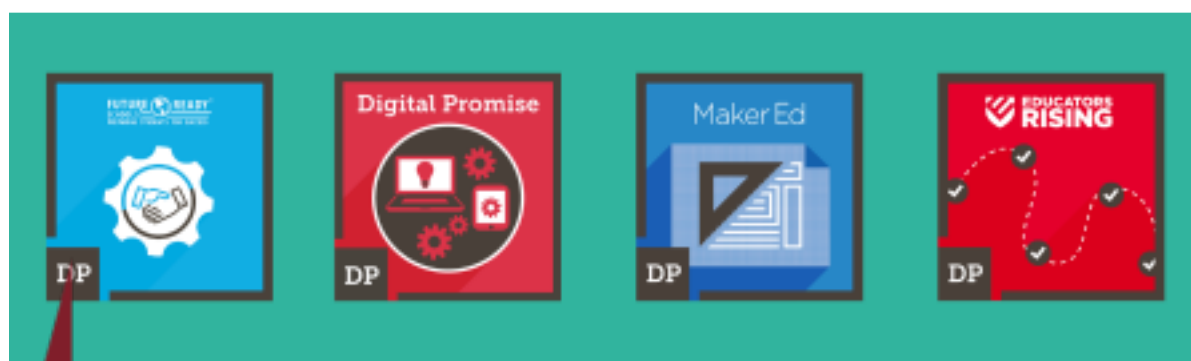


Challenge Session

Symposium on the
Currency of Micro-credentials

Financial Recognition





Big Idea

Financial Recognition for Competency-based Learning through Micro-credentials

Essential Question: How do we build compensation structures that align district resources and professional learning needs to include micro-credentials?

Challenge Statement: Develop and design a series of compensation alternatives that align district resources to support micro-credential incentives.



Guiding Questions

What do we need to know to solve this challenge?

- How can we promote and message multiple currencies so it's not narrowly limited to CEUs?
- What stakeholders need to be part of the discussions, decisions, information sharing and potential policy changes?
- Do MCs earned from different organizations have the same level of rigor? Should there be varying levels of recognition?

Guiding Activities

Develop a financial incentive design framework

- How will we answer our questions?





Act

Designing Our Solution

- How will we answer our questions?



Solutions

What is an approach to our challenge?



The start of a tool that can help us address our challenge

- Developed a framework that can help people determine their challenge statement and related next steps
- A way to personalize the experience for their needs
- Leveraging existing models of financial incentives



Solutions

What is an approach to our challenge?

- Identify Need
- Research & Customize
- Plan
- Communicate, Implement, Collect & Analyze Data (repeat!)
- Reflect & Decide
- Summarize & Share?

Audience

Who is the primary audience for our approach?

District and state level policymakers

District leaders (district and board)

Union leadership

Educators

IHEs





Roles and Resources

Who will need to be involved and what do we need to support the approach?

State

- Convening to bring together different stakeholders
- Allocate funds to support district models and evaluations
- State compensation elements?

District

- Budget allocations
- Communications Tools
- Technology infrastructure
- Personnel - admin, teachers, union

External

- Digital Promise Micro-credential Ecosystem
- Foundations



Evaluation Methods

How will we know if our approach works?

Monitoring districts/states that have used the financial incentive design framework

- Partnerships -
- Web Analytics
- Feedback and surveys

Next Steps

What now?

- Gather feedback from networks, such as the League
- Determine who will refine the design framework
- Gather additional feedback from external stakeholders
- Identify pilot sites to use the financial incentive design framework
- Publish case studies
- Reflect and build resources