



MISSOURI'S INTRODUCTION TO AN ALTERNATIVE PATH TO RECERTIFICATION

MICRO-CREDENTIALS

With full implementation of the Missouri Leadership Development System (MLDS), we are now turning our attention to an alternate path for that career administrator certificate.

Currently, your four-year initial certificate can be granted with the completion of an approved master's degree. At the end of four years one can apply for a transition certificate that will last for an additional six years. By the end of ten years you must have earned an educational specialist degree or doctorate to receive the career certificate, or you will no longer be able to hold the job of principal.

Designed to align with the Missouri Leadership Development System (MLDS) MAESP, MoASSP and the Office of Educator Quality at DESE are partnering with the Education Leaders Network (ELN) to develop 15 micro-credentials (MCs). These MCs are 15 individual assessments covering the major components of the research based MLDS. These MCs are designed to offer a rigorous, yet viable alternative to obtaining an educational specialist degree and provide interested principals a different path to the career certificate. We are early in the process of development and have six of the fifteen written. Four are currently available to be piloted by principals in Missouri. We hope each MC will be piloted by 8-10 principals and then reviewed for appropriate rigor and clarity.

Ed Leaders Network (ELN) is assisting with development of each MC, piloting the assessments, hosting the MCs on their learning management system, storing uploaded documents, and providing electronic "badges" for each assessment and level. MAESP and MoASSP members already have access to ELN through the complimentary membership provided as a member benefit.

We are seeking a limited number of "pilot" participants for the four micro-credentials now available in the Instructional Leadership stack. During this initial pilot phase there will be no cost to our pilot participants (eventual cost is anticipated to be between \$180 and \$200 per micro-credential). When an MC is successfully completed, an official MC badge will be awarded which in turn may be used toward the Career Certificate requirements.

There will be a mandatory informational "GoToMeeting" for anyone interested in piloting on April 7 or 8. (See information on Page 4). All micro-credentials must be completed by September 1, 2020. It is recommended that individuals sign-up for no more than two pilot micro-credentials at one time. For questions regarding this pilot project, contact Dr. Michael Schooley at mschooley@maesp.com or Clark Mershon at cmershon@moassp.org.

MISSOURI MLDS MICRO-CREDENTIAL STACKS



INSTRUCTIONAL LEADERSHIP



VISIONARY LEADERSHIP

MANAGERIAL LEADERSHIP

RELATIONAL
LEADERSHIP

INNOVATIVE LEADERSHIP



INSTRUCTIONAL LEADERSHIP

Missouri Micro-Credential Pilot Opportunities

[Register to learn more](#)

There are **four** micro-credentials in the **Missouri's Instructional Leadership** stack: (1) **Guaranteed and Viable Curriculum**, (2) **Effective Instructional Practice**, (3) **Effective Assessment**; and (4) **Professional Learning**. Effective mastery of the **Instructional Leadership** micro-credential stack encompasses all the skill sets and the ability to deploy and sustain them successfully.

Guaranteed and Viable Curriculum

In *Guaranteed and Viable Curriculum*, the practitioner displays the ability to support, to collaboratively facilitate and provide structures and processes which ensure implementation of a comprehensive, rigorous, and aligned curriculum. Further, the principal will demonstrate the ability to establish a collaborative, trusting environment and high-quality, rigorous curriculum focused on individual student's growth and achievement. Finally, the principal will facilitate and collaboratively develop and implement a plan that ensures alignment of assessment and instruction with the curriculum and monitoring of continuous student improvement.



Guaranteed and Viable Curriculum includes the following three identified *essential outcomes*:

1. The school principal provides structures and processes that support and ensure implementation of a curriculum that is comprehensive, rigorous, and aligned.
2. The school principal creates a collaborative, trusting environment and a curriculum focused on success for all students.
3. The school principal develops a plan that ensures alignment of assessment and instruction with the curriculum.

Effective Instructional Practices

In *Effective Instructional Practices* the practitioner displays the school's principal ability to provide feedback and resources to teachers which enables them to deliver and implement high-quality, effective, research-based instruction to students. Further the principal will demonstrate the ability to observe classroom instruction, provide timely, data-informed feedback that intentionally supports teacher strengths and identifies areas for growth. Principal should also be able to show facilitation skills to support teachers in the development and implementation of research-based practices to build classroom culture and environment that ensures excellent instruction for every student. Finally, the principal will share the ability to collaboratively develop and implement a strategic plan that ensures alignment of assessments with instruction, curriculum and continuous student improvement.



