Redesigning the Pathway to Teaching

Spring 2013

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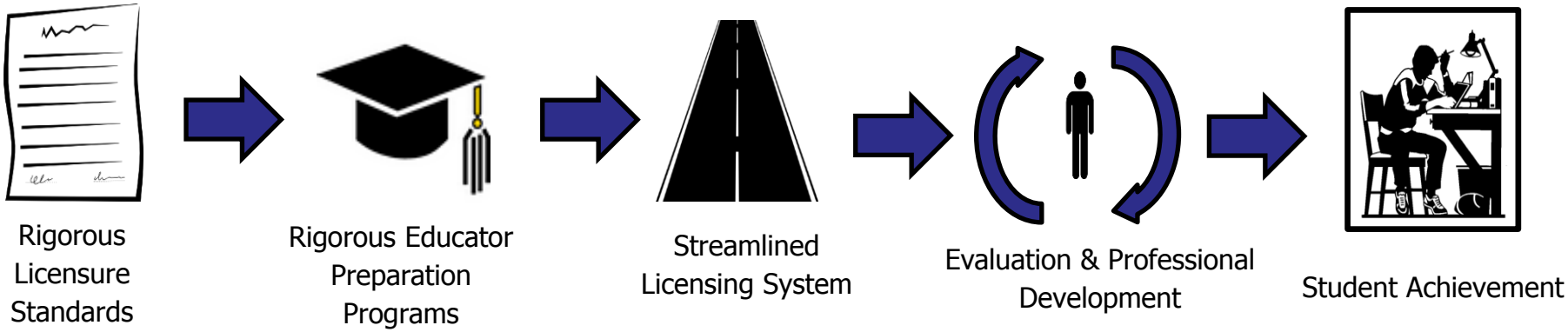
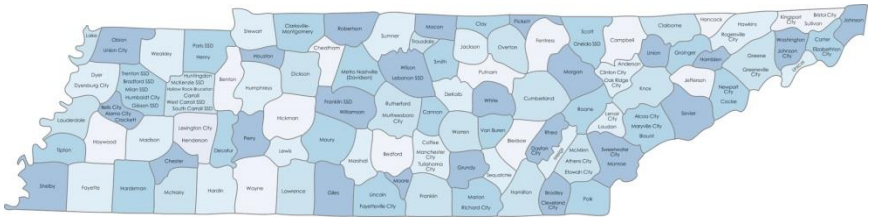
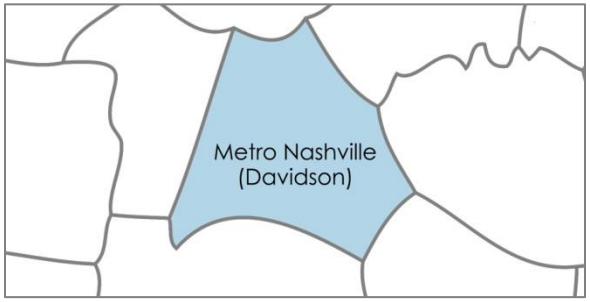


The Purpose of Licensure is Different than the Purpose of Evaluation

Licensure, a state function, is designed to ensure that educators meet minimum standards of practice.



Evaluation, a district and school function, is the primary tool used for supporting teacher development.



A Case for Change

Current Licensure Policy and Process

Teacher licensure is too complex and disconnected from teacher performance to effectively serve teachers, students or the public.

- Challenges with the current system include:
  - More than 20 types of educator licenses
  - Lengthy licensing process
  - Arbitrary number of professional development credits required
  - Detailed, subjective transcript analysis is often necessary
  - Not systematically tied to teacher performance

Teacher Licensure

To improve teacher effectiveness, the state needs to improve the teacher licensure system.

- **Strategy**
  - Streamline license types
  - Introduce more rigorous entry requirements
  - Tie advancement and renewal to performance
  - Reduce duration of license

Impact on Students

Currently, professional teacher licenses are renewed for 10 years at a time without regard to teacher effectiveness.

