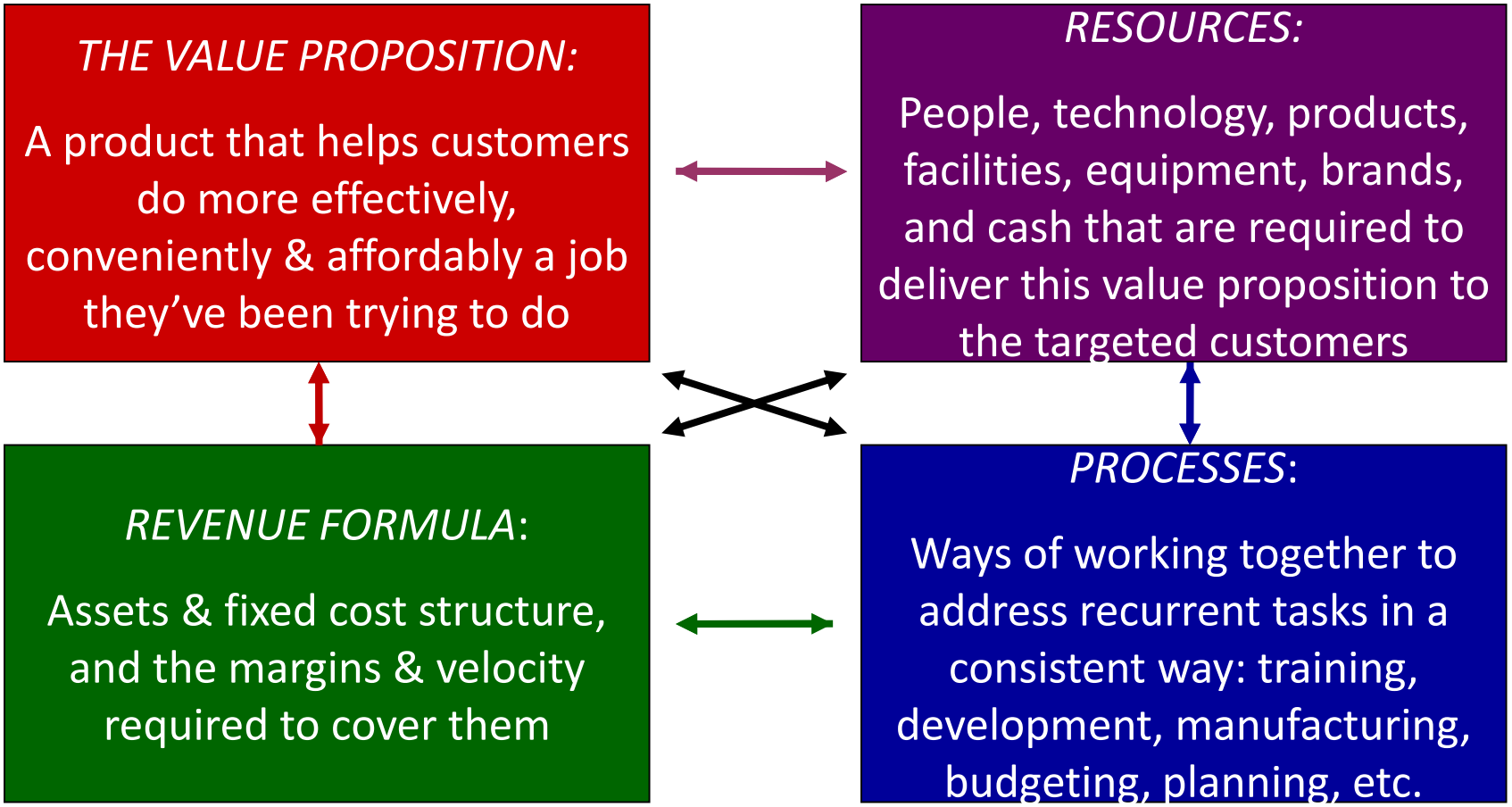
- Marketplace of choices
- Multiple authorizers

Infrastructure

- Adequate broadband/wireless
- On-demand assessments
- Transparent, student-level data

What is a business model?

And why does it lock us in?



What is a business model?

And why does it lock us in?

THE VALUE PROPOSITION:

A prod
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RESOURCES:

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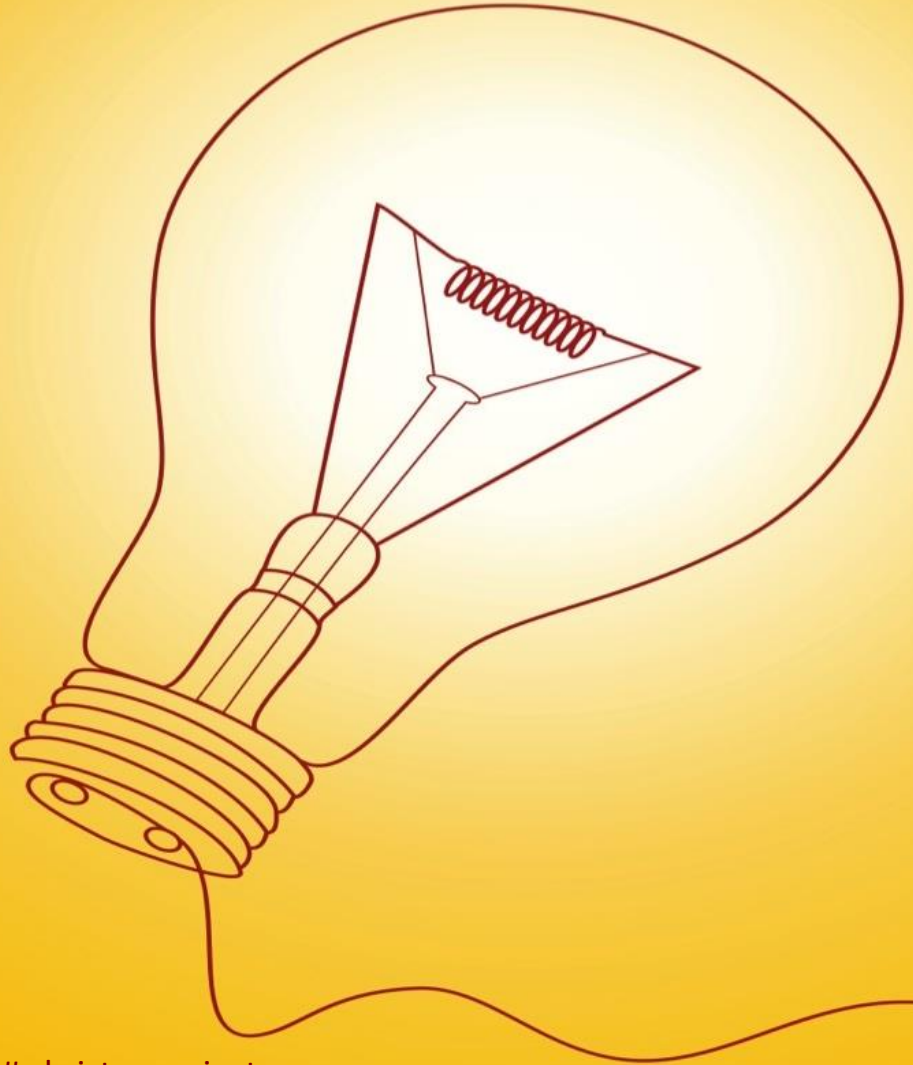
Business units don't evolve.

