



TENNESSEE
STATE BOARD OF EDUCATION

EDUCATOR PREPARATION AND LICENSURE STUDY COMMITTEE

NOVEMBER 10, 2022

AGENDA

- Update on Signed Assurances for EPP Literacy Standards
- EPP Admissions Appeal Update
- Emergency Credentials as a Pathway into Teaching
- Pedagogical Assessment Data by Clinical Practice Type
- SBE Rule and Policy Updates
- Discussion with TACTE Executive Board



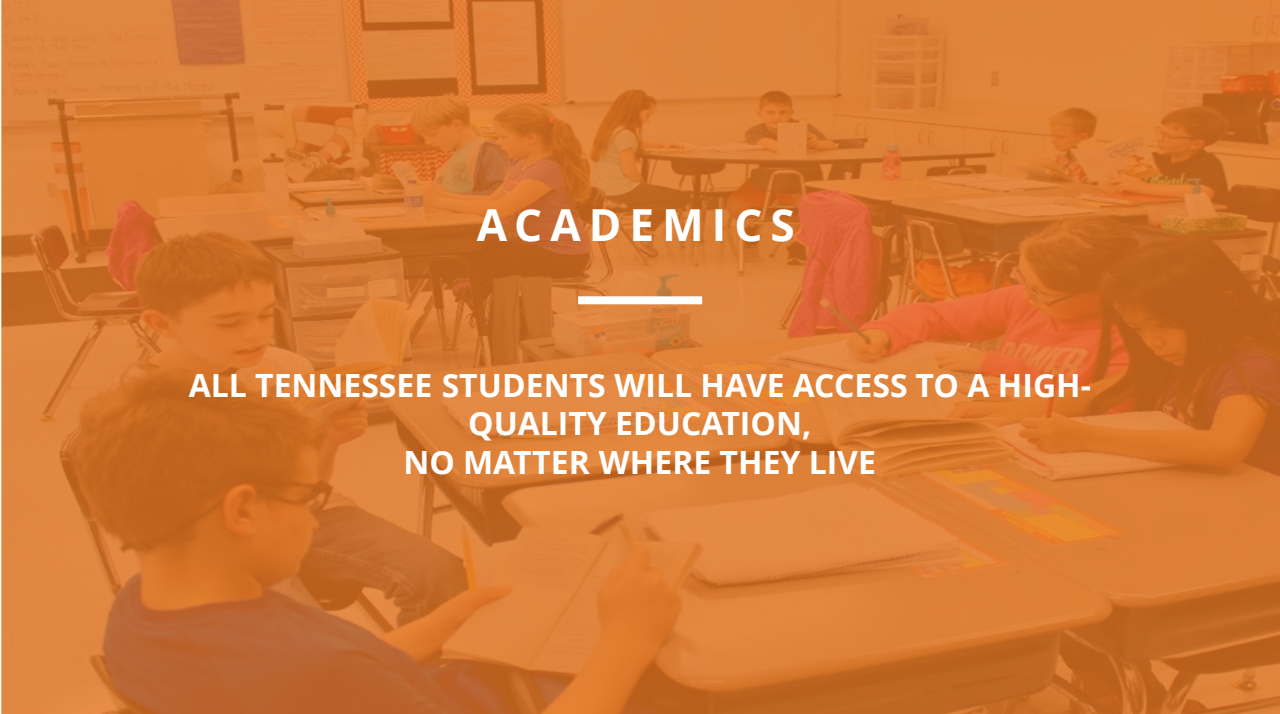
Office of Educator Licensure and Preparation Updates

