International Conference

CBTE 2018

Competency-Based Theological Education

Program Agenda

November 5-6, 2018

Pinnacle Harbourfront Hotel

Vancouver, BC, Canada

CBTE 2018 Program Agenda

Monday, November 5/18

12:30 pm	**Registration Open**	Cordova Foyer
2:00 pm	**Welcome & CBTE 2018 Overview** *Kent Anderson*, President, Northwest Baptist Seminary *Ruth McGillivray*, Director, CBE, Northwest Baptist Seminary	Cordova Ballroom
2:15 pm	**Keynote Address: CBTE in Context** *Charla Long*, Executive Director, Competency-Based Education Network CBTE is part of a larger movement underway in secondary and post-secondary education. By understanding the larger landscape of competency-based education (CBE) in North America and the changes underway in higher education and government systems to support it, we can see the potential, opportunities and connection points for CBTE. Dr. Long will also present her perspective on what it means to articulate theological education by competency vs. course, and how to make CBTE a reality at your institution. *Presentation includes opportunity for audience Q&A*	Cordova Ballroom
3:00 pm	**Break**	Grand Foyer
3:15 pm	**Unleashing Innovation: How Setting the Right Foundation Changes Everything** *Greg Henson*, President, Sioux Falls Seminary CBTE is a philosophy of education, not a model. As such, CBTE has the potential to encourage innovations we may have never thought possible. By understanding key principles of CBTE we open the door to entirely new ways of thinking about theological education and new ways of being theological educators. The future of theological education must be shaped not by the models we create, but rather by a philosophy of education that empowers transformation. *Presentation includes opportunity for audience Q&A*	Cordova Ballroom
4:00 pm	**Laying the Foundation: What is CBTE (and what is it not?)** *Kent Anderson*, President, Northwest Baptist Seminary As with any movement in its infancy, CBTE has yet to establish a common framework of language. This session will clarify concepts, terms, key values and differentiating features of CBTE. *Presentation includes opportunity for audience Q&A*	Cordova Ballroom

| 4:30 pm | **Introductions: Who's Here and Why?** | Cordova |
| | *Ruth McGillivray*, Director, CBE, Northwest Baptist Seminary | Ballroom |

As participants in the first conference of its kind, we are all innovators and pioneers in the field of CBTE. We will take a few minutes ahead of the reception to briefly introduce the organizations and individuals in attendance to help you identify potential resources and facilitate connections.

| 4:45 pm | **Reception** | Salon F |

Join us for light refreshments and an opportunity to connect with other conference attendees.

Tuesday, November 6/18

| 7:00 am | **Breakfast (provided)** | Grand Foyer |

| 8:00 am | **Educational Models and Practices in Theological Education** | Cordova |
| | *Stephen Graham*, Senior Director of Programs and Services, Association of Theological Schools | Ballroom |

Since 2015, the ATS has been engaged in a project to study educational models and practices in theological education. Competency-based theological education has been an important part of that project, both as a discrete and creative form of theological education, and as an emphasis that appears in a broad variety of educational models and practices. Project Director, Stephen Graham, will present key findings of that project, particularly as they relate to broad trends in theological education and strategies adopted by member schools both to address current challenges and to take advantage of present opportunities.

Presentation includes opportunity for audience Q&A

| 9:00 am | **Mini-Consultations #1** | Cordova |
| | This mini-consultation session features 9 tables hosted by experts on a variety of topics related to CBTE. It's an opportunity for you to dig in deeper on specific topics and seek advice on the problems you need to solve for your organization. Look for tables related to your topic of interest, then join an ongoing conversation or start your own. Morning session topics will focus on CBTE program elements. See page 10 for a complete list of table topics and hosts. | Ballroom |

| 9:45 am | **Break** | |

10:00 am   **Breakout Session #1**

1A – US Government Regulations and Financial Aid for CBE Programs   Cordova
Deb Bushway, Consultant, Lumina Foundation   Ballroom