Corporations do.

RI

Assets
and the margins & velocity required to cover them

er to
in a
consistent way: training, development, manufacturing, budgeting, planning, etc.



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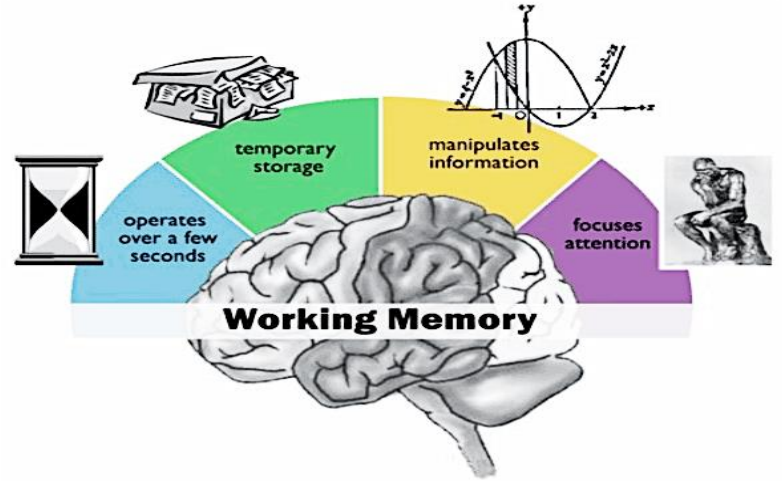
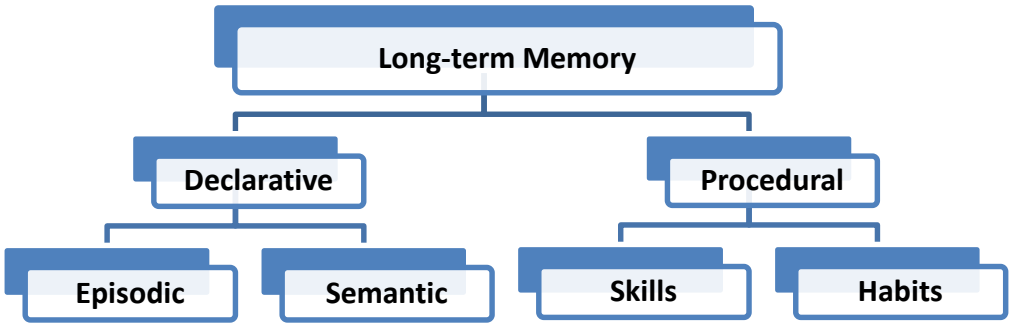
Different Learning Needs At Different Times





