

Beyond Engagement and Integrity:
Building Learning Continuity Through Feedforward Assessment and Skill Laddering Model
(FSLM)

Abstract :

While innovative teaching strategies can increase student participation and reduce academic dishonesty, a key challenge in higher education remains ensuring that learning persists, deepens, and transfers across courses. Students often forget or feel disconnected from concepts learned in early assignments when new tasks are introduced, and this disconnect can extend into advanced courses. Assessments are frequently treated as isolated grading events, limiting students' ability to apply prior knowledge in more complex academic and professional contexts. This paper introduces the **Feedforward Skill Laddering Model (FSLM)** as a structured approach to designing continuous, outcome-aligned learning pathways that maintain learning continuity within a course and across levels.

FSLM emphasizes curriculum mapping and laddering by aligning Program Learning Outcomes (PLOs) and Course Learning Outcomes (CLOs) across sequential courses. Core skills are introduced, reinforced, and mastered through progressive skill targets and signature assignments that evolve in complexity. **When concepts in a second assignment build on the first, students spend less time preparing because they carry forward prior knowledge, forming links like an interlocking chain.** Most activities use individualized numbers in Excel sheets, **reducing opportunities for cheating and encouraging focused engagement.** Weekly graded activities, assignments, case studies, and multi-stage projects are linked across stages, reinforcing these knowledge chains and helping students retain and apply learning in advanced courses.

Students are informed in advance about **expectations and how each activity connects to the next**, increasing motivation and maintaining a smooth learning flow. Implemented through semester-long live projects with embedded feedforward, FSLM encourages students to apply prior feedback. Applied across accounting, financial management, business statistics, and hospitality programs, it improves concept retention, reduces re-learning, enhances confidence, and strengthens alignment between assessments and learning outcomes.

Keywords :

Feedforward Skill Laddering Model (FSLM)

Learning continuity

Curriculum mapping

Signature assignments

Knowledge retention

Student engagement

Assessment alignment