FAQ: Micro-credentials in Learning & Collaboration Resources

Ensuring your educators have the skills needed to be successful in the classroom.

Micro-credentials: Focus Your Professional Learning on Outcomes

Micro-credentials in Frontline Professional Growth are a great way for leaders to be sure their educators have the skills needed to be successful in the classroom. They're also a great way for educators to be recognized for the skills they possess or develop through professional learning.

Q: What impact do micro-credentials have on professional learning?

Micro-credentials in Learning & Collaboration Resources, a key component of Frontline Professional Growth, make the professional learning experience far more effective. They do this by:

- Requiring job-embedded evidence to earn the micro-credential, so you know the educator can apply the skills they've learned in the classroom.

- Allowing educators to focus on developing the skills they lack, without spending a lot of time on the skills they already have.

- Enabling a collaborative-based approach to assessment, which allows you to leverage the strength of experts in your district.

Q: How do micro-credentials meet teachers' needs?

While the need to develop skills and demonstrate competency has not dwindled, traditional ways of delivering and measuring professional development are becoming obsolete. In fact, 71% of teachers aren't satisfied with their current PD offerings[1] and only 40% feel that PD activities are a good use of their time.[2]

Every teacher has unique skills and areas for growth — so why should professional learning be one-size-fits-all? And among other criteria, the Every Student Succeeds Act calls for professional learning to be **sustained, intensive and classroom-focused.** In other words, the need is for professional development that reaches individual teachers right where they are — and equips them to make genuine strides in their classroom practice.

Micro-credentials in Frontline Professional Growth provide exactly that. They allow learners to progress through their PD goals as they demonstrate mastery of skills — regardless of time, pace or place of learning.

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[1] Teachers Know Best: Teachers' View on Professional Development. (Boston Consulting Group and Bill & Melinda Gates Foundation, December 2014). https://s3.amazonaws.com/edtech-production/reports/Gates-PDMarketResearch-Dec5.pdf
[2] The Mirage: Confronting the Hard Truth About Our Quest for Teacher Development. (The New Teacher Project, August 2015). http://tntp.org/assets/documents/TNTP-Mirage_2015.pdf

Q: Why should we use micro-credentials as part of our professional development strategy?

Glad you asked! There are several advantages to the micro-credentials Frontline offers.

- **Take a growth-based approach.** Frontline's micro-credentials redefine the professional learning experience, shifting the emphasis from seat time to demonstrated competence.

- **Support development around targeted needs.** With Frontline Professional Growth, instructional leaders can recommend micro-credentials that match an educator's specific growth goals.

- **Provide ongoing feedback.** Educators can submit pieces of required evidence — one at a time — enabling district-assigned assessors to provide incremental feedback.

- **Enhance all your PD resources.** Our micro-credentials make all the PD tools and resources your educators access — from virtual PLCs to online tools to coaches and mentors — more relevant and meaningful.

- **Track all activity in Frontline Professional Growth.** These micro-credentials are offered as part of Frontline Professional Growth, making it easy to track, document and recognize achievement.

Q: How do micro-credentials in Frontline Professional Growth work?

Every micro-credential in Frontline Professional Growth consists of a list of required demonstrable competencies focused on a particular targeted skill to help the user master the skill. The micro-credential is earned once the user has demonstrated their competency of the skill.

Frontline's micro-credentials make the professional learning experience far more effective because they clearly show:

- What an educator needs to know to complete the micro-credential

- How they can develop the skill, if they need more knowledge or training

- How they can demonstrate skill mastery and apply it in a classroom or other professional setting

> **"The micro-credentials helped me visualize how to put into practice what I learned. What a powerful teaching and learning tool."**
>
> - Ralph Square, Assistant Superintendent, South Sanpete School District, UT

Designing Summative Assessment

Frontline Education

View Learning Resources

Required Evidence

To earn this micro-credential, you must provide the following evidence:

- Write an evaluation of a traditional (test/exam) summative assessment.
- Design and submit the documents and resources for either a performance-based summative assessment or, if you do not create summative assessments, a performance task
- Administer your performance-based assessment or task and evaluate the work of two students.

View Less ∧

Evaluate a Summative Assessment   Not Completed ○

1A. Write and submit an evaluation of a traditional (test/exam) summative assessment that you have created within the last two years. If you haven't created any, evaluate the assessment provided.
*If you evaluate your own assessment, please upload all relevant documents (test items, instructions, glossaries, answer keys, rubrics, etc.).

In your evaluation, describe the following eight aspects of the assessment, identifying strengths, weaknesses, and possible improvements (50-150 words per bullet point):

- Purpose
- Characteristics (type and scope of student work involved, etc.)
- Components (Content standards/goals, key understandings, instructions, rubrics)
- Validity
- Fairness
- Efficiency
- The productive struggle that the assessment fosters in students
- The "rich information" it is designed to provide about student learning and misunderstanding

--Write a brief overall summary in which you make three suggestions for improvement to the assessment.

Grading Rubric

Emerging	Effective	Highly Effective
Description of assessment Addresses the eight aspects partially or not at all; demonstrates insufficient understanding of key concepts (*validity, productive struggle, etc.*).	**Description of assessment** Addresses all eight aspects clearly and in detail, with at least one example provided for each aspect. Makes accurate, relevant reference to key concepts.	**Description of assessment** Addresses all eight aspects clearly and in detail, with two or more examples (good or bad) provided for each aspect. Makes accurate, relevant reference to key concepts.

Evidence Resource Files

📎 dsa-evidence-1.docx

Attached Evidence

Indicates what competencies are required to earn a particular micro-credential.

Tracks completion of each skill to allow incremental work on the micro-credential and allows collaboration with assessor.

Describes evidence required to demonstrate the skill.

Identifies success criteria for skill mastery.

Ready to learn more?

Discover micro-credentials as part of Learning & Collaboration Resources in Frontline Professional Growth.

Vist:
FrontlineEducation.com/ MCFAQ

About Fronline Education

Frontline Education is a leading provider of school administration software, empowering strategic K-12 leaders with the right tools, data and insights to proactively manage human capital, business operations, student information and special education.

Educational organizations representing over 80,000 schools and millions of educators, administrators and support personnel have partnered with Frontline Education in their efforts to develop the next generation of learners. Frontline is dedicated to driving engagement across K-12 school systems and supporting the continuous improvement of employee effectiveness and efficiency with solutions for proactive recruiting and hiring, absence and time, professional growth, student information systems, special education, school health management, payroll, benefits and financial management.

Frontline Education corporate headquarters are in Malvern, PA, with offices in Roseville, CA; Salinas, CA; Andover, MA; Walled Lake, MI; Rockville Centre, NY; Williamsville, NY; Brecksville, OH and Austin, TX.