

# SYMPOSIUM BREAKOUT SESSION WEDNESDAY, OCTOBER 26, 2022 | 2:00-3:30 PM ET

# Building Motivating, Inclusive, and Equitable CTE Pathways Through Language Certification

#### PRESENTER:

Linda Egnatz, Global Seal of Biliteracy



Building Motivating, Inclusive, and Equitable CTE Pathways Through Language Certification

By Linda Egnatz, Executive Director Global Seal of Biliteracy

www.theglobalseal.com
Linda.Egnatz@theglobalseal.com
@miprofeAP @globalbilitseal









Students place high value on skill-based certifications



Language Credentials: The Global Seal of Biliteracy CTE Pathway



Language Certification:
Articulation &
Implementation

# Today's BIG Takeaways



# What is a Seal of Biliteracy?

It is recognition awarded to certify language skills in two or more languages.

The Seal of Biliteracy
is a GAME CHANGER.
It provides a reason to "LEVEL UP"
and it can be used to
"LEVERAGE" your skills for the future.

# State Seals of Biliteracy: Overview



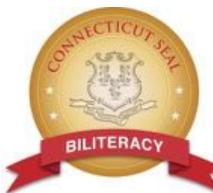
Blue: 49 States and DC have a high school language recognition program

NOTE: Data current as of 191.2022 MAP: www.sealofbiliteracy.org



# State Seals of Biliteracy Differ













- ☐ Program names differ: Seal of Biliteracy, Endorsement or Certificate (diploma and/or transcript)
- ☐ Generally awarded to Seniors; some states may allow award to be earned earlier. Schools must generally "opt" to participate, most states only include Public School programs.
- ☐ May require District or Student Application & Administrator reporting, varied recognition costs (certificates, seals, other optional recognition items)
- ☐ Each State determines its own rules, proficiency level and required evidence. Schools must meet state requirements, organize testing & create recognition

# A Seal of Biliteracy Motivates Learners







"Seal of Biliteracy Implementation: Benefits & Challenges, Foreign Language Annals, Davin, Egnatz & Heineke Foreign Language Annals 51(2) · April 2018

# Success: Motivating for Students

The extent to which you feel each item is a benefit of the Seal of Biliteracy?

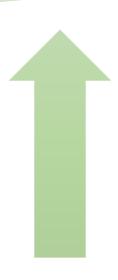
	Strongly Disagree		Agree A	
Future employment opportunities	4%	5% 14%	23%	54%
Future career use	5%	3% 14%	25%	54%
Additional seal on transcript	7%	3% 18%	25%	48%
College credit	6%	3% 16%	28%	46%
Ability to travel abroad	8%	7% 17%	25%	43%
Appreciation of diversity	7%	7% 20%	26%	41%
Ability to speak to others	9%	12% 22%	26%	31%
Stronger analytical skills	14%	12% 29%	22%	24%
Ability to speak to family	27%	17% 22%	12%	22%
Higher ACT/SAT	34%	15% 28%	11%	12%
2022 Aurora Institute Workshop Egnatz	31%	21% 26%	12%	11%



Higher Ed Language Programs

# 

Job Market Demand for Bilinguals





# Certified Language Skills Offer Pay Differentials



ZipRecruiter – pay snapshots



# Certified Language Skills Offer Pay Differentials





Images courtesy of ACTFL Making Languages our Business

# Language Pay Differentials are often found in . . .

# government agencies, law enforcement, foreign service, healthcare, defense and intelligence, and customer service.



**Relationships**: A bilingual pay differential helps your organization serve diverse customers, members or residents. It may also develop or strengthen international relationships by way of multilingual employees.



**Hiring**: A bilingual pay differential helps to attract and retain the employees who speak the languages you need

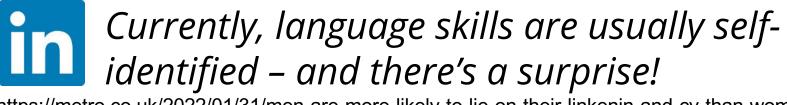


**Compliance**: A pay differential may ensure compliance with laws and regulations mandating that people have equal access to services, regardless of their language of preference. Title VI of the Civil rights of 1964 is one such standard. Regulations may also mandate that a bilingual position receive more compensation.

\* Reports published by AOL show that bilinguals earn 5-20% more on the hourly wage.

