



SIM™ Micro-credentials:

a system that allows individuals to earn badges for achieving varied levels of proficiency with SIM

Need-to-Know:

- Awareness of and participation in badging and credentialing systems is increasing nation-wide. Not all badging systems are alike; some offer only the opportunity to earn participation-type badges (e.g., attendance in a conference session), whereas other badging systems, like the one for SIM, include both participation-type and skill mastery-type badges.
- Think about Malcolm Gladwell’s well-known 10,000 hours to become “good at something.” The badging system is a digital version of a long-standing value for demonstrating mastery at one’s craft.

WHAT are badges?	WHY badges?
<p>A badge...</p> <ul style="list-style-type: none"> • Is a digital, visual, and sharable representation of demonstrated knowledge, skills, and achievements • provides a way of communicating learning progress to all stakeholders in a learning ecosystem. • is an incremental, cohesive approach that makes some credentials obtainable after a single activity, while others have “prerequisites” that constitute more advanced credentials. • represents an element of a comprehensive concept of “mastery.” 	<p>A badge...</p> <ul style="list-style-type: none"> • functions as a signal within and outside of the system of the educational investment made by an educator • represents an extension of an educator’s formal and informal learning <p>SIM badges...</p> <ul style="list-style-type: none"> • Allow educators and SIM professional developers to customize their professional learning • Allow schools to expand who provides SIM professional development, making sustaining a SIM initiative more manageable. • Provide fuel for schools to drive a collective effort related to SIM

HOW do individuals earn badges?

An example of steps to take:

Step 1: An educator and a SIM Professional Developer form a partnership either through an initial professional development or through a coaching relationship.

Step 2: Determine the level of badge(s), the educator wishes to earn. For example, an educator may proceed in a level-by-level approach or identify that he/she has a goal to earn a Level 3 SIM Specialist badge and begin to collect evidence for all three levels simultaneously.

- **Level 1: Professional Learning Credential:** indicates the recipient has participated in professional learning on a SIM Learning Strategy (LS) or Content Enhancement Routine (CER).

- **Level 2: Fidelity of Implementation Credential:** indicates that the recipient has instructed students using a SIM LS or CER with fidelity
- **Level 3: Specialist Credential:** indicates that the recipient has, under the guidance of a SIM Professional Developer, demonstrated proficiency in instructing others in the use of a LS or CER and in guiding the new learner to implement the LS or CER with fidelity. The recipient can now instruct others independent from the SIM Professional Developer for the given LS or CER.
- **Level 4: SIM Professional Developer:** indicates that the recipient has met the requirements established by KUCRL and can now instruct others in their area of certification (LS or CER).
- **Level 5: SIM Professional Development Leader:** indicates that the recipient has met the requirements established by KUCRL and can now lead Potential Professional Developer Institutes and mentor SIM Professional Developer Apprentices.

Step 3: The educator joins www.BadgeList.com, using his/her personal email address (so the account travels wherever he/she goes in the future). Join the desired badge and arrange for payment. As this is continued professional learning, many schools and divisions have paid for participation on behalf of the educator. Another payment option has been grant-funded initiatives that include participation in the SIM micro-credentials system. (Side-bar: The micro-credentialing system has provided strong evidence for achieving grant goals.)

Step 4: SIM Professional Developer and the educator explore BadgeList together or on their own to learn about types of evidence to collect in order to earn the desired micro-credential. Many SIM Professional Developers have made checklists to support the organization of this step. Examples of these checklists will be shared in the August StrateNotes publication.

Step 5: With the support of a SIM Professional Developer, the educator uploads evidence of proficiency for the desired badge. During this step, as part of the coaching relationship, the educator shares gathered evidence and the SIM Professional Developer reviews and provides requested feedback to foster a continued professional learning. When ready to display evidence, the educator clicks the link “Request Feedback,” which prompts the CRL to confirm with the SIM Professional Developer that the micro-credential is to be awarded.

To learn more, visit www.sim.ku.edu/microcredentials.

Resources:

- Diamond, J., & Gonzalez, P. C. (2014). Digital Badges for Teacher Mastery: An Exploratory Study of a Competency-Based Professional Development Badge System. CCT Reports. *Center for Children and Technology, Education Development Center, Inc.*
- Institute for Credentialing Excellence (2013). *Methods for Ensuring Continuing Competence, Part 1* retrieved from <http://www.credentialing-excellence.org/>