



**Reflect and Prepare** Take time to understand the history of past and present initiatives, to prepare and engage key stakeholders, and to establish trusting relationships with district and school leadership.

**Expected Outcomes:** An educator talent management gap analysis to inform micro-credential implementation, root-cause analysis for difficult previous initiatives, vision for implementation, key decisions documentation, and cohesive steering committee

**Plan** Focus on detailed planning and sustainability of the micro-credential implementation, including setting goals, identifying target audience, preparing timeline, staffing, budgeting, and broad-based communication.

**Expected Outcomes:** An implementation plan informed by data and a representative cross-section of stakeholders

**Launch** Support the execution of all plan components, including professional learning, communication, validation of micro-credentials, and facilitation of online communities of practice. Lay the groundwork for continuous improvement.

**Expected Outcomes:** A comprehensive strategic plan for ongoing communication and engagement, an evaluation plan to monitor implementation and ensure continuous improvement, and the design and delivery of training

### Implement, Monitor, and Support

Execute a cycle of continuous improvement that requires formative data review, timely communication, and close collaboration. Ensure midcourse adjustments are data based and lessons learned are shared widely. Work with state and/or district leaders to ensure fidelity to implementation, rigorous data collection, analysis, and documentation.

**Expected Outcomes:** Version 1.0 of micro-credential implementation, results from implementation monitoring, evidence of a culture shift toward competency-based professional learning

**Sustain and Innovate** Identify, curate, and incorporate resources and best practices into the infrastructure of the state or district. Address strategies to take the micro-credential implementation further by expanding scale, scope, and systemization.

**Expected Outcomes:** Curated knowledge management structure, plan for version 2.0 of micro-credential implementation

## Micro-Credential Implementation Framework

Designing and launching successful micro-credential implementations is a complex process. Multiple components and stakeholders work together to achieve continuous improvement. Micro-credentials present unique opportunities for innovation, which can complement existing professional learning, support a gradual transition to micro-credential-based models for professional learning, or make significant systemic changes to your professional learning.

AIR's *Micro-Credential Implementation Framework* provides an evidence-based and customizable approach to changing state and district professional learning systems, transforming professional development from clock hours to outcomes while providing educators with personalized opportunities for authentic growth and career advancement.

Our framework leverages unique state, district, or school needs to address the key elements of implementing micro-credentials as a component of your educator talent management system.

## Professional Learning With Purpose: Key Elements



### Investments in Stakeholder Engagement

- Educator forums and parent meetings
- Cohesive steering committee
- Broad-based communication strategy



### Shared Vision and Comprehensive Plans

- Data-driven gap analysis
- Comprehensive root-cause analysis
- Rigorous phased implementation plan
- Robust content development



### Strategic Launch and Implementation

- Platform training, professional learning sessions, online community of practice
- Communication strategy execution
- Leadership coaching
- Analysis and midcourse adjustments



### Data Analytics and Support

- Implementation data collection
- Data literacy coaching
- Micro-credential validation and quality assurance



### Culture Shifts That Yield Results

- Connections between talent management components and micro-credentials
- Curated knowledge management and infrastructure redesign
- Meaningful incentives



AMERICAN INSTITUTES FOR RESEARCH®

1000 Thomas Jefferson Street NW  
Washington, DC 20007-3835  
202.403.5000

[www.air.org](http://www.air.org)

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