

*Presentation for the Legislative Education Study Committee*

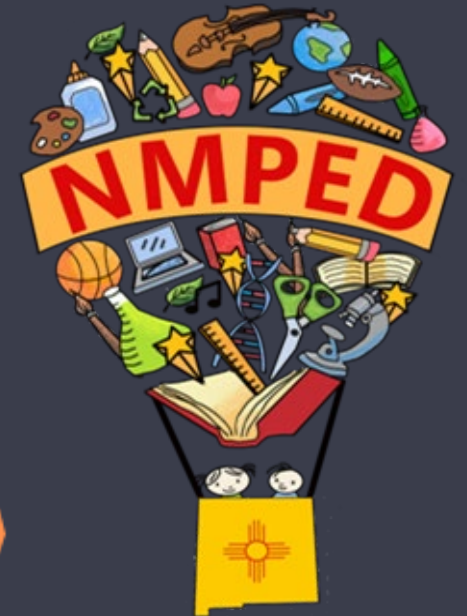
# Public Education Department Micro-Credentials for Licensure Advancement

**Birgit Maurer**, Director  
Educator Growth and Development Bureau

**Elsy Diaz, Ph.D.**, Licensure Advancement Coordinator  
Educator Growth and Development Bureau

*June 28, 2024*

*Investing for tomorrow, delivering today.*



*A Presentation by the  
New Mexico Public  
Education Department*

# Teacher Licensure Advancement

There are two pathways for New Mexico Teachers to earn licensure advancement between levels — from Level 1 to 2 and from Level 2 to Level 3.

## NATIONAL BOARD CERTIFICATION

Advancing from a Level 2 to Level 3 license via NBCT does not require a master's degree.

## Advancement Program Level (APL) MICRO-CREDENTIALS

Advancing from a Level 2 to Level 3 license via APL Micro-Credentials requires a master's degree.

# Micro-Credentials — What and Why?

A micro-credential is a competency-based process that is made up of several **small, “stacked” courses**, each focused on a discrete skill or area.

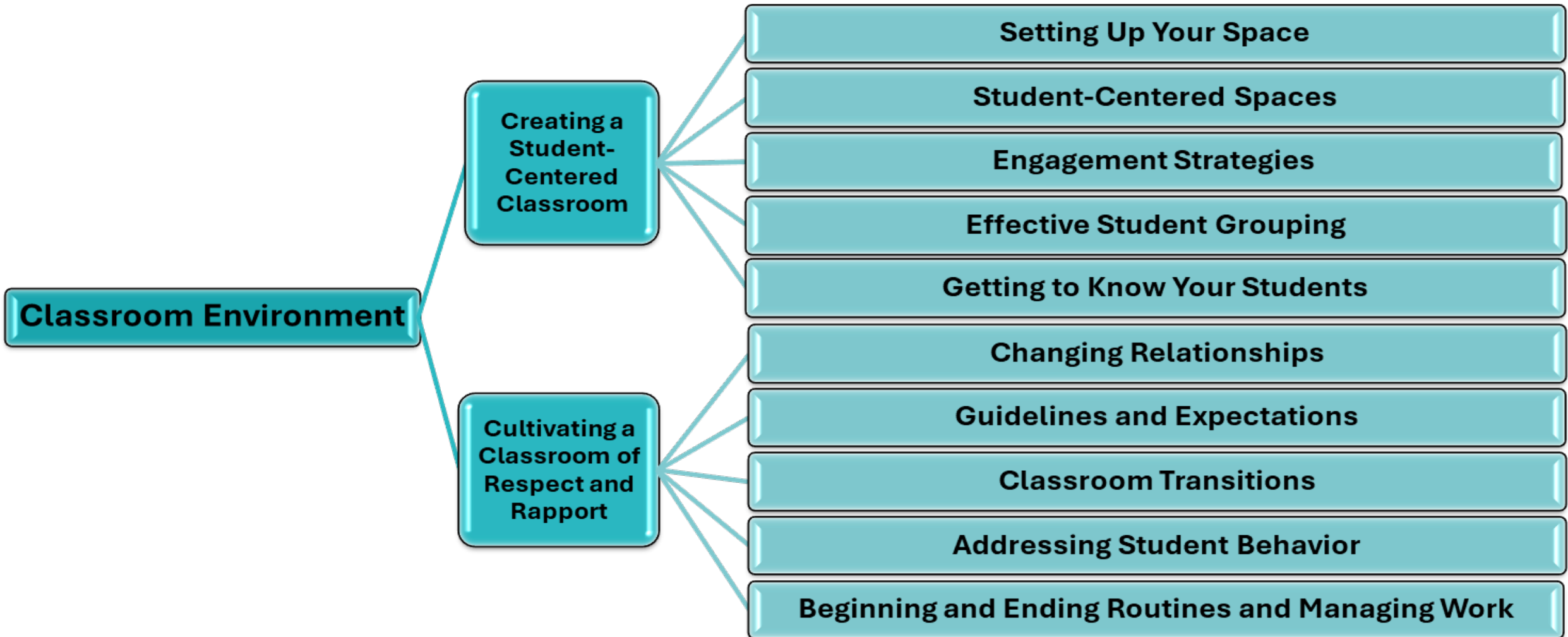
**Enhancing Teacher Skill Sets.** Micro-credentials offer a flexible approach to professional development, allowing teachers to acquire new skills tailored to their needs.

