



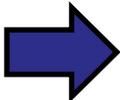
Redesigning the Pathway to Teaching

Spring 2013

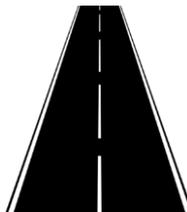
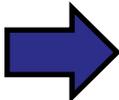
Redesigning the Pathway to Teaching



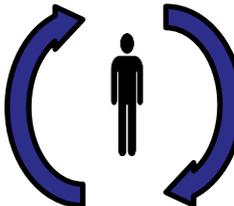
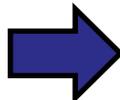
Rigorous
Licensure
Standards



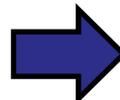
Rigorous Educator
Preparation
Programs



Streamlined
Licensing System



Evaluation & Professional
Development

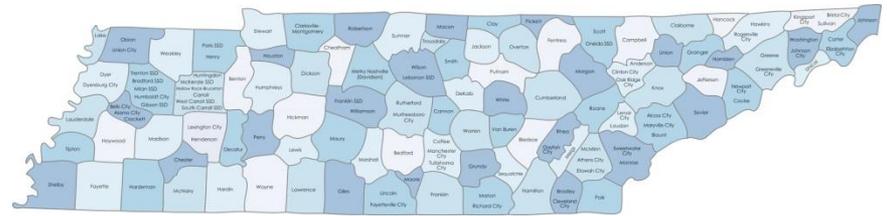


Student Achievement



The Purpose of Licensure is Different than the Purpose of Evaluation

Licensure, a state function, is designed to ensure that educators meet minimum standards of practice.



Evaluation, a district and school function, is the primary tool used for supporting teacher development.



Teacher Licensure

Teacher licensure is too complex and disconnected from teacher performance to effectively serve teachers, students or the public.

To improve teacher effectiveness, the state needs to improve the teacher licensure system.

- **Strategy**

- Streamline license types
- Introduce more rigorous entry requirements
- Tie advancement and renewal to performance
- Reduce duration of license

Impact on Students

Currently, professional teacher licenses are renewed for 10 years at a time without regard to teacher effectiveness.

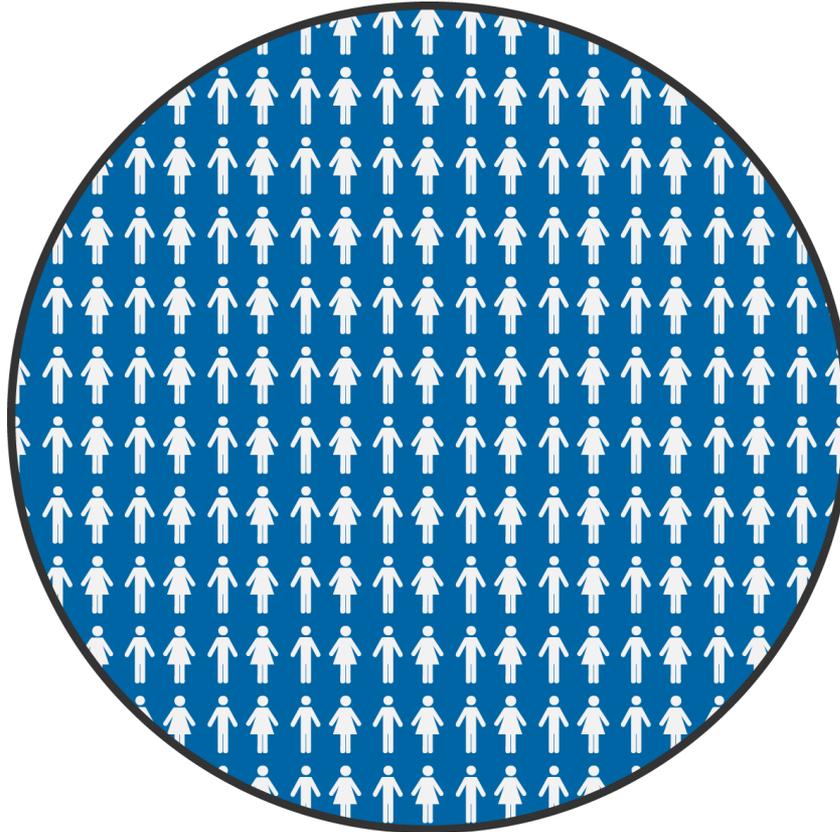
Between July 1, 2011 and June 30, 2012, **349 licenses were renewed for teachers who earned a 1 on TVAAS last year.**

