The "How Do We Shift Teacher and Leader Practice With Outcome-Based Badges and Self-Reflection?" Roundtable

March 5, 2014 at 1:00 (MST)
(Click on the link to see what time it is in your area.)
Event Link: https://plus.google.com/u/0/events/cm3ulsnk53ipun4016qe93746gk
Learning Remodeled Link: http://learningremodeled.com/portfolio-item/roundtable/
Link to this document: http://bit.ly/shiftroundtable
Receive a Badge for this session: http://badges.p2pu.org/en/badge/view/334/

Roundtable purpose:
- This roundtable will help to identify the ways in which we can use Outcome-based Badges (rather than badging for seat-time) to shift practice for teachers and leaders.

Roundtable audience:
- Teachers and Leaders who are looking to create and/or use a badging system within professional learning environments
- Organizations who are looking to help teachers and leaders to create micro-credentials for professional learning

Background :
- **Great blog post on badging as compared to gardens: http://igniteducation.com/2014/02/10/botanical-badging/**
- The Previous roundtable on Badging and Micro-credentials:
  - http://bit.ly/badgesroundtable
- The Personalized PD Community (please join!):
  - https://plus.google.com/u/0/communities/112568347126839900241
- Conversations about Badges within the above community:
  - https://docs.google.com/file/d/0ByXFNpMMmaw3V1hhZVVDOGpIcms/edit?usp=drivesdk
  - http://x2t.com/277279

Essential Questions:
- How do we eliminate badges for seat-time?

- What are the tools to implement badges for professional learning?
- What are the models for professional learning that are best supported by badges?
- What does the "back of the badge" look like for adult learners?
- How does self-reflection become a part of a badging system?

Hangout roundtable members (on the video):

(Please write your name and your role and what your answer to the chosen question within the space.)

Your Name:	Your Role:	Your Google+ profile	Your Twitter Profile	What is working well for using badges in professional learning?
Ben Wilkoff	Facilitator of Hangout and Director of Personalized Professional Learning in Denver Public Schools	http://google.com/+benwilkoff	@bhwilkoff	- I'm most interested in how we create more choice through Professional Learning badges: - http://badges.p2pu.org/en/badge/view/311/
Ryan Smith	Professional Development Supervisor Round Rock ISD, Texas.	https://plus.google.com/u/0/+RyanSmithRRISD/posts	@rrisdpd @rfs426	We are looking at how we can use badging to help teachers take a learning path in their own development - leveling their learning along the way. Also ways to promote their strengths/expertise to other teachers and parents. And doing it without conflicting with the teacher appraisal system.
Stuart Ridout	Training consultant & former Assistant Headteacher	http://google.com/+stuartridout	@stuartridout	interested in the use of Tin Can API (or xAPI if you prefer) and badges for development.

Mike Muir	Multiple Pathways Leader, Auburn (ME) Schools	https://plus.google.com/+MikeMuir63/	@mmuir	We are starting to explore digital badges as a way to certify and recognize our educator's professional learning. Our work to personalize and customize professional learning around integrating iPads into teaching and learning (http://distributedpd.wordpress.com) also includes working toward building out a professional learning continuum, a collection of modules to feed that progression, and a process for recruiting and certifying educators to be "Certifiers" or "Authorizers" for the various modules.
Verena Roberts	CANeLearn Chief Innovation Officer, Educational Consultant	https://plus.google.com/u/0/108390509469829218014/posts/p/pub	@verenanz	Students creating BAdges: #Gamifi-ED Badges - in Progress doc Research: Creating Competency based Criteria for open badges HIgher Ed - m101 Storify Research: (measuring formal and informal learning) Asking students this week - what "badges" could be offered based on this learning? https://docs.google.com/spreadsheet/ccc?key=0AmhXfOde53yqdFc2UlhBNHBNNTZUWEVVRGFFSXRfTmc&usp=drive_web#gid=0 Founder: Keiro
Chris Hesselbein	Education Consultant, Writer Igniteducation.com	https://plus.google.com/u/0/100963500866830925529/about	@ChrisHesselbein	I probably will raise more questions than I can answer. Badges are a product of the celebration of diversified learning. They are

				an end result, but we need to think about the beginning.