**Enriching Teaching Strategies Toolbox.** Teachers gain access to diverse instructional techniques, assessment methods, and classroom management strategies.

**Affirming Prior Learning.** Micro-credentials recognize and validate teachers’ existing knowledge and experiences beyond their initial teacher preparation programs.

**Embracing the Future.** We are changing the way we teach in New Mexico, aligning and providing strategies to grow high-quality educators and educational leaders.

# Example of a Micro-Credential



# Mastery Component Assignments

- Every micro-credential has mastery component assignments, consisting of performance tasks.
- The performance tasks are designed to provide an opportunity for the educator to demonstrate understanding of key concepts presented in the micro-credential.
- The mastery component performance tasks are at the end of every micro-credential and are aligned with the Elevate NM Teacher Evaluation domains.
- Educators may resubmit assignments within 3–5 days of receiving the initial grade and comment posted in the gradebook.

# Components and Completion of a Micro-Credential

## All micro-credentials include:

- Mastery component — 85% or higher to pass
- Researched-based materials, videos, and resources
- [Examples of Resources and Activities](#)
- Assignments related to classroom practice and aligned with the Elevate NM Teacher Evaluation Domains
- Articles and Videos
- Website review
- Reflections
- Quizzes
- Slide decks

**Successful completion of a micro-credential** makes an educator eligible to progress to the next micro-credential.

- Educators are required to complete a survey at the end of each micro-credential.
- Once submitted, the subsequent module offers an enrollment link for the next micro-credential.

# Overview: Level I Advancement Program

## **Five micro-credentials are required**

- Classroom Environment
- Assessment Literacy
- Multi-layered System of Supports
- Culturally and Linguistically Relevant Instruction
- Family Engagement

## **Must pass the mastery component for each micro-credential (85% or higher)**

A facilitator is provided for each micro-credential to:

- Mentor and guide the educator through the content.
- Review and provide feedback on assignments based on common rubrics.
- Score mastery components based on common rubrics.

# APL I-II Micro-Credentials Enrollment

APL I-II Micro-Credentials	Q2/23	Q3/23	Q4/23	Q1/24	Q2/24	Q3/24	Q4/24
Classroom Environment	240	421	307	135	247	243	351
Assessment Literacy	N/A	N/A	141	532	218	195	223
Multi-Layered Systems of Support	N/A	178	342	NA	225	161	181
Culturally Linguistically Responsive Instruction	N/A	N/A	N/A	114	252	267	150
Family Engagement	N/A	N/A	N/A	N/A	112	254	241
<b>Total Enrollment</b>	<b>240</b>	<b>599</b>	<b>790</b>	<b>781</b>	<b>1054</b>	<b>1120</b>	<b>1146</b>
Total Completed	179	552	733	761	927	1026	
Percent Passing	75%	92%	93%	97%	88%	92%	

