

# PRACTITIONER GROUP

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▶ Teachers

- ▶ Cindy Wilson
- ▶ Peggy Hoy
- ▶ Christine Vilford
- ▶ Debbie Olson
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INVITED

- ▶ DANIELSON MODEL WAS DESIGNED AS A GROWTH TOOL
- ▶ ADMINISTRATORS ARE BEING TRAINED IN ITS TENETS
- ▶ C. DANIELSON CONSIDERS BASIC, PROFICIENT, DISTINGUISHED AS “MEETS STANDARDS”
  - ▶ Emphasizes that good teachers will “have some areas for improvement, live in proficient, and visit distinguished”
- ▶ Under the proposed tiered licensure system, all teachers will be required to have annual improvement plans (IPLP)
- ▶ All annual evaluations require formal observations by a minimum of two trained evaluators

## CONCEPTS

- ▶ Looked at the 22 required areas of Danielson
  - ▶ Areas that should have more weight
    - ▶ The model is soundly researched and widely used
  - ▶ Potential areas for “meets/not met” (yes/no”)
    - ▶ Variety of teaching responsibilities make this difficult (i.e. PTE courses)
- ▶ Considered other elements that might be considered
- ▶ Consensus that the task is to define PROFICIENCY for movement on Tiered Licensure Model

## THE WORK

- ▶ Teachers come from the universities with “Basic” proficiency in all 22 Danielson elements
- ▶ Recommend Committee reconsider making it a true “residency”
  - ▶ Three years maximum
  - ▶ No additional time for those who do not reach proficiency requirement
  - ▶ May go back to an approved teacher prep program for additional training and then reapply at the Residency (Tier 1) level.

“RESIDENCY” OR NOVICE TIER

- ▶ **Definition of Proficient to move to Professional License(2 of 3 years, including year 3)**
  - ▶ **Must have 16 or more of Danielson 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 and 4**
    - ▶ **No more than 1 elements marked as Basic in Domain 2 and 3**
  - ▶ **No elements marked as Unsatisfactory**

**INITIAL MOVE FROM NOVICE TO  
PROFESSIONAL LICENSE**



- ▶ **Definition of Proficiency to re-certify on Professional Tier**
  - ▶ **Must have 18 or more Danielson elements marked as Proficient**
  - ▶ **No more than 4 elements marked as Basic**
    - ▶ **No more than 2 elements marked as Basic in Domain 1 and 4**
    - ▶ **No more than 1 elements marked as Basic in Domain 2 and 3**
  - ▶ **No elements marked as Unsatisfactory**
- ▶ **Consequences of Failing to Demonstrate Proficiency**
  - ▶ **Renewal of Certificate with QUALIFIER(S)**
    - ▶ **Can be removed when requirements are met**
- ▶ **Process can be appealed to PSC – final certification appeal process to be determined once all components are complete.**

## RE-LICENSURE ON PROFESSIONAL TIER

- ▶ **MINIMUM TO MOVE TO MASTER TIER IS 8 YEARS**
  - ▶ 3 YEARS ON NOVICE TIER
  - ▶ 5 YEARS ON PROFESSIONAL TIER
- ▶ **Tier 3 (Master) Requirements**
  - ▶ 3 years renewable
  - ▶ **PERFORMANCE ELEMENTS (3 of 5 years, including the 5<sup>th</sup> year)**
    - ▶ NO elements marked as basic
    - ▶ No QUALIFIER on certificate
    - ▶ No less than 6 distinguished ratings
      - ▶ 4 out of the six must be in Domains 2 and 3
    - ▶ 60 percent of students meet or exceed their growth targets where applicable
  - ▶ **PERFORMANCE ELEMENTS (Last 5 years)**
    - ▶ No District Performance Improvement Plan or Probation
- ▶ **REQUIREMENTS FROM TAC ADOPTED BY COMMITTEE PLUS (Still to be determined)**

**MOVE FROM PROFESSIONAL TO  
MASTER TEACHER TIER**