

## Tennessee's Micro-Credentialing Pilot

**Background:** In 2015, the Tennessee Department of Education (TDOE) created its cross-state Personalized Learning Task Force and invited ARCC staff to take part in its exploration of personalized learning. The state decided to target personalized learning through four approaches, including blended and online learning, competency-based education, technology resources, and micro-credentialing for teachers. TDOE ran a micro-credentialing pilot with 60 teachers in 2016-2017, across three topics that offered 15 micro-credentials.

**The Challenge:** To individualize professional development for teachers and align it to licensure through micro-credentialing.

**What We Did:** Staff at the Appalachia Regional Comprehensive Center (ARCC) helped the state by

- conducting a literature review on micro-credentialing
- drafting a participant questionnaire
- describing evaluations of similar initiatives conducted by other states, and
- providing advice on conducting the pilot

**What Happened:** As a result of ARCC assistance, TDOE was equipped to achieve the following:

- Teachers in the pilot submitted evidence of their learning through the BloomBoard platform to earn their micro-credential.
- Districts could choose to provide professional development credit as well.
- Teachers submitted 56 and earned 41 micro-credentials, for an earn rate of 82%.
- TDOE plans to add 15 districts, approximately 10 teachers per district, in the pilot's second year.

"This is a lot more personalized and meaningful than sitting all day in a training." *Teacher participant in 2017 pilot*