# WHY Credential Language Skills?





https://metro.co.uk/2022/01/31/men-are-more-likely-to-lie-on-their-linkenin-and-cv-than-women-16021041/

According to the National Association of Colleges and Employers' Job Outlook 2018 survey, almost 60% of employers want to see evidence of technical skills on recent graduates' resumes (NACE, 2017).

Companies are using assessment tools such as aptitude tests of specific skills and competencies to recruit and select among applicants. (Chamorro-Premuzic, 2015).

# Skills should be Visible and Comparable



The current challenges for education policies and systems is to provide students with the option to accumulate meaningful, skill-focused digital credentials in order to meet today's workforce requirements. (Gallagher, 2018)

# Leveraging Language Skills



# **AWARD:**

 A prize or other mark of recognition given in honor of an achievement



### **CREDENTIAL:**

- Official document that details a skill, qualification or competence issued to an individual by a third party with a relevant or de facto authority, often measured by a test.
- Proof of one's skills, abilities or experience that makes one suitable for a particular job.

# What Students Say...

#### **Credentials matter**

- Multiple Benchmark Awards Increase Motivation
- Distinguish themselves from other candidates
- College /Job Applications
- Scholarships
- Advance Placement
- High School to Higher Ed Articulation
- Potential College Credit
- Qualify for Internships, NGOs
- Highlights skills not on a transcript
- Study Abroad Programs
- Quantifies skills
- Job Resumés / CV



#### scholarships

**Austin Martin** 

Archbishop Moeller HS

"Functional Fluency"

English - Spanish

\$3750 Scholarship

Michigan State University

Upon receiving his
Global Seal of Biliteracy,
a University of Oregon
student said,
"Finally, a test that
means something."

# "It gives you a motive to finish.

Before, I was like why am I in this class?

Student - School A

"Seal of Biliteracy Implementation: Benefits & Challenges, Foreign Language Annals,
Davin, Egnatz & Heineke Foreign Language Annals 51(2) - April 2018



capaz

# The Value of "Stackable Credentials"

### SHAREABLE

Today's learners want information electronically. The share rate of digital credentials is 60-66%.

J. Kim McNutt, Dean of the College of Extended and International Education





# **STACKABLE**

Stackable, leveled Micro-Credentials provide an opportunity PATHWAY and INCREASE RETENTION.

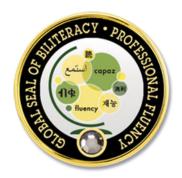
BYU-Pathway Worldwide – 20% ↑

### **EVIDENCE**

Students view credentials as evidence of job preparedness.

Karen Elzey, Associate Executive

Director of Workcred





# **Global Seal of Biliteracy: Overview**



- ☐ Individual or Group application, no Age Limits (Middle School, High School, University, Adult)
- ☐ Encourage "Level-Up" to multiple certificates
- ☐ Micro-Credential measured by testing (ACTFL or CEFR Scale)
- ☐ 3 FREE Certification Levels in 130+ languages: (testing not included)
  Functional Fluency, Working Fluency, Professional Fluency

# What does a Global Seal of Biliteracy certify?







# **Global Seal of Biliteracy: Overview**



- Mexico
- France
- Japan
- Taiwan
- Vietnam
- Germany
- Costa Rica
   Nepal
- Italy
- Poland
- Spain
- **Bolivia**

- UK
- China
- Hong Kong
- Ireland
- El Salvador
- Philippines
- Canada
- India
- Brazil
- Kenya

# **Global Seal of Biliteracy: A Pathway of Certification Levels**





# Share SKILLS Digitally

#### Education



#### Community School of Naples

High School

2011 - 2019



#### Johns Hopkins University Advanced Academic Programs

2014 - 2015

Center for Talented Youth



#### Harvard Extension School

201

Harvard Pre-College Program

Show 2 more education ~

#### Licenses & Certifications



#### Global Seal of Biliteracy in Chinese (Mandarin)

Global Seal of Biliteracy Issued Apr 2019 - No Expiration Date Credential ID FUSENGCH-A766533



#### Global Seal of Biliteracy in Spanish

Global Seal of Bilteracy Issued Aug 2018 - No Expiration Date Credential ID WUSENSP-A5927873





#### Global Seal of Biliteracy in French

Global Seal of Biliteracy Issued Feb 2020 - No Expiration Date Credential ID WUSSENGERS\_a1822290

