



# Out-of-Field Teaching

A Presentation for the State Board  
of Education

# When may educators teach out of field?

State law prohibits out of field teaching in all courses that have EOC exams required for graduation.

- Permit
- Waiver
- Employment Standard (2-out)

# Permits (0520-02-03-.08)

The state may issue a permit when a school district or public charter school meets the following requirements:

1. A director of schools or public charter school leader must state **intent to employ** and indicate the position to be held by the applicant.
2. The school district or public charter school must indicate that it is **unable to obtain the services of a licensed educator** for the type and kind of school in which a vacancy exists.
3. The school district or public charter school must **identify and document a targeted recruitment strategy** for the position or shortage areas. The strategy may include, but is not limited to, partnerships with educator preparation providers, advertisements, or recruitment campaigns.

# Permit Application

<input type="checkbox"/> TN Public School System <input type="checkbox"/> TN Non-Public School/Agency <input type="checkbox"/> TN State Agency <input type="checkbox"/> TN Charter School			
<input type="checkbox"/> 1st Year (Include ALL official college transcripts)		<input type="checkbox"/> 2nd Year	<input type="checkbox"/> 3rd Year
SCHOOL YEAR _____		HIRE DATE _____	
System Name _____		System Number _____	
School System Address _____			
Street/PO Box		City	State    Zip Code
School System Phone Number _____		Name of School Assigned _____	
Endorsement Title (s) _____		Endorsement Code (s) _____	
Assignment Course Code(s) _____			
<i>(May obtain current endorsement code listing at <a href="http://www.tn.gov/education/licensing/endorsement_codes.shtml">http://www.tn.gov/education/licensing/endorsement_codes.shtml</a>)</i>			
<i>(May obtain current course code listing at <a href="http://www.tn.gov/education/districts/correlations.shtml">http://www.tn.gov/education/districts/correlations.shtml</a>)</i>			
<b>TENNESSEE PUBLIC SCHOOL SYSTEM</b>			
In compliance with the public laws of Tennessee, we hereby certify that this school system is unable to secure a qualified teacher with a valid license for the type and kind of school in which the vacancy exists. We recommend that the above permit be issued			
Signature of Director of Schools _____		Signature of Board Chair _____	
Date _____		Date _____	
Email address _____		Email Address _____	
Human Resource Contact Name - Print _____		Human Resource Contact Signature _____	
Date _____		Human Resource Contact Email Address _____	

In addition to the completed application, the department requires that all permit applications include evidence of at least three efforts to recruit a licensed and properly endorsed educator.



# Waivers (0520-01-02-.12)

The Commissioner of Education is authorized to grant waivers to a school which does not comply with these rules and regulations only when requested by action of the local board of education.



# Employment Standards (0520-01-02-.03)

A teacher may teach **up to two sections of one course** outside the area of endorsement.

For a teacher to teach 1.) more than one course or 2.) more than two sections of one course outside the area of endorsement, an employment standard waiver must be requested and approved.

Teachers assigned two or more sections of a course outside the area of endorsement before June 30, 1976 may continue to teach those courses until a new assignment is made by the local school officials.

The logo consists of a red square with the letters 'TN' in white, serif font. Below the red square is a thin white horizontal line, and below that is a dark blue horizontal bar. A small 'TM' trademark symbol is located at the bottom right corner of the blue bar.

**TN**

# **An Overview of Out- of-Field Teaching**

# Highlights

- Overall, 3% of courses are taught by out-of-field teachers.
- Most out-of-field teaching happens as a “quick fix” in schools and districts with teacher shortages in those subjects.
- Most out-of-field teaching happens in subjects with more narrowly-defined endorsement areas.
- Average effects on students depend in part on whether their teachers are endorsed in the same discipline.