**SBE Educator Preparation and
Licensure Study Committee
November 10, 2022**



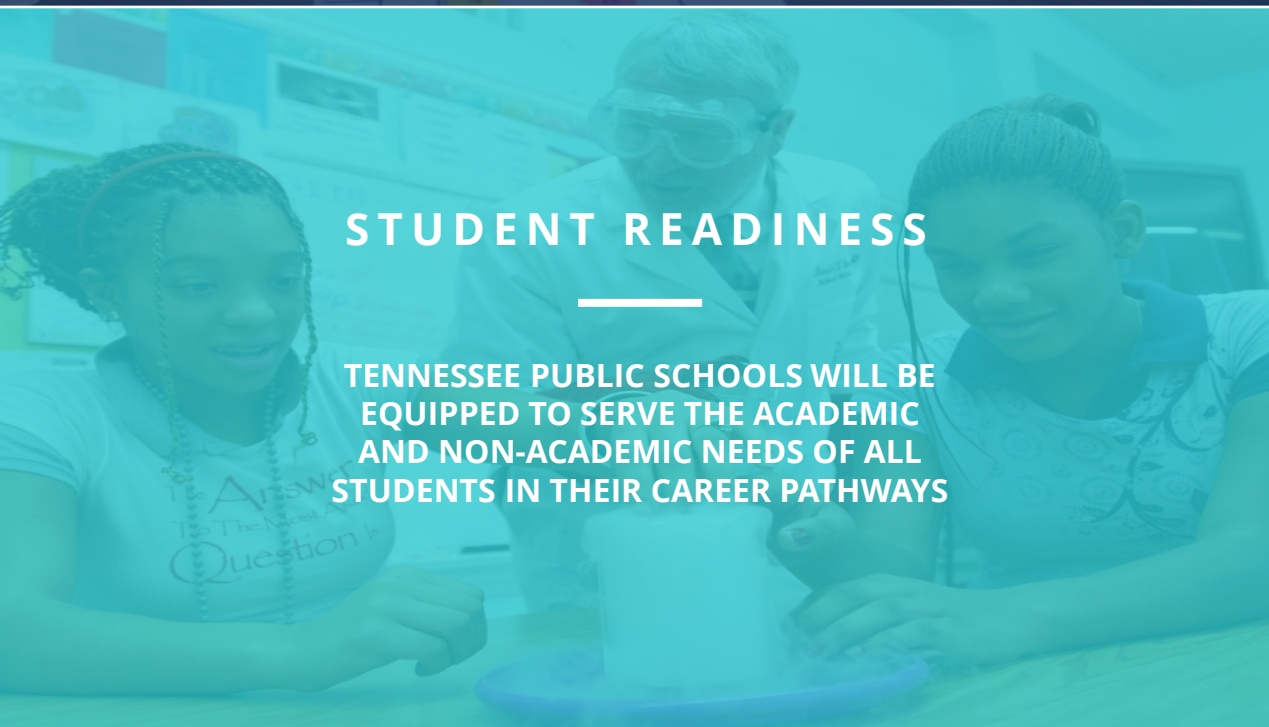
BEST FOR ALL

We will set all students on a path to success.