See credential



#### Maryland State Department of Education Teaching Certificate

Maryland State Department of Education

Issued Jul 2019 : Expires Jun 2024



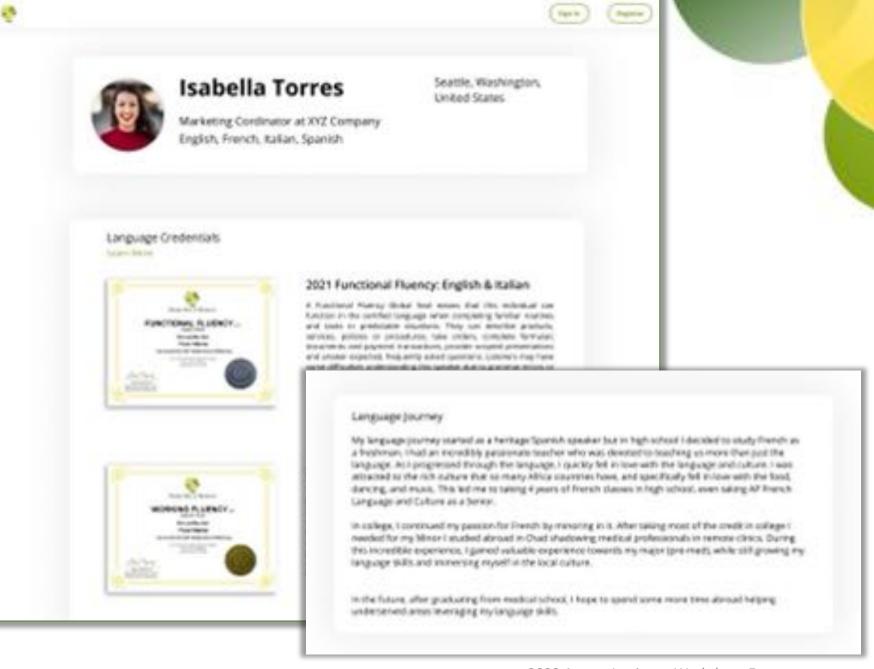


### View my **LinkedIn**® Profile



# Shareable Digital Credentials

Create your personal "Language Profile"



# STATE TEACHER CERTIFICATION BOARD - STATE OF ILLINOIS CERTIFICATE

YHIRE EST. PARKERSHILL IN MARKE 2

Issued by the State Teacher Certification Board at Springfield, Illino

Please W. Lee Product Sempson MERIM SUPERINTENDER

ENDORSEMENTS: The Certificate holder is qualified to teach the subjects, to perform the school services or to serve in the field of administration and order services.

Certificate Endorsements

Self Contained General Education Kindergarten - Grade 9

\*\*\* No Purther Valid Entries \*\*\*

10/20/2000

A Global Seal of Biliteracy certificate at the Working or Professional Fluency level is a test waiver for the Target Language Test required for an Illinois World Language or Bilingual Education PK-12 Teaching Certificate.