The Rise of K-12 Blended Learning

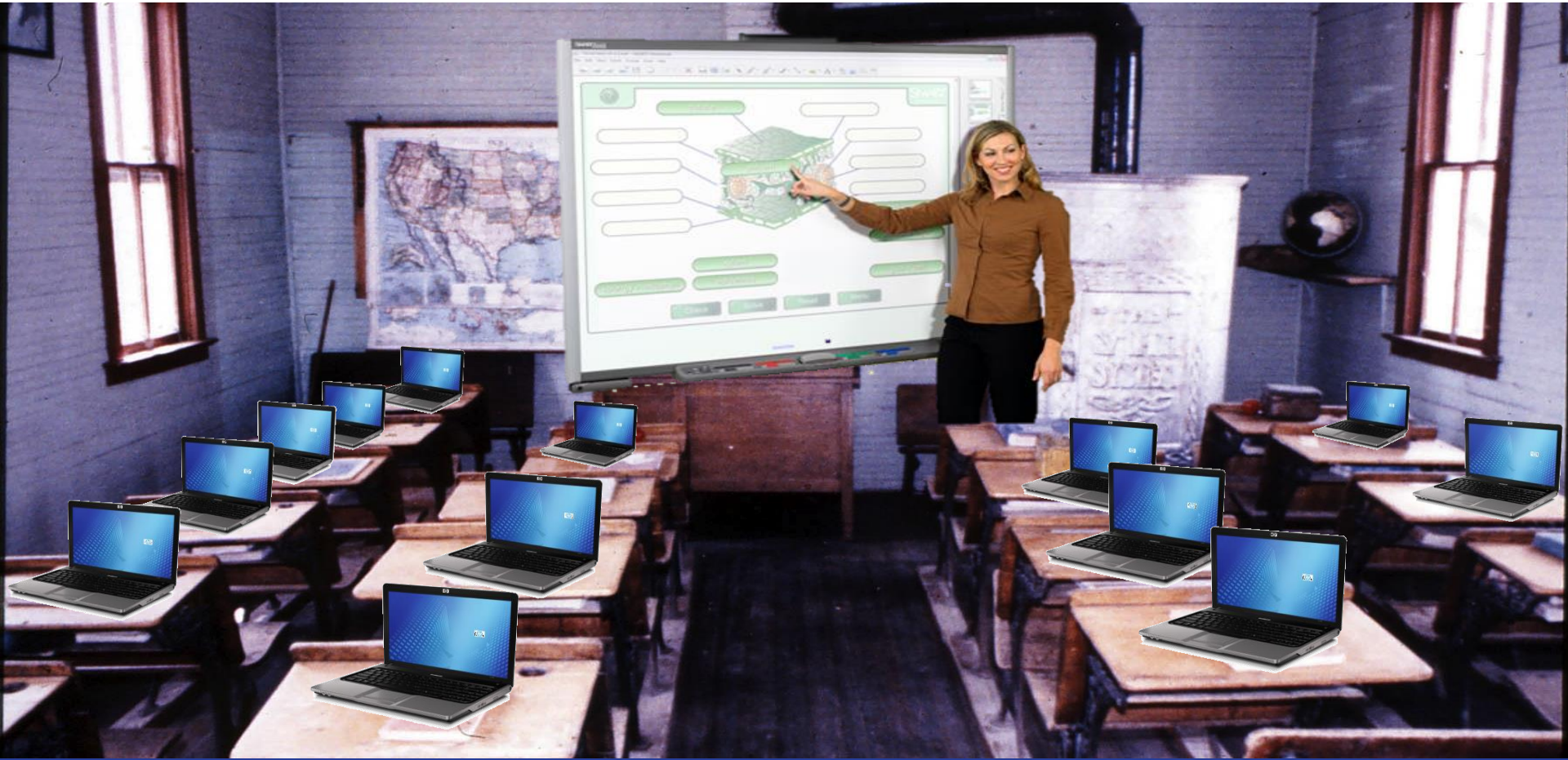
Definition of blended learning

A formal education program in which a student learns at least in part through **online learning**, with some element of student control over time, place, path and/or pace

at least in part in a **supervised brick-and-mortar location away from home** (such as school).

The modalities along each student's learning path within a course or subject **are connected to provide an integrated learning experience**.

