

**CONNECTING TEACHER CERTIFICATION
AND
STUDENT ACHIEVEMENT**

EDUCATOR GUIDE

DRAFT CERTIFICATION RECOMMENDATIONS AND MODEL

Purpose

Certification policies, practices, and procedures in the state of Idaho will:

- Improve student learning.
- Reflect best practices in teaching.
- Ensure teaching quality by requiring high performance-based standards in content knowledge, pedagogy, and dispositions.
- Promote focused professional development that includes a support structure for growth.
- Align certification system with Idaho performance-based teacher standards.
- Include a tiered certification system that advocates for professional advancement, provides incentives for professional growth, and provides recognition of quality teaching.

Benefits

Provides for:

- Improved student learning.
- A competent, caring, qualified teacher in every Idaho classroom.
- Alignment with student achievement standards.
- Systemic plan for professional growth, development, and advancement.
- Alignment with teacher performance-based standards.
- An infrastructure for state, district, school, and individual accountability.

RECOMMENDATIONS & MODELS

Tiered Certification – current certification is single-tiered structure which lacks connection to student learning and provides minimal incentives. The proposed model provides for professional advancement and growth.

The following table presents a comparison of Idaho's previous certification model and the proposed certification model.

PREVIOUS IDAHO CERTIFICATION MODEL	PROPOSED IDAHO CERTIFICATION MODEL
<ul style="list-style-type: none"> • No connection to student achievement and growth 	<ul style="list-style-type: none"> • Connected to student achievement and growth
<ul style="list-style-type: none"> • No opportunity for career advancement without leaving classroom 	<ul style="list-style-type: none"> • Opportunity for career advancement as a classroom teacher
<ul style="list-style-type: none"> • No middle level teacher standards 	<ul style="list-style-type: none"> • Middle level teacher standards
<ul style="list-style-type: none"> • Limited district involvement 	<ul style="list-style-type: none"> • Active district involvement
<ul style="list-style-type: none"> • Minimal requirements for certification renewal 	<ul style="list-style-type: none"> • Focused requirements for certification renewal
<ul style="list-style-type: none"> • No connection to teacher professional development plan 	<ul style="list-style-type: none"> • Directly connected to teacher professional development plan
<ul style="list-style-type: none"> • Transcript-based approval for certification renewal 	<ul style="list-style-type: none"> • Performance-based evaluation by trained evaluators for certification renewal
<ul style="list-style-type: none"> • No formal content-area assessment required 	<ul style="list-style-type: none"> • Content area assessment
<ul style="list-style-type: none"> • Input-based 	<ul style="list-style-type: none"> • Performance-based
<ul style="list-style-type: none"> • Single tier 	<ul style="list-style-type: none"> • Multiple tiers

PROPOSED TIERED CERTIFICATION STRUCTURE:

1. INITIAL (3 year)

- Institutional recommendation from an Idaho state-approved program.
- Pass Praxis II content knowledge assessment(s) as determined by Idaho cut-scores.

Out of State/Alternative Route (3 yr. Interim)

If less than three years teaching experience, the teacher enters the Initial tier with eligibility for the Professional level upon completion of 3 total teaching years experience.

- Pass Praxis II content knowledge assessment(s) as determined by Idaho cut-scores.
- Pre-certification assessment and approval.

Renewal

May only renew Initial certification until 3-year teaching experience requirement is met. Must move to Professional Certification following the 3rd year of teaching experience.

2. PROFESSIONAL (5 year)

1st time

- District verification of 3 years of employment.
- Hold or be eligible to hold an Idaho Teaching Certificate.

- Approved and completed professional development plan focused on student growth.
- Documented completion of 60 Professional Development Units (PDUs).
- Certification assessment and approval.
 - “Acceptable” on all Idaho Teacher Standards

Renewal – Active

- Hold or be eligible for an Idaho Teaching Certificate.
- Approved and completed professional development plan focused on student growth.
- Documented completion of 150 Professional Development Units (PDUs).
- Verification of employment.

Renewal – Non-Active or Out-Of-State

- 3 or more years teaching experience.
- Hold or be eligible to hold an Idaho Teaching Certificate.
- Documented completion of 150 Professional Development Units (PDUs) submitted to the Bureau of Teacher Certification and Professional Standards.
- Failure to meet any of above requirements would require assessment to determine appropriate certification level.

3. ADVANCED PROFESSIONAL (7 year)

1st time or Out-Of-State

- Hold or be eligible for an Idaho Teaching Certificate.
- Documented completion of 210 Professional Development Units (PDUs).
- Minimum 3 years of teaching experience.
- Current National Board Certification OR an Advanced Degree related to the field of education from an accredited college or university.
- Approved and completed professional development plan focused on student growth.
- Certification assessment and approval.
 - “Target” on Idaho Teacher Standards

Renewal (7 yr.)

- Hold or be eligible to hold an Idaho Teaching Certificate.
- Documented completion of 210 Professional Development Units (PDUs).
- Approved and completed professional development plan focused on student growth.
- Certification assessment and approval.
 - “Target” on Idaho Teacher Standards

Renewal – Non-Active

Refer to requirements for non-active renewal to receive Idaho Professional certification. Renewal of Idaho Advanced Professional Certificate is available only to active teachers.

APPEALS PROCESS

Appeals may be made to the Idaho Professional Standards Commission (PSC). The PSC will establish an appeals process.

TIERED CERTIFICATION IMPLEMENTATION TIMELINE

2004-2005:	1 st Year =	pilot - schools with 1 st year teachers pilot with entire staff Provide training: – Pre-certification assessment
2005-2006:	2 nd Year =	Refine process Expand to additional schools Website for support/info.
2006-2007:	3 rd Year=	Full implementation