The Global Seal as a Working Credential



100 North First Street, E-240 Springfield, Hirsas 62777-0001 GLOBAL SEAL OF BILITERACY VERIFICATION

#### **EDUCATOR EFFECTIVENESS DEPARTMENT**

#### PART I of II - TO BE COMPLETED BY THE EDUCATOR

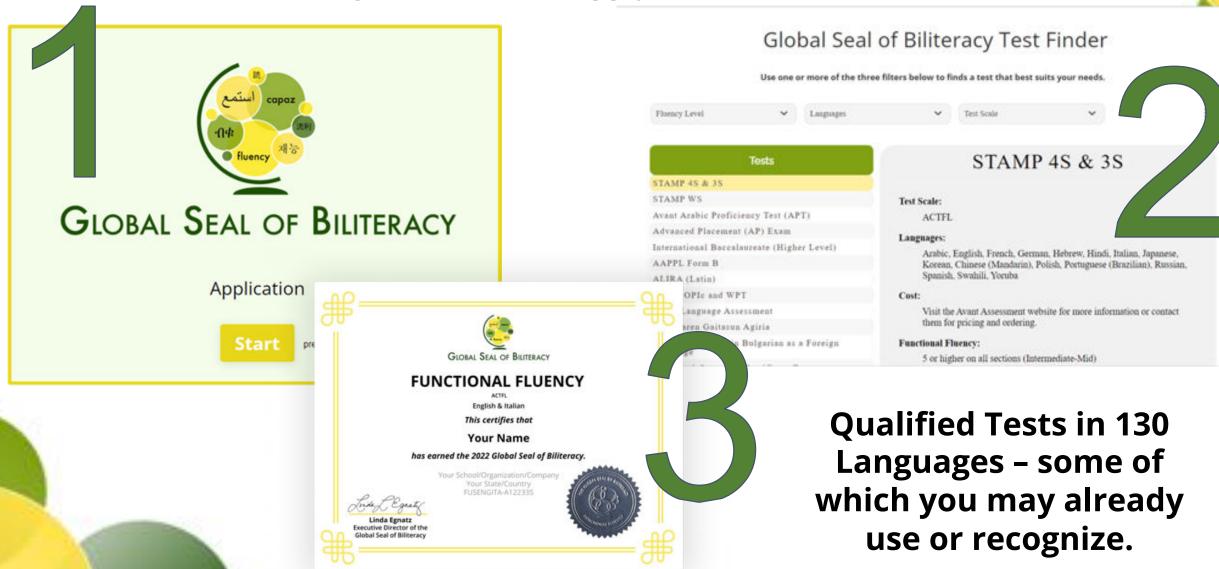
**INFORMATION:** An applicant who has obtained working or professional fluency on the Global Seal of Billianacy shall be exempt from the target tanguage proficiency test required for the bilingual or world language endorsement in the same language. Please note that the bilingual or world tanguage awarded for the Global Seal may differ from what will be entered on your ELRS account (i.e. Global Seal language Pilipino (Tagatog) is equivalent to the Illinois language Pilipino (Tagatog).

DRECTIONS: The applicant should provide all information requested in Part I of this form, save the completed form, and upload it to the Global Seat of Billieracy website using this link: <u>stony Englobalseal com/sobs auture</u>. The Global Seal Organization will e-mail the completed form to the times State Board of Education, as forms returned to the applicant or Regional Office of Education will not be honored. If you hold more than two Global Seats of Billiteracy, you will need to complete an additional form.

SAME-Cast First Motific Manheil	100	DATE OF BRITH MANODITYTY)			
ADDRESS (Breef Number, City, State, Zip Collec	TELEPHONE ON	TELEPHONE (Nature New Code)			
	DIAM.	PNAS.			
1. ELONAL MALOR BUTSHACK MALED BY PARK OF SITUATINg AND AND STORY		DATE SEA, MILES (MARROYYY).			
A DECIMAL SEAS OF SIX CHINACY CONCREGATE SHESS, NAMED II.	LEMIT LANGUAGE OF	CONTRACTOR CONTRACTOR CONTRACTOR			

# Global Seal of Biliteracy: How to Participate

www.theglobalseal.com/apply



# **Discussion & Questions**

What do you still need to know about the Global Seal?



# Language Proficiency:

# **Creating Pathways toward a Seal of Biliteracy**









It begins with a test of language proficiency, a measure of what students CAN DO in the language on their own.

# **Access & Equity Challenges for Bilinguals**

- Language skills may not be documented. (AP tests only 6 languages)
- Academic programs may not offer coursework in the language spoken.
- Applicants for a 4-Year University program may not have required High
   School language credits for admission but could if offered credit by exam.

The Impact of Competency-Based World Language Credits on Graduation: A Case Study from the Washington Road Map Districts, June 2015, Funded by Bill & Melinda Gates Foundation

10% of students needed the competency-based credits to be eligible to attend a 4-year college.

# Providing Competency-based Credit is a Win-Win

9%

Students who earned language competency exam credit were more likely to graduate within four years. Higher scores, higher %s.

Fares, Gustavo, F. William Forbes, and Jeffrey Reeder. "Attention department chairs: AP Spanish credit is a bonus, not a threat." *Hispania* (2008): 158-166.

40%

Offering
Competencybased WL Credit
resulted in a
40% increase in
Majors. Minors
doubled.