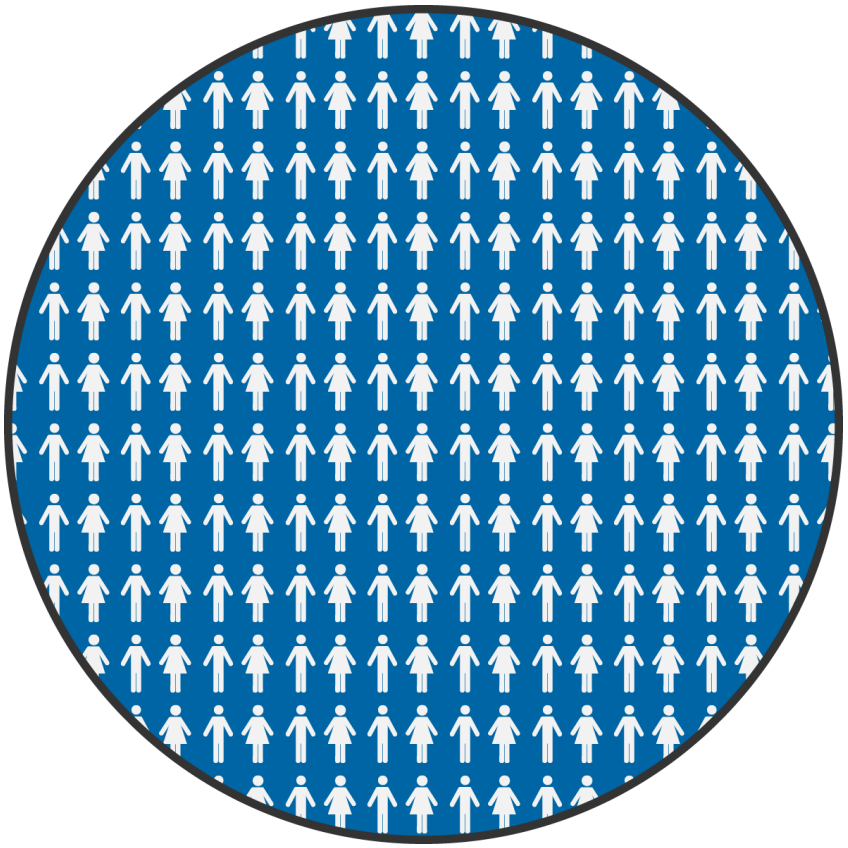
Between July 1, 2011 and June 30, 2012, **349 licenses were renewed for teachers who earned a 1 on TVAAS last year.**

2011-2012 TVAAS Rating	Licenses between July 1, 2011-June 30, 2012
1	349
2	169
3	436
4	182
5	691
Total	1,827

