

Northern Cass Microcredential Proposal for the Negotiated Agreement

The Northern Cass microcredential program is designed to empower educators to engage in a continuous improvement process which personalizes their professional learning. This process will help educators develop as individuals while providing a foundation for future learning. Through this action research study, educators will implement evidence-based strategies to positively impact learner achievement.

Requirements for Microcredential

Each proposal must be pre-approved by a team of educators prior to implementation and must include the following elements:

- Plan
- Implementation
- Reflection
- Strategy for Sharing Learning
- Impact on Learning/Achievement

The microcredential will be assessed according to a rubric including the following criteria:

- Connection to Northern Cass Strategic Plan
- Connection to Professional Goal
- Connection to Content and/or Priority Standards
- Connection to Competencies and/or Portrait of a Learner
- Connection to the Six Pillars of Northern Cass Personalized Learning
- Connection to the Principles of Personalized Learning

Guidelines

Educators may engage in up to two microcredentials per year. Successful completion of the first microcredential at either a Score '3' or '4' will result in an increase in their base pay during the following year (i.e.—completion in January of 2022 results in increase in base pay for 2022-23 school year). Successful completion of the second microcredential at a Score '3' or '4' will result in a stipend paid to the educator at the time of completion. Microcredentials which receive a Score '1' or '2' are only eligible for a stipend. However, the educator may work towards a higher score. Once an educator receives a stipend, the microcredential process is concluded.

Educators who choose the base pay increase will receive the following amounts.

- An educator who receives a Score '4' will receive \$200.
- An educator who receives a Score '3' will receive \$150.

Educators who choose the stipend over the base increase will receive the following amounts.

- An educator who receives a Score '4' will receive \$300.
- An educator who receives a Score '3' will receive \$200.
- An educator who receives a Score '2' will receive \$150.
- An educator who receives a Score '1' will receive \$100.

Other

- Educators who complete two credentials at a Score '4' in one calendar year will receive an additional personal day which must be used the following school year.
- Work on a proposal can continue into the next school year (i.e.--finishing or increasing a score).
- At the conclusion of the 2021-22 school year, either side may choose to discontinue and eliminate this from the 2022-23 negotiated agreement by providing written notification no later than the date contracts are issued.