

Financial Management Competency Profile Crosswalk Document

This document provides instructors and administrators with links between the competencies and the Show-Me Standards for students in Missouri public schools and the *National Standards for Business Education*.

For the *National Standards for Business Education*, a numbering system has been developed, as the originals used bulleted items. A sample numbered item is C I.A.1.3, which means Communication, Roman numeral I, Section A, Level 1, the third bulleted item.

The following suggested competencies, developed by an advisory committee, are intended to provide a basis for your course curriculum. This list is neither inclusive nor required in its entirety. You may select competencies from this list, combine those with competencies from other lists, and develop competencies of your own to define the outcomes you expect your students to achieve. The Show-Me Standards identified provide guides. If the activities you choose can be better aligned with other Standards, align the competencies/objectives to those Standards instead of those shown.

Competencies	Show-Me Standards	National Standards (National Standards for Business Education)
A. Explain how the way one earns a living/determines financial success		
1. Analyze how career choice, education, skills, and economic conditions affect income	SS4, SS6, 1.4, 4.1	PF II.3,4
2. Investigate selected career opportunities and associated educational requirements	CA3, 1.2, 4.8	CD II A.3,
3. Analyze the effects of personal ethics on career choice	SS6, 2.3, 4.4	CD II.A.3, CD V.B.3
4. Prepare an employment portfolio (e.g., resume, letter of application, application form, samples of financial documents)	CA1, CA4, 1.8, 2.6	CD V.A.3,4
5. Discuss steps in the hiring process (e.g., interview, follow-up, job acceptance/rejection)	CA3, CA6, 2.6, 4.8	CD V.C.4, ENT VI.B.3
6. Analyze employee benefits (e.g., medical, dental, retirement, stock options, annuities)	SS4, SS6, 4.2, 4.3	PF II.3,4
7. Describe rights and responsibilities of employees and employers (e.g., OSHA, FMLA, discrimination, ADA, sexual harassment)	SS1, SS3, 4.2, 4.3	BL III.B.3
8. Calculate personal income based on salary, deductions, and payroll taxes	MA1, 1.4, 1.10	CP VI.C.2, PF II.3,4
9. Explain how taxes and employee benefits relate to disposable income	MA3, SS4, 1.6, 1.10	PF I.3,4
10. Compare and contrast the rewards and risks of owning a business	SS4, SS6, 1.10, 4.8	ENT I.A.4, PF II.2
11. Exhibit leadership skills through a student organization (e.g., FBLA, PBL)	SS6, 4.3	CD I.A.4, CD V.B.2
B. Set goals for a budget and financial plan		
1. List the steps of the decision-making process	CA4, 3.2, 4.1	PF I.3,4
2. Identify short- and long-term financial goals	SS4, 3.2, 3.3	PF III.1
3. Identify primary and supplemental income sources	MA1, SS4, 1.1, 1.2	PF II.1, PF III.2
4. Identify anticipated expenses	MA1, SS4, 1.2, 1.10	CP VI.D.1, PF III.2
5. Develop a filing system for personal finance records	CA1, CA3, 1.4	PF III.2
6. Identify the roles and costs of insurance in financial planning (e.g., auto, property, life, health)	CA3, 1.2, 3.8	PF VIII.3,4
7. Prepare a personal property inventory	CA1, 1.2, 1.4	PF VIII.3,4

8. Construct a personal spending/savings (budget) plan according to short- and long-term goals	MA1, SS4, 1.2, 1.10	CP VI.D.2, PF III.1
9. Describe how cost of living affects our financial plan	MA1, SS6, 1.10, 3.5	PF III.3,4
C. Examine banking and investment practices		
1. Explain the need for and purpose of savings	SS4, 1.2, 1.6	PF IV.1
2. List types of savings options	CA1, CA3, 1.2	PF IV.2,3
3. Identify sources/institutions for savings	CA1, CA3, 1.2, 1.4	PF IV.2,3
4. Calculate simple and compound interest	MA1, 1.2, 3.2	CP VI.B.2
5. Identify services provided by financial institutions and their respective related fees	CA3, 1.2, 1.4	PF VI.1,3,4
6. Contrast value of services and costs toward making choices of banking services	CA3, MA1, 1.6, 3.8	PF VI.3,4
7. Explain the uses, advantages, and disadvantages of online/electronic banking services	CA3, CA4, 1.6, 3.8	PF VI.2
8. Prepare documents relevant to checking accounts (e.g., checks, stubs, deposit/withdrawal slips, check registers, endorsements, reconciliation of bank statements)	CA4, MA1, 1.10	PF VI.2
9. Demonstrate the ability to handle cash, count money, and make applicable change	MA1, 1.10	PF VI.2
10. Calculate the impact of international exchange rates and investment fees	MA1, 1.2, 3.2	CP VI.F.4, INT IX.A.2
11. Calculate impact of investment value if earned in another currency	MA1, 1.2, 3.2	INT II.D.3, INT IX.C.
12. Use internet resources or print media to locate various broker services	CA3, 1.4, 1.10	IT VII.2
13. Examine the impact of economic conditions on investment opportunities as to percent of return and level of risk	MA3, SS4, 1.2, 3.8	PF IV.2,3
14. Recognize the basic criteria needed to evaluate investment information resources (e.g., credibility, risk factors, rating services)	CA3, MA1, 1.7, 3.8	IT VII.1,2,3
15. Interpret basic information from financial statements (e.g., annual reports, prospectus, earnings/account statements)	CA3, SS4, 1.6, 4.1	MGT X.A.3
16. Calculate gain/loss on investments (at sale)	MA1, 3.2, 3.8	CP VI.H.4
17. Describe tax impact of gain/loss on investments	MA1, MA3, 3.5, 3.8	PF IV.2,3
18. Explain the process and impact of bankruptcy of an investment	MA3, SS4, 3.1, 3.8	BL VI.D.4
19. Discuss investment strategies and the features of a variety of investment options (e.g., stocks, bonds, annuities/IRAs, real estate, company pension plans)	CA3, CA6, 1.6, 3.8	PF IV.3
20. Discuss objectives and preparation for financial maturity retirement (e.g., leisure, vocational interests, medical needs)	CA6, SS4, 1.10, 3.8	PF IV.4
21. List potential final (after death) expenses	CA1, 1.2, 3.8	PF IV.4
22. Explain the purpose of various documents (e.g., wills, power of attorney, trusts)	CA1, SS4, 1.7, 1.10	BL X.A.3
23. Describe the need for estate plans	CA1, SS4, 1.10	PF IV.4
D. Apply spending and credit policies		
1. Calculate the cost of credit	MA1, 1.10, 3.2	CP VI.F.4, PF VII.2
2. Analyze the benefits, costs, and options of consumer credit	MA1, SS4, 3.8, 4.3	BL II.C.3, PF VII.3,4
3. Describe the rights and responsibilities of buyers and sellers under consumer protection laws	SS4, 3.4, 4.3	PF VII.3,4
4. Explain ways to avoid, identify, and/or correct credit problems	CA1, CA3, 1.6, 3.8	PF VII.3,4
5. Identify the components listed on a credit report and explain how that information is used	CA1, CA3, 1.5, 1.10	PF VII.3,4

