

An Introduction to Competency-Based Education

Competencies are the knowledge and skills a person needs to perform one's job successfully. Competency-based education targets the development or enhancement of knowledge and skills known to be the key determiners of success.

GCSAA competencies are broken up as follows:

- The 48 competencies are grouped into five categories: Resource Utilization, Operations Management, Leadership, Communication Skills and Personal Skills.
- Each competency is divided into five proficiency levels, ranging from one to five (novice to expert).
- Performance statements describe observable behavior within each proficiency level and are listed below each competency.

If superintendent performance is the key measure of success for a seminar, the question naturally arises as to how to achieve lasting performance improvement. The “bottom line” for education developers and providers is this: **Members will begin demanding that programs offered through GCSAA-affiliated chapters address one or more of the performance statements contained in the superintendent competency model.**

The competency requirements for the golf course superintendent are available from the GCSAA education department or through the Professional Development Resource found in the Learning Center at www.gcsaa.org.