

**STATE DEPARTMENT OF EDUCATION
DECEMBER 18, 2013**

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1	SUPERINTENDENT'S UPDATE	Information Item
2	PRESENTATION ON TIERED LICENSURE	Information Item

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**STATE DEPARTMENT OF EDUCATION
DECEMBER 18, 2013**

SUBJECT

Superintendent of Public Instruction Update to the State Board of Education

BACKGROUND/DISCUSSION

Superintendent of Public Instruction, Tom Luna, will provide an update on the State Department of Education.

BOARD ACTION

This item is for informational purposes only. Any action will be at the Board's discretion.

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**STATE DEPARTMENT OF EDUCATION
DECEMBER 18, 2013**

SUBJECT

Presentation on Tiered Licensure in Response to the Governor's Task Force on Education

BACKGROUND/DISCUSSION

One of the recommendations of Governor Otter's Task Force for Improving Education was "a continuum of professional growth and learning that is tied to licensure," more commonly known as a tiered licensure system. Currently, there are fewer than ten states that use a single certificate system, including Idaho. Approximately 21 states use a two-tier system, and at least 17 states use three or more tiers.

In accordance with the Task Force for Improving Education's recommendation, the State Department of Education worked with stakeholders to form a technical advisory committee that will make recommendations regarding the expectations and measures to earn each tier of the licensure model.

Christina Linder, Director of Teacher Certification and Professional Standards, will present on efforts around tiered licensure in the state of Idaho, beginning with early state work by the Maximizing Opportunities for Students and Teachers (MOST) Committee through recent efforts, such as the Network for Transforming Educator Preparation (NTEP) Grant and the Tiered Licensure Technical Advisory Committee.

ATTACHMENTS

Attachment 1 – Power Point Presentation on Tiered Licensure

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BOARD ACTION

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Tiered Licensure

Presentation to the State Board of Education in Response to the Governor's
Task Force on Education



Background Discussion

December 18-19, 2013

Idaho's Plan for Tiered Licensure The MOST Committee 2000-2004

Idaho's *Maximizing Opportunities for Students and Teachers* (MOST) committee was formed by the State Board of Education in 1999.

- Five year project to develop a **performance and standards-based system** for teacher preparation, licensure and professional development.
- Approved by Idaho State Board of Education in August 2003
- MOST Advisory Group presented their plan to the legislature in January 2004



MOST Recommendation (2004): Tiered Teacher Licensure Model

The proposed Idaho Tiered Teacher Licensure policies, practices and procedures were designed to:

- Improve student learning and provide an infrastructure for state, district, school and individual accountability.
- Reflect best practices in teaching.
- Ensure quality teaching by requiring high performance-based standards.
- Promote focused professional development.
- Align the licensure/certification system with Idaho performance-based teacher standards.
- Include a licensure system and a systematic plan for professional growth and recognition of quality teaching.



Current Certification in Idaho Single Tier of Licensure

- **Entry into Profession**
 - Institutional Recommendation – Full licensure
 - “Passport” and District Approval – Interim to Full
 - Consortium Approval – Interim to Full
- **Maintenance of Certification**
 - 90 Hours of Professional Development / Five Years
- **Advanced/Leadership Certificates**
 - Administrator or Consulting Teacher



What Other States Are Doing

- Fewer than 10 states use a single certificate
- Approximately 21 states use a two-tier system, and at least 17 states use three or more tiers

“Multi-tiered licensure structures can incentivize educators to develop and improve their performance as they work toward advanced status. When working in tandem with policies related to compensation, career ladders, and ongoing professional learning, licensure can be a lever to promote educator development, advancement, and retention. Licensure also serves as an accountability mechanism in that it sets the parameters for determining which teachers or principals advance in the system.”



