



## COMPETENCY BASED EDUCATION: AN INITIATIVE OF NATIONAL EDUCATION POLICY (2020)

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### ABSTRACT:

Today's employment industry demands competent employees in every sector. People who are creative, innovative and have 21st-century skills are more productive in their field. Our current education system is not developing these essential skills thus creating a gap between the world of education and the job market. The National Education Policy 2020 lays emphasis on developing competent individual according to industry requirements. This Policy focuses on the holistic development of child which includes the development and nourishment of essential skills such as communication, teamwork, creativity, critical thinking and cooperation. This requires to shift in focus from rote memorization to Competency Based Education. Competency Based Education prepares students for the future and for meeting the needs of society. It is based on learning outcomes that are essential for developing critical thinking, and reasoning skills and for successful employment. This new educational approach allows students to gain mastery over the subject according to their own pace and time before moving forward. Competency Based Education consists of 3 components which are: Curriculum, Teaching & learning and Assessment. Central Board of Secondary Education (CBSE) according to NEP prepared plans for developing the curriculum and learning outcomes for Competency Based Education. CBSE is also organizing training programs and online courses for better understanding and successful implementation of Competency Based Education for principals and teachers. In this perspective the present paper discusses the concept and need of Competency Based Education. Paper also discusses the efforts put by CBSE for the successful implementation of Competency Based Education.

### KEYWORDS:

**CENTRAL BOARD OF SECONDARY EDUCATION, COMPETENCY BASED EDUCATION, NATIONAL EDUCATION POLICY 2020, 21ST CENTURY SKILLS.**

### INTRODUCTION

Education is the main attribute for the achievement of maximum human capacity, for the advancement of national development of any country and to empower the individuals for becoming self-sufficient and enlighten their view for improving their life. This demands quality education that is accessible to all. It is inevitable that our expectations from education and the way we prepare students for the future are going to change in this challenging world. Global education is preparing the next generation of learners for an era of technology in which critical thinking, practical application of principles, problem-solving, and creativity are more important than rote learning. In this context, it is a promising development that India recognizes quality education for all and National Education Policy (NEP) 2020 came into light which emphasized conceptual understanding than rote learning. NEP 2020 guides the education system and educators for the holistic development of students which includes the development and nourishment of essential life skills such as communication, teamwork, creativity, critical thinking, and cooperation for better decision-making and innovation. The National Education Policy (NEP) 2020 rightly states that *Education must thus, move towards less content, and more towards learning about how to think critically and solve problems, how to be creative and multi-disciplinary, and how to innovate, adapt, and absorb*

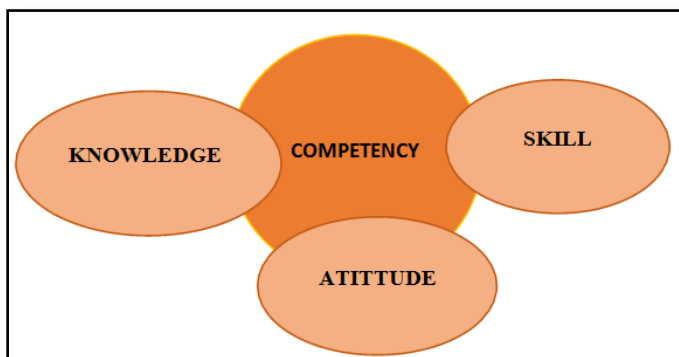
*new material in novel and changing fields.* The policy document emphasized that learning must fill the gap between classroom learning and the demands of the real world. The policy also focused on education which should be experiential, holistic, integrated, discovery-oriented, learner-centred and flexible. National Education Policy 2020 shift focus from rote memorization to Competency Based Education. This is the major shift from traditional knowledge-based education to Competency Based Education to prepare students for the global economy in 21<sup>st</sup> century.