## Out-of-field teaching happens when a teacher does not have a valid endorsement for the course taught that year.

- We looked at courses taught in the 2011-12 through 2015-16 school years
- To determine whether someone is teaching a course out of field, we use:
  - department-created course correlations
  - records of employment standards met
  - district-completed course assignments
  - state licensure data

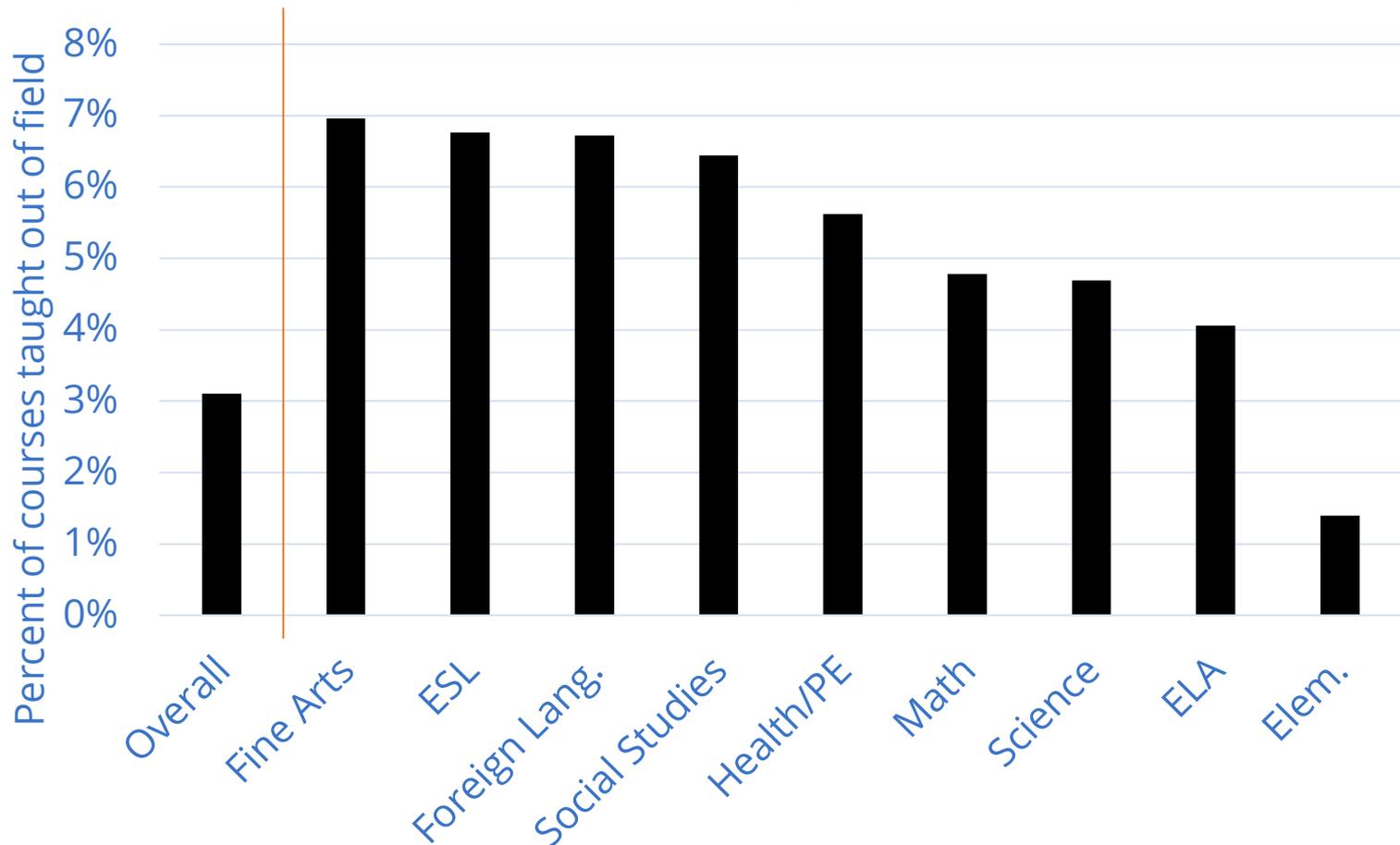
## Some teachers only teach one group of students out of field while others teach several groups of students out of field.

