Challenge Session

Symposium on the Currency of Micro-credentials

Career Pathways

Big Idea: Career Pathways

Essential Question: What do we mean by career pathways?

Challenge Statement: What are the strategies and methods for designing a career constellation using micro-credentials to develop and support educator growth and improve student learning?

Guiding Questions

What do we need to know to solve this challenge?

- What existing models are out there?

- How will this impact classrooms and students?

- How do we communicate about it?

- What systems/structures are needed?

Solution

What is a solution to our challenge?

Create a Toolkit for Districts interested in exploring Career Pathways

- Identify potential **questions** and **answers**

- Create levels based on current realities of individual organizations

- Offer **case studies**

- Share mechanisms and **network**

Create
A Toolkit for Designing Career Pathway Programs involving Micro-credentials

Toolkit Content
Goals and Priorities
Stakeholder Involvement
Incentives/Value
Scope/Scale
Professional Learning Experiences
Evaluation & Iteration Infrastructure
Sharing & Communicating

Goals and Priorities

- What does exceptional professional learning look like?

- What barriers keep that from happening?

- Can micro-credentials be the answer to exceptional professional learning?

- Do existing career paths meet the needs of educators and the system?

Stakeholder Involvement

- Why is involving educators in this important?

- What are ways you can involve educators in career pathway creation?
  - Surveys
  - Focus groups

- What are some examples of career pathways processes and how stakeholders can be involved?

- What are common pitfalls or misconceptions of involving educators in career-pathway creation?

Incentives/Value

- Compensation
  - Stipends
  - Salary
  - Steps and Lanes

- Privilege and Influence
  - Opportunities to attend conferences
  - Publication of work
  - Committee participation

- Recognition
  - Certificates and celebrations
  - Acknowledge them as resource

- Position Change/Hybrid Roles

- Changes in Job Security

Scope and Scale

- Where does the decision making occur?

- Who is the point of contact? Is this person the assessor as well?

- What finances are available?

- Where will funding come from?

Professional Learning Experiences

- How can you build time to support this type of professional learning?
- How does your current professional learning structure highlight your values?
- How do educators currently receive feedback on their proficiencies?
- What modules of professional learning are you currently working from?
- How are you using evidence to guide your professional learning experiences?
- How can pathway completion unlock an opportunity for something more?

Audience

Who is the primary audience for our solution?
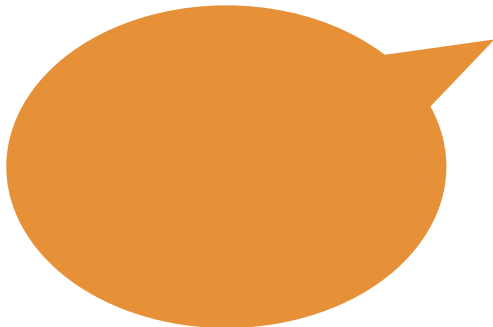
Give same message, tailored to different audiences.
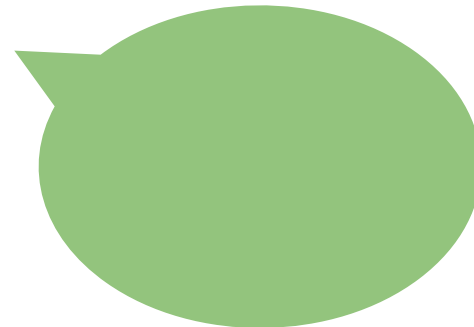
Stakeholders

State Level

City Level leaders

District
School Board

Union Leadership

School

Resources

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

- Create or find case studies

- Focus group and/or network

- Online presence that stakeholders can access

- Sponsoring organizations

- Visual or graphic representation (Tell a story with a theory of action)

- Expert input

Evaluation Methods

How will we know if our solution works?

- Track district implementation

- Views/downloads of toolkit

- Create and analyze case studies

- Revise

Next Steps

- Identify owner/sponsor
- Develop toolkit development timeline
- Create coherence of questions generated
- Add implementation section to toolkit
- Seek feedback from potential stakeholders & iterate
- Create rapid prototypes and/or find potential partners