

# Momentum in Micro-Credentialing

The New Era of Educator Growth  
And Advancement



# Momentum In Micro-credentialing: The New Era of Educator Growth & Advancement

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# Before we get started...

- Audio Issues
- Questions for presenters
- On-demand Recording

# Moderator Introduction



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Senior Director  
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# Learning Objectives for this Webinar

- What is the current state of micro-credentialing nationwide
- What do we mean when we use the term ‘micro-credential’
- The evolution of micro-credentialing
- Why states are adopting micro-credentials and what the implementation process looks like
- How micro-credentials are being leveraged as building blocks for educators’ professional growth (licensure and certification), and career and compensation advancement

# National Micro-Credentialing Landscape

## WASHINGTON

Computer Science & Cultural Responsiveness

## KANSAS

Computer Science & Cultural Competency

## MINNESOTA

CTE Alternative Certification

## ILLINOIS

Leadership for Equity

## CONNECTICUT

Teacher Induction and Principal Induction

## UTAH

Financial Literacy

## DELAWARE

Teacher Induction

## HAWAII

Principal Licensure

## RHODE ISLAND

Computer Science Endorsements

## KENTUCKY

CTE Workforce Development

## TEXAS

School Improvement Consulting and CTE Support

## ARKANSAS

Teacher Induction, Teacher Leader, and Master Teacher Endorsements

## LOUISIANA

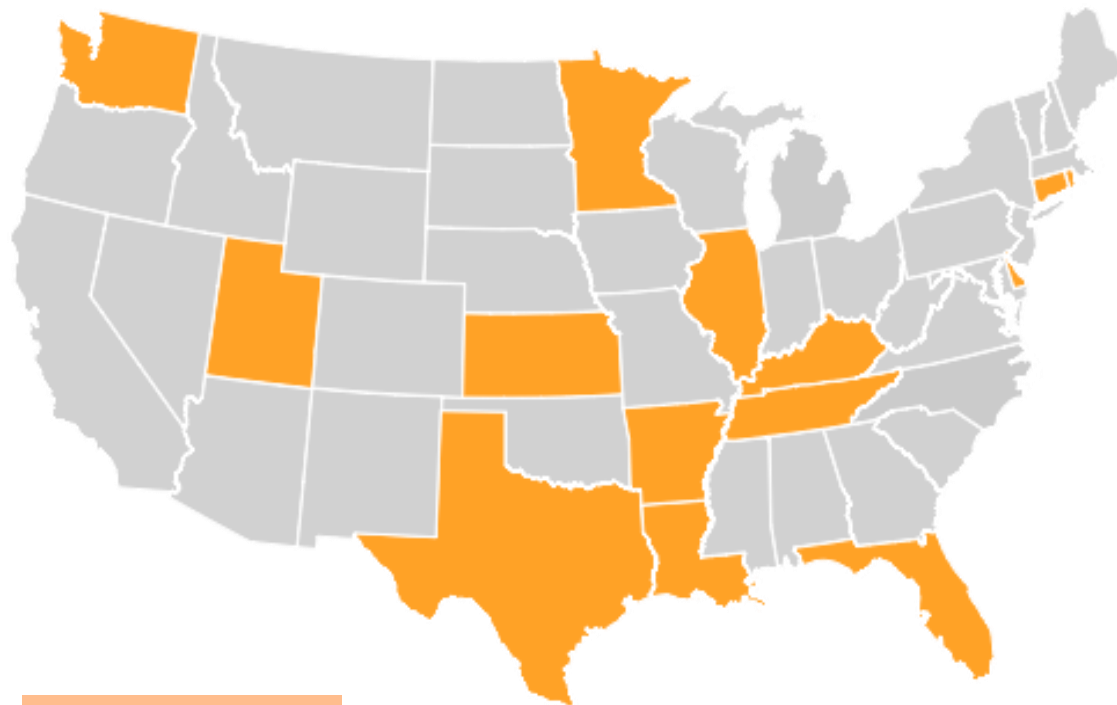
Teacher Leader & Principal Licensure

## TENNESSEE

Core Instruction, STEM, and SEL Practices

## FLORIDA

Growth Mindset & Clinical Educators



# What is a micro-credential?

## What it is:

- Competency-based
- Personalized, self-directed
- Demonstration of new or existing expertise
- Available on-demand
- Job-embedded
- Learning by doing

## What it is not:

- ~~Seat-time based~~
- ~~One size fits all~~
- ~~Traditional online course or class~~
- ~~Available only at set times~~
- ~~Separate from school or classroom context~~
- ~~Learning by memorizing information~~



# Foundations in Research

## Cycle of Inquiry

The discipline of analyzing, reflecting, and documenting is the key to change and improvement.

- *Coalition of Essential Schools, 1999;*
- *Cushman, 1999;*
- *Bryk et al., 2011;*
- *Tichnor-Wagner et al., 2017*

## Job-Embedded Supports

Teachers develop expertise as members of collaborative, interdisciplinary teams with common goals for student learning.

- *National Comprehensive Center for Teacher Quality, 2011;*
- *Harwell, D'Amico, Stein, & Gatti, 2000;*
- *Hill et al, 2010;*
- *Putnam & Borko, 2000*

## Portfolio-based Learning

Job-embedded professional development constitutes a powerful lever to advance student learning.

- *National Staff Development Council, 2010;*
- *Chung, 2008;*
- *Sato, Wei, & Darling-Hammond, 2008]*

## Rigorous Evaluation and Assessment

Feedback on classroom practice may lead to improvements in teacher performance and student achievement.

- *Institute of Education Sciences, 2010;*
- *Garet et al., 2001;*
- *LeBreton & Sentor, 2008;*
- *Nunnally & Bernstein, 1994*



# Evolution of the Micro-Credentialing Ecosystem

## 2015-2017 Micro-Credentials as PD

- Micro-credentials are just another form of PD in a PD catalog
- Micro-credentials earn graduate credit in degree programs
- Micro-credentials earn CEUs and clock hours

## 2017-future Micro-Credentials as a Building Block of Licensure, Certification & Career Advancement

- Micro-credentials begin to replace certification and endorsement systems
- Micro-credentials become an integral part of PD cultures
- Districts integrate micro-credentialing into PLCs and coaching
- District and state create custom micro-credentials for specific needs
- States link micro-credentials to evaluation and career pathways

# Panel of Speakers



Jill Cowart  
Assistant Superintendent of  
Academic Content  
Louisiana Department of  
Education



Sandra Hurst  
Director of Educator  
Effectiveness  
Arkansas Department of  
Education



Josh Nelson  
Director of Educational  
Programs  
Lakes Country Service  
Cooperative



NEXT WEBINAR:

February 2019  
District Implementations