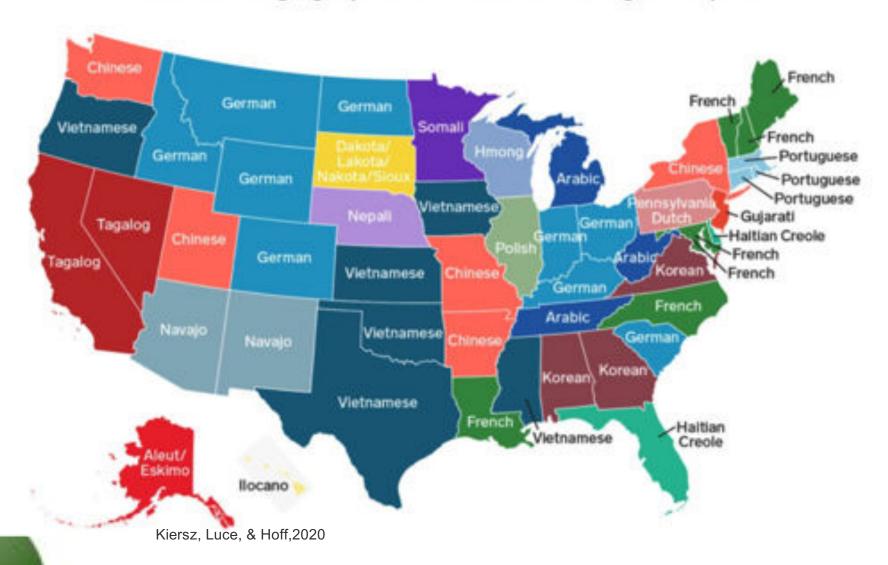
# ↑ PROFIT

140 Full Time
Enrolled
Students cost of instruction:
\$9,737
Tuition Paid
\$1,365,809

Students receiving substantial credit are more likely to complete the degree.

# **Access & Equity through Testing**

Most common language spoken at home other than English or Spanish



**Testing for a Global Seal of Biliteracy:** 

**Before - During - After** 



It's NOT Pass/Fail.
It's "Where is the student on the pathway?"





# Proficiency Testing Why do it?

Increasing Graduates' Employability Through Language Proficiency AND Dual Degrees

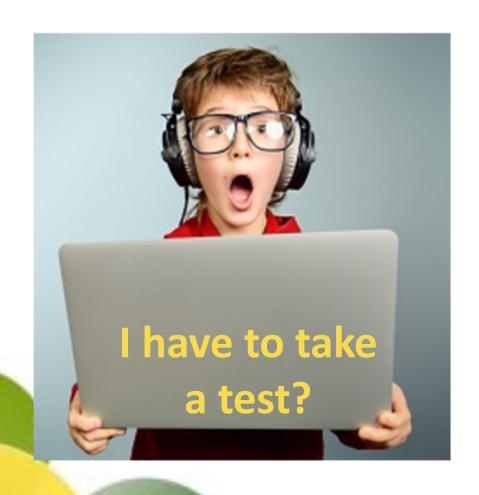
By Le Anne Spino and Karen de Bruin

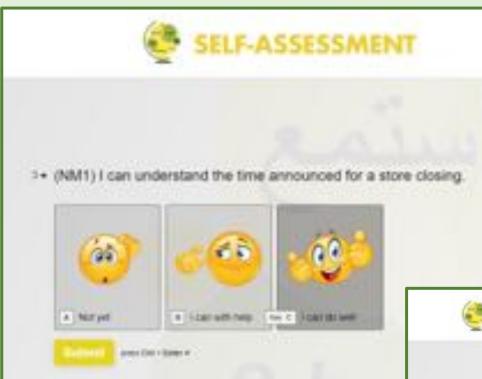
The Language Educator - Summer 2020



- Testing gives graduates a competitive edge.
- Testing provides positive washback.
- Testing helps students and faculty track progress towards goals...
- Testing improves language instruction and advising.
- Testing also helps instructors differentiate instruction

# Prepare Students to Test





COMBINE: Reflective "Self-Assessment" with Visible Formative Feedback and follow-up teacher coaching

#### FREE!

6 mini skill selfassessments

3 communicative modes

4 skills (L/S/R/W)

\*Based on NCSSFL-ACTFL "Can-Do Statements"



https://theglobalseal.com/self-assessment

# Testing for the Global Seal of Biliteracy: Before – Select a Language Test(s)





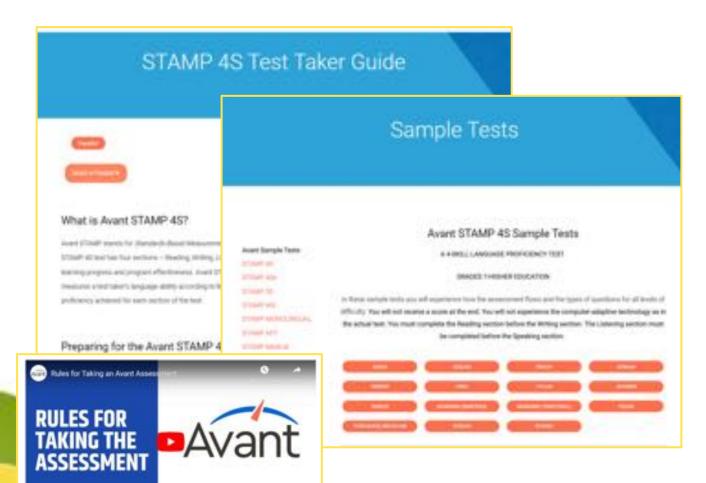
https://theglobalseal.com/qualified-tests

Find tests in over 130 languages with this Test Finder.