Impact on Students

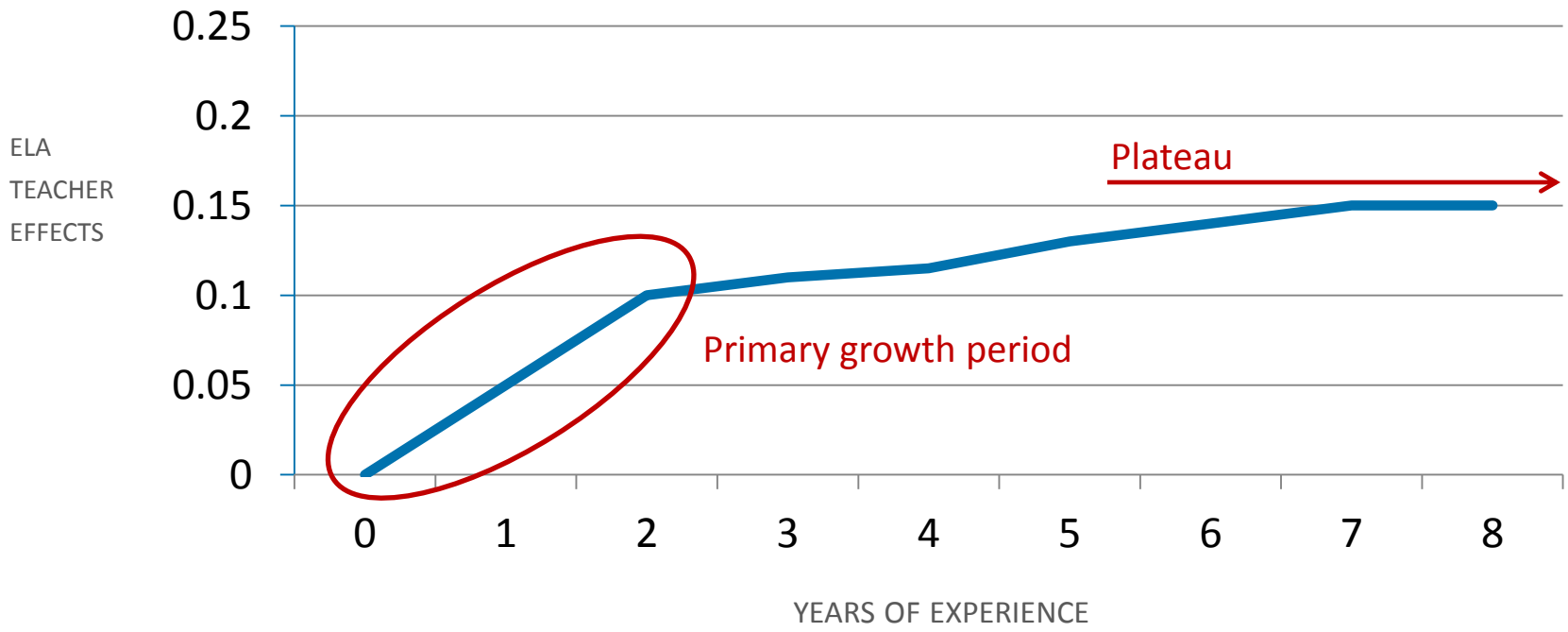
If each of these 349 level 1 teachers taught for 10 more years, they would instruct **more than 100,000 students.**

YEAR 10



TVAAS is a strong predictor of future performance

- Research shows that teachers often make significant improvement in their first few years in the profession.
- However, after these early years, teacher impact on student growth remains relatively stable



Learning about teacher effectiveness in Fulton County Schools (2011). Center for Education Policy Research, Harvard University.

Policy Proposal

Teacher Licensure

Licensure Changes

- Initial licensure
  - Fewer requirements, but more rigorous bar
  - Same for all pathways
  - Valid for three years
- Advancement
  - Tied to performance, not inputs
  - Automatic for teachers who meet minimum standards
  - New teachers have two chances - at year three and year six
- Renewal
  - Tied to performance, not inputs
  - Automatic for teachers who meet minimum standards
  - Occurs every six years

Process Improvements

For almost all teachers (~95%), licenses would be advanced and renewed automatically. This automatic processing would happen without any cost to the teacher, as Tennessee is one of the few remaining states that does not charge for a teacher license.

- **Benefits for teachers**
  - No need to submit an application
  - No wait time for processing
  - No additional seat-time or credit-hour requirements
  - No charge to teacher

Initial Licensure

We need to raise the bar for instructional skills and content expertise for all aspiring Tennessee teachers.

- **Proposed requirements for initial licensure:**
  - Hold a BA/BS
  - Be enrolled in or have completed an approved preparation program
  - Pass required assessments

- **Additional changes:**
  - Adopt incremental increases in Praxis cut scores over 10 years; Tennessee aspires to be in the top third in the nation
  - Create a single practitioner license for nearly all teaching pathways
  - Initial license valid for three years

Licensure Advancement

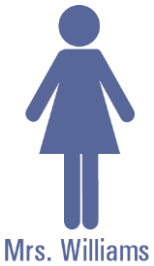
To advance, a teacher must meet minimum performance expectations: earn a 2 or better on the overall evaluation and the individual growth score* (if applicable) during a three-year period.

Proposed requirements for advancement:

- Earn a 2 or better on overall evaluation and individual growth score* for two of three years on the initial practitioner license
- One renewal of three-year practitioner license is allowed if a teacher fails to advance after the first three years

*Individual growth score could be TVAAS or other state-approved individual growth measure. Individuals who do not have an individual growth score will be reviewed using overall evaluation scores only.

What does it mean to advance a license?