6. Compare the lease or purchase of a vehicle, including taxes, maintenance, incidentals and unexpected expenses	MA3, SS4, 1.6, 3.8	PF V.3
7. Examine the advantages/disadvantages of renting versus purchasing housing, including taxes, maintenance, incidentals, and unexpected expenses	MA3, SS4, 1.6, 4.1	PF V.3
8. Identify the threat of and ways to avoid identity theft	SS6, 4.2, 4.4	PF VII.3,4
9. Describe the three C's of credit (character, capacity, capital)	CA1, CA3, 1.2, 1.10	PF VII.1
10. Identify ways to avoid or correct credit problems	CA3, SS6, 1.5, 3.4	PF VII.3,4
E. Make management decisions related to and using financial information		
1. Describe the effects of various types of business ownership on financial planning	MA3, SS4, 1.10	ACC IV.A
2. Calculate the break even point given expenses and income	MA3, SS4, 1.10, 3.2	ACC V.A
3. Explain the concepts of cash flow and profit and loss	MA1, SS4, 1.2, 1.6	ENT IV.A.4, MGT X.A.3
4. Describe the government regulations affecting financial aspects of businesses	SS3, SS4, 1.10, 4.2	BL IV.A.3 ENT VIII.B.1
5. Interpret graphs and tables showing financial information	MA3, SS4, 3.5, 3.8	MGT IX.B.4
6. Use computer technology to access financial information	CA3, SS4, 1.4	IT V.1,3
7. Analyze the costs and benefits of marketing	MA3, SS4, 3.6, 3.8	ECO V.2, ENT II.B.4
8. Compare costs and benefits of an e-commerce business with a traditional business	MA3, SS4, 1.2, 3.8	ENT II.B.3, MKT III.G.3
9. Discuss the effects of ethical and unethical behavior on a business's financial condition	SS4, SS6, 2.3, 4.4	MGT V.A.3
10. Prepare a business plan, including possible sources of investment financing	CA4, SS4, 1.8, 4.5	ENT IX.3, MGT I.A.4
11. Apply the decision-making process to financial decisions (e.g., shipping and mailing options, process used for invoicing, calculating payroll, handling customer relations issues, whether business has an actual site versus online structure, ethics)	CA3, MA3, 3.6, 3.8	MGT VIII.B.4
12. Explain the need for and serious nature of confidentiality in the workplace	CA7, SS6, 4.2, 4.4	CD III.A.1
13. Describe the effects of group dynamics on decision-making and team building (union and nonunion options)	CA7, SS6, 2.3, 4.6	MGT III.C.3
14. Identify investment-banking regulations	CA1, CA3, 1.2	ECO VII.3
15. Identify the opportunity cost of financial decisions	MA3, SS4, 1.6, 3.8	ENT III.D.1, ENT IV.C.3
16. Describe how insurance and other risk-management strategies protect against financial loss	CA1, MA3, 1.2, 3.8	ENT VI.E.4, MGT X.C.4

*National Standards for Business Education (Key)

CA = Communication Arts

SS = Social Studies

ACC=Accounting

MA = Math

SC = Science

BL=Business Law

INT=International

HP = Health/Physical Education

FA = Fine Arts

CD=Career Development

IT=Information Technology

CP=Computation

MGT=Management

ECO=Economics

MKT=Marketing

ENT=Entrepreneurship

PF=Personal Finance