



STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION

MOLLY M. SPEARMAN
STATE SUPERINTENDENT OF EDUCATION

MEMORANDUM

TO: District Superintendents

FROM: Dr. Sheila Quinn
Deputy Superintendent, Division of Innovation and Effectiveness

DATE: February 27, 2018

RE: South Carolina Micro-Credential Pilot

The Collective Leadership Initiative within the Office of Educator Effectiveness and Leadership Development will launch a micro-credential pilot including up to one hundred K–3 educators engaged in literacy development. Participants must be willing to publically share feedback and lessons learned.

Participation in the South Carolina Micro-Credential Pilot will provide an opportunity for educators in your district to get an in-depth experience with personalized professional learning. Administrators and teachers will work collaboratively to explore the potential for micro-credentials to transform professional learning and improve student outcomes.

How can micro-credentials help our district priorities?

Micro-credentials have potential to:

- Improve teaching and learning through redesigned professional learning. The process of earning micro-credentials is both a learning experience and, when earned, verification that a specific skill has been demonstrated at proficiency.
- Engage administrators in meaningful instructional leadership. Administrators can earn micro-credentials and/or work with teachers to as they develop the instructional strategies needed to earn them.
- Increase teacher recruitment and retention. Micro-credentials can be used to create meaningful mentoring experiences and to recognize those educators with advanced skills.
- Provide a means by which accomplished teachers can spread their expertise. The collective leadership micro-credentials focus on supporting accomplished teachers to be able to lead their peers and spread their expertise in support of student learning.

What benefits are there for our district and our educators to participate?

There are several benefits to participating in this pilot:

- Your district can experience innovative professional learning firsthand and help to inform the national dialogue around transformed professional learning.
- Administrators can have clear evidence of teachers' proficiency in skills that connect directly to student outcomes. Teachers who earn micro-credentials have submitted evidence of their proficiency that has been evaluated against specific criteria.
- Educators can earn professional development credit. South Carolina allows for districts to recognize professional learning making it possible for educators who engage in this pilot to earn professional development hours that can be used for recertification.
- Students will have educators who are engaged in ongoing and meaningful professional learning that will directly impact their learning.

What micro-credentials are included in the pilot?

Collective Leadership Stack includes: Understanding Your Leadership Strengths, Building Your Team, Cultivating a Shared Purpose, Ensuring Alignment to a Shared Purpose, Assessing How Time is Currently Used, Creating a Plan for Redesigned Learning, Engaging Stakeholders, and Managing Change.

Basic Performance Assessment Stack includes: Performance Assessment Design, Competency-based Rubric Design, and Performance Assessment Validation.

Advanced Performance Assessment Stack includes: Embedded Habits, Skills, and Dispositions in PAs, Using Pas Formatively to Provide Feedback, and Performance Assessment Reliability.

What is the timeline for the South Carolina Micro-Credential Pilot?

March 2018	Pilot Participant Orientation (Virtual Sessions)
March 2018–May 2018	Micro-credential Submission Window 1
August 2018–October 2018	Micro-credential Submission Window 2
October 2018–December 2018	Micro-credential resubmission deadline
January 2019	Feedback and reflection on the pilot

What do I need to do?

Are you ready to sign up? Complete this [Google form](#). Still have questions? Contact Libby Ortmann at oortmann@ed.sc.gov. The one hundred participant slots will be filled on a first-come first-served basis.