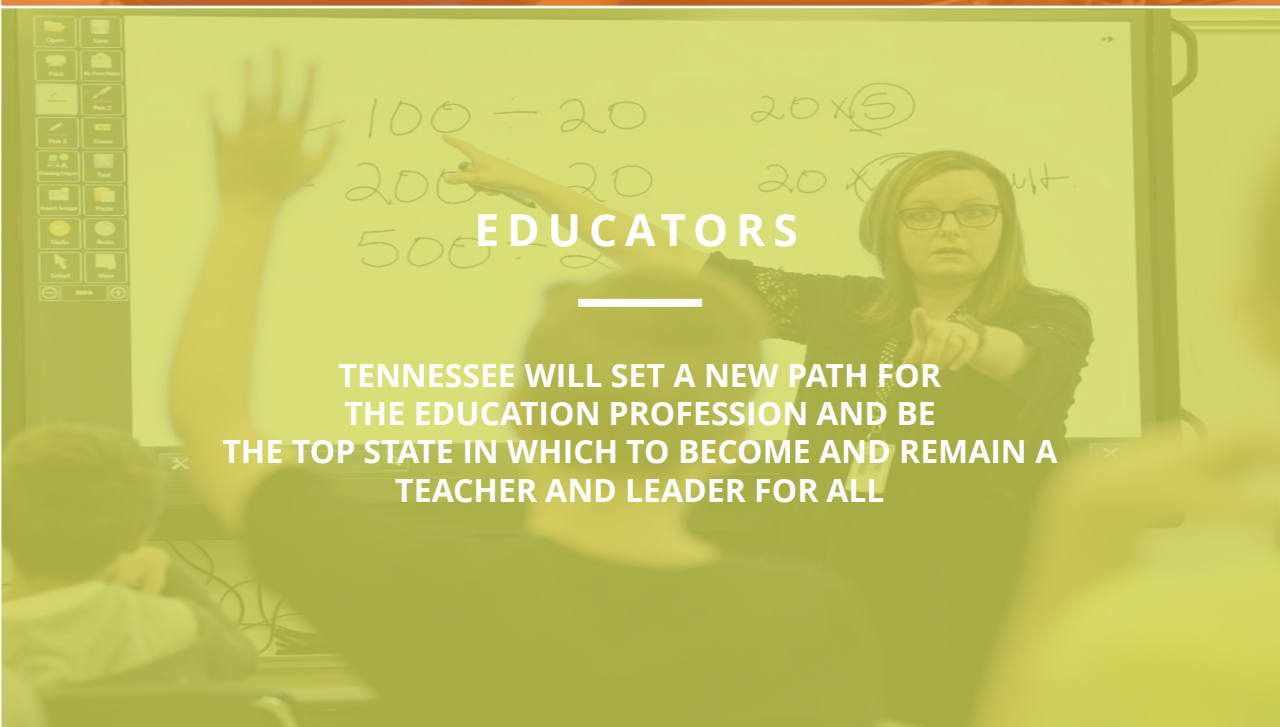
ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE



STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS



EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

EPP Signed Assurances Update



EPP Signed Assurances Overview

- EPPs that offer early childhood, elementary, special education, and instructional leader programs must align to the 2021 EPP foundational literacy skills standards (Literacy and Specialty Area Standards for EPPs Policy 5.505)
- The signed assurance requires three sections:
 - EPP Head Administrator attestation page
 - Matrices demonstrating alignment between courses and clinical experiences with the standards
 - Plans regarding how EPPs will integrate the EPP foundational skills standards within applicable programs.
All signed assurances are uploaded into TNAtlas
- 40 EPPs submitted signed assurances. This represents 100% engagement for aligned programs



EPP Signed Assurances Review Process

- The feedback process involved:
 - Reviewing the matrices and narrative prompt responses against the criteria in the rubrics
 - Outlining evidence that is sufficiently meeting expectation
 - Providing actionable next steps for the EPP if any of the evidence was misaligned to the rubric
- The department reviewed specific responses related to foundational literacy skills and HQIM
- Feedback was provided to EPPs and any items identified as missing or insufficient must be addressed in a formal revision process



EPP Signed Assurance Analysis

- Over half of EPPs are implementing the modules created through the EPP Innovation grant.
- Of the EPPS required to submit revisions, the majority are minor revisions, such as providing more specification across program areas.



EPP Signed Assurance Next Steps

- Meeting with EPPs to discuss the feedback given and provide support to ensure course curriculum is aligned to the Literacy and Specialty Area Standards for EPPs Policy 5.505.
- Developing a survey to determine the specific needs of EPP faculty.
- Collaborating with the Reading 360 Summit to provide EPP support.
- Continue to review and monitor the implementation of the Literacy and Specialty Area Standards for EPPs Policy 5.505.