Each year...

- Over 50,000 teachers teach core courses
- Around 250 teach at least one course out of field
- About 30 teachers do so on a waiver
  
- About 125,000 core courses are offered
- Around 5,000 are taught by out-of-field teachers

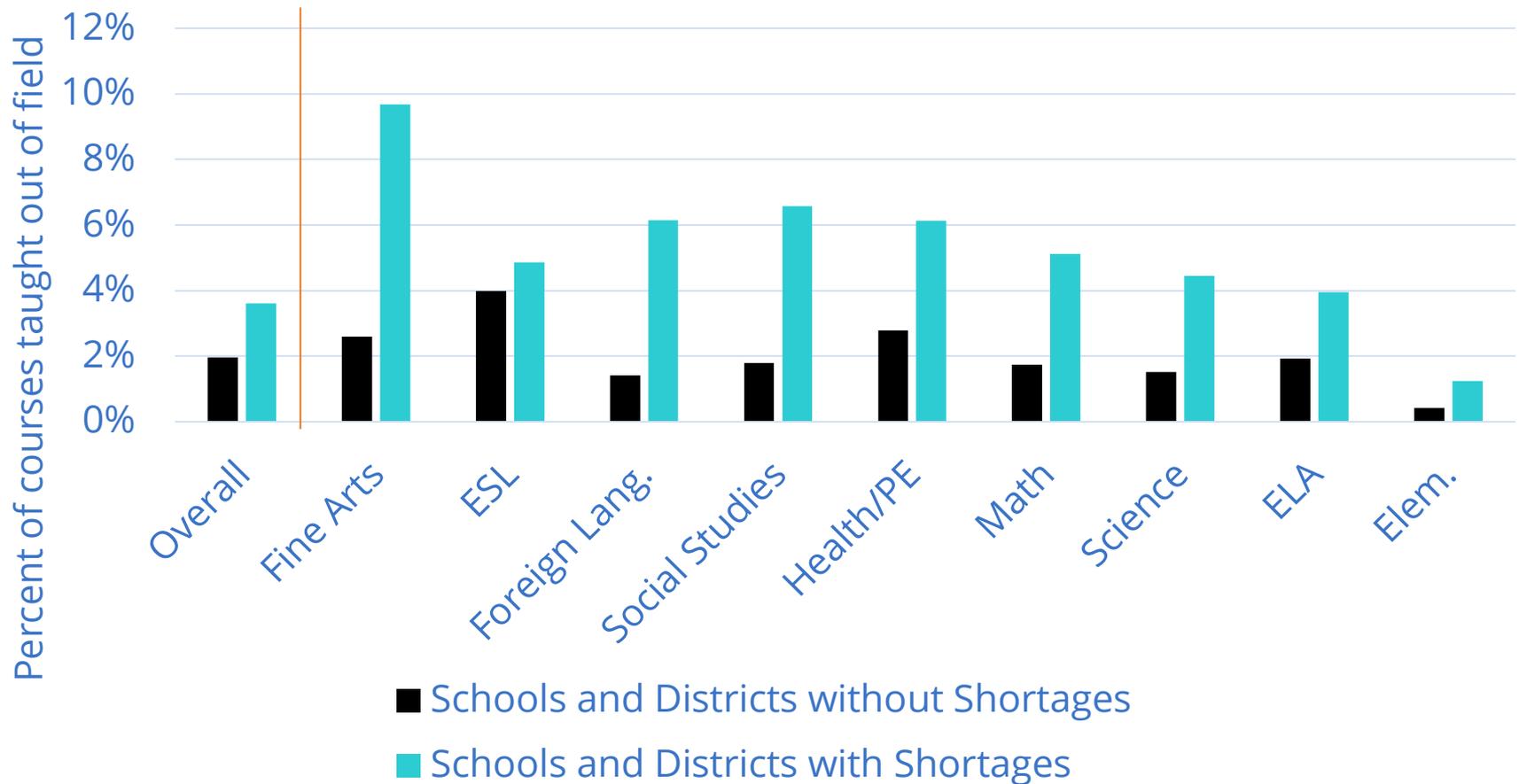
Overall, 3% of core courses are taught by out-of-field teachers, but more in some disciplines than others.