Blended Learning is not…

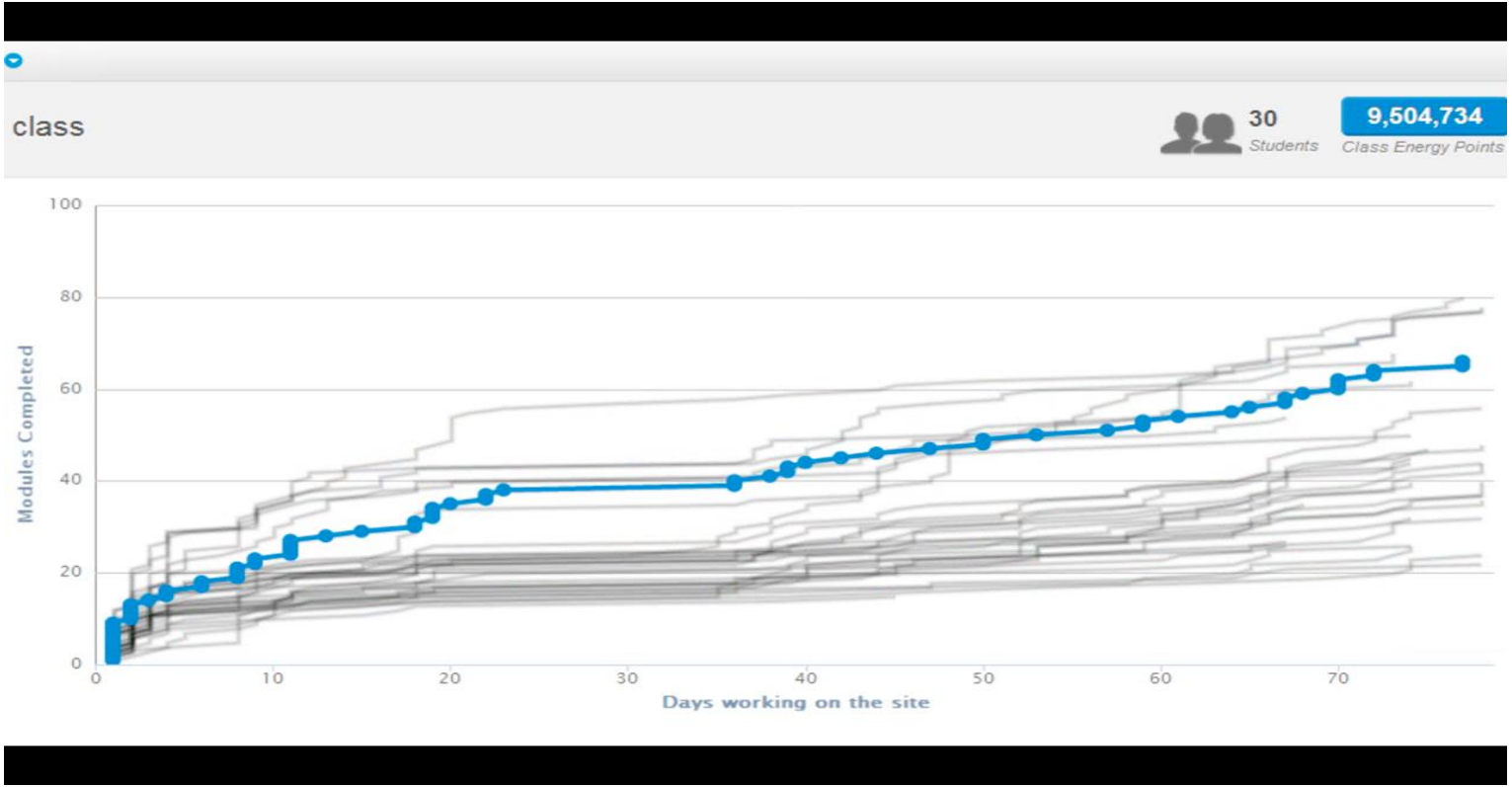


Benefits of online and blended learning

Personalization

Benefits of online and blended learning

Personalization through Modularity



Benefits of online and blended learning

Personalization

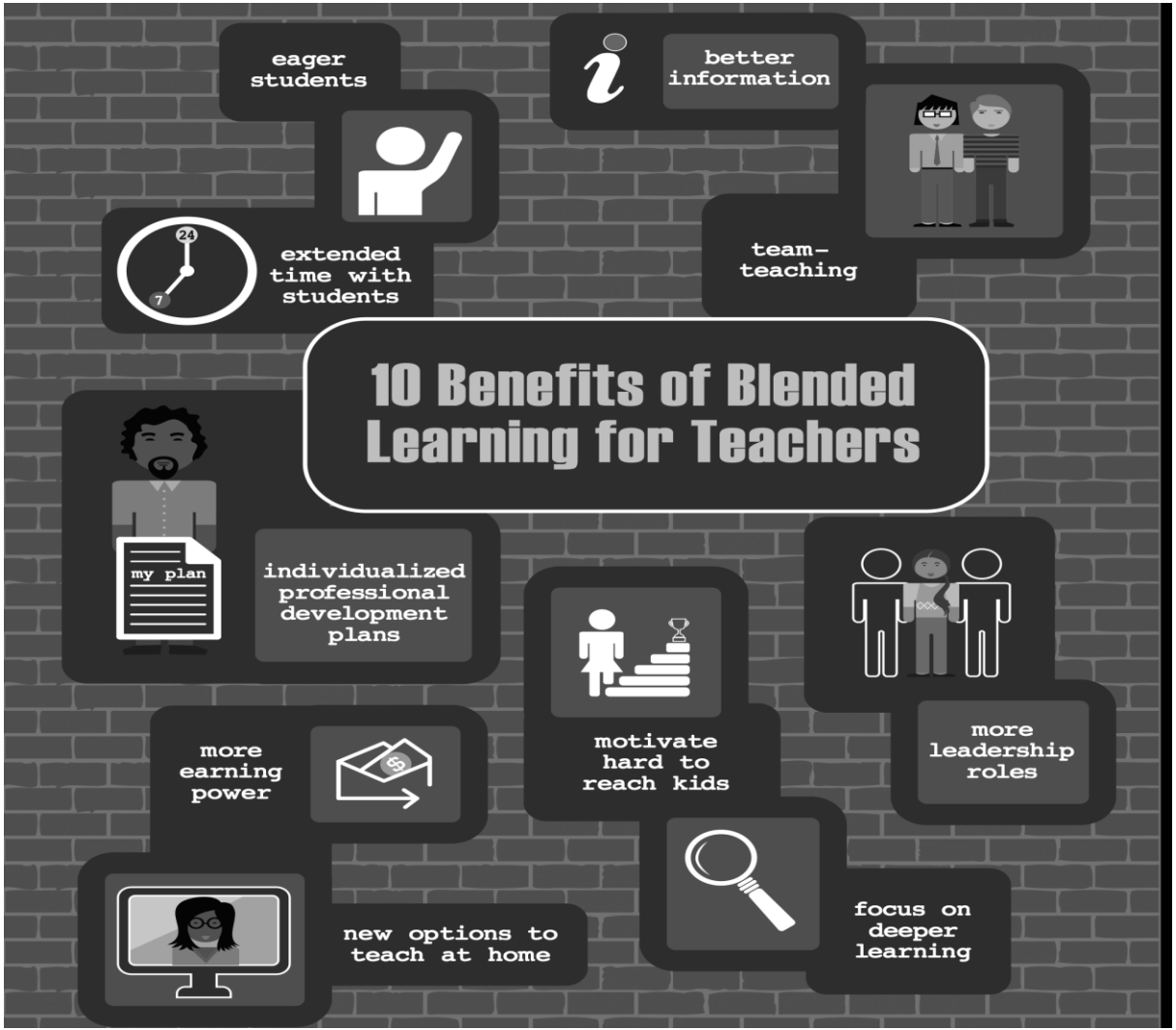
Data and Feedback

Benefits of online and blended learning

Individualization

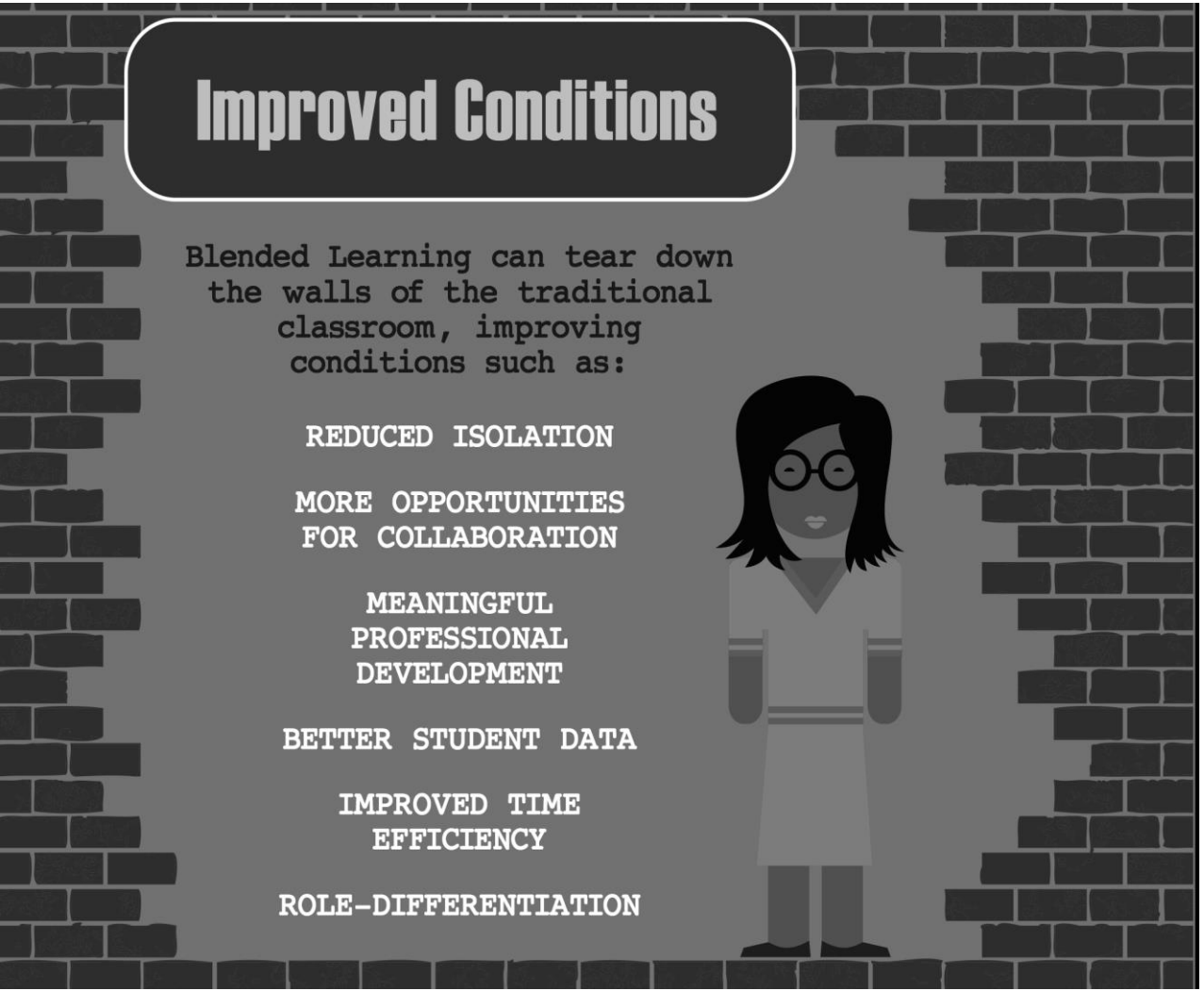
Data and Feedback

Teacher Effectiveness



Benefits of Blended Learning for Teachers

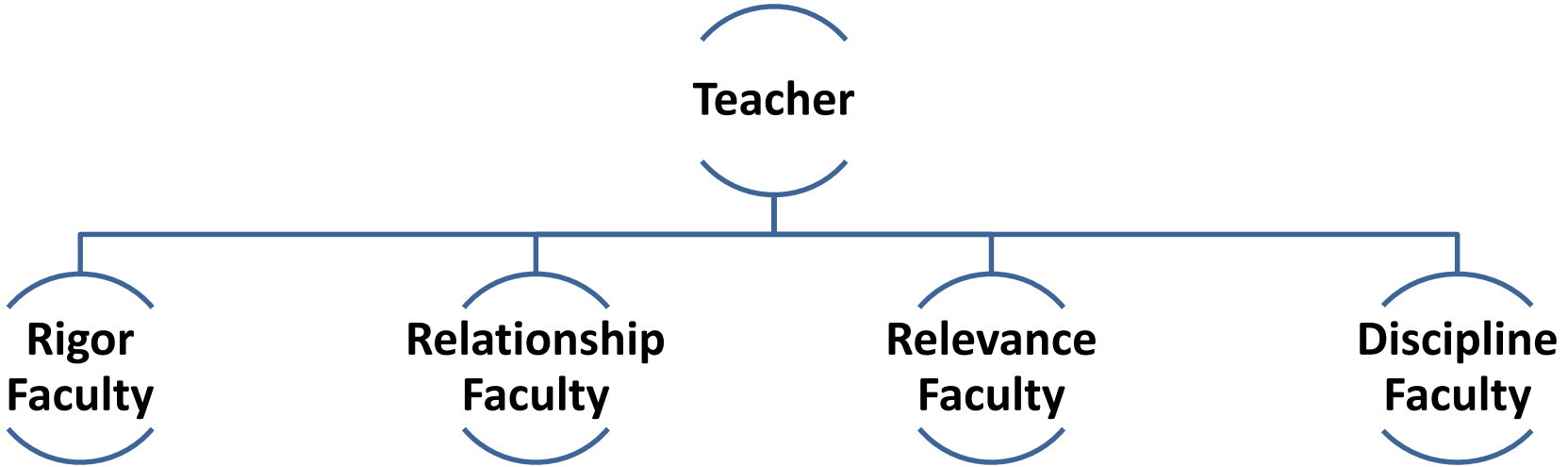
1. Eager students
2. Better information
3. Team teaching
4. Extended time with students
5. Individualized PD plans
6. Motivate hard to reach kids
7. More leadership roles
8. More earning power
9. Focus on deeper learning
10. New options to teach at home



Improved Conditions

- Reduced isolation and new opportunities for collaboration
- Better student data
- Time efficiency
- Less grading and busy work
- Role differentiation

Disaggregated Staffing Models



New opportunities:

- Teacher specialization
- Extend the reach of best teachers
- Career growth opportunities