An overview of the US government regulations with respect to CBE programs, Title IV, and implications for program design and financial aid presented by Deb Bushway, who is deeply involved in the Competency Based Education movement, including the launch of Capella University's CBE direct assessment program, the growth of C-BEN (the Competency-Based Education Network) and service as Senior Advisor to the Undersecretary at the US Department of Education regarding educational innovation. She recently testified in front of the Senate HELP committee on higher education innovation and federal policy.
Track: Discover

1B – Managing Change for Faculty   Salon C
Howard Andersen, Academic Dean, Northwest Baptist Seminary
Ruth McGillivray, Director, CBE, Northwest Baptist Seminary
Brian Rapske, Professor of New Testament, Northwest Baptist Seminary

One of the most critical aspects of offering a CBTE program is securing the support and participation of faculty. Effective management of this change requires an understanding of what drives them, the unique characteristics of their role, and the effects of CBTE on both. This session offers suggestions on how to work with your faculty to embrace and deliver a CBTE program, and examines issues such as faculty load, using adjuncts, generalist versus specialist role, and transitioning from classroom to context-based delivery. It draws on the experience and input of Northwest Baptist Seminary faculty, who met earlier this year to reflect on what concerned them about moving to CBTE and what convinced them, share ongoing concerns, and offer advice to other schools considering a similar change.
Track: Discover

1C – All Aboard! Moving Ahead Without Leaving Key Players Behind

Salon D

Amy Kardash, President, In Trust Center for Theological Schools
Jay Blossom, Vice-President, Communications, In Trust Center

Moving toward CBTE is not something a single visionary administrator can do alone. Rather, it requires skill in change management and collaboration among multiple constituencies, including administrators, board members, faculty members, and (often) denominational or church officials. Amy Kardash and Jay Blossom present the results of their qualitative research on this topic. Having interviewed stakeholders of schools where competency-based theological education has been adopted, they'll share what they've learned — who were the advocates, and who were the roadblocks — and offer some tips on moving forward collaboratively.
Track: Develop

1D – A Quality Framework for Competency-Based Education

Salon E

Lisa McIntyre-Hite, Board Member, Competency-Based Education Network

The C-BEN Quality Framework for CBE Programs was developed by leading program designers and system administrators from member institutions in the Competency-Based Education Network (C-BEN) in response to a growing need for definitions of quality relating to competency-based education. This session provides an overview of its principles and standards, and how they can inform design, implementation, and scaling of high-quality CBE programs, and provide guideposts and assurances to policymakers and accreditors.
Track: Enhance

10:45 am | **Transition Time**

11:00 am | **Breakout Session #2**

2A – Financial Models for CBE Programs

Cordova
Ballroom

Deb Bushway, Consultant, Lumina Foundation

An overview of financial models currently used for CBE programs in private post-secondary schools and the economics behind them. Session will include a summary of pros, cons, risks and challenges associated with term and non-term-based subscription models.
Track: Discover

2B – Getting Started with CBTE: Backward Design

Salon E

Lisa McIntyre-Hite, Board Member, Competency-Based Education Network

What does it mean to teach by competency vs. course, and how do you operationalize it? This session offers practical tips and how-to's on Backward Design and how to use it to get your program started.
Track: Develop

2C – How to Think in Competencies When Your Software Doesn't   Salon D
Paul Johnson, CEO and Co-Founder, Pathwright

If you've attempted to implement CBE within your LMS, you've likely discovered that it wasn't designed around a competency model. While it's possible to "hack" together an LMS & other non-CBE software to make it (sort of) work, what's really needed is a fundamentally different type of technology platform. In this session, we'll share a practical framework for implementing a CBTE program using existing technology and show you what it looks like through a live demo.
Track: Develop

2D – Degree Program Assessment for CBTE Programs   Salon C
Howard Andersen, Academic Dean, Northwest Baptist Seminary
Eric Fehr, Assistant to the Dean, Northwest Baptist Seminary