Out of Field Teaching by Subject



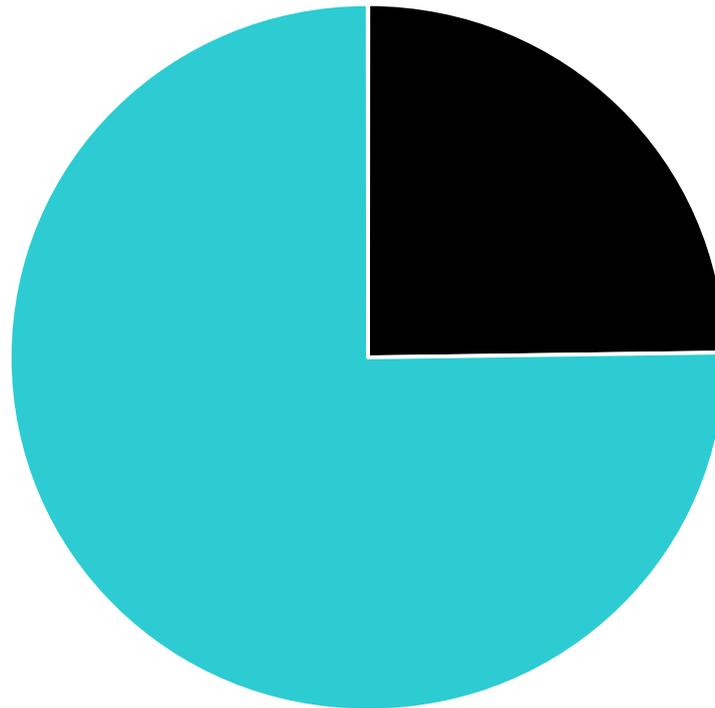
# Schools with shortages have more courses taught out of field.

