

CAREER LADDER AND TIERED LICENSURE
July 29, 2014
MEETING NOTES

Present: Rod Lewis, Chair; Linda Clark, Co-Chair, Senator Janie Ward-Engelking, Representative Marc Gibbs, Representative Lance Clow, Rob Winslow, Karen Echeverria, Rod Gramer, Brian Smith, Christina Linder, and Senator John Goedde, Representative Wendy Horman, and Geoffrey Thomas (via teleconference).

Not Present: Senator Dean Mortimer and Wayne Freedman

Others Present: Rick Jones, Vice President, Idaho Education Association (IEA); Roger Brown, Office of the Governor; Taylor Raney, State Department of Education (SDE); Blas Telleria, Boise School District; Tracie L. Bent and Marilyn Whitney, State Board of Education (SBE).

Chairman Rod Lewis called the meeting to order and reviewed the day's agenda. The committee would review the tiered licensure package, and review and vote upon the out-of-state teacher provisions which have been drafted by Christina Linder's subcommittee. Mr. Lewis reminded the committee that although it has drafted a two-tier program, the correct reference is to the teaching certificate.

Tiered Licensure, July 29, 2014

Residency Certificate

- 3 year non-renewable certificate
- Professional Development in Years 1-3 includes:
 - Year 1 – intensive mentoring (paid from leadership premium pool)
 - Year 2 – mentoring at a lesser level (paid from leadership premium pool)
 - Year 3 – independent practice

Discussion

Christina Linder advised that prospective teachers applying for a Residency Certificate must come from a “state approved educator preparation program.”

Dr. Linda Clark noted that the mentoring portion of the residency period will be paid from Leadership Premiums. Representative Clow questioned if the leadership premium funds were being allocated correctly for mentoring. Dr. Clark replied that the original Governor's Task Force had recommended mentoring, and envisioned that the best teachers would provide mentoring to beginning teachers. At some point, funding will need to be revisited. Funds for professional development are not part of leadership premiums.

Qualification for Professional Certificate

- Teacher can apply after year 3 if he/she meets the following criteria:
 - For 2 of 3 years, including the final year prior to applying:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation framework:
 - Must have 16 or more elements marked as Proficient or higher
 - No more than 6 elements marked as Basic
 - No more than 2 elements marked as Basic in Domain 1 or 4
 - No more than 1 element marked as Basic in Domain 2 or 3
 - No elements marked as Unsatisfactory
 - Increased Student Achievement/Growth (as defined in Appendix A)
 - Annual Individualized Professional Learning Plan (framework developed at district level based on identified areas of growth from the annual evaluation)

Contingencies

- If a teacher cannot meet the criteria to qualify for a Professional Certificate within 3 years, he/she has the opportunity to return to a higher education institution for instruction in the area of non-proficiency. The teacher would not be certificated during this time period.
- If successful in completing the higher education instruction, the teacher can re-apply for a Residency Certificate.
- A teacher would not be eligible for a continuing contract until he/she qualifies for the Professional Certificate.
- A teacher may “bank” one year of combined proficiency and student achievement, and may apply for a Professional Certification once he/she meets the qualification requirements.

Discussion

Senator Ward-Engelking questioned the three year time frame and said that the Danielson Framework envisioned up to five year for a teacher to become proficient. Dr. Clark replied that the committee had extensive conversations with Charlotte Danielson who agreed that Idaho teachers would be very well prepared because of Idaho’s structure and the length of time it had been under development.

The committee discussed timing issues. Evaluations are due in the reporting system by May 1. Superintendent Tom Luna said that SBAC¹ test results should be returned within 10 days from the time the test is taken, although Geoffrey Thomas questioned how essays could be analyzed and returned so quickly. Superintendent Luna replied that a 10-day turnaround is part of the vendor contract, and the 2014 SBAC field test will help to identify any areas for improvement. Taylor Raney, State Department of Education (SDE) said that applications for certification are received in May or June, and re-certification is granted approximately September 1st. Teacher contracts are issued no later than July 1st with a return requirement within 10 days.

Senator Ward-Engelking expressed concern that by making it harder to obtain a professional license in Idaho, it could lose teachers to surrounding states.

