



SYMPOSIUM BREAKOUT SESSION
MONDAY, OCTOBER 25, 2021 | 2:30-3:30 PM ET

Supporting All Teachers as Teachers of English Learners: A Micro-Credential, Competency-Based Approach to Teacher Professional Learning

PRESENTERS:

- Andrea D'Aiuto, Long Hill School, Shelton Public Schools
- Christopher Clouet, Mitchell College
- Jason Lange, BloomBoard Inc.
- Laureen Avery, UCLA Center X Northeast Region





Supporting All Teachers as
Teachers of English Learners*

A micro-credential, competency-based approach to professional learning



Aurora Institute @Aurora_Inst · 11m

🗣️: "Far too many students are shut out of educational opportunity in this country. We must hold ourselves to the highest standards to serve every student well. This is our moment to make the education system work for all students and all educators" –@SecCardona

#Aurora21



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Terminology ...

We honor and accept the terms *multilingual learner (MLL)*, *English learner (EL)*, and *English language learner (ELL)* to denote students who are learning English as a new language while learning academic content.

We recognize many students have language development and learning needs that continue beyond the period of formal support in schools.



[#allteachersareteachersofenglishlearners](#)

We focus on building skill for ALL teachers
(classroom, content, specials) because EVERY
teacher works with MLLs in every classroom





Today we will explore ...

How ExcEL ...

- Individualizes professional learning and
- Builds an effective teaching force responsive to the needs of multilingual learners



You will hear about...

- The school perspective
 - Andrea D'Aiuto (school principal)
- The district and state perspective
 - Chris Clouet (former superintendent, CT DOE staff, Mitchell College)
- The national perspective
 - Jason Lange (BloomBoard)



Questions?

Feel free to drop questions or thoughts into the chat box as we move through the presentation.

We will also allow time for discussion at the end.





The 'ExcEL Leadership Academy'

- Provides [professional learning for all teachers](#) to support high quality, equitable education for multilingual learners (MLLs)
- Focus is on mainstream classroom teachers working with MLLs in the content classroom
- Participants earn the [essential support for working with multilingual learners](#) micro-endorsement

Professional learning is [competency-based](#) and [job-embedded](#)

- And happens in school-based teams led by a school-based site facilitator



Professional Learning Teams

ExcEL teams are school-based, and function as professional learning teams.

- Team leaders are part of a collaborative peer network that guides the learning, secures resources, problem solves, and works to improve outcomes for teachers and students.
- Teams in New York, Connecticut, Rhode Island, Maine, Vermont, and New Hampshire.



Micro-credential scaffold

- Professional learning is scaffolded by micro-credentials, aligned with the core competencies teachers need to work with MLLs
 - Participants demonstrate competence through classroom implementation
 - Aligns and complements ongoing professional development (ie, SIOP training)
- *Professionalism*
 - *Second language acquisition*
 - *Instructional strategies*
 - *Equitable assessment*
 - *Student voice*
 - *School culture and family engagement*



A quick word (and some definitions) about micro-credentials ...

Survival Skill:

Building a Fire

Which model
do you want if
you had to
survive a night
in the woods?



Traditional Professional Learning

Reading material
+
Workshop
+
Written Exam / Reflection

Learning by Doing

Building Knowledge
+
Tools (kindling, matches)
+
Build 10 Actual Fires
(with a coach)



Teaching “Survival” Skill:

Supporting EL Instruction



Which model will
be most effective
at meaningfully
changing practice?

Traditional Professional Learning

Reading material
+
Workshop
+
Written Exam / Reflection

Learning by Doing

Foundational Knowledge
+
Tools (templates, exemplars)
+
Actual Classroom Practice
(with embedded coaching)

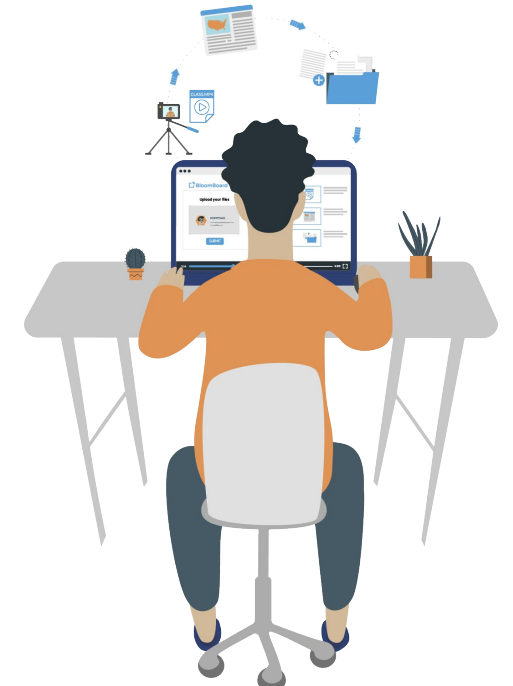


What is a Micro-Credential?

