

Professional Development for Online Faculty

Using information from Kate Sim’s sabbatical project as a starting point, the ad-hoc Distance Education Committee of the Academic Senate discussed and developed this skeleton framework for our credentialing system. This system will be developed and administered through ITSO. It serves two purposes: to endorse and validate professional development, and to help DCs make informed decisions about who is ready and able to teach online classes in their departments. Current online instructors will be able to submit recent courses for evaluation to receive badges for skills demonstrated. Professional development will be available through a combination of on-demand modules and in person workshops.

This system for optional professional development is based on a digital badging framework to authenticate and certify learned skills. As explained on the MozillaWiki:

- A badge is a digital representation of a skill, learning achievement or experience.
 - Badges can represent competencies and involvements recognized in online or offline life.
 - Each badge is associated with an image and some metadata. The metadata provides information about what the badge represents and the evidence used to support it.
 - Earners can display their badges online and can share badge information through social networks.
- Badges are used to set goals, motivate behaviors and communicate success.
- They can support learning that happens in new ways, in new spaces beyond the traditional classroom, from online courses to after-school programs to work and life experience.
 - This motivates learning and signals achievement across communities and institutions. It also provides a more complete picture of learners’ skills, achievements and qualities, which can then be communicated to potential employers, educational organizations and communities.

For more information about digital badging being used for professional development and in higher education, please go to this website created by ITSO. It includes a video, and links to some really good introductory information. Website URL: <https://sites.google.com/a/hawaii.edu/site1/>

NOTE: Although “digital badges” is the industry-recognized term (and is used throughout this document for clarity), the term “digital credentials” will be used once launched. Our digital credentials will also include “earned dates” and, if relevant, expiration dates to ensure currency of skills.

Level	Badges required for this level (building blocks) Criteria (requirements/activities) to complete badge	Estimated time to complete badges	What this level could mean (committee recommendation)
Introduction	This is not a badge, but more of an introduction to the system. Will include an introduction to online learning, this professional development system, and badging (orients participant to the whole system).	15-30 minutes?	Alerts ITSO to add participant to Lulima site(s) to access the on-demand badge challenges.

Level	Badges required for this level (building blocks) Criteria (requirements/activities) to complete badge	Estimated time to complete badges	What this level could mean (committee recommendation)
Level One Certificate (total 10 hours)	1. Intro to Online Teaching Badge Laulima Module including text, videos w/embedded questions, self-assessment.	1 hour	Shows instructor’s interest and effort to create quality course.
	2. Best Practices/Quality Course Standards Badge Laulima Module including text, videos w/embedded questions, worksheet.	1.5 hours	DCs can feel comfortable in giving an instructor the green light to develop an online course
	3. See One (before doing one) Badge Participant contacts a member of the Shared Network list, walks through a course and completes a reflection (worksheet).	1.5 hours	
	4. Beginner Laulima Tools Badge (includes template tools: Modules, Syllabus, DPM, TTS, Announcements, Assignments, Site Info, Gradebook) Laulima Module including text, videos w/embedded questions.	1 hour	
	5. Instructor Presence Badge Laulima Module including text, videos w/embedded questions, worksheet/discussion board post.	1.5 hours	
	6. Accessibility Badge Laulima Module including text, videos w/embedded questions.	1 hour	
	7. Copyright Badge Laulima Module including text, videos, worksheet.	1.5 hours	
	8. Authentication Badge Laulima Module including text, video, worksheet/discussion board post.	1 hour	

Level	Badges required for this level (building blocks) Criteria (requirements/activities) to complete badge	Estimated time to complete badges	What this level could mean (committee recommendation)
Level Three Certificate PreReq: Level Two Certificate	1. Novice Online Teacher Badge a. Option 1: participate/continue in mentoring program i. obtain student feedback (midterm & at end) ii. submit a written reflection w/plan for improvements (similar to OCDP phase IV) iii. mentor submits end of course report b. Option 2: have class evaluated by DC, ITSO or “certified evaluator” i. obtain student feedback ii. submit a written reflection w/plan for improvements (similar to OCDP phase IV)	N/A	DCs can feel comfortable in continuing to schedule the course since the instructor has successfully taught the course, and has been mentored and/or evaluated
Level Four Certificate (Guru Level) PreReq: Level Two Certificate	1. Certified Evaluator Badge - Silver level (see table below) 2. Certified Mentoring Badge - Gold level (see table below) 3. Minimum of 1 additional qualifying badge (see table below) per academic year.	N/A	NOTE: This badge will need to have an expiration date to ensure faculty stay current.

OTHER BADGES:

Levels	Badges required for this level (building blocks) Criteria (requirements/activities) to complete badge	Estimated time to complete badges
Cool Tools Badges	<p>Example badge topics:</p> <ul style="list-style-type: none"> ● Quizlet ● Thinglink ● Screencast-o-matic ● Google Apps (ex. Sites, Docs, Forms) ● Web videos (ex. EdPuzzle, TedED, YouTube) ● Web 2.0 Images (ex. Voki, ImageChef, Tagxedo) ● Scopia <p>All Cool Tool Badges would consist of either F2F or video training, and a project that would be submitted and evaluated.</p>	Varied. Instruction could be anywhere from 30 minutes to 2 hours, plus the time needed to complete a prescribed project.
Tech Badges	<ul style="list-style-type: none"> ● Basic HTML Coding F2F or video training, and a project. 	TBD
Evaluator Badges	<ul style="list-style-type: none"> ● Certified Evaluator Badge Laulima Module including text, videos w/embedded questions, completion of a practice evaluation. ● Certified Evaluator Badge - Silver level Earned Evaluator badge; completed 5 - 9 evaluations. ● Certified Evaluator Badge - Gold level Earned Evaluator badge; completed 10+ evaluations. 	<p>TBD</p> <p>N/A</p> <p>N/A</p>
Mentoring Badges	<ul style="list-style-type: none"> ● Certified Mentor Badge (initial training, and mentored 0-2 instructors) Earned Novice Online Teacher Badge Laulima Module including text, videos w/embedded questions. ● Certified Mentor Badge - Gold level Earned Mentoring Badge, mentored 3+ instructors 	<p>N/A</p> <p>TBD</p>
Other “award badges ”	<ul style="list-style-type: none"> ● Model Course Badge <ul style="list-style-type: none"> ○ Earned Novice Online Teacher Badge ○ Class has been evaluated and meets/exceeds all standards ○ Joined the Sharing Network 	