Overall Evaluation
Year 1: 3
Year 2: 3
Year 3: 4

→ **Advance to Professional License**

Overall Evaluation	Individual Growth
Year 1: 3	Year 1: 2
Year 2: 3	Year 2: 1
Year 3: 4	Year 3: 2

→ **Advance to Professional License**

Overall Evaluation	Individual Growth
Year 1: 3	Year 1: 1
Year 2: 3	Year 2: 2
Year 3: 2	Year 3: 1

→ **Renew at Practitioner Level**

Overall Evaluation	Individual Growth
Year 4: 4	Year 4: 2
Year 5: 3	Year 5: 1
Year 6: 2	Year 6: 1

→ **Not Advanced**
License Expires
(can re-enroll in licensure preparation program)

OR

Overall Evaluation	Individual Growth
Year 4: 3	Year 4: 1
Year 5: 3	Year 5: 2
Year 6: 4	Year 6: 3

→ **Advance to Professional License**

Licensure Renewal

Like advancement, renewal requires that a teacher meet minimum standards of performance: earn a 2 or better on the overall evaluation and the individual growth score* (if applicable) during the most recent three-year period.

- **Proposed requirements for license renewal:**
  - Shorten professional teacher license from 10 to six years
  - At time of renewal, must have earned a 2 or better on overall evaluation and individual growth score* for two of the last three years
  - If requirement is not met at time of renewal, license will be extended for one additional year**

*Individual growth score could be TVAAS or other state-approved individual growth measure. Individuals who do not have an individual growth score will be reviewed using overall evaluation scores only.
**Review status

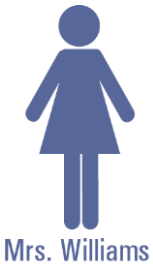
Review Status

Professional educators who do not meet requirements for renewal will be placed on review status.

- Review status extends the professional license for one year
- Districts will be responsible for implementing performance improvement plans for any teacher on review status
- At the end of the review period, the educator must have earned a 2 or better on the overall evaluation and individual growth score* to be renewed
- If the teacher does not meet the bar, the license is not renewed

*Individual growth score could be TVAAS or other state-approved individual growth measure. Individuals who do not have an individual growth score will be reviewed using overall evaluation scores only.

What does it mean to renew a license?



Overall Evaluation
Year 7: 3
Year 8: 3
Year 9: 4

→ **Automatically Renew for 6 Years**

Overall Evaluation	Individual Growth
Year 7: 3	Year 7: 2
Year 8: 3	Year 8: 1
Year 9: 3	Year 9: 2

→ **Automatically Renew for 6 Years**

Overall Evaluation	Individual Growth
Year 7: 2	Year 7: 1
Year 8: 3	Year 8: 2
Year 9: 3	Year 9: 1

→ **Review Status for 1 Year**

Overall Evaluation	Individual Growth
Year 10: 3	Year 10: 1

→ **Not Renewed**
License Expires
(can re-enroll in licensure preparation program)