## Out of Field Teaching by Shortage and Subject



# Nearly 1/4 of courses taught out of field are taught by those in the same discipline.

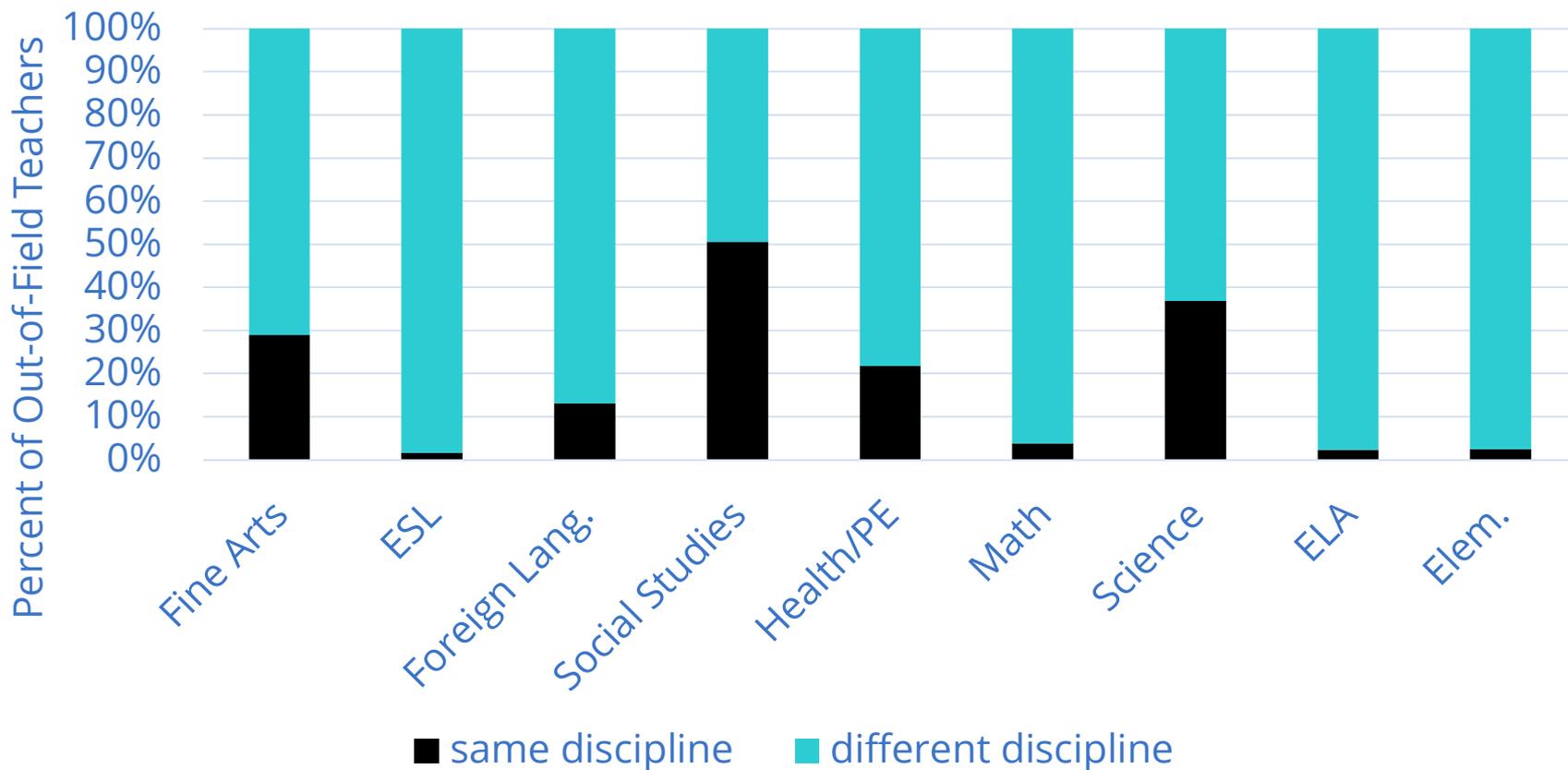
Proportions of Courses Taught Out of Field by Teachers with Endorsements in the Same Discipline