Contingencies

- If a teacher cannot meet the criteria to qualify for a Professional Certificate within 3 years, he/she has the opportunity to return to a higher education institution for instruction in the area of non-proficiency. The teacher would not be certificated during this time period.
- If successful in completing the higher education instruction, the teacher can re-apply for a Residency Certificate.
- A teacher would not be eligible for a continuing contract until he/she qualifies for the Professional Certificate.
- A teacher may “bank” one year of combined proficiency and student achievement, and may apply for a Professional Certification once he/she meets the qualification requirements.

Discussion

Christina Linder and Penni Cyr questioned whether or not any portion of an initial residency should earn credit if a candidate returned to college for additional training. Ms. Cyr suggested that “banking” a year would provide incentive to stay in Idaho. Ms. Linder added that banking a year would be consistent with out of state teacher requirements.

Superintendent Luna stressed that the language of “basic” is not acceptable. He urged the committee to focus on the children of Idaho with the hope that every student has a highly effective teacher in every classroom who is compensated well. Some teachers will not qualify, but that happens in every profession.

Christina Linder said that she was in favor of banking if the teacher has proof of a successful year and is committed to going back to school. Banking does not constitute a contingency residency. Rod Gramer and Dr. Clark thought banking was fair. Representative Clow noted that at the end of two years, a candidate would know if they had

¹ Smarter Balanced Assessment Consortium

a successful year; they would have no incentive to continue with a third year unless they could bank it. Christina Linder said that improvement was the purpose of the IPLP.

Brian Smith asked if banking one year from the first residency would shorten the second residency. Christina Linder said that the ability to apply for a Professional License after banking one year and returning to a successful year after additional classes would be consistent with the out-of-state teacher requirements.

Rod Lewis requested unanimous consent to allow a candidate to bank one successful year with the ability to apply for Professional Licensure after successful completion of additional coursework and a second successful year. There were no objections. The following language was added to Contingencies:

- A teacher may “bank” one year of combined proficiency and student achievement, and may apply for a Professional Certification once he/she meets the qualification requirements.

Professional Certificate Renewal

- 5 year renewal
 - Meet current credit requirement (IDAPA 08.02.02.)
 - For 3 of 5 years, one of which must be the 4th or 5th year, achieve the following:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation:
 - Must have 18 or more elements marked as Proficient
 - No more than 4 elements marked as Basic
 - No more than 2 elements marked as Basic in Domain 1 or 4
 - No more than 1 element marked as Basic in Domain 2 or 3
 - No elements marked as Unsatisfactory
 - Increased Student Achievement/Growth (as defined in Attachment A)
 - Annual Individualized Professional Learning Plan (framework developed at district level based on identified areas of growth from the annual evaluation)

Discussion

The committee discussed the current credit requirements and determined that they were well defined in IDAPA 08.02.02.

Contingencies

- If a teacher does not meet these criteria, he/she is moved to a Contingent Professional Certificate.
 - The teacher will be placed on an improvement plan. The improvement plan will include peer assistance and, if appropriate, intervention courses from higher education institutions.
 - Contingent status on Professional Certificate removed once Professional Certificate renewal requirements are satisfied at next renewal.
- Any teacher with a Contingent Professional Certificate is not eligible for a leadership premium, other than those currently serving in a “Hard to Fill” position.
- Any teacher with a Contingent Professional Certificate is not eligible to move to Master Professional Certificate at next renewal.

Discussion

The committee discussed “hard to fill” positions and voted 8-6 in favor of including the phrase. Dr. Clark advised that hard to fill positions were defined by individual districts. She did not feel that abuse would occur.

Qualification for Master Professional Certificate

- 5 year renewable
 - Meet current credit requirements
 - A minimum of 8 years teaching experience as certificated employee, the last 5 of which must be with standard Professional Certificate
 - For 3 of 5 years, one of which must be the 4th or 5th year, must achieve the following:
 - Student achievement/growth
 - 60 percent of students must meet or exceed growth targets
 - Demonstrated Teacher Proficiency on the Idaho state performance evaluation framework:
 - No elements marked as basic
 - No less than 6 distinguished ratings
 - 4 out of the six must be in Domains 2 and 3
- For last 5 years:
 - No District Performance Improvement Plan or Probation
 - No elements marked as Unsatisfactory on state performance evaluation
 - Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation

- Upon renewal, individuals who cannot meet Master Professional Certificate requirements will be granted a standard Professional Certificate.
- Upon renewal, individuals who cannot meet Master Professional or standard Professional Certificate requirements will be granted a Contingent Professional Certificate, and will be subject to the requirements associated with that certificate.