A digital form of micro-certification earned by demonstrating competency in a specific skill via *a portfolio of artifacts from classroom practice*

Key Components:

- ✓ Description of the skill
- ✓ Requirements for proving competency (artifacts)
- ✓ Performance rubric for each requirement





What is a Micro-Credential?

Micro-Credentials are **less** like...

- X** A College Course... not time based, does not require scope and sequence
- X** A PD Workshop... no seat-time, no substitute or travel requirement / expense
- X** A Test or Traditional Assessment... not measured by passing an exam

Micro-Credentials are **more** like...

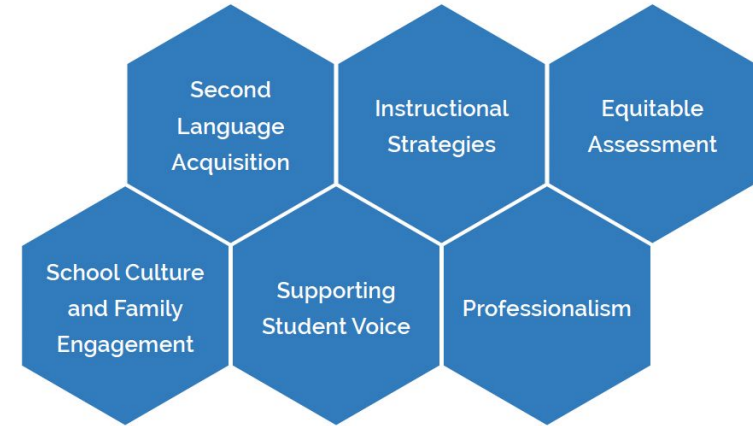
- ✓** A Driver's License... classroom (drivers ed.) ☐ learn by practice in real world, earn by demonstration (performance assessment)
- ✓** The Pole Vault... a bar is set; different learning and practice for different needs, end result is clearing the same bar
- ✓** A Single-Skill version of familiar portfolio-based education certification... allows practitioners to distinguish themselves as accomplished via their actual practice



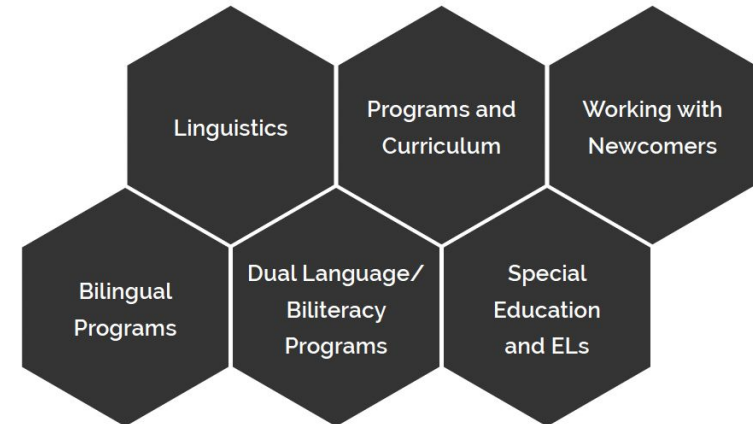


- All participants work towards the essential support endorsement
- Some teachers may choose to work towards the advanced support endorsement and become ESL/TESOL specialists

