

Organization: BloomBoard, Inc.



### Program Name

BloomBoard Mentor Teacher Micro-Endorsement

### Contact

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### Mentor Training Description

BBI's Mentor Teacher Micro-Endorsement consists of the following micro-credentials, which an aspiring mentor completes within a time period designated by the district:

1. Developing Culturally Responsive Instruction
2. Building Collaborative Relationships with Teacher Learner
3. Coaching Using the Cycle of Instructional Improvement
4. Facilitating Adult Learning
5. Modeling Effective Communication
6. Providing Evidence-Driven Feedback
7. Using Modeling to Support Adult Learning

Micro-credentials are modular, competency-based credentials for professional learning that recognize demonstrated mastery of skills and prior knowledge. Participants use BBI's online platform to engage in the micro-credentials, seek guidance and support from trained facilitators, and upload digital portfolios for review by expert assessors. One BBI micro-credential is equivalent to one university credit in time commitment (e.g. one Carnegie Unit). By completing a micro-endorsement, educators prove through a portfolio of evidence that they have demonstrated the competencies required for that pedagogical or content-specific area of teaching.

### Implementation & Coaching Support

At the launch of every new program and/or cohort, BBI conducts orientation and training session to ensure program success. Onboarding is typically a 3-6 week process. BBI works with the district to verify the needs assessment and readiness level, review goals, and develop an implementation plan.

The main orientation training session is 1.5 to 2 hours long, conducted with the program participants and key organization leads in person or online. Once an organization begins program implementation, BBI provides expert cohort facilitation and micro-credential assessment services to participants throughout the course of the program. BBI Facilitators and Assessors are teaching professionals with extensive experience in coaching, mentoring, evaluating educators, and leading professional learning. Facilitators use the online discussion and communication tools built into the BBI Platform to build positive rapport among participants, initiate and sustain collaborative discussions, provide guidance and reminders for successful engagement in the micro-credential process, and respond to participant

questions. BBB facilitation is ongoing and exceeds the minimum requirement of eight instances of support per school year.

Similarly, BBI also trains and calibrates BBI Assessors to review every micro-credential submission against defined rubrics. When necessary, the Assessors provide written feedback that is objective, consistent, and constructive to guide participants in revising their micro-credential submissions for resubmission.

### Long-Term Partnership

As noted, BBI's training and coaching supports evolve from the initial, intensive orientation sessions, to the ongoing coaching services provided by BBI Facilitators. As individuals progress through the Program, the timing and nature of the supports is often driven by the participants rather than the Facilitators. Facilitators will use BBI's built-in reporting tools to track participants' progress, ensure that the minimum of eight coaching sessions per school year is maintained, and determine whether additional coaching is required to keep participants on track to earn the full set of micro-credentials. As participants grow more confident in their micro-credential work, participants can reach out directly to the Facilitators at key junctures to seek coaching and guidance when needed, rather than at specifically scheduled intervals. This enables participants to establish a cadence of coaching and support that is personalized for them.