- Total educators who have enrolled or requested enrollment: 2,355
- Educators who have completed 5 required APL I-II micro-credentials: 360
- Additional educators projected to complete in Q4: 241
- The percent passing rate has increased from 75% to 92% since implementation of the program in November 2022



# Overview: Level II Advancement Program

## **Four Micro-Credentials are required**

- Social Emotional Learning
- New Mexico Education Acts
- Two electives will be chosen by the educator from a library of micro-credentials
  - Restorative Practices
  - Vocabulary Development through Cognates
  - Engaging Students in Learning
  - Mentoring/Coaching Teachers
  - Trauma Informed Classroom (Starting July 8, 2024)
  - Building and Sustaining Collaborative and Inclusive Teams (Starting October 1, 2024)

## **Must pass the mastery component for each micro-credential (85% or higher)**

A reviewer is provided for each micro-credential to:

- Provide feedback to the educator.
- Score mastery component performance tasks based on common rubrics.

# APL II-III Micro-Credentials Enrollment

APL II-III Micro-Credentials	Q1/24	Q2/24	Q3/24	Q4/24
Social Emotional Learning	328	266	252	241
New Mexico Education Acts	N/A	244	179	159
Restorative Practices (Elective)	N/A	N/A	152	85
Vocabulary Development through Cognates (Elective)	N/A	N/A	46	44
Engaging Students in Learning (Elective)	N/A	N/A	N/A	95
Mentoring/Coaching Teachers (Elective)	N/A	N/A	N/A	128
<b>Total Enrollment</b>	<b>328</b>	<b>510</b>	<b>629</b>	<b>752</b>
Total Completed	234	378	522	
Percent Passing	71%	74%	83%	

- Total educators who have enrolled/requested enrollment: 1,308
- Educators projected to complete their 4<sup>th</sup> micro-credential in Q4 (June 29, 2024): 102

# Benefits of APL Micro-Credentials

## **More flexibility with enrollment**

- Can skip a quarter and resume where left off

## **Reduction in financial burden**

- \$60.00 per micro-credential
- No cost for re-submission of mastery components if submitted before the end of the micro-credential

## **Professional learning and growth**

- APL micro-credentials provide growth-oriented professional learning which educators can immediately implement in their instruction.
- Facilitators, who are educators and content area experts, support educators as they participate in each micro-credential.
- Educators can use their experience and learning in the micro-credentials as part of their PDP in Elevate NM (teacher evaluation system).

# The Team Behind the Micro-Credentials Program

**Licensure Advancement Coordinator (LAC).** Responsible for leading and implementing the APL Micro-Credentials Pathway for Teacher Licensure Advancement. The LAC's primary responsibility is to manage the implementation of the APL Micro-Credentials Pathway by establishing supportive structures and systems.

**APL Micro-Credential Liaison.** Supports APL implementation, maintenance of quality, and rigor of micro-credential content. Supports 10 Lead Facilitators and approximately 120 Facilitators and serves as the liaison between the LAC, facilitators, and educators.

**Lead Facilitators.** Support facilitators (up to 40 per micro-credential) within the assigned APL I-II Micro-Credentials and will serve as the contact between the facilitators and the PED Licensure Advancement Coordinator.

**All Facilitators and Reviewers.** Participate in APL training on grading and cognitive coaching. Provide quality feedback via a Canvas course.

# Any Teacher with a NM Teacher License is Eligible

- Level 1 teachers may begin participating in the APLI-II Micro-Credentials Pathway as early as their first year of teaching. They can begin their enrollment by using this link:

**[APL I-II: Intent to Enroll Registration Link](#)**

- Level 2 teachers are eligible to participate at any point of their teaching career. They can begin their enrollment by using this link:

**[APL II-III Intent to Enroll Registration Link](#)**

# Testimonials

- **Sarah McMasters**, Facilitator for Assessment Literacy  
4th grade teacher at Horizon Academy West in Albuquerque
- **Lisa Wilson**, Facilitator for Classroom Environment  
Principal at Tombaugh Elementary School in Las Cruces
- **Joanna Leos**, Teacher Participant  
*Just finished APL II-III for Level 3 license eligibility*  
Future Assistant Principal at Tombaugh Elementary School in Las Cruces