2011-2012 TVAAS Rating	Licenses between July 1, 2011-June 30, 2012
1	349
2	169
3	436
4	182
5	691
Total	1,827

Impact on Students

If each of these 349 level 1 teachers taught for 10 more years, they would instruct **more than 100,000 students.**

YEAR 10



Policy Proposal

Teacher Licensure



Process Improvements

For almost all teachers (~95%), licenses would be advanced and renewed automatically. This automatic processing would happen without any cost to the teacher, as Tennessee is one of the few remaining states that does not charge for a teacher license.

■ Benefits for teachers

- No need to submit an application
- No wait time for processing
- No additional seat-time or credit-hour requirements
- No charge to teacher

Initial Licensure

We need to raise the bar for instructional skills and content expertise for all aspiring Tennessee teachers.

- **Proposed requirements for initial licensure:**

- Hold a BA/BS
- Be enrolled in or have completed an approved preparation program
- Pass required assessments

- **Additional changes:**

- Adopt incremental increases in Praxis cut scores over 10 years; Tennessee aspires to be in the top third in the nation
- Create a single practitioner license for nearly all teaching pathways
- Initial license valid for three years

Licensure Expectations

- To meet licensure expectations, a teacher must earn a 2 or better on the overall evaluation and the individual growth score* (if applicable)

- Performance against licensure expectations is assessed each academic year. Possible outcomes include:
 - Meets licensure expectations
 - Does not meet licensure expectations
 - Insufficient data

- For decisions related to licensure advancement or renewal, the three most recent years of valid, available data within the validity period of the active license are reviewed

Licensure Advancement

Proposed requirements for advancement:

- Meet minimum licensure expectations for two of three years on the initial practitioner license
- One renewal of three-year practitioner license is allowed if a teacher fails to advance after the first three years

Licensure Renewal

- **Proposed requirements for license renewal:**
 - Shorten professional teacher license from 10 to six years
 - At time of renewal, must have met minimum licensure expectations for two of the last three years
 - If requirement is not met at time of renewal, license will be extended for one additional year**

*Individual growth score could be TVAAS or other state-approved individual growth measure. Individuals who do not have an individual growth score will be reviewed using overall evaluation scores only.

**Review status

Review Status

Professional educators who do not meet requirements for renewal will be placed on review status.

- Review status extends the professional license for one year
- Districts will be responsible for implementing performance improvement plans for any teacher on review status
- At the end of the review period, the educator must have earned a 2 or better on the overall evaluation and individual growth score* to be renewed
- If the teacher does not meet the bar, the license is not renewed

*Individual growth score could be TVAAS or other state-approved individual growth measure. Individuals who do not have an individual growth score will be reviewed using overall evaluation scores only.

Forecasting Impact

Working with SAS, we examined past Tennessee data to determine whether the proposed policy would accurately identify perpetually low-performing teachers.

- Specifically, we looked at the cohort of teachers who entered the Tennessee workforce in the year 2000 and who had TVAAS data on TCAP grades 4-8.
- Based on this analysis, we estimate that the proposed licensure policy will result in **non-renewal of licenses for approximately 100-200 teachers each year.**

Feedback on Proposed Policy



The department collected feedback from stakeholders on the proposed policy

- Superintendents
- Educator Preparation Providers
- TEA
- ACTEC
- TSBA
- PET
- SCORE
- Other educators and stakeholders via email

Contact Information

Questions: Redesign.Questions@tn.gov

Comments: Redesign.Comments@tn.gov



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