### COMPETENCY BASED EDUCATION: CONCEPT

Competency Based Education is a new educational approach which ensures proficiency in learning by students. It allows students to gain knowledge and mastery in specific skills or subject according to their own pace and time. It ensures for the development of age and grade appropriate knowledge, skills and attitudes for dealing real life situation. Competency is a general term which explain the desired skills, knowledge, attitude and of individuals towards their professional, personal and other life contexts. Learning should lead to the development of skills that will enable the individuals to perform tasks or take actions that will enable them to lead a productive and joyful life. A competency is a set of

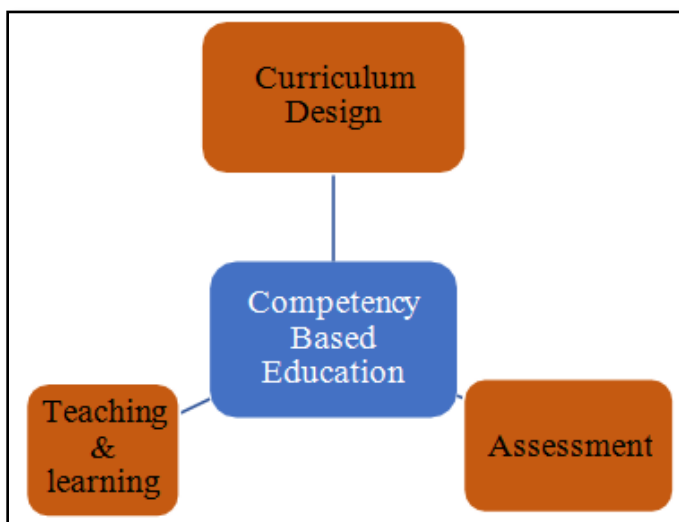
skills and knowledge that enables learners to successfully lead a successful life and perform their daily tasks. They are used to ensure that students have learned what they were meant to learn.

The three components of competencies are: knowledge, skills and attitude of learners.



**FIG: COMPONENTS OF COMPETENCY**

Competency Based Education can enhance higher mental abilities of students that can make them capable to confront all the situations with proficiency. Competency Based Education requires unique features which are learning progressions, flexible pacing, personalized learning, anytime & anywhere learning and credit for mastery (Steel et al 2014). According to Central Board of Secondary Education *Competency Based Education is an approach to teaching learning and assessment that focuses on the students' demonstration of learning outcomes and attaining proficiency in particular competencies in each subject. It places the learner at centre and actively engages them in the learning process* In Competency Based Education (CBE), students demonstrate knowledge, skills, values, and attitudes needed for dealing with real life situations at the age and grade appropriate level through demonstration of competency in learning (CBSE). According to CBSE three main pillars of Competency Based Education are:



**FIG: PILLARS OF COMPETENCY BASED EDUCATION**

- 1. Curriculum Design:** The main principle of curriculum design in Competency Based Education is that the curriculum should be more grounded in real world situations so that students can carry out activities and solve problems in an effective way.
- 2. Teaching and Learning:** Students are centred in Competency Based Education. They can acquire knowledge and skill at their own pace with periodic feedback throughout a learning process.
- 3. Assessment:** It focuses on whether the learner can apply the skills and concepts that they have acquired and learned. It provides feedback to students for improvement in performance.

**NEED OF COMPETENCY BASED EDUCATION**

- Today's competitive world demands people who are creative, innovative, and possess 21st century skills. These skills are essential requirements for individual success as well as for organizational success. In the case of our education system, it has been seen that our system is not developing these essential skills and that is why there is a gap between the world of education and the job market. Today's competitive market demands competent employees in every sector which raises the need of competency-based education.
- Mudler (2012) states that Competency-based education has aim to improve the performance of students not only in terms of knowledge but also in skills and attitudes.
- National Education Policy focuses on developing students who are competent to solve the issues generated in their workplace. This raises the need of Competency Based Education.
- Competency Based Education is student centric. It focuses on core skills and knowledge hence, positively affect the future of students.
- CBE provides practical experience to students thus, preparing them for facing the real life problems and finding their solutions.
- Competency Based Education (CBE) is an alternative to ensure a future ready generation proficient in relevant skills. CBSE with its focus on holistic education is facilitating this progression to CBE where learners would gain mastery of 21st century skills.

**KEY FEATURES OF COMPETENCY BASED EDUCATION**

- 1. Learning outcomes:** The focus of Competency Based Education is the achievement of Learning outcomes. learning outcomes developed by NCERT according to the development of age and grade appropriate skills and proficiency. Different tools can be used for achieving learning outcomes beside textbooks these are project work, films,

workbooks, storybooks, graphic novels, nature trips, internet resources etc.