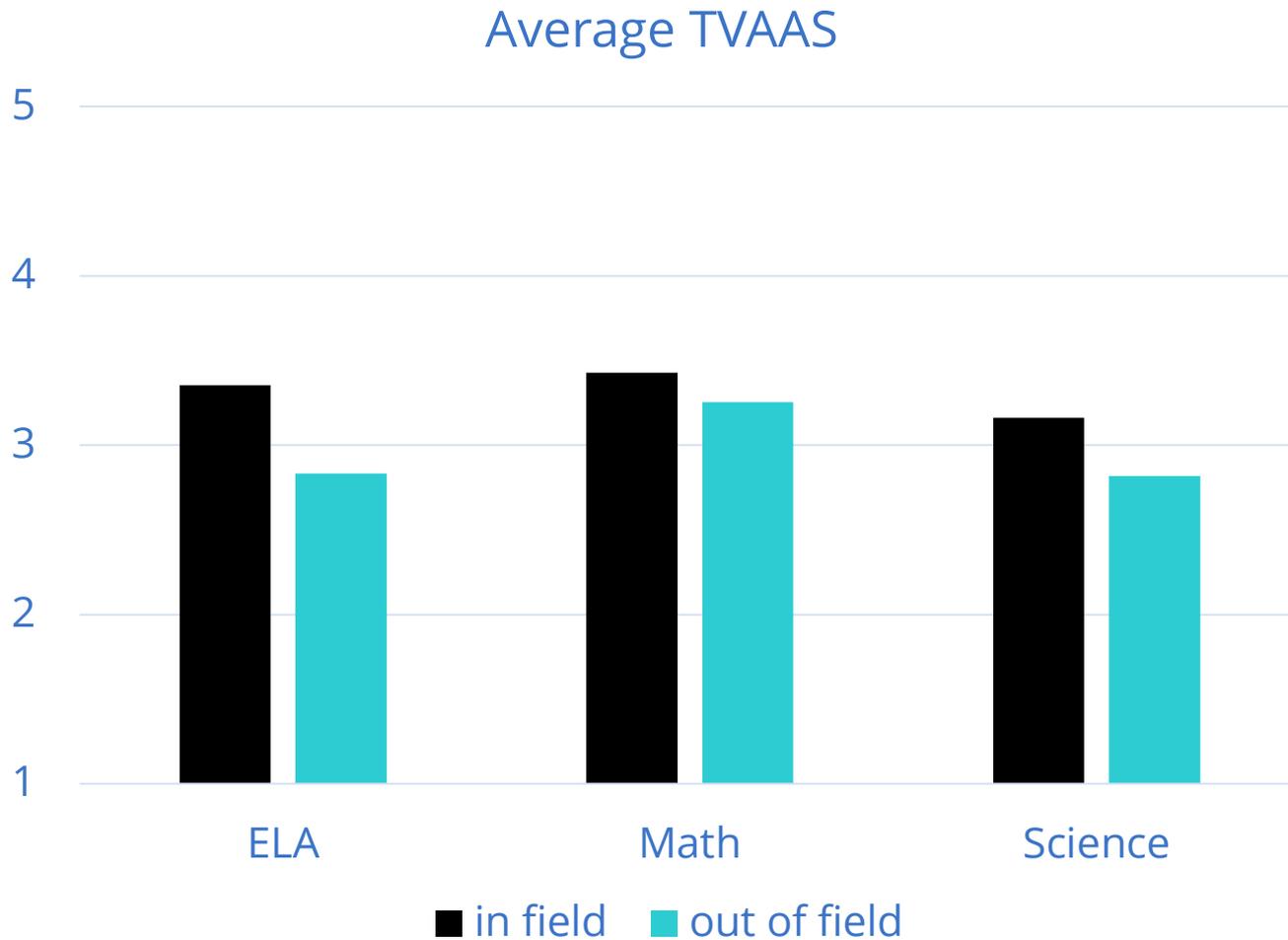
■ same discipline    ■ different discipline

