Let’s face it, new times require new tools and new ways of thinking about teaching and learning. Facilitating student-centered, personalized learning requires teachers to develop new skills and competencies.

**THE PROBLEM:**

How must teacher preparation and ongoing development evolve to fully enable teacher success in increasingly blended, competency-based learning environments?

**THE QUESTION:**

How must teacher preparation and ongoing development evolve to fully enable teacher success in increasingly blended, competency-based learning environments?

**THE ANSWER:**

Teachers should have access to the personalized, competency-based learning opportunities that are increasingly being acknowledged as essential to student success.

**THE OPPORTUNITY:**

As we focus on improving engagement, productivity and efficiency by personalizing learning for students, we can also provide educators with personalized opportunities that will enable them to continuously learn and improve their practice.

**DESIGN PRINCIPLES FOR NEXT-GEN TEACHER PREPARATION & PROFESSIONAL DEVELOPMENT:**

- some element of teacher control over time, place, path and/or pace;
- balance between teacher-defined goals, goals as defined by administration through teacher evaluation efforts, and school and district educational goals;
- job-embedded and meaningful integration into classroom practice;
- and competency-based progression.
Destinations

A Competency-Based System for Teachers would include the following:

Competency Map

MULTIPLE WAYS TO LEARN

- Articulated by standards bodies
- Strong data systems
- Differentiated pathways with opportunities to specialize
- Individual and cohort models
- Online and offline, interactive communities
- Free and open education resources as well as fee-based learning opportunities

DEMONSTRATIONS OF COMPETENCE

- Observations, interviews and demonstrations
- Automated assessments
- Peer and/or expert review
- Differentiated by specialty, subject, level and school type
- Clear description of what teachers should know and be able to do

GET INVOLVED IN SHAPING THE FUTURE OF TEACHER PREPARATION:

Digital Promise is a founding member of the Badge Alliance and working to develop a series of micro-credentials for teachers that will establish a performance-based approach to assessing important teaching practices. A combination of expert and peer reviews will ensure rigor and ultimately market worth. Teachers are encouraged to volunteer and sign-on as early adopters of the badging pilot program.

WHAT’S NEXT?

If we truly are to harness the power that technology brings and seize the moment wrought by new college- and career-ready standards, we must reexamine the methods used to prepare teachers and support the continuous development of teacher competency. A shift to competency-based learning for teachers would ultimately create a new generation of teachers equipped to thrive in learning environments where students engage in the development of Deeper Learning competencies.

For more information, download the full paper “Preparing Teacher for Deeper Learning” at http://gettingsmart.com/resources/publications/10122014.deepersmartdeeperlearning.pdf.

To learn more about Deeper Learning, visit http://gettingsmart.com/resources/deepersmart.

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