Benefits of online and blended learning

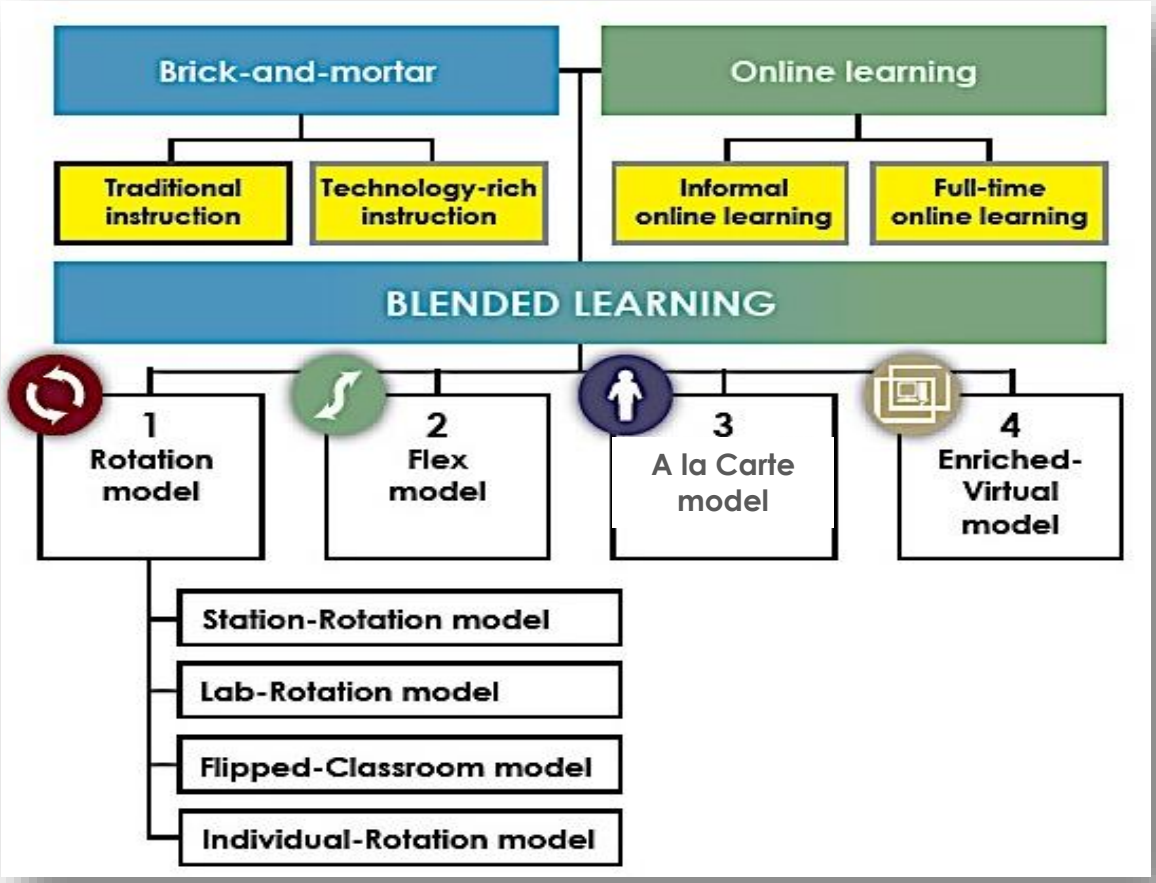
Individualization

Teacher Effectiveness

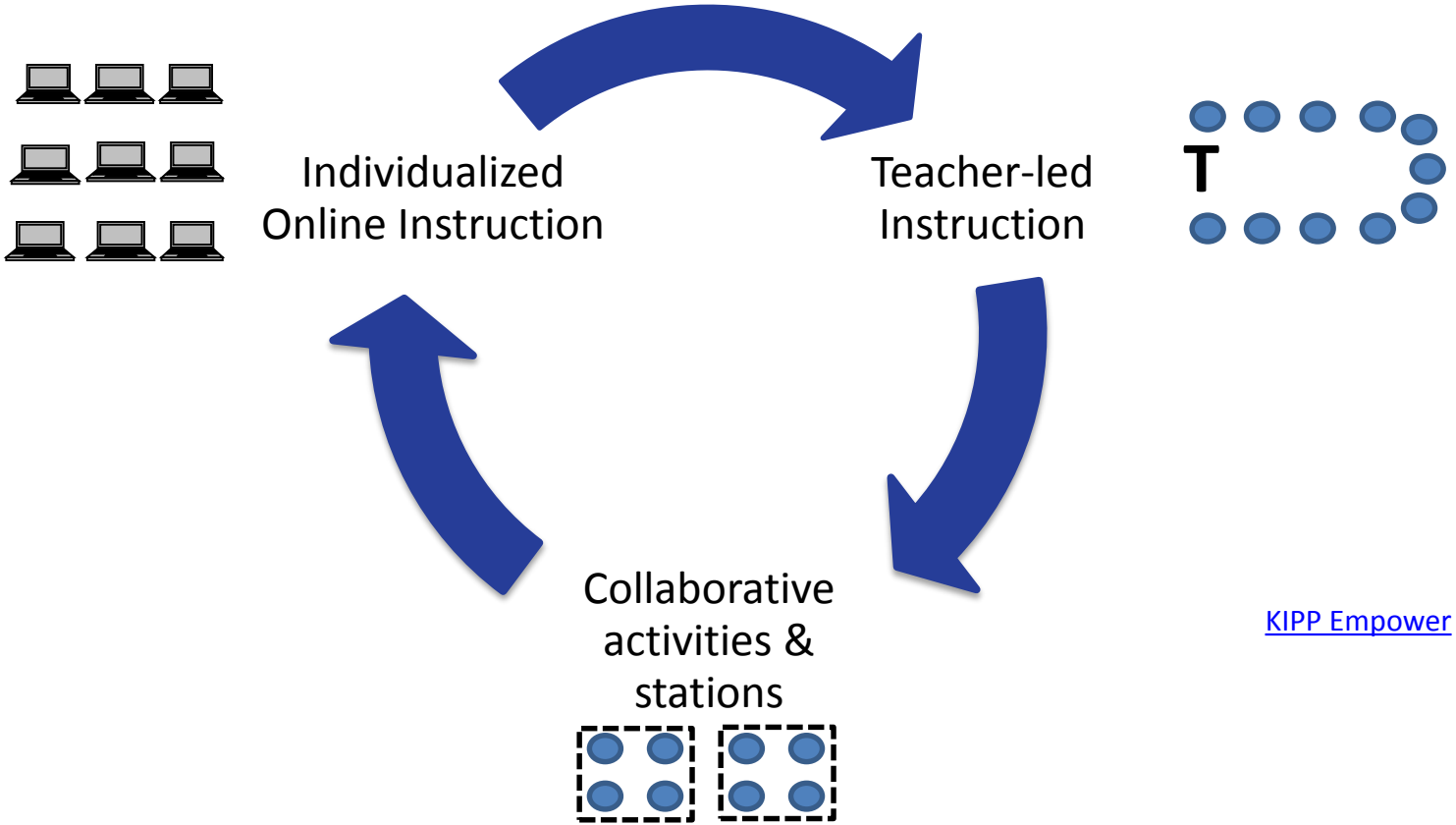
Data and Feedback

Cost Control

Emerging Blended-Learning Models



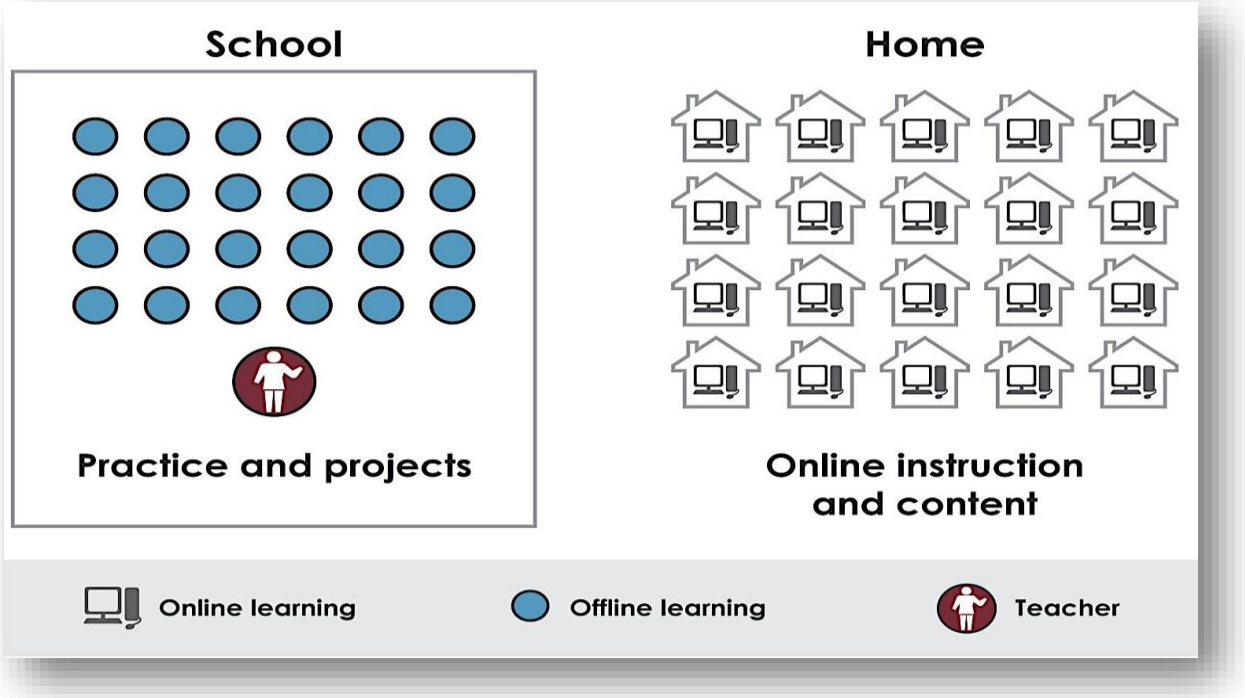
