Goals

• To recognize and consistency use the competency-based framework for all DFI Courses

• To use the competency framework as a guide for assessment and evaluation of all learners

• To recognize how the framework must be used consistently across the program for the long term success of DFI
Objectives for Trainers

**Primary:**
Learn the framework of competency for DFI and the seven core competencies

**Secondary:**
Practice identifying and using the competency framework within the learning framework.
Breaking the Model into Components

What is a Competency?

Specific knowledge, skills, behaviors and attitudes required to complete the requisite courses at the level of training needed in the Dairy Farming Institute
Competency Framework

The competency framework is the glue that holds all the training, teaching and assessment together. It builds an expectation beyond skill of the expected areas and levels of performance, and tells us what is valued and rewarded.
The 7 Core Competencies

In a nutshell they are:
1. Dairy Science Core Knowledge
2. Professionalism
3. Communication
4. Systems based Practice
5. Practice based Learning
6. Farm Safety
7. Humane Care of Animals
Defining Each Competency

1. Dairy Science Core Knowledge

   Each level of learner at the Institute must demonstrate knowledge evolving around animal husbandry, agricultural science, farm economics and social behavior sciences as well as the application of this knowledge to the animals under their care to ensure a safe and nutritious food supply.
Core Values of the Competency

Dairy Science Core Knowledge Core Values:
Learners should be assessed doing the following types of activities for this competency

- Demonstrate knowledge of established and evolving animal husbandry, agricultural science, farm economics and social behavior sciences as well as the application of this knowledge to the animals under their care to ensure a safe and nutritious food supply.

- Apply evidence based best practices and standards of care to the treatment of dairy cattle to ensure optimal care.
Defining Each Competency

2. Professionalism

Learners must demonstrate a commitment to carry out professional responsibilities and an adherence to ethical principles.
Core Value of the Competency

Professionalism Core Values:
Learners should be assessed doing the following types of activities for this competency

- Demonstrate compassion, integrity and respect for others.
- Demonstrate a responsiveness to animal needs that supersedes self-interest.
- Demonstrate accountability to animals, society and profession.
- Demonstrate a sensitivity and responsiveness to a diverse group of farm workers at all levels.
Defining Each Competency

3. Communication Skills

   Learners must demonstrate *interpersonal communication skills* that result in the effective exchange of information and collaboration with other workers, managers, and farm advisors.
Core Values of the Competency

Communication Skills Core Values:
Learners should be assessed doing the following types of activities for this competency

- Communicate effectively with all farm workers, managers and other farm health workers or other professional team members.

- Work effectively as a member or leader of a team or other professional group.

- Act in a consultative role with other farm workers and health professionals (e.g., Veterinary Medicine).

- Maintain comprehensive, timely and legible records for the health of the herd as applicable.
Defining each Competency

4. Systems based Practice

Learners must demonstrate an awareness of and responsiveness to the larger context and system of farm management, as well as the ability to call effectively on other resources to provide optimal health to all animals.
Core Values of the Competency

Systems based Practice Core Values:
Learners should be assessed doing the following types of activities for this competency

- Work effectively in various farm settings and systems relevant to level and expertise.
- Coordinate animal care relevant to their knowledge base and specialty.
- Incorporate considerations of cost awareness and risk-benefit analysis in animals and or population-based care as appropriate.
- Advocate for quality animal care and optimal animal care systems.
- Work in interprofessional team to enhance animal safety and improve animal care quality.
- Participate in identifying system errors and implementing potential system solutions.
Defining Each Competency

5. Practice based Improvement

Learners must demonstrate the ability to investigate and evaluate their care of animals, to appraise and assimilate scientific evidence, and to continuously improve animal care based on constant self-evaluation and life-long learning.
Core Values of the Competency

Practice-based Improvement Core Values:
Learners should be assessed doing the following types of activities for this competency

- Identify strengths, deficiencies and limits in one’s knowledge and expertise.
- Set learning and improvement goals.
- Identify and perform appropriate learning activities.
- Incorporate formative evaluation feedback into daily practice.
- Locate, appraise and assimilate evidence from scientific studies related to the animals under their care.
- Use information technology to optimize learning, and participate in the education of others in the farm community.
Defining Each Competency

6. Farm Safety

Learners understand and use best practices to ensure the highest standard of human and animal safety in all aspects of farming.
Core Values of the Competency

Farm Safety Core Values:

Learners should be assessed doing the following types of activities for this competency

- Demonstrate best practices to ensure human and animal safety in all aspects of the farm

- Ensure that all workers are given proper training in the use and safety of all farm equipment and other larger machinery
Defining Each Competency

7. Humane Animal Care

Learners must be able to provide care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health of the herd.
Core Values of the Competency

Humane Animal Care Core Values:

Learners should be assessed doing the following types of activities for this competency

- Treat animals with practices that are safe, scientifically based, effective, efficient, timely and cost effective.

- Provide care that is compassionate, appropriate and effective to promote health of dairy cattle.
Discussion Questions for the Group

- What are most difficult competencies to assess in your opinion? Explain.
- What are the easiest to assess given the course you will be teaching?
- Share core values in each of the seven competencies with a partner. Can you define each in your own words?
- Do the competency benchmarks differ by the level of the DFI Course? Explain your thinking.
- Why is consistency key in the competency framework?
- How can each course build in competency based thinking upfront with the learners?
- Share examples of how the competencies work together in some of the skills you see as fundamental in each of your courses.
Assessment in a Competency Framework

Defining Assessment

Process of documenting in measurable ways, the knowledge, skills, attitudes and beliefs. Assessment should focus on the individual learner, the course modules and the educational model as whole. Assessment should document key milestones to show what is happening at the micro and macro level.
Benefits of Assessment

- Explicit expectations for each learner at each level
- Identified milestones for trainers to maintain consistency across the program
- Identified areas are recognized for each learner both areas of strength and areas of continued need
- Improved assessments for each learners in all competencies across all levels to gauge curricular needs and gaps
- Earlier identification of underperformers
- Provides aspirations goals for learners who would like to transition to the next level or exceed expectations
Forms of Assessment in DFI Courses

Every Learner is Assessed in the following ways:

**Assessments vary by course length and level expectation of the course**

- Clickr Questions with lectures
- Small Group Work
- Discussion
- Case base Learning
- Farm labs
- Computer Modules
- Simulation
- Quizzes

Testing is a form of assessment but it is summative—meaning it comes at the end of a course to evaluate if the course was effective in teaching the core competencies.
Assessment -- Consistency is Key

Every Instructor and trainer needs to have:

- Results of Clickr questions to assess both group and individual learning
- A system to track demonstrable learning (farm labs) through competencies
- Translators listening to group discussions to evaluate learning through core competencies
- Results of case based learning and shared rubrics for assessments
Assessment Takes Practice

All Trainers should take and score at least 2-3 assessments in the courses they are teaching and practice assessment.

Activity:
1. Each trainers should review the assessments with a core faculty member.
2. Take an assessment and then trade with a partner to score each others’ assessment.
3. Discuss the following after you score each others work.

Discuss the following for each assessment:
1. What competencies are being evaluated in each assessment?
2. What score did you give and why?
3. What was difficult for you to score? Why? What would make the assessment easier to score?
4. How might this assessment be used to
Learners should know how they are doing and how they are being assessed

1. Learners deserve to know what the competencies are and how they factor into how they are being assessed

2. Learners deserve feedback that is individualized and specific to their learning goals

3. Learners should be aware of how they are doing and be able to set learning goals for continued learning at the end of every course
Questions

Dairy Farming Institute (DFI)
7 Core Competencies

Ensure Safe, Nutritious, Food Supply