Discussion

Superintendent Luna urged that at the Master level, credit requirements should be higher. Mr. Lewis deferred to the earlier committee discussion that credit requirements were outside the purview of this committee.

Summative Evaluations

- Summative evaluations based on Idaho state performance evaluation framework must include observations completed by two observers who have proof of proficiency in evaluating teacher performance as stated in IDAPA 08.02.02.121.05.c.
 - Second observation may be conducted through video

Certification Appeal Process

- Appeals regarding certification will be conducted by the Professional Standards Commission
- Appeals are made at the time of renewal or new certification
- Only the process as it applies to certification/recertification is appealable

Discussion

The committee voiced no objections.

Out-of-State Teachers

Christina Linder and Mr. Lewis reported on the work of the Out-of-State Subcommittee, which met in Pocatello with representation of superintendents from Regions 5 and 6. The subcommittee's greatest concern was that out-of-state teachers not be dissuaded from transferring to Idaho while preserving fairness to Idaho teachers by utilizing consistent requirements. Regardless of the number of years a teacher brings to Idaho, s/he could use out-of-state proof of proficiency for student growth, and receive a 3-year Interim, non-renewable certificate. The teacher could then apply for a Standard or Master Professional Certificate under the same requirements as Idaho teachers.

- **Less than 3 years of experience:**
 - 3 Year Interim Residency Certificate (non-renewable)
 - To qualify for a Professional Certificate:

- Must meet Idaho's proficiency and student growth qualification requirements
- May provide out-of-state evidence of proficiency and student growth comparable to Idaho requirements
- Must meet Idaho's qualification requirements for at least one year while teaching in Idaho
- If a teacher fails to qualify for a Professional Certificate, the Interim Residency Certificate expires and the teacher is subject to provisions applicable to Residency Certificate holders who fail to meet Professional Certificate requirements
- **3 or more years of experience:**
 - 3 Year Interim Professional Certificate (non-renewable)
 - To qualify for a Professional Certificate:
 - Must meet Idaho's proficiency and student growth qualification requirements
 - May provide out-of-state evidence of proficiency and student growth comparable to Idaho requirements
 - Must meet Idaho's qualification requirements for at least one year while teaching in Idaho
 - If a teacher fails to qualify for a Professional Certificate, the Interim Professional Certificate expires and the teacher is subject to provisions applicable to Residency Certificate holders who fail to meet Professional Certificate requirements
- **8 or more years of experience**
 - To receive a 3 Year Interim Master Professional Certificate (non-renewable)
 - Must show proof of meeting Master Professional Certificate proficiency and student growth requirements through comparable out-of-state evidence, or
 - Must hold a Master (tier 3 or equivalent) certificate in current certifying state

Interim Master Professional Certificate Holders

- Must meet proficiency and student achievement requirements in 2 of 3 years, including the final year, in Idaho to receive an Idaho Master Professional Certificate
- If a teacher holding an Interim Master Professional Certificate does not meet the Master Professional Certificate requirements he/she may receive a Professional Certificate, provided he/she meets the Professional Certificate requirements
- If a teacher does not meet the Professional Certificate requirements he/she would receive a Contingent Professional Certificate

Discussion

Brian Smith asked at what level out-of-state teachers would be paid. Mr. Lewis advised that the subcommittee did not address that issue, but that it would be addressed in Career Ladder discussions.

Blas Telleria felt that timing would be critical. He asked what form of proof Idaho would accept as student growth. Christina Linder replied that student growth measures constitute a national movement, and would be determined at the State level. For out-of-state teachers whose state does not use the Danielson Framework, a teacher would need to provide their state's evaluation methodology. Ms. Linder advised that national work has been done to align requirements. Dr. Clark said that recruiting districts would be able to help out-of-state teachers determine their appropriate level of Interim Certificate (i.e., Residency, Professional or Master).

