



# Competency-Based Training














## Florida State College at Jacksonville

invests in our diverse organization to support a culture of positive leadership and growth. Through competency-based training and professional development for all faculty and staff, we gain the ability to hone the knowledge and skills necessary to perform assigned duties and responsibilities, while also forwarding the mission, vision and values of our College.

### Competency-Based Training:

- Provides engaged learning opportunities that are connected to practice
- Directly links to specific job responsibilities
- Sets clear performance expectations
- Provides measures of performance to meet job goals
- Promotes fairness and objectivity to performance assessment
- Supports training needs analysis
- Identifies skills for promotion

COMPETENCY	TRAINING DESCRIPTION
 Collaboration	<i>Develops and maintains responsive, cooperative and mutually beneficial relationships to foster teamwork and collegiality</i>
 Communication	<i>Promotes clear listening, speaking and writing skills to support the mission</i>
 FSCJ Advocacy	<i>Maintains a commitment to, and advocates for the mission, vision, values and goals</i>
 Social Justice and Inclusion	<i>Supports a climate of civility, inclusion and respect for diversity and promotes open access</i>
 Technology	<i>Focuses on the use of digital tools, resources and technologies</i>
 Organizational Strategy	<i>Supports the strategic initiatives and elevates student success by offering mission-based knowledge</i>
 Professionalism	<i>Supports ethical practices and proactive improvement opportunities</i>
 Resource Management	<i>Develops efficient resource management to support the mission, vision, values and goals</i>
 Assessment and Evaluation	<i>Provides a variety of formative and summative assessments to improve outcomes in programs, courses and initiatives</i>
 Learner-Centered Teaching Strategy	<i>Engages students and promotes learning by encouraging active participation</i>
 Scholarship	<i>Engages with academic research and development</i>

● ALL EMPLOYEE GROUPS

● FACULTY AND STUDENT SERVICES

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