**USE THE** 

**GLOBAL** 

# Testing for the Global Seal of Biliteracy: Before – Learn about your Selected Test



Watch on Thelete



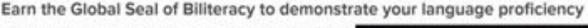
Most test companies offer test preparation materials.

# **Implementing Language Certification**

**Program Promotion** 



University of Alabama at Birmingham



Learn about the advantages of studying languages at UAB and earning the Global Seal of Biliteracy through our department to demonstrate your level of language proficiency to employers.





https://www.uab.edu/cas/languages/academic-programs



Ramapo College



University of Wisconsin

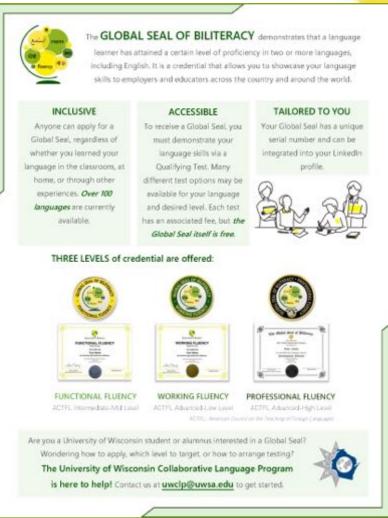
### **Get the Word Out!**

**Program Details** 



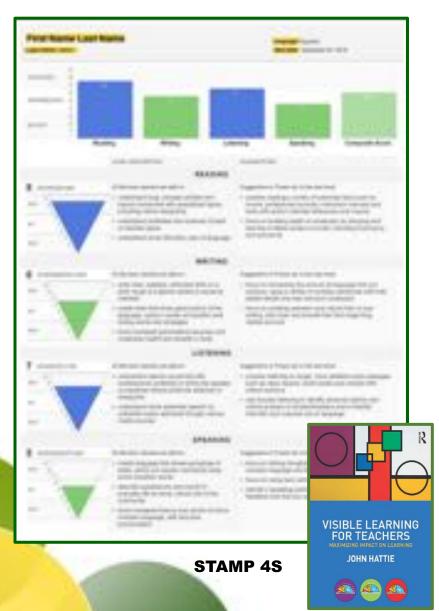
University of Iowa





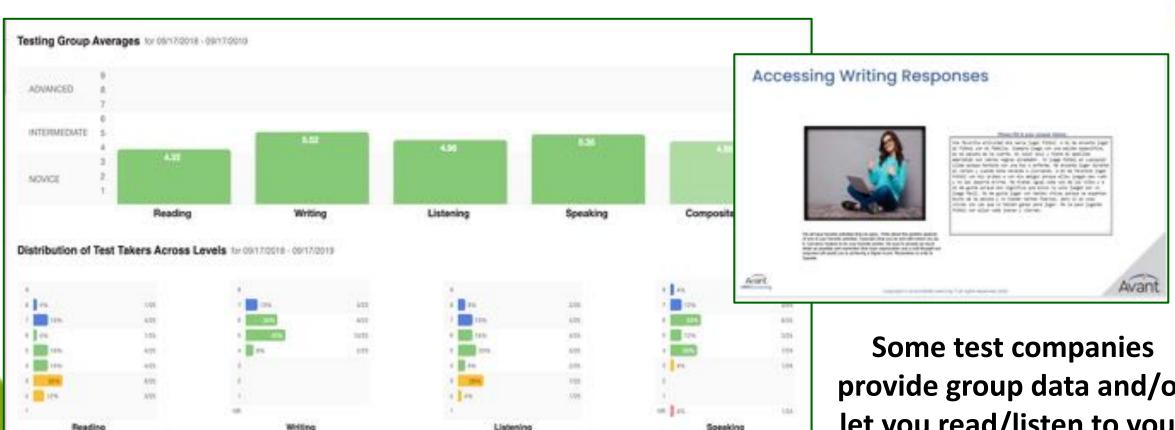
University of Wisconsin

## **HIGH VALUE: Student Score Reports**



- Scores for each skill often differ. Learners have strengths and weaknesses.
- A 4-Skill Score Report often gives learners a VISUAL and tips to "LEVEL UP" and improve.
- Learners "visualize" themselves at the level of their "highest score" (positive feedback)
- Learners can focus on weaker areas extra practice (Metacognitive Strategies)

## Testing for a Seal of Biliteracy: **After – Share your Test Score Data with Teachers**



provide group data and/or let you read/listen to your students' responses.