# Thank you!

## For Questions

Birgit Maurer, Director

Educator Growth and Development, Public Education  
Department

[Birgit.Maurer@ped.nm.gov](mailto:Birgit.Maurer@ped.nm.gov)

(505) 490-2852

Elsy Diaz, Ph.D., Licensure Advancement Coordinator  
Educator Growth and Development, Public Education  
Department

[Elsy.Diaz@ped.nm.gov](mailto:Elsy.Diaz@ped.nm.gov)

(505) 487-3852



# Appendix A: Direct Connections - APL Micro-Credentials and Elevate NM Teacher Evaluation

## **Example: APL I-II Classroom Environment**

**Domain 1B**: Demonstrating Knowledge of Students

**Domain 1E**: Designing Coherent Instruction

**Domain 2C**: Establishing a Culture for Learning



# Appendix B:

## Elevate NM Alignment Example - Level 2 to 3

### **APL II-III Social Emotional Learning**

**Domain 1B:** Demonstrating Knowledge of Students

**Domain 2A:** Creating an Environment of Respect and Rapport

**Domain 2B:** Creating a Safe Learning Environment with Routines and Procedures

**Domain 2C:** Establishing a Culture for Learning

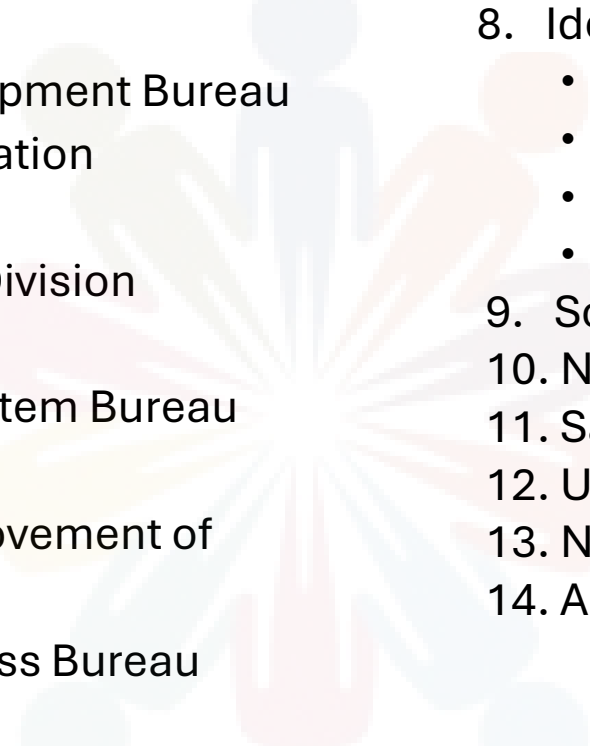
**Domain 2D:** Managing Student Behavior

**Domain 3A:** Communicating with Students in a Manner that is Appropriate to their Culture,  
Language, and Level of Development

**Domain 3B:** Using Questioning and Discussion Techniques to Support Classroom Discourse

**Domain 4C:** Reflecting on Teaching

# Appendix C: Micro-Credential Development Collaborators

- 
1. Teach Plus
  2. Educator Growth and Development Bureau
    - Elevate NM Teacher Evaluation
    - Title II
  3. Curriculum and Instruction Division
    - Assessment Bureau
    - Learning Management System Bureau
  4. Office of Special Education
  5. National Center for the Improvement of Educational Assessment
  6. Student Success and Wellness Bureau
  7. Strategic Outreach Bureau
  8. Identity, Equity, and Transformation Division
    - Language and Culture Division
    - Indian Education Division
    - Hispanic Education Act
    - Black Education Act
  9. Southwest Regional Education Cooperative
  10. New Mexico State University
  11. Santa Fe Community College
  12. University of New Mexico
  13. NM State Library
  14. Albuquerque Public Schools: Library and Media