-American Institute of Research, Center on Great Teachers & Leaders
June 2013

“Our Responsibility, Our Promise – CCSSO’s Task Force Report on Educator Preparation and Entry into the Profession” 2013

- Superintendent Luna’s Initiative as CCSSO President
- Adopted by Multiple States
- Ten Recommendations in Three Areas



CCSSO Network for Transforming Educator Preparation – Three Point Implementation Plan

- **Program Approval**

Program approval and improvement shall be based upon key data elements that have been correlated with teacher effectiveness

- **Data Systems**

A web portal shall be established for public access to all of the key data elements that indicate program effectiveness

- **Multiple Tiers of Licensure**



^{CW1} **Licensure- Tier One**

***Initial* tier of teacher licensure shall be implemented based upon performance measures:**

- By the end of year two, performance requirements for the gateway to *Initial Licensure* shall be fully implemented.
- A model for *Initial Licensure*, a three-year license specifically for novice teachers whether prepared traditionally or non-traditionally, shall be piloted, vetted and proposed as Administrative Rule.
- Performance measures shall be studied during this pilot period of initial licensure in order to create a model to determine advancement into professional licensure or trigger remediation.



Licensure – Tier Two

Professional tier of teacher licensure proposed based upon performance measures:

- Performance measures shall be studied during this two year period.
- Professional Licensure shall be proposed as a five year, renewable license which includes performance measures.
- Performance measures for the purpose of *renewing* a professional license will likely *NOT* be fully determined at the end of the second year, however the following will be included as possible measures to be implemented:
 - » Student Learning Objectives
 - » Student Surveys
 - » Evidence of Teacher Effectiveness Using the ***Framework for Teaching***.



Initial and Professional Tiers of Administrator Licensure

- Designed over the next two years;
- Like teacher licensure, administrators will have a three year period of induction, and a renewable Professional License shall be granted only if specific performance measures, aligned to the new Idaho Administrator Standards, have been successfully met;
- By the end of year two, this model shall be ready to be piloted across the state.



Task Force for Improving Education Tiered Licensure Recommendation

“We recommend a continuum of professional growth and learning that is tied to licensure. Movement through the system would be accomplished in a very specific, objective way using performance measures.”



Tiered Licensure Technical Advisory Committee

“The committee recommends the State Department of Education work with stakeholders to clearly determine expectations and authentic measures to earn each tier of the licensure model.”



Tiered Licensure Technical Advisory Committee

- Andy Grover, Superintendent, Melba School District
- Barb Leeds, Human Resources Director, Meridian School District
- Becky Meyer, Principal, Lake Pend Oreille School District
- Lisa Burtenshaw, Idaho School Boards Association President
- Mikki Nuckols, Teacher, Bonneville School District
- Shawn Tiegs, Teacher, Nez Perce School District
- Paula Kellerer, Dean, Northwest Nazarene University



Tiered Licensure Technical Advisory Committee

- Penni Cyr, Idaho Education Association President
- Rod Gramer, Idaho Business for Education President
- Roger Brown, Office of the Governor
- Roger Quarles, Idaho State Department of Education
- Tracie Bent, Office of the State Board of Education
- Parent Representative, To Be Determined



Tiered Licensure Technical Advisory Committee

Ex-Officio Members

- Don Soltman, Idaho State Board of Education
- Senator Jim Patrick
- Representative Steven Harris
- Minority Caucus Legislators, To Be Determined



Tiered Licensure Technical Advisory Committee

October Meeting

- Reviewed early state work and Task Force recommendations
- Developed list of essential questions

November Meeting

- Review other states' tiered licensure systems



Tiered Licensure Technical Advisory Committee

Next Steps

- Meet monthly through March 2014
- Propose administrative rule summer 2014



**The stakes are high. Everyday, we wager
the future of this country on our
teachers. We are daily entrusting the
dreams of our young people to those
who teach them. Whether those dreams
are delayed, denied, or fulfilled is ours to
decide.**



No Dream Denied
National Commission on Teaching and America's Future

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