The committee discussed at length the requirements for an Out-of-State Master Interim Certificate. Mr. Lewis advised that the subcommittee wants to recruit verifiable master teachers. Once the career ladder is fully funded, the differential in pay will not present a challenge in recruiting.

Ms. Linder advised that states are very different in how they designate master teachers, and all have additional requirements. The subcommittee felt that if a teacher held a master designation in another state, then they could be granted a Master Interim Certificate in Idaho and meet Idaho's continuing requirements for two out of three years in order to be granted a full five year Master Certificate. Superintendent Luna urged high standards for master teachers who should be able to excel under any situation.

Mr. Lewis concluded the discussion and reminded the committee that by granting interim certificates, out-of-state teachers were being given the benefit of the doubt, and then must prove that they meet Idaho Standards. This policy preserves fairness to Idaho teachers.

Superintendent Luna said that, as a package, he was happy with it, and thanked the subcommittee for their work.

Mr. Lewis called for a vote on the Out-of-State package. The proposal was approved 10-2. Senator Ward-Engelking and Penni Cyr voted against the measure. Brian Smith and Representative Horman abstained.

Leave of Absence

- Teachers who are granted a district approved leave of absence from teaching for 1 or more years may receive a maximum 1 year extension to their renewal time frame
- Teachers must notify the Certification Department they have an approved leave of absence from the school district
- Renewal timeframe may be extended to 2 years if the purpose of the leave is to serve in a district approved position

- In the event of military leave, the renewal timeframe may be extended to a timeframe equivalent to the military obligation

Discussion

The committee approved the proposal by unanimous consent with minor adjustments which are reflected above. The committee specifically agreed to further discuss a policy for teachers on special assignment.

Inactive Status

- **Applies to certificate holders who are no longer in the classroom**
- **During inactive status, the teacher must maintain credit renewal requirement**
- **Must complete required courses prior to returning to active status**
- **Upon return to active status, the teacher is placed at year 1 of standard Professional Certificate, provided any contingencies applicable at the time the individual became inactive shall apply upon reactivation.**
- **Must apply for inactive certificate status prior to or at the time of current certificate renewal.**

Discussion

The committee approved the proposal by unanimous consent.

Exceptional Child Certification Teacher/Librarian Endorsement Gifted and Talented Endorsement

- Teachers with above certifications and endorsements participate in the tiered licensure model

Discussion

The committee voiced no objection.

Pupil Personnel Services Certification

- Includes Nurses, Audiologists, Psychologist's, etc. (IDAPA 08.02.02.027)
- Separate from teachers for purposes of evaluation and funding
- Reclassify as "School Support Specialists"
- School Support Specialists could also include IT, purchasing agents, fiscal agents, other specialty and classified administrative personnel

Representative Gibbs and Mr. Lewis reported that they had met with Speaker Bedke concerning the above proposal. His response was positive. Marilyn Whitney reported that the High Expectations Committee was reviewing the education funding model. The committee agreed to support their work, and pass this section to them.

**Appendix A
Student Achievement/Growth****Statement of Increased Student Achievement/Growth:**

“For movement to a Professional Certificate and maintenance of a Professional Certificate: *At least three assessments* must be used in demonstration of a teacher’s student achievement. Of those three, *the Idaho Reading Indicator [IRI] and the Statewide standards achievement test* must be included as applicable. *Student Learning Objectives*, including pre and post assessment for student learning must be included *for non-tested* (SBA IRI) subjects. Other measures shall be chosen at the district level, selected from the attached list. The majority of student achievement evaluation shall be based on student growth.”

Student Achievement/Growth List

- Statewide standards achievement test (e.g. Smarter Balanced Assessment)
- Student Learning Objectives (includes pre and post assessments)
- Formative assessments
- Teacher-constructed assessments of student growth
- Pre and Post Tests
- Performance-based assessments
- Idaho Reading Indicator
- PSAT/SAT
- District-adopted assessment
- End of Course exams
- ACT
- Advanced Placement Exams
- International Baccalaureate
- ISAT Science
- Professional-Technical Exams

Discussion

The committee voiced no objection to Appendix A.

Mr. Lewis thanked the committee for its work in concluding Tiered Licensure.

Next Meeting: August 19, 2014
Agenda Items: Career Ladder model