24 Sed Seleve

22 Test Stews

22 Test Spheric

23 Soil Steen

## **Discussion & Questions**

What questions do you still have about Testing?



## **High School to Higher Ed**

## **Articulation for H.S. Seal of Biliteracy Recipients**



Wentzville Holt High School English & German



State Seal of Biliteracy (Certificate or Endorsement) (State programs differ)

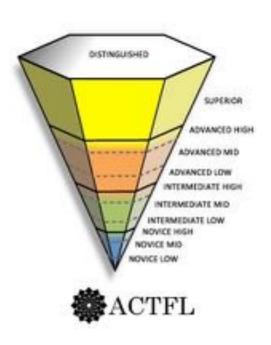


Global Seal of Biliteracy (Independent, international, universal criteria)

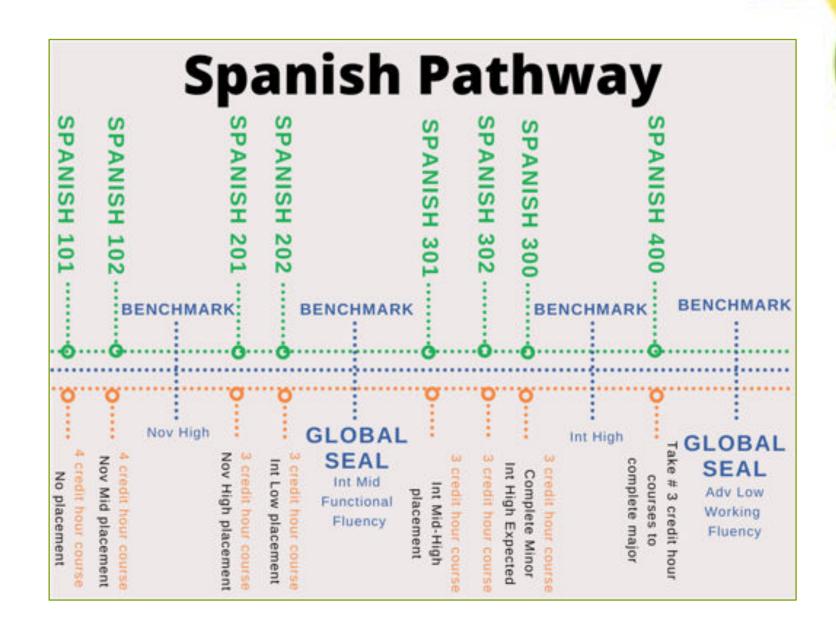


Articulation Considerations (Credit, Placement, Competency-based Credit, Scholarships)

#### **Placement & Stackable Credentials**



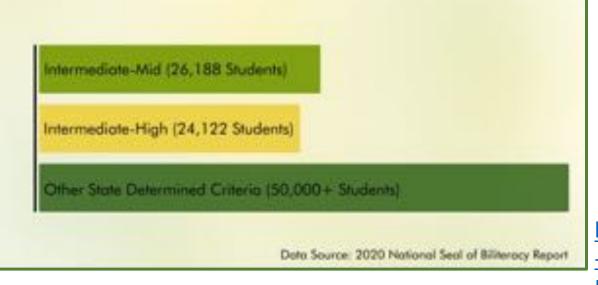


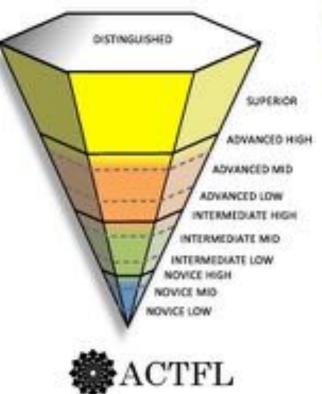


#### A State Seal Documents a Student Skill Level

- 4 States Intermediate-Low
- 23 States Intermediate-Mid
- 14 States Intermediate-High
- 4 States District Determined