2. **Pedagogical Process:** NCERT suggested different pedagogies to teachers for achieving learning outcomes. Pedagogies which integrated arts, sport and ICT can be used. Besides these teachers are free to use new innovative pedagogies to ensure active learning. Differential support is provided which is based on students' learning needs. Teachers ensures that progress should be based on evidence of mastery rather than time in classroom.
3. **Assessment:** Assessment of students is done by the use of formative assessment. Peer and self-assessment should also do which encourages students to reflect on their own work and identify the areas of improvement.
4. **Others:** The other feature of Competency Based Education is that it provides equity to all students. It is learner centric and provides opportunities to learner to learn according to their own pace and time.

## MEASURES FOR IMPLEMENTATION

For the successful implementation of Competency Based Education Indian School Boards are taking actions. They are preparing annual calendar for adopting Competency Based Education to improve the quality of education.

- NCERT agreed that to change our education system from textbooks to activity-based learning. Activity based learning emphasis 'learning by doing' which makes learning more joyful and engaging.
- To help students and teachers in implementation of Competency Based Education NCERT started a four weeks activity based alternate academic calendar for class 1 to 10. NCERT has stated the *week wise plan consists of interesting activities and challenges with reference to chapter / theme from the textbooks.*
- These calendars were launched by Hon'ble Minister, Ministry of Education of India in April-May 2020. NCERT has developed learning outcomes for elementary level in 2017 and for secondary level in 2019. Amendment in the Central RTE rules on 20<sup>th</sup> February 2017 include class wise and subject wise learning outcomes. These learning outcomes act as a guideline for teachers to assess students whether they acquire appropriate learning level or not. The RTE act applies to all government, private and aided schools. Therefore, it is mandatory to all schools under CBSE scheme required to follow teaching and learning based on learning outcomes approach.
- NCERT also formulated learning outcomes according to the themes of chapters. These learning Outcomes are formulated to assess the

progress of students learning; however, the main focus is on learning rather than testing of scores (CBSE Circular).

- To develop practical life skills among students, the CBSE has decided to implement a competency-based education system rather than simply relying on textbooks.
- A circular of the central board of secondary education (CBSE) declared Competency Based Education as a theme for the Capacity building program for the year 2020.
- CBSE and NCERT participated in a Programme for International Student Assessment (PISA) which help to introduce Competency Based examination system in schools.
- CBSE in partnership with British Council has initiated a systematic process to progressively move towards a competency-based education and assessment process. Under this project, an intervention for science, math and English (reading) from Classes 6 to 10 is planned which aims to strengthen system capacity; orient teachers to adopt relevant pedagogy, design and deliver competency-based assessments; and create a conducive environment that facilitates high quality competency-based education.
- The Competency-based Education project (CBE) is intended to strengthen schools' ability to deliver high-quality competency-based lessons, primarily in science, math, and English (reading). This project aligns with the National Education Policy 2020 (NEP 2020), the largest educational transformation agenda in India in 30 years.
- This project envisions secondary students experiencing deep learning in the classroom where they can acquire the skills they need to succeed in higher education and the global workforce, and they can demonstrate their abilities through effective assessment that challenges them to demonstrate their abilities.
- CBSE has also started capacity building programmes for teachers for better understanding of Competency Based Education. Various teachers training programs are also running in DIKSHA platform. Workshops and seminars are organised for understanding and implementing Competency Based Education.
- CBSE is also developing resources for teachers which are aligned to curriculum for more engagement of students in learning.

## SUGGESTIONS

1. More teachers training program should be organised for the understanding and implementation of Competency Based Education on regional as well as national level. So, that they

can prepare their classroom schedules based on experiential learning.

2. More broad approach should be applied towards competency-based education from subject experts, item writers, and paper setters.
3. Organisation of workshops to change the mindset towards competency-Based Approach among teachers and parents.
4. Actions should be taken for take care the need of school and students come from a variety of backgrounds.
5. School should also provide support to teachers both financially and physically for the implementation of CBE.
6. Teaching learning material whether it is print or audio- visual material should be accessible to teachers and students.
7. Self -assessment questions should be accessible to students so as, to assess the achievement of learning outcomes.

### CONCLUSION

National Education Policy 2020 will bring a major change in our teaching -learning practice by introducing Competency Based Education for students. Competency Based Education is a need of hour for successful living in 21<sup>st</sup> century. CBE integrates various skills from social skills to personal skills which enables learners to be productive in job market. Our education system also taking steps for integrating CBE in schools by conducting teachers training programmes, developing new curriculum and assessment practices. Although there is a long way to completely accumulate the Competency Based Education in our system.

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