ATS requires program assessment to be sufficient, succinct, and sustainable. Traditional methods include student evaluations and faculty reviews of student papers, but CBTE programs require a different approach. The Dean's Office overseeing Northwest's *Immerse* program describes their approach to selecting student artifacts for faculty assessment and simplifying the assessment process for actionable results.
Track: Enhance

11:45 am	**Lunch (provided)**	

12:30 pm	**CBTE Student Panel Interview**	Cordova Ballroom

Greg Henson, President, Sioux Falls Seminary
Kajle Radbourne, Assoc. Director of Operations, Northwest Baptist Seminary

Enjoy an opportunity over lunch to hear directly from students in three different schools about their experience as CBTE students. Presentation includes opportunity for audience Q&A.

> *Drew Clarkson,* Grace College and Seminary, Woodside Bible Church - Pontiac Campus
> *Jeremy Blomquist,* Sioux Falls Seminary, Legacy Church Bellingham
> *Sarah Friesen,* Northwest Baptist Seminary, Northview Community Church
> *Derek VanLeenen,* Northwest Baptist Seminary, Burnett Fellowship Church

| 1:15 pm | **Mini-Consultations #2** | Cordova |
| | This mini-consultation session features 10 tables hosted by experts on a variety of topics | Ballroom |

related to CBTE. It's an opportunity for you to dig in deeper on specific topics and seek advice on the problems you need to solve for your organization. Look for tables related to your topic of interest, then join an ongoing conversation or start your own. Afternoon session topics will focus on CBTE program models and stakeholders. See page 10 for a complete list of table topics and hosts.

2:00 pm	**Break**

2:15 pm	**Breakout Session #3**

3A – Introduction to Direct Assessment   Salon C
Deb Bushway, Consultant, Lumina Foundation

This session provides an overview of direct assessment versus credit hours— what it is (and isn't), requirements and approval process for government approval, and examples of programs that have made the shift to direct assessment. There is some overlap between this session and break out session *2A – Financial Models for CBE Programs*.
Track: Discover

3B – Immerse Model of Network Mentor Development & Training   Cordova
Krista Penner, Leadership Development, Fellowship Pacific   Ballroom

Mentors hold a critical role in CBTE. Not only do they guide and instruct the learner, but they're also responsible for assessment. Northwest Baptist Seminary's *Immerse* MDiv program, jointly offered and administered with its home denomination, Fellowship Pacific, relies on a three-person mentor team comprised of an academic mentor, ministry practitioner, and network leader. Krista Penner, responsible for development and training of ministry network mentors, shares her experiences and current approach.
Track: Develop

3C – Designing Context-Based Competencies & Learning Activities: Who Should be at the Table?

Salon D

John Lillis, Provost, Grace College and Seminary
Leland Eliason, Executive Director and Provost Emeritus, Bethel Seminary of Bethel University

This workshop will use a case-study approach to describe the process by which Grace Seminary partnered with gifted experts as well as ministry leaders in thriving ministry contexts to determine the competencies necessary to effectively lead ministries in today's world. The presentation will highlight transferable steps and concepts that might be used by schools who wish to adopt a CBTE model. Accreditation by both ATS and HLC enabled Grace to launch both MDiv and M.A. degrees in January of 2018.
Track: Develop

3D – Evidence-Driven Continuous Improvement

Salon E

Lisa McIntyre-Hite, Board Member, Competency-Based Education Network

Lisa McIntyre-Hite, unpacks the 8th element of the C-BEN Quality Framework for CBE Programs—Evidence-Driven Continuous Improvement—by examining data collection and key metrics that should be monitored to support the value propositions your CBE program promises.
Track: Enhance

