Out-of-Field Teaching
A Presentation for the State Board of Education

Amy Wooten & Lila K. S. Goldstein, January 26, 2017
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)
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.
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.
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.
## Waiver Application

<table>
<thead>
<tr>
<th>School Name:</th>
<th>School #:</th>
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<table>
<thead>
<tr>
<th>School Year:</th>
<th>Date Educator Placed in Waiver Position:</th>
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<tr>
<th>Subject(s) and Course Code(s) of Waiver Position to be Filled:</th>
<th>Endorsement(s) Needed for the Waiver Position:</th>
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### Year of Waiver Request:
- [ ] 1st Year
- [ ] 2nd Year (passed tests and/or enrolled in program, required)
- [ ] 3rd Year (all tests passed and evidence of progress in coursework, required)

### Section 2 – Recruiting and Staffing Information

Each of the following criteria must be met. Please check each box affirming that each statement is true:

- [ ] The waiver is being requested to fill a vacant, high need position
- [ ] The waiver is being requested to fill a mission-critical position [core academic, non-instructional leader]
- [ ] The school district has engaged in thorough, responsible position-specific recruitment efforts to find appropriately endorsed candidates for the position for which a waiver is being requested AND has been unsuccessful in those efforts
- [ ] The educator being recommended for the waiver is the most qualified candidate for the position for which a waiver is being requested

### Section 3 – Plans to Obtain Proper Endorsement

<table>
<thead>
<tr>
<th>Is applicant registered to take appropriate Praxis test(s):</th>
<th>Praxis registration date:</th>
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<tbody>
<tr>
<td>(Check one)</td>
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<tr>
<td>[ ] Yes</td>
<td></td>
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<td>[ ] No</td>
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<table>
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<tr>
<th>Has applicant taken and passed appropriate Praxis test(s):</th>
<th>Is applicant enrolled in a university/college program:</th>
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<td>(Check one)</td>
<td>(Check one)</td>
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<tr>
<td>[ ] Yes</td>
<td>[ ] Yes</td>
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<tr>
<td>[ ] No</td>
<td>[ ] No</td>
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<tr>
<td>Score(s) ______</td>
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<table>
<thead>
<tr>
<th>Name of university/college program:</th>
<th>Number of program hours COMPLETED:</th>
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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.
An Overview of Out-of-Field Teaching
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.
Schools with shortages have more courses taught out of field.

Out of Field Teaching by Shortage and Subject

Percent of courses taught out of field

- Schools and Districts without Shortages
- Schools and Districts with Shortages
Nearly 1/4 of courses taught out of field are taught by those in the same discipline.
Over 10% of courses taught out-of-field in more narrowly defined fields are taught by those in the same discipline.
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.

![Average TVAAS](chart)

**Math**
- Same discipline: 5
- Different discipline: 3

**Science**
- Same discipline: 3
- Different discipline: 2
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.