Hangout roundtable viewers:

(Please put your name and your role and any key questions that you would like to ask participants within this roundtable)

Your Name:	Your Role:	Your Google+ profile	Your Twitter Profile	Questions you want to ask of those on the roundtable:
Erik Hanson	Program Leader	google.com/+ErikHansonapp	@erilhanson	How do you shift culture to this environment and make it a reasonable task to manage it?
Danielle Filas	Tech Integration Specialist & Language Arts Department Chair, Powell, OH Village Academy Schools	google.com/+daniellefilas	@msfilas	How do we engage the teachers who don't know enough to know what they need tech-wise?
Colleen Murray	Watcher	https://plus.google.com/u/0/+ColleenMurray	@colleenbrazill	still researching - thanks for the help

Rae Fearing	Ed Tech Coord. Del Norte County Office of Education, CA	gplus.to/raefearing	@raefearing	Like Ryan from RRISD - I want to level learning for teachers and let them choose their own PL pathway. How can teachers use badges? Besides displaying on webpage, email signature, blog etc. Is there a management system that allows users to display their achievements? Does anyone have experience approaching this topic with their teacher union?
Anne Hole	Learning Technologist	https://plus.google.com/+AnneHole	@annehole	No particular questions - I'm just starting to plan a pilot project and am interested in the conversation, learning from others and sharing what I can. I work with university lecturers.
Sean Precious	Teacher Evaluation Implementation in DPS			Am interested in this for the same reason Ryan Smith is above!
Chad Littlefield				
Donna Goodwin	English Teacher Professional Learning Specialist	+DonnaGoodwin	@DGoods	How to make the effort of completing the badge worth it, especially for those that find technology a burden. The public nature of it gets some people feeling self-conscious, yet it is the public nature that has all of the power and potential
Michael Walker	Digital Age Learning Specialist	+Michael Walker	@micwalker	How do we ensure fidelity in the badging process so that they aren't given just for showing up?

Sheri Edwards	Middle School Language Arts Teacher and Technology Liaison	+Sheri Edwards	@grammasheri	Since I may not be able to attend the Live Session -- how does this work for all badges? Are they asynchronous? What is the alternative to participatory aspect? Worthiness: Will States accept these for continuing education credit? And How do we approach accreditation approvers? [These may already be answered; I haven't read all your resources. Very interested because I'm having a difficult time just getting sessions with "choices" approved!]
Merri Beth Kudrna	Curriculum Director	+Merri Beth Kudrna	@mbkudrna	We're just starting to plan and am interested in learning from others. Very interested in this concept. How do you award badges? What is the best way to create the badges? How do you make the badge process worthwhile?
Marci Boatwright	Digital Age Teaching & Learning Leader	Marci	@mrsboatwright	How do we promote outcomes as the true goal so that badges are meaningful & attractive enough for teachers to work hard to achieve them? We struggle with attitudes regarding PD--not all teachers are on board with what they "should" be working to achieve--maybe badges is a better way to separate those who truly want to learn from those who don't care?
Ralph Sherman	SEEd Scalable Engaging Education Content Creator Animator	http://bit.ly/seedplus	@ralphsherman	What is the process for a content creator to support the personalized professional development of teachers with regard Is there a need for a course on this?

Alana Berland	Principal Effeciveness Coordinator			How do you get participants to want the badge for more than just seat time? and get their buy-in
Ashley Griffin	Content Strategist and Virtual Team Building	+Ashley Griffin	@asgriffin	First time viewer, serve higher education with an initiative called eXtension (pronounced e-extension) for Cooperative Extension and the 74 land grant universities. One or our 70+ eXtension communities/networks is working on a Mozilla Badge grant for youth in engineering. Wanting to hear what is going on for professional development. eXtension offers free professional development for the CES system and the public at learn.extension.org and as we expand how this funcitons "badges" may be one opportunity. More about eXtension at: http://www.extension.org/
Thomas Ho	Advocate	+ThomasHo	@DrThomasHo	
Cate Beck	Instructional Technology Coach		@catebeck	How can we tie in teacher effectiveness "ratings" with badges. How can we use badges to differentiate learning? How does this translate into instruction with kiddos.
Greg Miller	Instructional Technology		@gregmillerco	Which system have you used to start your programs and why?
Kimberly Allison	Instructional Technology	+KimberlyAllisonTechCoach		On a very practical level, I wonder if anyone already has a list of companies that are creating platforms for issuing and hosting badging for students and staff (e.g. Learning Times, Merit, etc.). I'm in the midst of doing this research but

				wonder if someone already has a handy list they'd be willing to share.
Marc Long	Curriculum Specialist			How can we sell this concept to educational leaders who are resistant to technology?
Fenella Olynick	DL Teacher		@folynick	No particular questions at this point. I'm still exploring the use of badges.
Scott MacLeod	World University and School, like Wikipedia with MIT OCW, Founder and President	https://plus.google.com/u/0/115890623333932577910/	https://twitter.com/WorldUnivandSch	In what ways might badging at middle and high school levels eventually lead to university degrees, and particularly at, for example, Creative Commons' licensed, online MIT-centric World University and School - ('Admissions at WUaS,' with links to different, planned, online degrees) http://worlduniversity.wikia.com/wiki/Admissions_at_World_University_and_School#World_University_and_School_Links) - with MIT OCW audio and video courses (http://ocw.mit.edu/courses/audio-video-courses/, with graduate student instructors from great universities in G+ Hangouts, for example, as a beginning basis? (http://worlduniversityandschool.blogspot.com/?view=sidebar)
Carolyn Reeves	Program Specialist	plus.google.com/116001993261039995426	@carolynk7	Interested just in badging for educators. We are hoping to create such a system so just trying to find out what others are doing to award badges to educators for professional learning.
Susan Hennessey	Professional Development Coordinator		@hennesss	Interested in using learning management systems that integrate badges to support self-paced, blended learning for middle level inservice