EPP Admissions Appeal Update



Admissions Appeal Context

- Pursuant to Tennessee Educator Preparation Rule 0520-02-04-.08, to admit applicants on appeal, educator preparation providers (EPPs) must submit an admissions appeal process to the TDOE for approval.
- Appeals for admission refer to the point at which the applicant is fully admitted to the educator preparation program.
- The appeals process allows for some of SBE admission requirements to be appealed in undergraduate and post-baccalaureate teacher licensure programs and instructional leader (IL) programs:
 - GPA
 - ACT/SAT/Praxis Core
 - Two years of qualifying experience and demonstrated effectiveness (IL)

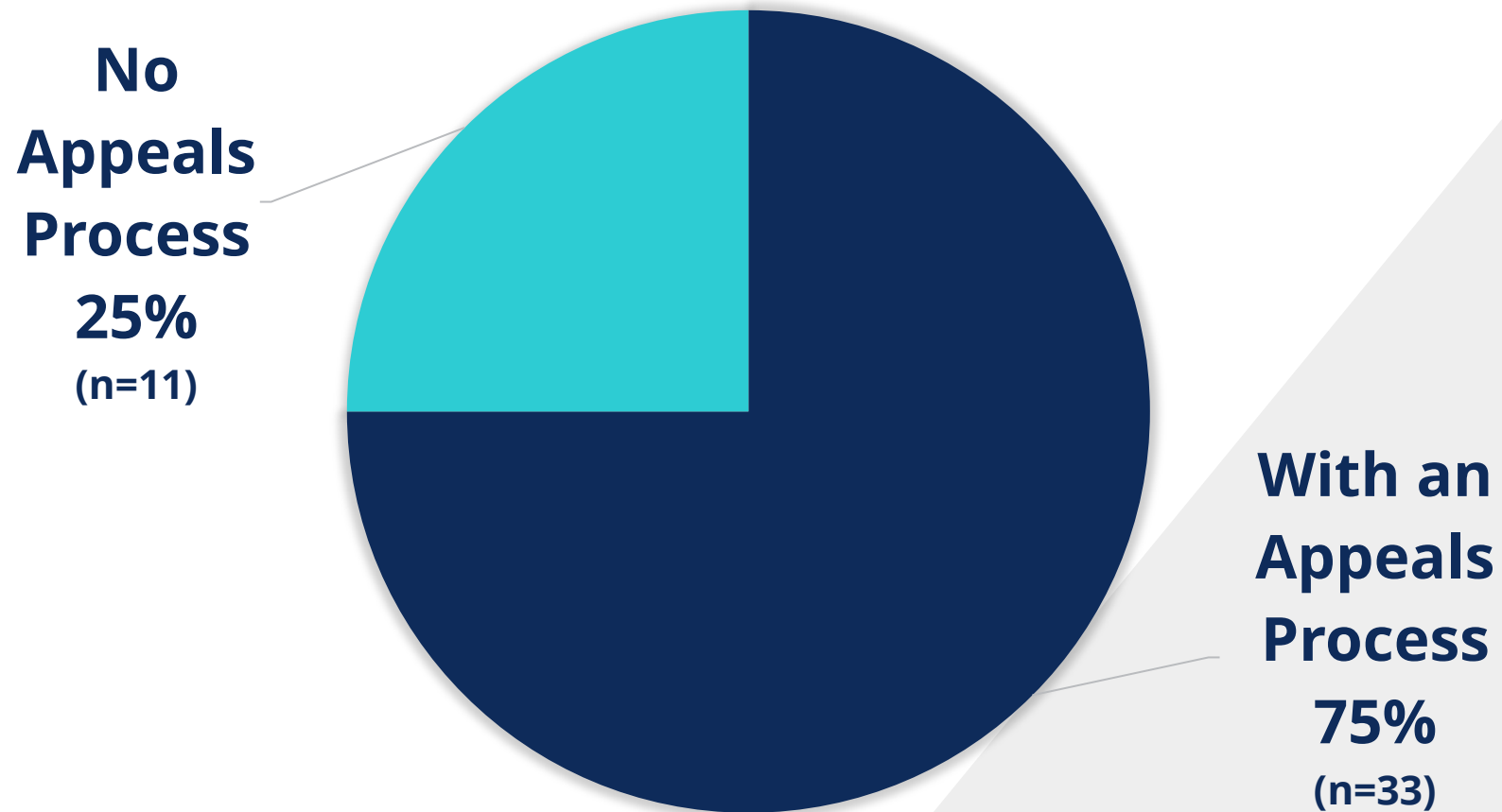


Admissions Appeal Procedure Process

- The educator preparation team conducted a procedure process review in April 2022.
- EPPs who offer an appeals process were asked to identify the following:
 - policy requirement alternatives
 - admissions appeals process and procedures
 - admission appeals outcomes
 - data tracking, analysis, and use
- EPPs began implementation of approved admissions appeal processes Fall 2022.

