LESSONS LEARNED FROM A THREE-YEAR PILOT
One state’s journey to learn about micro-credential implementation
PILOT DESIGN
Tennessee’s Micro-credential Pilot Summarized
• Respond to teacher needs
• Ensure highest degree of relevance
• Learn about teacher perceptions of micro-credentials

YEAR ONE DESIGN
30 teacher pairs
14 micro-credentials
1 state-level coordinator

YEAR TWO DESIGN
200 individual teacher
25 micro-credentials
15 district coordinators

YEAR THREE DESIGN
800 individual teachers
25 micro-credentials
15 district coordinators

★ Build district capacity
★ Expand choice
★ Address teacher leadership

★ Gradual release of responsibility: state to district
★ Explore pathways
★ Create customized content
TEAM-ALIGNED

• Aligned to six indicators on teacher evaluation rubric
• Supported greatest areas of need across the state
• 27 MCs earned
STEM: SELECT

• 4 micro-credentials
• Co-written with TN STEM Innovation Network
• Aligned to STEM strategic plan
• Offered to STEM designated schools
• Micro-credentials supplemented pre-determined goals
• 150+ MCs earned
STEM: GENERAL

- Same 4 MCs offered in STEM Select pathway
- Offered to teachers in general pilot
- 15+ MCs earned
• Partnered with National Association for Gifted Children
• Supports identification of gifted students from underrepresented populations
• 20+ MCs earned
RTI²

• Supported state initiative for Response to Intervention and Instruction

• 4 Customized MCs

• 15+ earned MCs
SOCIAL AND PERSONAL COMPETENCIES

- Supplemented state initiative on social and personal competencies
- 2 customized MCs aligned to social and personal competency modules
- 3 earned MCs
KEY NUMBERS

• Goal: 280 MCs earned
• Actual: 235+ MCs earned
  • TEAM: 25+
  • Gifted: 20+
  • STEM select: 150+
  • RTI: 15+
  • STEM general: 15+
  • Social and Personal Competencies: 3
LESSONS LEARNED

• In-person training for personal connection
• Collaboration: pairs, teams, cohorts
• Content tied to existing school/district/state goals
• District and school support is critical
PARTNERSHIPS AT WORK

- BloomBoard: platform and MCs for districts
- Digital Promise: free and low-cost MCs for educators
- Teaching Matters: Teacher Leader MCs and Teacher Leader support
- Center for Teaching Quality (CTQ): Teacher Leader support, micro-credential support
- National Education Association (NEA): free MCs to educators
- Appalachian Regional Comprehensive Center
- Ayers Institute @ Lipscomb University: resource support for evaluation indicators
PARTNER CONTACTS

• BloomBoard: Jason@BloomBoard.com
• Digital Promise: Odelia@digitalpromise.org
• Teaching Matters: Jbrotman@teachingmatters.org
• Center for Teaching Quality (CTQ): Bberry@teachingquality.org
• Appalachian Regional Comprehensive Center: MattsonB@rmcrest.com
• National Education Association (NEA): https://nea.certificationbank.com/
• Ayers Institute @ Lipscomb University
POINTS TO NOTE

• Energized veteran educators
• Empowered novice educators
• Affirmed Teacher leaders
• Equipped Virtual facilitators
• Compelling story-tellers
NEXT CHAPTER
Options for the future of micro-credentials

- District-led micro-credentials: BloomBoard, Digital Promise
- Educator autonomy - Digital Promise and NEA
- Teacher Leader MCs – Teaching Matters, Center for Teaching Quality (CTQ)