OR

Overall Evaluation	Individual Growth
Year 10: 3	Year 10: 2

→ **Renewed for 6 Years**

Forecasting Impact

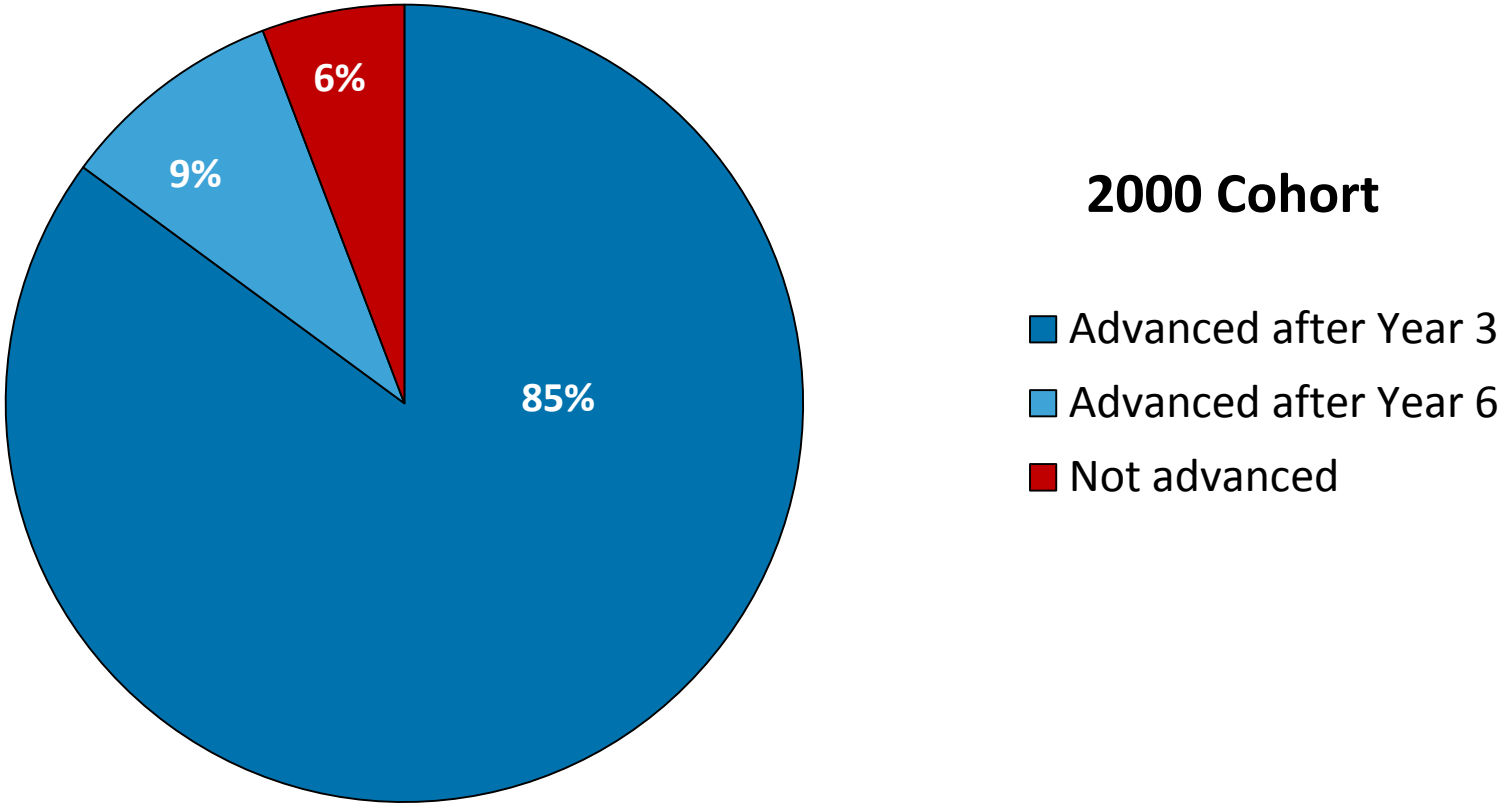
Working with SAS, we examined past Tennessee data to determine whether the proposed policy would accurately identify perpetually low-performing teachers.

- Specifically, we looked at the cohort of teachers who entered the Tennessee workforce in the year 2000 and who had TVAAS data on TCAP grades 4-8.

- Based on this analysis, we estimate that the proposed licensure policy will result in **non-renewal of licenses for approximately 100-200 teachers each year**.