ESSENTIAL SUPPORT
FOR WORKING WITH
MULTILINGUAL LEARNERS
MICRO-ENDORSEMENT



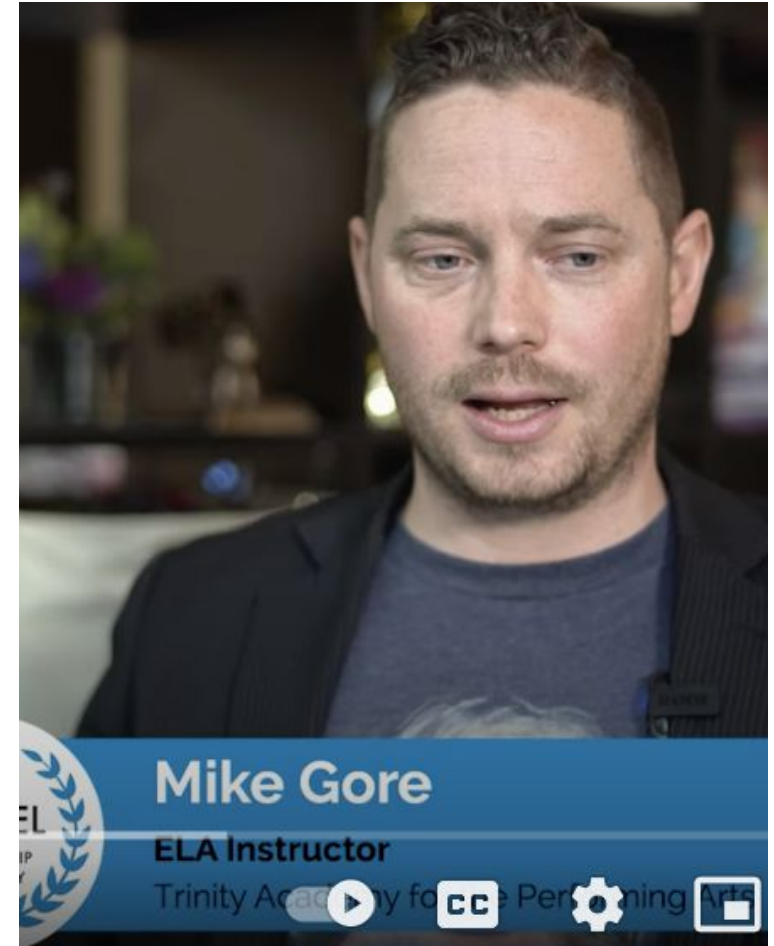
ADVANCED SUPPORT
FOR WORKING WITH
MULTILINGUAL LEARNERS
MICRO-ENDORSEMENT





ExcEL Teachers: About Us

Hear from the teachers doing the work ... and how ExcEL has helped them be more responsive and confident in meeting the needs of their MLLs.





The school perspective ...

- All classroom teachers need to know how to effectively support EL students
- The needs of EL students are diverse and ongoing and professional learning is imperative to meet their needs





Micro-credentials are a better approach to professional learning

- Work of a micro-credential happens in the classroom as teachers analyze their current practice and implement projects or strategies in real time with their own students
- Teachers are able to direct their own pathway towards becoming an effective educator of EL students
- Teachers analyze their current practice and implement projects or strategies in real time with their own students



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**Once she got going she
didn't want to stop
talking about her
experiences at school**



The state ED perspective ...

Given the current and likely future teacher shortages our nation faces, there will likely be moves to change requirements and reduce barriers to teacher certification. Micro-credentials, in general, but those focused on effective instruction for EL students specifically, could become crucial tools for the teaching force.

BloomBoard Partners with ExcEL Leadership Academy to Support K-12 Rhode Island Teachers Working with Multilingual Learners

By AIT News Desk — On May 14, 2020

EDUCATION AND RESEARCH NEWS



A new endorsement pathway will use a competency-based micro-credential program to recognize teacher professional learning

BloomBoard and ExcEL Leadership Academy announced that their combined approach to professional learning using competency-based micro-credentials has been recognized by the Rhode Island Department of Education as an official endorsement pathway in the area of multilingual learners.

Many of Rhode Island's classroom teachers and education support staff are doing their best to work with Multilingual Learners (MLLs), but they often lack the training and support that would help them – and their students – succeed. The partnership will provide better overall school outcomes in Rhode Island by preparing K-12 teachers to work with MLLs. Using a tiered, micro-credential



As a former superintendent (NY and CT)

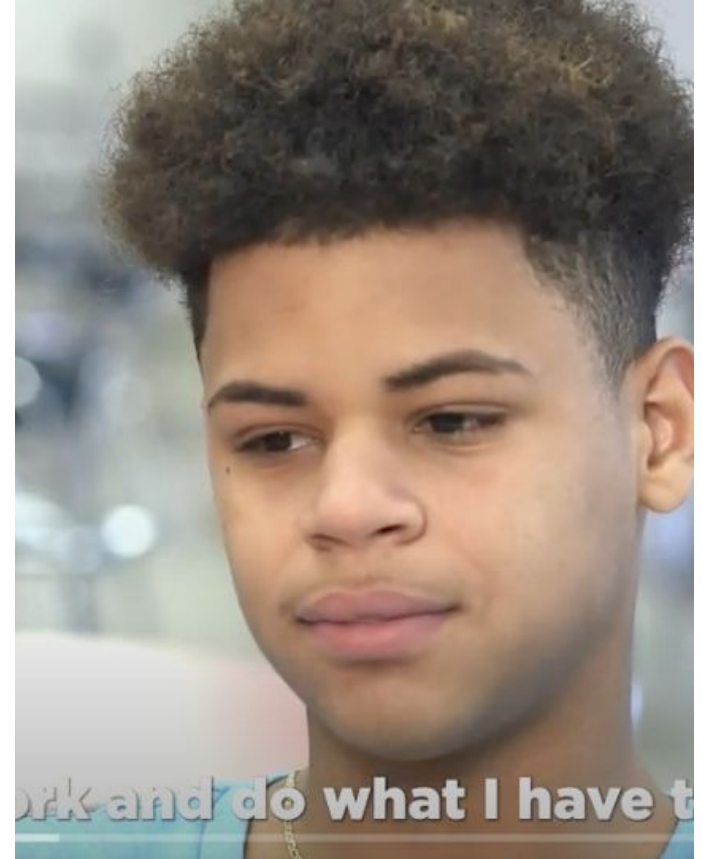
I have experienced the bonding among teachers that takes place when a team works together for micro-credentials; in addition, I have seen firsthand how this work generates enthusiasm among students and their families who are recent arrivals.