Effective Instructional Practice includes the following four identified *essential outcomes*:

1. The school principal provides resources and support that enables implementation of effective, research-based instructional strategies to provide excellent instruction for all students.
2. The school principal observes classroom instruction and provides data-informed, timely feedback that intentionally supports teacher strengths and identifies areas for growth.
3. The school principal facilitates and supports teachers in the development and implementation of research-based practices for a classroom culture and environment that ensures excellent instruction for every student.
4. The school principal develops a plan that ensures alignment of instruction with assessments and the curriculum.

Effective Assessment

In **Effective Assessment** micro-credential involves the school's principal ability to collaboratively develop and implements a research-based, effective assessment framework aligned to curriculum and instruction. Further, the principal will demonstrate the ability to guide teachers' skills to gather and analyze the proper data necessary to improve the instructional process and ensure on-going, individual student's growth. Finally, the principal will share the ability to collaboratively develop and implement a strategic plan that ensures alignment of assessments with instruction., curriculum and continuous student improvement.



Effective Assessment identifies the following *three essential outcomes*:

1. The school principal provides opportunities for teachers to build their assessment literacy capacity.
2. The school principal provides structures and policy that allows teachers to collaborate on developing and using effective, research-based formative and summative assessments.
3. The school principal implements structures and routines for aligning assessments to learning targets, curriculum, and instructional strategies.

Professional Learning

In **Professional Learning**, the practitioner clearly conveys the school's principal ability to foster a professional culture that creates trust and promotes adult learning, risk taking, and collaboration.

Further, the principal will demonstrate the ability to engage teachers to collaboratively design and implement a program of professional learning that promotes and ensures each teacher is developing, deepening, and honing their instructional skills to meet the changing learning needs of each student – ensuring on-going, individual student growth. Finally, the principal will share the ability to collaboratively develop and implement a strategic plan that ensures implementation timelines, evaluation, and monitoring process to establish best-practices in professional learning.



Professional Learning includes the following four identified *essential outcomes*:

1. The school principal fosters a professional culture that creates trust and promotes adult learning, risk taking, and collaboration.
2. The school principal engages teachers to collaboratively design and implement a program of professional learning.
3. The school principal ensures teachers continually develop and deepen the knowledge and skills needed to address the continually changing needs of the students they teach.
4. The school principal provides a plan with strategies, implementation timelines, evaluation, and monitoring process to establish best-practices in professional learning.

Pre-Pilot Requirements, Registration, and Contact Information:

Participate in **one** of the following online, virtual meetings. Purpose of the meeting is to review the micro-credentials criteria, requirements and timelines for the pilot. Contact Dr. Michael Schooley at mschooley@maesp.com or 573-638-2460 or Clark Mershon at cmershon@moassp.org or 573-445-5071, if you have questions. [Register for one of the following overview virtual meetings here.](#)

Date and Day	Time	Link to Join Missouri MC Informational Meeting	Phone Dial-in Option
April 7 (Tues.)	10 a.m.	Join our GoToMeeting from your computer, tablet or smartphone. https://global.gotomeeting.com/join/818739157	You can also dial in using your phone. +1 (224) 501-3412 Access Code: 818-739-157
April 7 (Tues.)	4 p.m.		
April 8 (Wed.)	10 a.m.		

New to GoToMeeting? Get the app now and be ready when your first meeting starts:
<https://global.gotomeeting.com/install/818739157>

Pilot Participant Requirements:

- **Following the pre-pilot virtual meeting, [register](#)** for the micro-credential you would like to earn.
- Participate in an online, virtual meeting to meet other pilot participants, ask questions and begin your work.
- Throughout the pilot window, you will be required to participate in an online learning community with other pilot participants by responding to brief questions and sharing ideas with other pilots.
- Submit required artifacts to demonstrate your competency within 120 days of beginning the pilot process. Each micro-credential requires you to develop the following four artifacts:
 - Create a responsive narrative (guiding questions provided);
 - Present a profile of sample documents and;
 - Complete a written analysis of your portfolio contents; and
 - Complete a reflection of your skill development & a dissemination plan to apply your skills.
- Provide feedback to the developers to improve or adjust the micro-credential before public launch.

Pilot Participant Benefits:

- Earn the micro-credential, and its associated digital badge, **free of charge**.
- Share your new credential via your online presence (email signature, social media, blog, online resume).
- Differentiate your learning to target & strengthen your skill in an important, recognized leadership area.
- Provide evidence of your growth to your stakeholders (evaluator, team, etc.).