Station Rotation Model



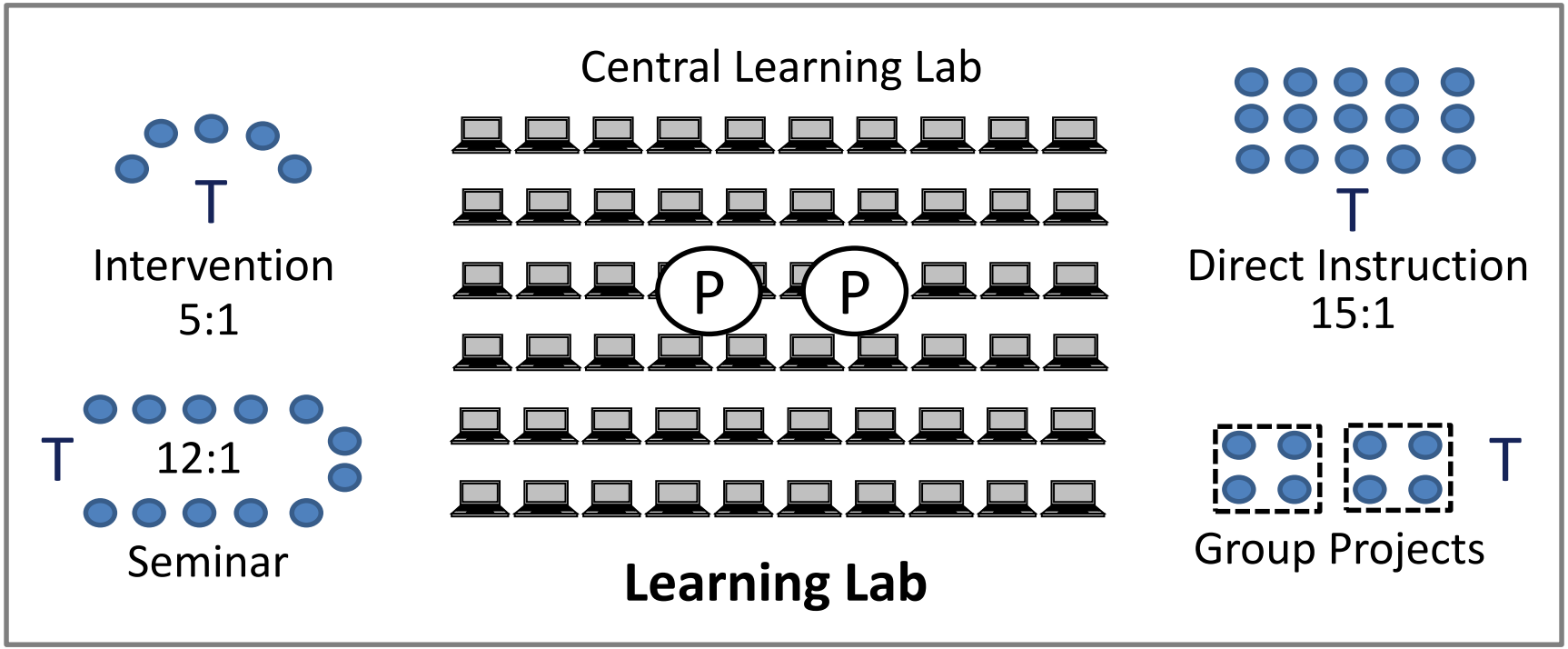
KIPP Empower

Flipped Classroom Model

Stillwater Area Public Schools



Individual Rotation Model: Carpe Diem

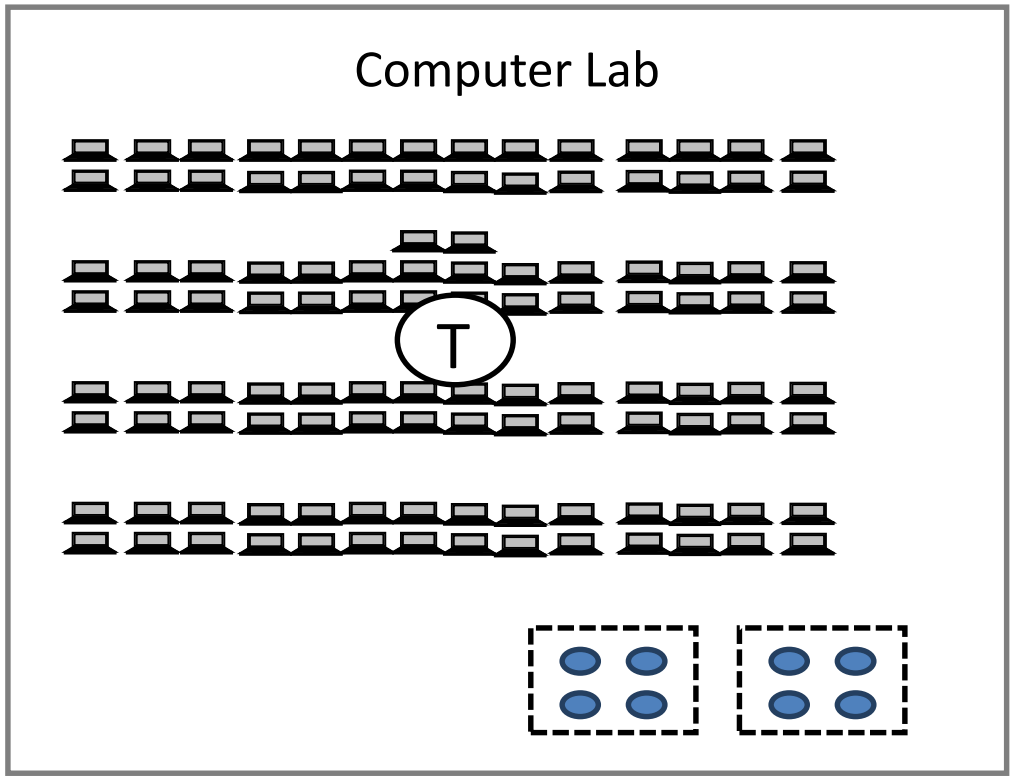


273 students
T = teacher
P = paraprofessional