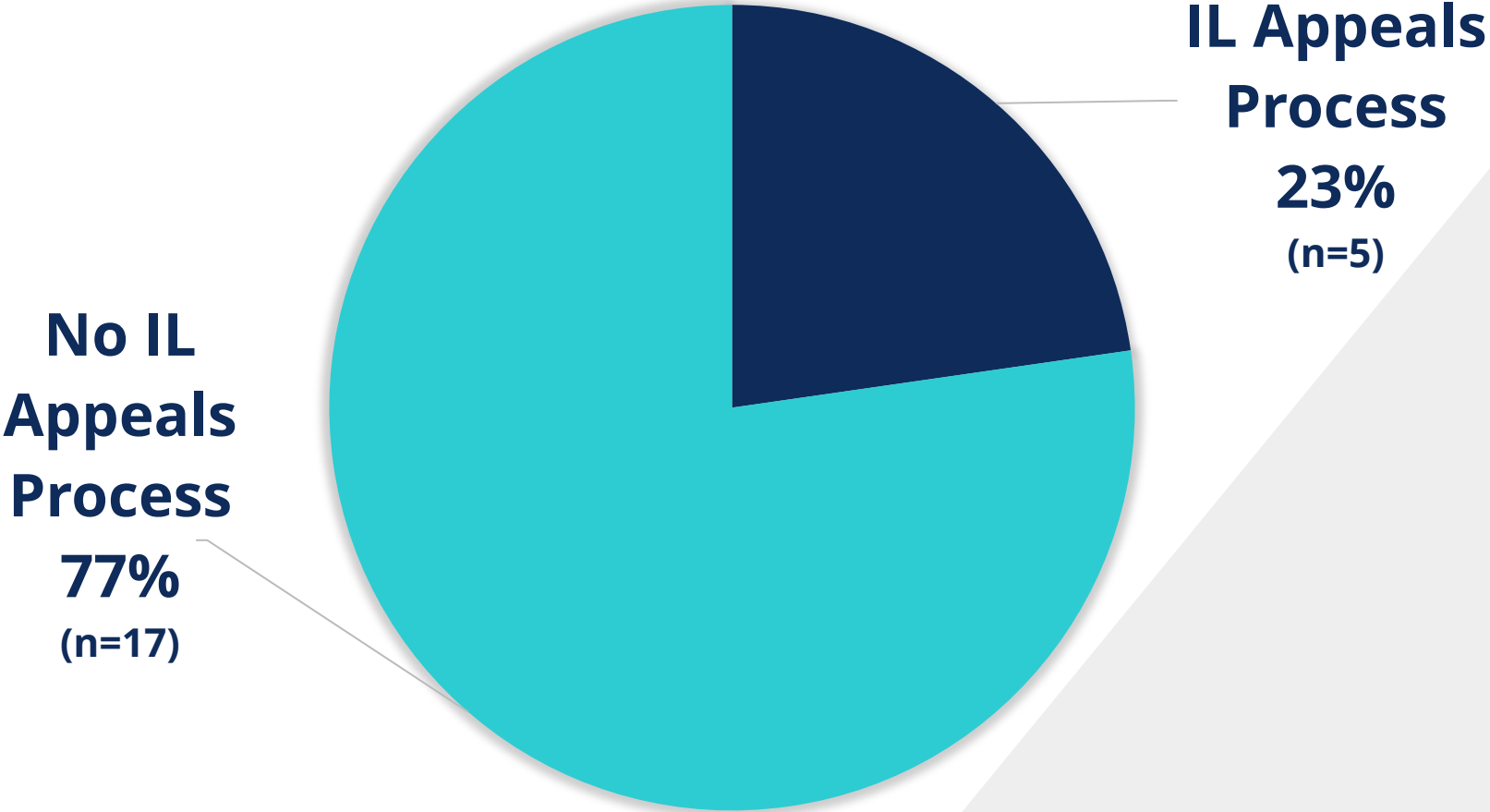


Admissions Appeal Process for Teacher Preparation



N=44

Admissions Appeal Process for Instructional Leaders



N=22

Admissions Appeal Outcomes

- EPPs are considering alternate measures
- Candidates have readily available access to the admissions appeal
- EPPs have a clear procedure for the internal review process
- Clearly defined potential outcomes of a fully implemented admission appeal process
- Systems and structures in place to track all candidates admitted on appeal
- EPPs have the mechanisms in place for providing applicable information to the department when requested



TDOE Office of Educator Licensure and Preparation Contact Information

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EMERGENCY CREDENTIALS AS A PATHWAY INTO TEACHING

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TYPES OF EMERGENCY CREDENTIAL

PERMIT

- Granted to individuals who do not hold an active Tennessee educator license
- Must hold a minimum of a bachelor's degree and be recommended by the director of schools or charter school leader
- Subject to approval by the Commissioner of Education
- Valid until June 30 following the date of issuance
- An individual may be issued no more than 3 permits

ENDORSEMENT EXEMPTION

- Also known as a waiver
- Allows a licensed educator to teach courses outside the educator's area of endorsement
- Must be requested by the director of schools or charter school leader
- Subject to approval by the Commissioner of Education
- Valid for one school year; may be renewed a maximum of two times

