The High School Summit Micro-Credential Program

Micro-credentialing is the process of earning credentials through performance-based assessments that showcase skills in specific areas. As an exemplar of personalized learning, students can earn stackable skills, differentiating themselves academically and professionally. Micro-credentials show colleagues, employers, and admissions officers *how* mastery was achieved. Consequently, micro-credentials can enhance a resume or application. LinkedIn profiles that feature micro-credentials are 7Xs more likely to be viewed. More universities are increasingly accepting micro-credentials as part of the Common Application, enabling students to strategically separate themselves from the crowd. While numerous individuals might earn the same badge, each badge is unique due to its verifiable metadata. Metadata includes information regarding issuing institution, date of issuance, criteria for earning and *evidence* that the learner has met the criteria. Students can earn micro-credentials in the following areas:

Innovation Credential: Student synthesizes existing ideas, images, or concepts, engages in critical analysis, and works in creative ways as characterized by a high degree of intellectual risk taking, divergent thinking, and innovation to bring about an improvement.

- Synthesis: the combining of parts to form a whole
- Critical Analysis: a serious examination and careful judgement of something; to scrutinize and/or question claims of knowledge
- Creativity: to transcend traditional ideas, rules, patterns, relationships, or the like, to create meaningful new ideas, forms, methods, interpretations
- Curiosity: to explore a topic in depth, yielding a rich awareness

Communication Credential: Student assesses a challenging communication situation, demonstrating active listening skills, cultural awareness, and the strategic use of oral, written, and/or technical communication skills and tools to affect a meaningful outcome.

- Communication Assessment: understands the context, audience, and purpose that is responsive to the task at hand
- Listening skills: to hear in an attentive manner, to understand and interpret communication accurately
- Cultural awareness: an in-depth understanding of societal and communal set-ups, environments, problems, struggles, norms, and cultures; to know and feel the people around you and interact with them productively
- Communication effectiveness: using language or symbols artfully and strategically to convince, influence or please

Leadership Credential: Given the opportunity to lead, student exercises self-awareness, interpersonal attention, responsibility, and future orientation to affect a constructive outcome.

- Self-awareness: to be conscious of one's own feelings; to know oneself as an individual
- Interpersonal attention: to understand and work well with others
- Responsibility: being accountable for something within one's power, control, or management
- Future orientation: a perspective that focuses on future consequences and plans accordingly before acting

Civics Credential: Student participates in the political or non-political process, in an activity of personal and/or public concern, developing a combination of situational knowledge, values and motivation to make a difference in the community and acquire civic insight.

CIVICS

- Situational knowledge: to have familiarity, awareness, and understanding of social situations, practices, beliefs, and values
- Citizenship: passion and commitment to serve others; to act with integrity and empathy
- Participation: demonstrates independent experience and civic action, with reflective insights about the aims and accomplishments of one's actions
- Civic knowledge: connects one's academic learning to one's own participation in civic life

Professionalism Credential: Student demonstrates professional decorum by acting with integrity, perseverance, flexibility, and strives to grow continuously and excel.

PROFESSIONALISM

- Integrity: to act ethically, honestly, and equitably toward others
- Perseverance: to demonstrate persistence despite difficulty or delay in achieving success
- Flexibility: to adapt and cope with variable circumstances, changing to meet varied needs
- Growth Mindset: to develop oneself continuously to achieve excellence

Micro-credentials can be earned wherever there is an opportunity to experience competencies associated with any of the credentials. While the classroom is the most obvious place to start, micro-credentials can be earned through one's involvement in sports, clubs, enrichment activities, work, and engagement with organizations and activities beyond the scope of school. Earning a credential is not more work for a student. Since students are already involved in these activities, clubs, and classes, they can earn credentials for the skills they are developing by way of their involvement. A student need only collect and assemble data required to demonstrate competency.

The credentials can be shared at any time once granted, including after graduation, on social media platforms such as Facebook, Twitter and LinkedIn. In addition, the Common Application is developing a *digital locker* for students to use to store their credentials for interested universities and colleges to review. Micro-credentials can also be embedded into digital resumes.

Led by the high school GT counselor, each school will have a site team to help students set goals, identify opportunities to earn a credential, progress monitor, and determine whether to award a credential. Students will first need to complete their ALP. Once the ALP is completed, students can initiate the Micro-Credential Planning Guide. This is where the student identifies the credential s/he would like to earn, where an opportunity exists to earn the micro-credential, who can support them in his/her endeavor, and what evidence to gather and/or create to support one's submission to earn a micro-credential.

The power of the Summit Micro-Credential Program is that it gives students agency, enabling them to develop and document their unique learning experiences. When it comes to student learning, there is no average. Micro-credentials allow students to express their distinctive learning profile.