	Tarrant Institute for Innovative Education - UVM			teachers pd. Here is an example of using BadgeOS for an action research grad course we just launched with our partner schools:http://tiie.w3.uvm.edu/ARcourse/ Curious how badges can be used to shift practice in middle level classrooms toward student co-created curriculum by involving them in badge creation in a Personal Learning Plan.
Colleen Broderick	Presently: Director of Online Professional Development for Expeditionary Learning March 24: Chief Learning Designer for ReSchools Colorado		@colleenbroderic	Shifting my frame of thinking from extending learning opportunities for teachers/leaders in a blended environment and honoring the relationship between formal and informal learning… to creating a system that empowers greater ownership of learning and the crafting of personalized paths from "broad" educational learning markets -- How do badges serve as a medium for communicating key/core competencies?
Penny Christensen	eLearning Specialist	https://plus.google.com/u/0/+pennychristensen	@pen63	
Vickie Echols	Leadership Development, PD Region 7 ESC, Kilgore, TX	https://plus.google.com/+VickieEcholsR7ESC	@vechols	What platform are most educators using to showcase and develop badges for learning? I am just getting started in this area….very eager to learn. Thanks for the opportunity to join.

Reflection on this session:

If you would like to receive an Open Badge for your participation in this session, please go ahead and submit a reflection blog post, document, or video to this P2PU badge site for review: http://badges.p2pu.org/en/badge/view/334/. We are intentionally keeping this open ended. However you choose to reflect upon what you have learned or how you will apply that learning is up to you. However, if you are stuck, here are a few guiding questions to answer in your reflection:

1. How did/will this roundtable change your practice?
2. What new connections or collaborations are now possible because of this roundtable?
3. How did this roundtable make you think differently about the way you approach teaching and/or learning?
4. What will you do with the knowledge, understanding, and connections you have made as a result of this roundtable?

Please also put your name and project link in here for easy viewing:

Your Name	Your Reflection Link
Kimberly Allison	Here is a copy of the email I sent my director after today's roundtable to share the key take aways and the next steps for our badging project.Thanks!
Michael Walker	Here is my blog post reflecting on the session. Great conversation!
Donna Goodwin	Continuing reflection on these discussions.

Notes from the Roundtable:

General Notes (free-form note taking, insert comments to continue the conversation in the sidebar):
- Choice for professional learning - Value for teachers
- Some info and resources about Customized Learning (especially in Maine): http://www.mcmel.org/customized-learning/
- Auburn's Distributed PD project - http://distributedpd.wordpress.com - including guiding questions. The website will be built out as we continue on our work - we believe in sharing what we learn and develop.
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Important Points Made (anything you might want to come back to or remember after this session)**:**
- I like the idea of taking outcome based/standards based classroom learning badges to the professional learning arena. Shifting practice from students gaining badges for formal and informal learning into the PL spaces.
- Catalog of choices to become experts and flip it (UK model) Empowering teachers with choice, sharing is the value that moves us forward.
- Round Rock Model moved to a business mindset where teachers/administrators are customers
- Mindset shift

- Honoring the things that people are already doing-How do we badge these things
- Auburn, ME Took models from Scouting. MLTI still going 7-12, shifted diploma from seat time to proficiency
- Large, medium and small badges
- **Badging is a celebration of diversified learning, not about the technology.**
- Instead of forcing everyone to get the same thing, allow for more diverse learning and meet people's needs.
- Perhaps we shouldn't start with traditional Professional Learning for badging. Too much baggage with the old model. Look at what you need for competency based district learning (game spaced learning) first.
- Make it grassed roots. Give badges to people that are ready for them! (This is interesting...you may have to manage multiple systems…?)
- Celebrate things people are doing rather than the things we think they should be doing!
- Can we reconcile 2 systems of evaluation: badges and teacher evaluation? (I think it is true that anyone can proves themselves a great teacher on paper, but there is some magic in the classroom that makes a difference. I think it could be a component of evaluation as a record of effort to learn.)
- Start with the outcomes in mind
- What counts as a badge? See L, M, S at Khan Academy.
- Peer-to-Peer Once you earn a badge, you can become an authorizer.
- To earn a badge: Could we expect a certain level of impact for activity based learning - proof of impact? so impact of sharing and collaboration may be the goal - expanding the network and learning to others in some cases.
- Tiered system of gaining badges, an engagement level is ok, but the end goal is the sharing and collaboration.
- How much is this adding to the teachers plate? Not at all! If you don't want to engage, you don't have to!
- **"Sharing and Collaboration is the Value"** - We need to look for this everywhere in our schools and in the learning process. (I like how this could push us away from working and learning in isolation).
- Where do you want to start? Then get going…
- Badges are Project based and then design the badge - not subject based - a key point

