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process and develop activities and plans that worked for their unique situation.

Each badge program was mapped out and the content was divided into levels and categories. A variety of technological tools were selected to address different learning styles, such as ThingLink, Powtoon, Piktochart, videos, and Google Forms. Elements of gamification were incorporated into both programs such as: providing choices, levelling up, immediate feedback, awarding points, showing progress, offering short and long term goals, onboarding (learning by doing) and incorporating collaboration, competition and community. Lower level badges auto-award to the user after they successfully complete a quiz. Higher level badges are reviewed by actual humans (not robots!), who then provide feedback and award the badge if they feel the users have fully satisfied the badge requirements.

The Leading Learning badges (found on the QSLiN website) were developed using the same five categories found in Leading Learning, such as Fostering Literacies or Designing Learning Environments. Badges found in each of these categories are divided into three levels: Bronze, Silver and Gold, which coincide to a certain extent with Leading Learning's concepts of exploring, emerging, evolving, establishing and leading. The Bronze level gives participants an overview of the subject and additional bonus points can be earned if participants want to delve deeper into a certain topic. At the Silver level, participants are then prompted to submit a plan of action for their library. The system prompts the user with a series of questions of how they would implement change, which provides them with a structured plan on how to move forward. The Gold level is a culminating activity where the user is given the opportunity to show how they have implemented the changes they planned out in the Silver level. To encourage personalized learning and self-expression, participants can use whatever method they would like; traditional written report, Powtoon videos, Prezi, Podcast, etc., to properly convey how their library has transformed. At the gold level, the submission is reviewed by other librarians and then awarded.

The digital citizenship badges (found at the Learn and Lead website) were developed using a framework of three principles

(Respect, Protect and Educate) and nine themes (e.g. digital footprint, online safety, and information literacy). These principles and themes build on the research and framework developed by Ribble and Bailey. Each themed badge has three levels of achievement as well — Bronze, Silver and Gold. As with the Leading Learning badges, there was importance given to broadening the repertoire of different online tools and addressing different learning styles. As a result, at the Bronze level, general overview of the theme is explored using a variety of resources such as presentations, podcasts, videos and articles. Similarly to the LL badges, the Silver level badges have participants explore the concepts in greater detail with a pedagogical context, with examples of best practices and ideas for classroom use. In order to receive their badge, participants must submit a classroom activity, lesson or other product that demonstrates their understanding. At the Gold level, a product that demonstrates digital citizenship in action in the library or classroom is required in order to achieve this boss badge.

Badge Infrastructure: What tech tools were used?

There are several different online digital badging programs available. We decided to go with BadgeOS for WordPress. For us, the reasoning was simple: the QSLiN website was already using WordPress and many of us already had experience with it. The BadgeOS plugin just added another functionality to the website and allowed users to use one login to access the regular website and to complete the badges. As well, the Digital Citizenship badges are available in both English and French; WordPress allowed us to have a multilingual website for our users. Lastly, BadgeOS was created to be completely compatible with Credly Open Badges that allow users to collect all of their earned badges from different websites and share them with the rest of the world, for instance on social media websites like Facebook or LinkedIn.

Results and Reflections

Both digital badge websites were launched in 2015 and were well received. We have since added simplified digital badges on Digital Citizenship for parents, which have also been well received. Many have mentioned how they felt they knew a badge theme very well but then went through the steps only to be surprised by how much they had learned.

continued on page 34