



Work-Based Learning Certification and Professional Development

Robust training and regional professional development is important for the development and support of quality work-based learning (WBL) programs. Below is a description of the certification process and regional supports for WBL programs across Tennessee, adopted at the recommendation of the 2014-15 WBL Pilot participants.

WBL Certification:

WBL coordinators are required to have an active WBL certificate provided by the department for the operation of successful WBL programs and to supervise capstone WBL experiences. Effective July 1, 2016, all WBL Certificates will expire two years from date of issue. Active participation in regional WBL professional learning communities (see below) will enable WBL Coordinators to renew certificates automatically.

WBL Certificate Training: Two-day WBL trainings, offered by grand division each fall and spring, certify teachers to oversee capstone WBL experiences and courses for two years. Trainings certify first-time participants as well as instructors whose WBL certificates have expired.

Professional Development and Support for WBL Coordinators:

WBL Leadership Council: WBL coordinators and CTE directors representing all CORE regions shall serve on a WBL Leadership Council to lead WBL trainings and professional development. Members shall serve as expert practitioners to facilitate peer-to-peer WBL program support and advise the department on the rollout and implementation of WBL policies.

Professional Learning Communities: Regional WBL Professional Learning Community (PLC) meetings will be held five to six times per year within each CORE region. PLCs will enable instructors to learn about successful practices from across the state and discuss topics essential to WBL program success. Regional CORE consultants will co-facilitate PLC meetings with experienced WBL coordinators, who are trained by the department and serve on the WBL Leadership Council. Attending four (4) or more PLC meetings within a school year will renew an instructor's WBL certificate automatically.

WBL Implementation Guide: This professional development tool helps WBL coordinators unpack the components that make WBL programs successful. The Implementation Guide contains explanations of processes that take place before, during, and after capstone WBL experiences. It will continue to grow yearly to highlight specific Tennessee best practices and link to supplemental tools and templates to assist districts as they grow and expand WBL programs.

Collaboration with Content Endorsed Teachers: Content endorsed teachers have an important role to play in ensuring safe and quality WBL placements for their students. While the WBL Coordinator may now serve as teacher of record and manage WBL program logistics for more students than was previously allowable, content endorsed teachers have defined roles outlined in the WBL Policy Guide. This is particularly important for capstone WBL placements that fall within CTE Career Clusters and programs of study that may pose additional safety concerns or have highly specialized requirements (Health Science; Construction; Advanced Manufacturing; Transportation; and Law and Public Safety, Corrections & Security).