# Over 10% of courses taught out-of-field in more narrowly defined fields are taught by those in the same discipline.

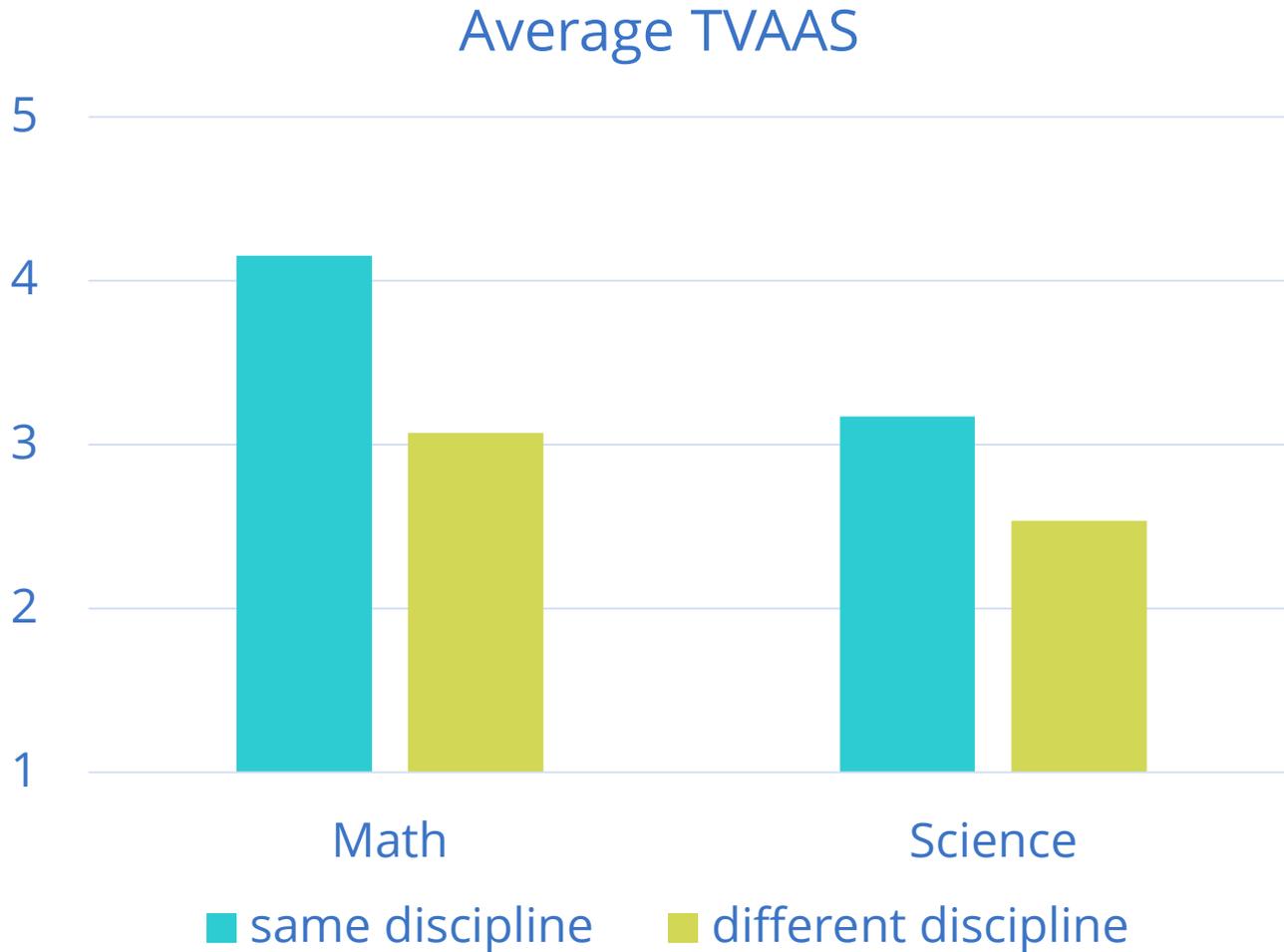
Proportion of Courses Taught Out of Field by Teachers with Endorsements in the Same Discipline, by Subject



# Teachers with in-field endorsements had higher average TVAAS scores in 2014-15 than out-of-field teachers.



Teachers with endorsements in the same discipline had higher average TVAAS scores in 2014-15 than those who were teaching a different discipline.



# Out-of-field teaching policies impact other facets of student learning through teaching capacity.

- The problem of out-of-field teaching is an issue of what schools and districts do to deal with teacher shortages.
- These shortages reflect difficulty attracting the right teachers into the schools and districts that need them most.
  - Our largest shortage areas are ESL, Special Ed, and Science, but shortage areas vary by district.
- Other “quick fixes” for shortages include:
  - Increasing class sizes
  - Decreasing course options
  - Not providing required coursework
- All of these have adverse effects on student learning.

## Shortages will be further addressed in a report coming out in March.

- This report will address new teacher preparation.
- It will include recommendations about working toward longer term solutions to shortages.

# Conclusions

- Overall, 3% of core courses are taught by out-of-field teachers, but that happens more in some subjects, especially those with more narrowly defined endorsements.
- Over 10% of courses taught out-of-field in foreign lang., fine arts, health/PE, social studies, and science are taught by teachers with endorsements in the same discipline.
- Teachers with in-field endorsements had higher average TVAAS scores in 2014-15 than out-of-field teachers.