As a professor of education...

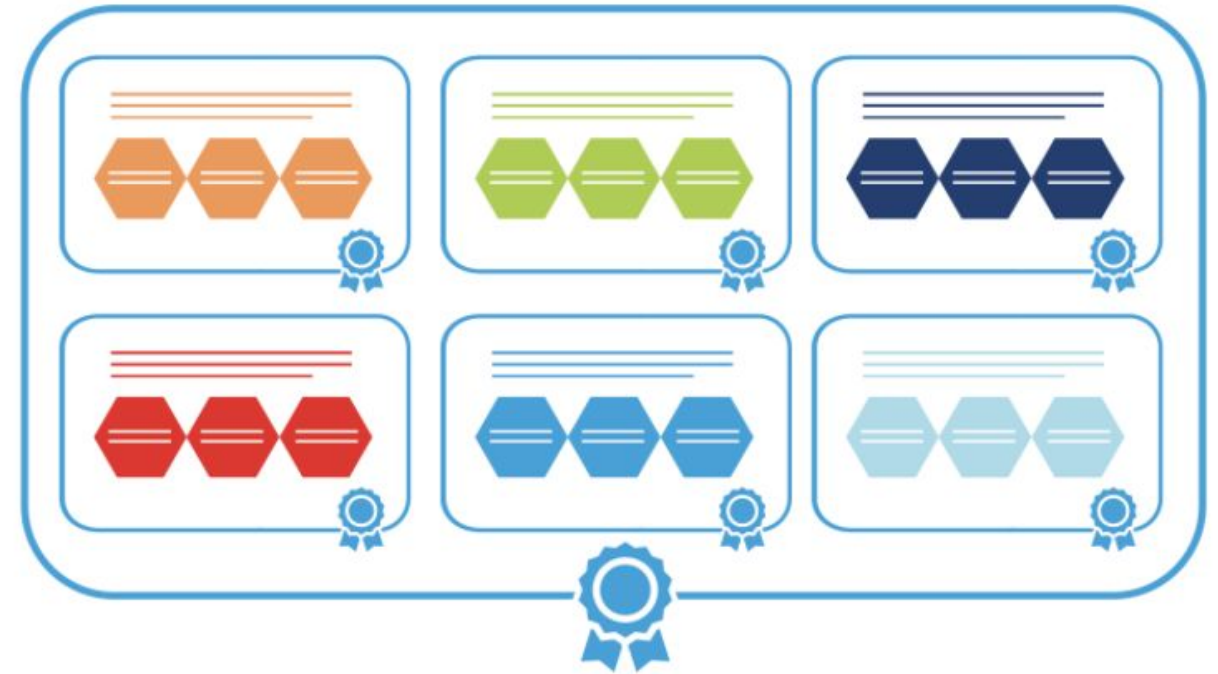
I am part of the future teacher pipeline. I see the need for specific, highly effective teaching tools being made accessible to college students on track to become licensed teachers, which prepare them to welcome, support, and ensure that students who are English learners have meaningful access to the curricula and are ready for the challenges and opportunities of the mid to late 21st Century.





The national perspective ...

- Micro-Credential-Based Licensure exists in 20+ states
- New Master's Degree Programs are Entirely built on Micro-Credentials
- Early efficacy data looks promising





Questions and Discussion

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<https://www.excelleadershipacademy.org/>

@uclaEXCEL

We are currently establishing new ExcEL teams and sites in Maine, New Hampshire, and Vermont - and welcome any inquiries or interest in participating.

The background is a dense collage of various photographs from the Aurora Institute Symposium 2019. The images show people in various settings: some are speaking at podiums, others are in group discussions, and some are in audience shots. The collage is overlaid with a semi-transparent blue filter. The Aurora Institute logo, featuring a stylized star and the word 'AURORA', is visible in the top left corner of the collage.

AURORA INSTITUTE *Symposium*

OCTOBER 25-27, 2021 | VIRTUAL

“Leading Competency-Based Education Redesign”

Thank you for joining us!

Share Your Thoughts.

Participate in our one-minute poll (link in chat box).