3:00 pm	**Transition Time**

3:15 pm	**Breakout Session #4**

4A – Pioneering a CBTE Undergraduate Program: Lessons from an Ongoing Journey

Salon E

Jeromey Martini, President, Horizon Bible College

After serving for 80 years as a traditional ministerial training college, Horizon College & Seminary (Saskatoon, SK) transitioned in 2015 to become Canada's first competency-based undergraduate Christian leadership training college. In this session, Horizon's President shares key processes, challenges, issues, benefits, and lessons learned from the journey thus far, and why the school would never return to a traditional model.
Track: Discover

4B – Interview with CBTE Network Leaders   Cordova
Trent Erikson, COO, Northwest Baptist Seminary   Ballroom
Kajle Radbourne, Assoc. Director of Operations, Northwest Baptist Seminary

One of the most exciting outcomes of CBTE has been a closer partnership between seminaries and the churches that they serve. This has led to a greater engagement from churches and ministry partner agencies in the work of the seminary. Join us as we look at the role of these strategic partnerships and host a panel of church, denominational and network leaders who are actively engaged in partnership with a CBTE program.

> *Ryan Russel,* Grace College and Seminary, Woodside Bible Church - Pontiac Campus
> *Andrew Pack,* Sioux Falls Seminary, Cascade School of Theology
> *Dr. Nathan Lewis,* Northwest Baptist Seminary, 17:6 Network
> *Krista Penner,* Northwest Baptist Seminary, Fellowship Pacific

Track: Develop

4C – Abandoning the Credit Hour   Salon D
Greg Henson, President, Sioux Falls Seminary

Abandoning the credit hour in favor of competency-based education can empower holistic innovation and financial health for your institution, but at the same time, credit hours remain the common currency for credit transfer and defining program scope. This session explores various options and methods for connecting CBTE programs to a credit-hour world to serve the needs of students and your Registrar.
Track: Develop

4D - Direct Assessment Workshop   Salon C
Deb Bushway, Consultant, Lumina Foundation

This mini-workshop applies the principles and strategies introduced in session 3A – Introduction to Direct Assessment, by examining how to transition an existing credit-hour program to direct assessment. Activities will include defining outcomes for an example program, how to assess achievement of those outcomes, and how to determine equivalency of that program with non-direct assessment programs.
Track: Develop

4:00 pm   **Visioning the Future of CBTE**   Cordova
           Kent Anderson, President, Northwest Baptist Seminary   Ballroom

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4:30 pm   **Closing Comments**   Cordova
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9:00 am - Mini-Consultations #1

Focus: CBTE Program Elements

TABLE #	TOPIC	HOST(S)
1	Stakeholder Engagement	Amy Kardash and Jay Blossom
2	US Gov Regulations and Financial Aid	Deb Bushway
3	Connecting CBTE to a Credit Hour World	Greg Henson
4	Bringing the Faculty On-Board	Howard Anderson and Brian Rapske
5	CBTE Quality Framework	Kajle Radbourne
6	CBEN and the CBE Quality Framework	Lisa McIntyre-Hite
7	Technology Supports for CBTE	Paul Johnson and Mark Johnson
8	ATS & CBTE Program Accreditation	Stephen Graham
9	Strategic Partnerships with Ministry Networks	Trent Erikson

1:20 pm - Mini-Consultations #2

Focus: CBTE Program Models and Stakeholders

TABLE #	TOPIC	HOST(S)
1	CBE Financial Models	Deb Bushway
2	Sioux Falls Seminary: Kairos	Greg Henson and Larry Caldwell
3	Horizon College: Undergrad Programs	Jeromey Martini
4	Grace Seminary: Deploy	John Lillis and Leland Eliason
5	Northwest Baptist Seminary: Immerse	Kent Anderson
6	Student Perspectives	Kajle Radbourne and Students
7	Technology Supports for CBTE	Paul Johnson and Mark Johnson
8	Ministry Mentor Training & Development	Krista Penner
9	Backwards Design / Continuous Improvement	Lisa McIntyre-Hite
10	CBTE for Intercultural Ministry Training	Mark Naylor