2018-2019 State Seal of Biliteracy Awardees





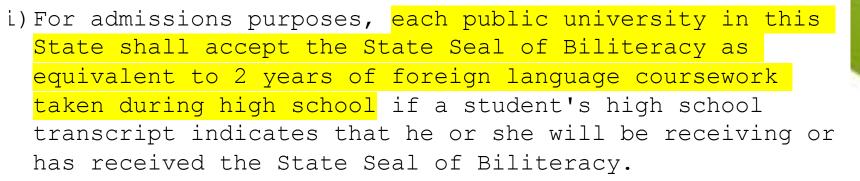
https://sealofbiliteracy.org/doc/2020 -National-Seal-of-Biliteracy-Report-Final.pdf



#### **SEAL OF BILITERACY for Course Placement**



SCHOOLS (105 ILCS 5/) School Code.





(j) Each public community college and public university in this State shall establish criteria to translate a State Seal of Biliteracy into course credit based on foreign language course equivalencies identified by the community college's or university's faculty and staff and, upon request from an enrolled student, the community college or university shall award foreign language course credit to a student who has received a State Seal of Biliteracy.

Students enrolled in a public community college or public university who have received a State Seal of Biliteracy must request course credit for their seal within 3 academic@@pearssatetextsogrander.

A few **States Award** College **Credit** to Seal of **Biliteracy** Recipients

\$4,080+ Savings Illinois



OFFICE OF THE REGISTRAR

pictration Courses & Grades Academic Records Calendars Tultion & Fees Gradu

Credit for State Seal of Biliteracy

#### Credit for State Seal of Biliteracy

According to the Illinois State Soard of Education, the State Seal of Billiteracy "recognizes public high school graduates who have attained a high level of proficiency in one or more languages in addition to English." Through HB 4330, the Illinois School Code was amended to include the Seal of Billiteracy. Illinois Studeot, Code requires that public universities in the State of Illinois (1) for admissione purposes, accept the State Seal of Billiteracy as equivalent to two years of funesy fareguage coursework taken in high school and (2) establish criteria for awarding equivalent course credit. These requirements went into effect January 1, 2017. As of March 2019, 36 states plus the District of Columbia have a State Seal of Billiteracy. The University of Illinois at Urbana-Champaign will recognize the State Seal of Billiteracy regardless of the state in which it was earned. No credit will be awarded for the State Commendation toward Billiteracy.

I've been accepted to the University of Hawai'i at Mānoa (UHM). How will the College of Arts, Languages & Letters at UHM recognize the HIDOE's Seal of Biliteracy?

The College of Arts, Languages & Letters at UH-Mānoa values the accomplishments of HIDOE students who have earned the Seal of Biliteracy, and will award credit according to its policies regulating test score equivalencies. The College further encourages students who earn the Seal to consider continuing to develop their proficiency in their additional language through pursuing a major, minor or certificate in a world language in their postsecondary studies.



Maine's Public Universities

UMS News

Press Releases

Strategic Priorities

Maine public universities pledge free college credit eligibility For Maine high school graduates earning Seal of Biliteracy

Students

Minnesota

Hawaii

Maine

## **Host a BIG Celebration:**

Celebrate what you want to Duplicate



University of Oregon

capaz

Working Fluency

# **Share your Program Success:** Add VALUE for Programs and Students



Middlebury Language Schools

- Global Seal Pathway Ribbons
- Certificate Presentations
- School Media & Website
- Share News: College Credit and/or Advance Placement
- Press Releases (US & Home Country)
- Social Media Shout Outs

#### Language Certifications offer Multiple Benefits



**Time**: Advanced placement, retroactive credit and/or competency-based credit can save students both time and money.



**Resume/CV**: Credentials add to a student's resume or C.V. by providing documented evidence of skills acquired and measured through testing. Student identity as well as language acquisition and use is celebrated.



**Digital Credentials**: The Global Seal of Biliteracy is digitally shareable and can be transcripted to any program or employer by the recipient. It can certify skills that may have been acquired outside of curricular coursework as well as those learned in an academic program.



**Stackable Certificates**: The Global Seal offers three levels of certification which keep students motivated to level up and to document proficiency growth. They provide life long pathways for a variety of language learners and allow for additional languages to be added and shared.

## **Discussion & Questions**

What questions do you still have about the Seal?





OCTOBER 24 - 26, 2022 | VIRTUAL

Thank you for joining us!

Share Your Thoughts

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