MASTER PLAN GOAL

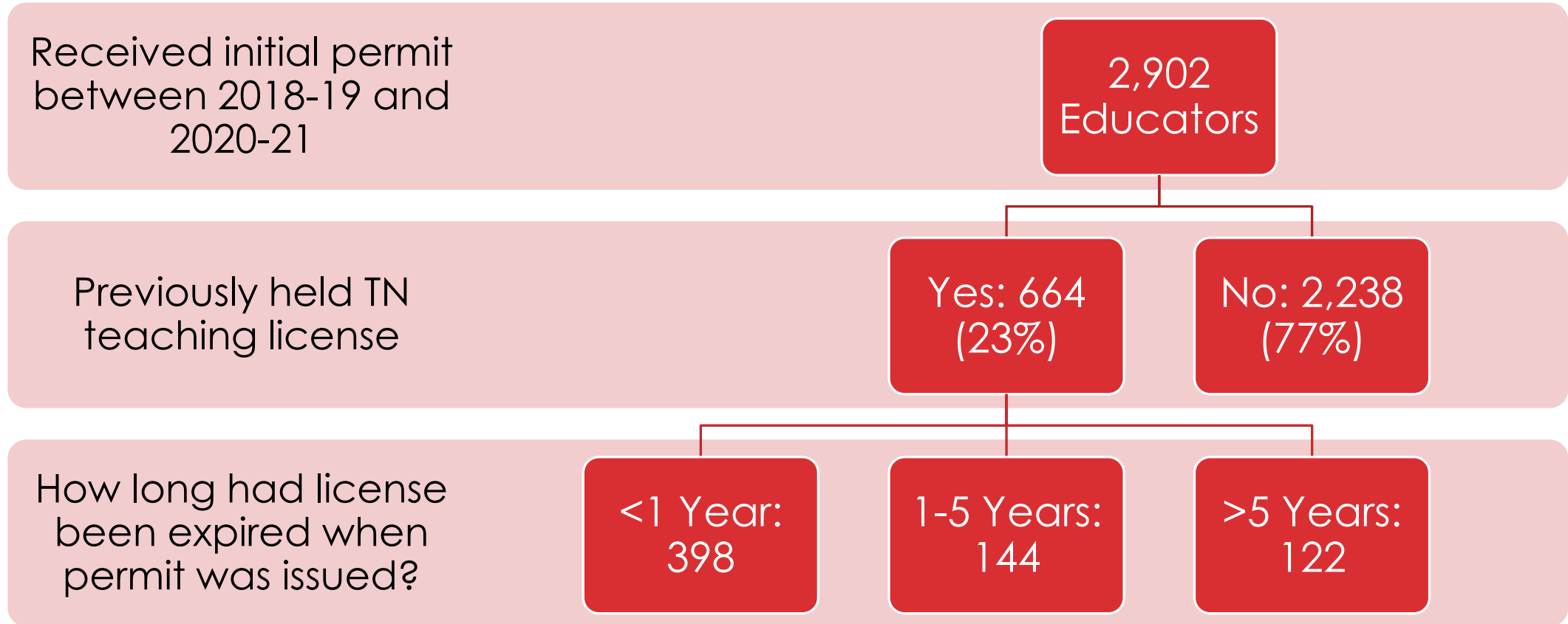
- Goal: By 2025, 65% of educators teaching on a permit will obtain a full and valid practitioner or professional teacher license within three years of initial permit issuance.
- In the process of setting this goal, State Board staff examined recent data on how many permitted educators subsequently obtained a license.

PERMITS ISSUED PER YEAR

Academic Year	Initial Permits	Reissued Permits	Total
2018-19	447	114	561
2019-20	528	209	737
2020-21	462	419	881
2021-22*	1,465	490	1,955

*State law normally prohibits the issuance of permits for elementary physical education and courses with an end-of-course exam. PC 326 of 2021 removed this prohibition for the 2021-22 school year. Issuance of permits for special education was still prohibited in accordance with federal law.

PRIOR LICENSES



LICENSES EARNED AFTER PERMIT ISSUANCE

Year of Permit Issuance	Initial Permits Issued	Became Licensed*	% Became Licensed
2018-19	447	190	42.5%
2019-20	528	193	36.6%
2020-21	462	156	33.8%
2021-22	1465	290	19.8%

*As of 8/20/2022; excludes administrator and school services personnel licenses

HOW EDUCATORS ADVANCE FROM A PERMIT TO A LICENSE

EXISTING PATHWAYS

- Enroll in a job-embedded program at a state-approved EPP, **or**
- Enroll in a job-embedded program at an out-of-state EPP that has a state-recognized partnership with a Tennessee LEA, **or**
- If the educator previously held a Tennessee teaching license that is eligible for reactivation, follow the steps outlined in State Board rule to reactivate their license

NEW PATHWAY

- Public Chapter 1093 of 2022 created a new type of teacher license, called a **limited license**, that allows teachers who are on their second or third permit to continue teaching for up to two additional school years while they work towards full licensure
- To advance from a limited license to a practitioner license, an educator must:
 1. Complete coursework focused on foundational pedagogical skills and foundational literacy skills at a state-approved EPP
 2. Receive support from a highly effective clinical mentor
 3. Submit qualifying scores on all required content assessments

PEDAGOGICAL ASSESSMENT DATA BY CLINICAL PRACTICE TYPE

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STATE BOARD OF EDUCATION

TYPES OF CLINICAL PRACTICE

Student Teaching

Involves a planned semester of at least 15 weeks that includes full-day teaching and observation activities.