Source: Alex Hernandez, Charter School Growth Fund

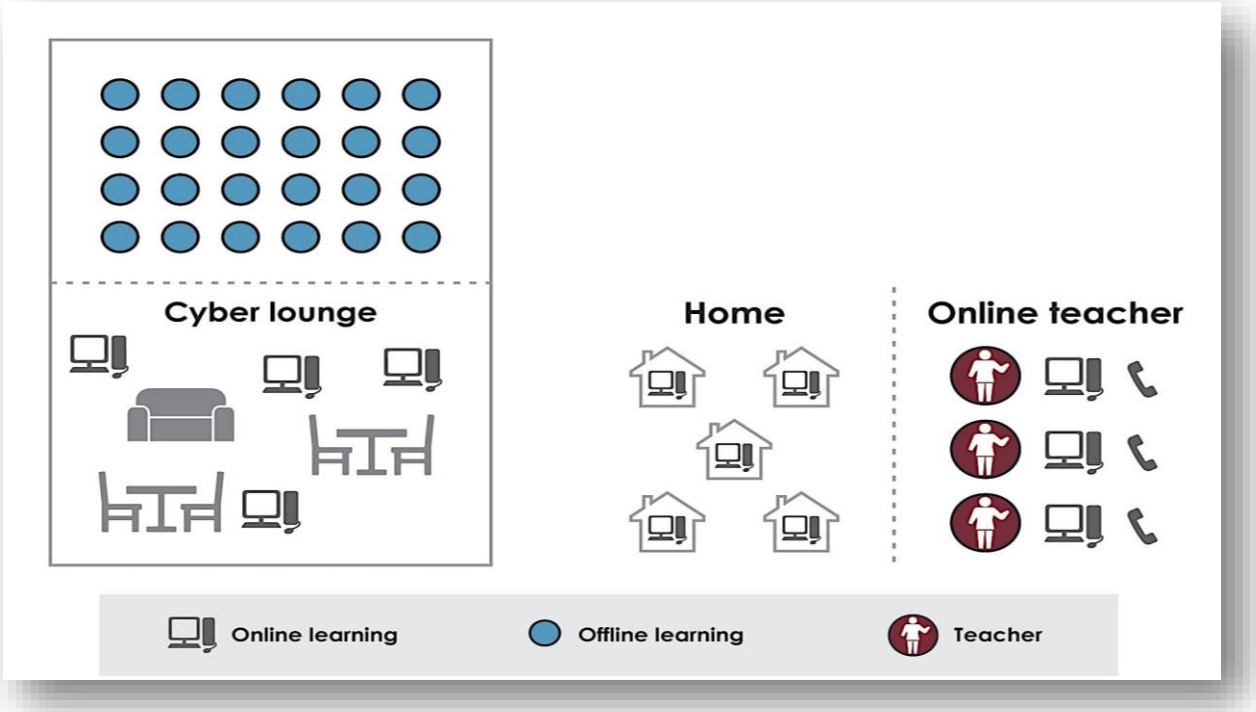
Flex Model

Lufkin Independent School District



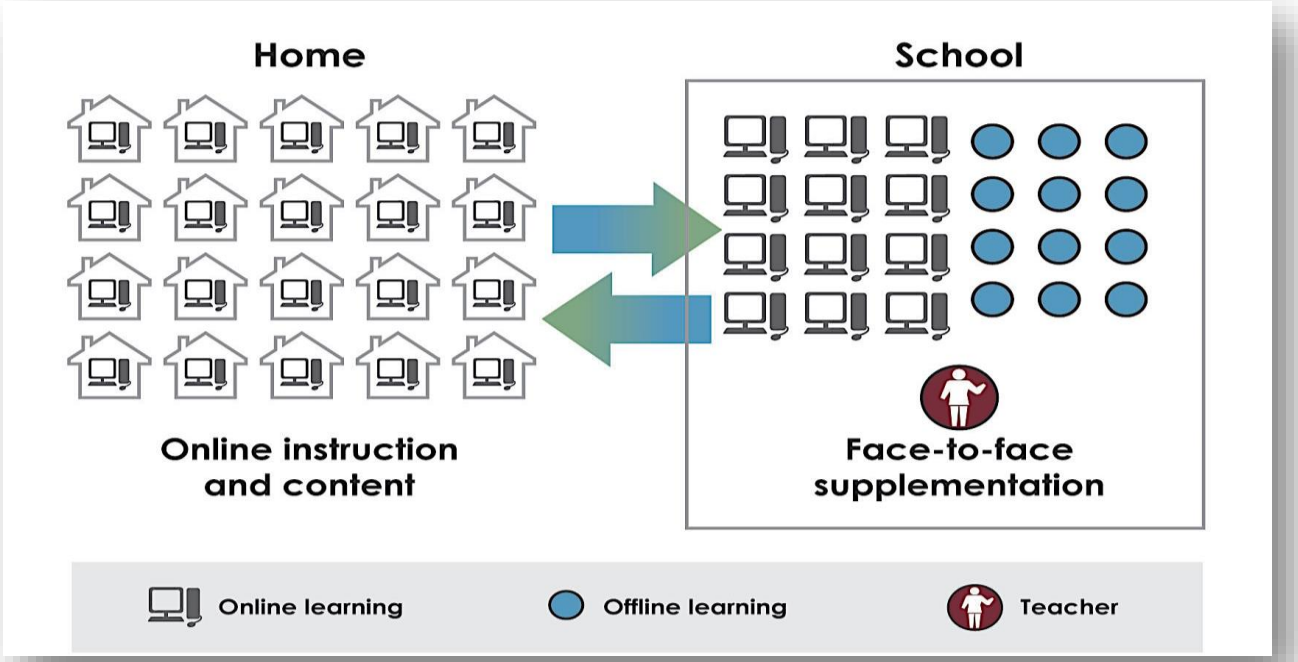
A La Carte Model

Quakertown Community School District



Enriched Virtual model

Rio Rancho Cyber Academy



Where to Start?