Capability Library

Introduction

A **business capability** summarizes, at a high level, something an enterprise needs to be **able** to do to succeed. A capability expresses **what** an enterprise will do, not **who** does it or **how**. Agreement on high level capabilities is a foundation for subsequent analysis and planning of business processes and technology solutions.

The RATL includes a library of typical capabilities related to teaching and learning. The selection of capabilities for each enterprise will vary based on its goals and size. Capability analysis can also, of course, be extended to other parts of the enterprise such as research, not covered in the RATL.

Capabilities are often shown on a **capability map**. See the Teaching and Learning Capability Map for a map of all the capabilities in the RATL.

Capabilities in the RATL are divided into three broad areas:

- **Strategic Capabilities** are high level outcomes based on strategic goals, setting the direction for other capabilities.
- **Core Capabilities** are what the teaching and learning enterprise does to deliver its strategic capabilities, distinguishing itself from other enterprises and interacting with people and organizations.
- **Supporting Capabilities** enable core capabilities, are often shared across other capabilities, and are often common to similar enterprises.

Strategic Capabilities

- Competency Acquisition Capability
- Learner Community Building Capability
- Pedagogical Development Capability
- Strategic Positioning Capability

Core Capabilities

- Curriculum Management Capability
- Instructional Design Capability
- Accreditation Capability
- Teaching Capability
- Learning Capability
- Assessment Capability

More detailed capabilities were captured by the working group in the following working group documents:

- Curriculum Management: Administrator perspective
- Instructional Design: Instructional designer perspective v0.2
- Teaching: Instructor perspective
- Learning: Learner perspective; Mentor perspective

Supporting Capabilities

Capability	Definition	Notes
Academic Records Administration	Maintain records including matriculations, enrollments, instructor assignments, assessment results, and learner certifications.	
Human Resources Administration	Recruit and retain human resources including instructors, staff, and student employees.	
Identity and Access Management	Maintain identity records to enable participants to access appropriate enterprise resources and participate in inter-enterprise identity federations.	
Technology Management	Review and revise the array of technology solutions that support enterprise capabilities.	
Data Analytics	Enable analytic reporting on all teaching and learning data, for example, for enrollment management, accreditation reporting, and compliance reporting.	
Communication and Collaboration	Support physical and virtual avenues of communication and collaboration between instructors, learners, and other participants.	
Facilities Management	Maintain information about space and related resources to support teaching and learning.	
Financials Management	Perform budgeting and other planning to support teaching and learning initiatives.	