Internship/Residency

Involves a full year of clinical practice during which an intern/resident engages in direct teaching activities for at least 100 school days.

Job-Embedded

Candidates receive a license and serve as a teacher of record while they are enrolled in and still completing their teacher preparation program.

PEDAGOGICAL ASSESSMENTS

PRAXIS PRINCIPLES OF TEACHING AND LEARNING (PLT)

- A two-hour, computer-based exam consisting of both selected-response and constructed-response questions
- Offered in four grade bands (Early Childhood, K-6, 5-9, and 7-12)
- Accepted for licensure in Tennessee until December 31, 2018
- Still used for licensure of occupational teachers

EDTPA

- Candidates create a portfolio that includes lesson plans, samples of student work and assessments, and videos of the candidate delivering instruction
- Offered in 28 content areas
- Became a statewide requirement on January 1, 2019 (though many EPPs were using it before then)

COVID FLEXIBILITY

- At its Special Called Meeting on September 21, 2020, the State Board voted to give EPPs and teacher candidates flexibility on pedagogical assessments during the 2020-21 academic year due to the COVID-19 public health emergency.
- During the 2020-21 academic year, certain teachers and teacher candidates could submit qualifying scores on the Praxis PLT assessment in lieu of edTPA.
 - EPPs could submit a Candidate edTPA Hardship Verification Form to the Department of Education for any candidate that the EPP determined was unable to complete the edTPA due to significant health concerns or logistical challenges.

DATA NOTES

- The following slides show data on four cohorts of teacher candidates (2017-18 through 2020-21)
- Only teachers who attended a Tennessee-approved EPP are included
- Occupational teachers are excluded
- Includes exams taken on or before August 31, 2021

STUDENT TEACHING AND INTERNSHIP CANDIDATES

Cohort Year	Teachers in Cohort	Took edTPA	Took PLT
2017-18	2,074	1,413 (68.1%)	1,256 (60.6%)
2018-19	2,060	1,753 (85.1%)	649 (31.5%)
2019-20	1,931	1,824 (94.5%)	224 (11.6%)
2020-21	1,917	1,363 (71.1%)	600 (31.3%)

Percentages do not sum to 100% because some candidates took both edTPA and PLT.

JOB-EMBEDDED CANDIDATES

Cohort Year	Teachers in Cohort	Took edTPA	Took PLT	Took neither*
2017-18	698	186 (26.6%)	363 (52%)	180 (25.8%)
2018-19	700	204 (29.1%)	308 (44%)	209 (29.9%)
2019-20	690	81 (11.7%)	131 (19%)	484 (70.1%)
2020-21	734	6 (0.8%)	41 (5.6%)	688 (93.7%)

*As of 8/31/2021. Candidates in more recent cohorts are likely to have taken exams after this date.

Percentages do not sum to 100% because some candidates took both edTPA and PLT.

PASS RATES ON FIRST ATTEMPT

Group	edTPA Pass Rate	PLT Pass Rate
Student Teaching/Internship	94.2%	95.6%
Job-Embedded	82.3%	89.9%

Discussion questions:

- How does the process of completing edTPA differ for job-embedded candidates compared to other candidates?
- Why do you think job-embedded candidates have a lower pass rate?

SBE RULE AND POLICY UPDATES

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LICENSURE RECOMMENDATIONS

LICENSURE RULE 0520-02-03

- Continuous renewal of the Practitioner License (Academic, Occupational, and School Services Personnel)
- Renewal of a Professional License based on two (2) years of qualifying experience
- Reactivation of a Professional License based on PDPs or two (2) years of qualifying experience
- Easier transition from Academic to Occupational Licenses (and vice versa)

PROFESSIONAL ASSESSMENTS POLICY

- Removal of edTPA requirement for job-embedded candidates
- Removal of content knowledge assessment requirement for job-embedded candidates with a major in the content area

DISCUSSION WITH TACTE EXECUTIVE BOARD