Important Questions Asked or Answered (Good questions for further conversations or that bring clarity to the topic at hand)**:**
- **I like the "idea" of badging...however, why do people think they want badging? Is it about recognizing what people are already doing? Or is it something completely different?**
- **Is the Maine effort moving towards learning tools rather than tech skills still using SAMR?** - [Mike] We have always tried to focus on it being a learning initiative more than a tech initiative. We want to focus on analyzing data, for example, not

how to use a spreadsheet, even if the students and teachers will leave knowing how to use a spreadsheet when they are done… Also, we are fortunate enough to work regularly with Ruben Puentedura, who developed the SAMR model.

- **Badging is a celebration of diversified learning, not about the technology.**
- **Standards based assessment where students are evaluated sumatively on the standard can help move away from the grade based system. -MW**
- **On a practical level--how do we manage badges for teachers. What programs are people using? Ben--what was the "program" we used for EdCamp Denver?** it was p2pu - see link at the top and here . http://badges.p2pu.org/en/badge/view/334/   Also, Sanderling, right? Maybe it was just Sanderling… I didn't end up liking that system.
- We want to design badges that build on what people are doing to learn and grow; this requires listening or creating a feedback loop that helps us understand what people are learning. How do we tap into that?
- How do we deal with the two systems of appraising teachers: great question. Teacher PD should lead to a standard...so, if both the state system for evaluation, and a system for performance based personal learning, which encourages a growth mindset are used, it could be highly effective. Badging would encourage us to go beyond the standard and add value to evaluation system.

Web Resources (anything you can link to that is valuable to this conversation, whether mentioned on the roundtable or not)**:**
- http://achievery.com/home - Open Badging system creation site
- http://www.worlds-of-learning-nmhs.com/ - A teacher-created BadgeOS site for professional learning
- http://weand.me/services/design/ - An example of an adult learning badge setup/process.
- http://credly.com - Badge and micro-credential site that works with open badges and Badge OS.
- http://badgeos.org/ - Wordpress plugin for creating a badging ecosystem.
- http://canonsbroadside.blogspot.co.uk/ - great UK school doing flipped bottom up professional development
- http://badges.p2pu.org/en/ - Peer to Peer University's badge system
- http://distributedpd.wordpress.com - Auburn's Distributed PD Project
- http://www.mcmel.org/customized-learning/ - Info on Customized Learning in Maine
- We believe you don't tackle complex initiatives all at once - so we think of Phases of Implementation here are our draft phases of technology integration (our professional learning continuum) - http://multiplepathways.wordpress.com/2014/01/25/is-our-phases-of-ipad-integration-ready/
- http://www.digitalme.co.uk/assets/pdf/DigitalMe-Badge-Design-Canvas.pdf - Designing a badge platform

- Our work around implementing Customized Learning (performance based learning) might help inform how to build out a badge system (performance-based system) - http://multiplepathways.wordpress.com/2013/01/20/the-phases-of-implementing-customized-learning-the-series/
- http://gokeiro.com/ Keiro is a social online learning framework that supports competency-based and personalized learning which allows educators and learners to focus on mastery using authentic assessment strategies. Verena Roberts
- http://learninglocker.net - a Tin Can xAPI platform (still in alpha) LRS that aims to be the Moodle of the LRS world. Great guys!

Chat transcript:

me   12:50

http://bit.ly/badgenotes

Verena Roberts   13:13

What State is Mike in?

Ryan Smith   13:13

Maine

Mike Muir   13:17

Chris, You'd be really interested in our Customized Learning work in Maine...

Chris Hesselbein   13:18

Agreed I was really impressed to hear that,

Mike Muir   13:19

Some resources & info:
http://www.mcmel.org/customized-learning/

m e   13:19

Would you share that in the doc too?
Awesome work!

Verena Roberts 13:19

Thx Mike

Mike Muir 13:20

done

Verena Roberts 13:58

Ryan I'm so impressed!

Stuart Ridout 13:59

Want to be at SSXSWedu!

Mike Muir 14:00

Ryan's just making us feel bad for missing out!!!