



# MICRO-CREDENTIALS

## Personalizing the Learning of KM Educators

The Kettle Moraine School District's vision of "Learning without Boundaries" applies to educators just as much as it does to students. Teachers are personalizing learning for students and offering competency-based education. Micro-Credentials for Kettle Moraine educators do the same—they provide pathways to specific skills and habits that closely align to the District's mission and goals, as well as each educator's professional goals.

**Learn more:**

[www.kmsd.edu/microcredentials](http://www.kmsd.edu/microcredentials)

### PERSONAL AND TIMELY

Educators select or write micro-credentials that align to the goals of the District and the needs of their students. Micro-credentials aren't one-size-fits-all, instead they are personalized. For example, micro-credentials for a speech therapist could look very different than those for a science teacher. Micro-credentials honor the reality that all education professionals and their students need something different. And with digital tools, that learning can happen anytime, anywhere.

### DEMONSTRATED THROUGH ARTIFACTS

Teachers submit plans, which must be pre-approved by a panel of educators, to detail how their micro-credential would enhance student learning. When approved, teachers engage in the professional development, then apply their learning from the micro-credential in the classroom setting. They collect and submit artifacts to the panel of educators for evaluation. Artifacts can include student work, student and educator reflections, peer or self evaluations, and reviews.

### RESEARCH-BASED, COLLABORATIVE AND ALIGNED

Research about adult learning and a partnership with Digital Promise reinforce the impact of a personalized professional development system for educators. KM's micro-credential system aligns this research with a process that recognizes and supports several methods of growth. Micro-credentials can be accessed through district-advertised learning, individual learning and third party learning. Most micro-credential opportunities embrace the power of learning in small groups. However, each educator's learning is carefully evaluated independently with an emphasis on how the learning is applied with their students.

### AWARDED THROUGH COMPENSATION

An educator panel meets throughout the year to verify the completion of submitted micro-credentials. If artifacts and evidence suggest an impact on student learning, a base salary increase of \$100-\$600 is granted to the educator. This salary increase permanently remains with the educator throughout his/her career at KM.

*- Learning Without Boundaries -*