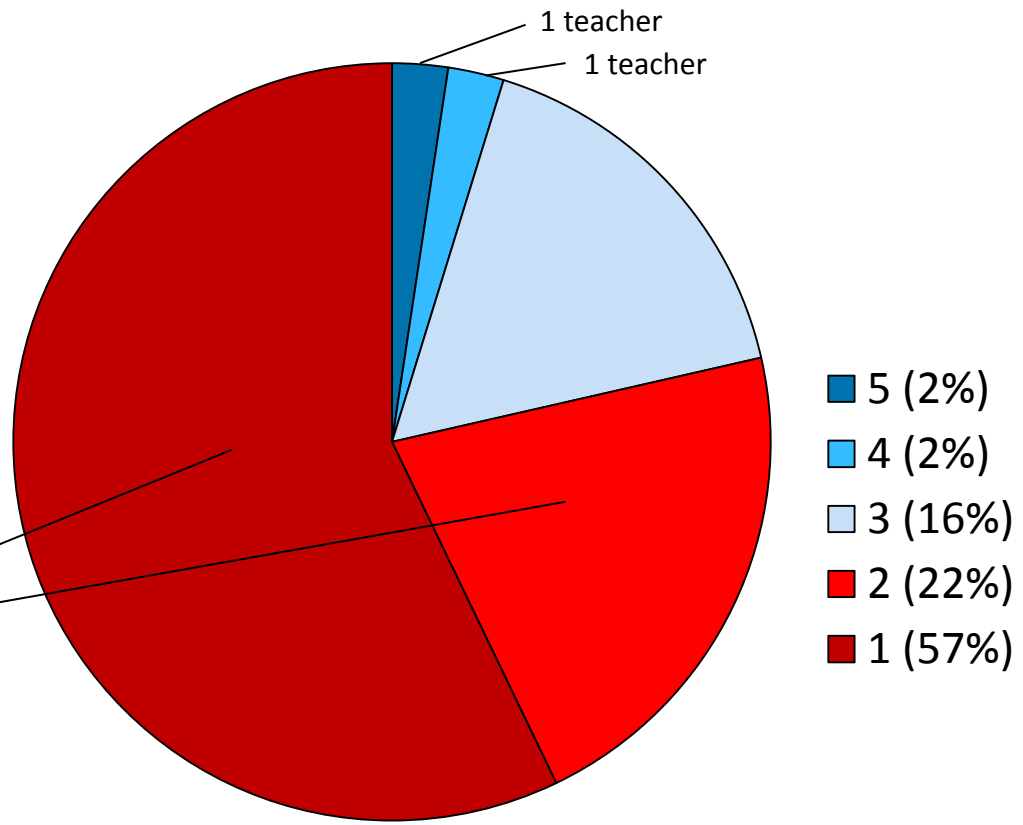
Historical Analysis of Policy Impact - Advancement

We project that ~94% of teachers who consistently earn individual growth scores will advance to the professional license by the end of Year 6; most will advance by the end of the Year 3.



Future Performance of Persistently Low-Performing Teachers

We examined performance in year seven for teachers who did not meet advancement requirements.



Nearly 80% of teachers who did not advance earned a 1 or 2 on TVAAS the following year

Streamlining Educator License Types

License Type	Current	Proposed
Permit	Permit	*Permit* *Adjunct license*
Initial Licenses	Apprentice Transitional Out-of-State Interim D *Interim B*	 Practitioner *(Eliminate)*
Advanced Licenses	Professional	Professional
Other	Non-public license	Non-public license
TOTAL COUNT	**9**	**4**

- The JROTC license and 3-Year International license will not change.
- Waivers will be retained.
- The Apprentice Special Group license will be renamed to Practitioner School Services Personnel; Apprentice Occupational Teacher will be renamed Practitioner Occupational Teacher.
- Out-of-state educators holding *NBPTS Certification* will be granted a professional license upon initial application.

Redesigning Licensure Structure

Grade Spans	Preparation Standards	Licensure Assessments**	Endorsement Areas
All	**TEAM Standards** **&** **TN Academic Standards** **&** **[National Standards]** **&** **RTI strategies**	Pedagogy Assessments Appropriate assessment for RTI*	*New: All teachers should receive training to prepare them to implement RTI Tier I & Tier II*
Early		Education of Young Children Teaching Reading	PreK-K PreK-3
Elementary		Teaching Reading Teaching Math* PARCC-like content assessments*	K-5
6-8		Subject-specific content assessment (Reading in the Content Area)*	Math Science
6-12		Subject-specific content assessment (Reading in the Content Area)*	Core Academic World Languages Career and Technical
PreK-12		Subject-specific content assessment (Reading in the Content Area)*	Fine Arts PE/Health English Language Learners World Languages
Special Education		Specific-area assessment Teaching Reading	Preschool/Early Childhood/PreK-3 Interventionist/K-5 Interventionist/6-12 Comprehensive/K-12

*Aspirational
**This list of assessments is not exhaustive. For complete list of current requirements, see Professional Assessments For Tennessee Educators, 5.105.

Proposed Timeline

***Subject to change based on timing of CAEP agreement*

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