



**TENNESSEE**  
STATE BOARD OF EDUCATION

# **EDUCATOR LICENSURE AND PREPARATION SUBCOMMITTEE**

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SBE MEMBERS: DARRELL COBBINS, BOB EBY, MIKE EDWARDS, AND LILLIAN HARTGROVE (CHAIR)

APRIL 16, 2019

# REVIEW LICENSURE ISSUES IDENTIFIED IN DISTRICT SURVEY

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SBE

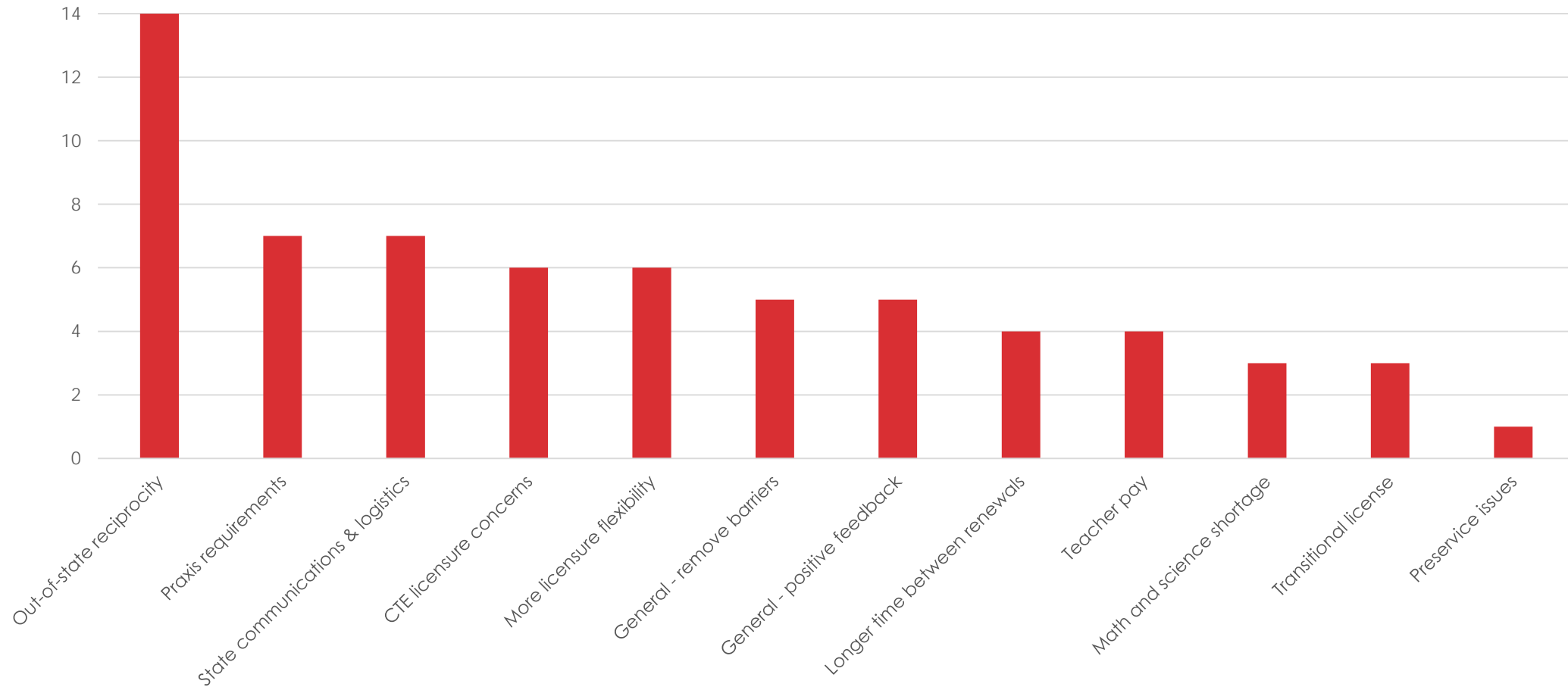
# DISTRICT SURVEY CONTEXT

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- TDOE sends an annual survey about district-level practices each December to Directors of Schools. Directors can send specific modules to relevant central office staff for their responses.
- This question was part of the Human Capital module, which was typically answered by Human Resources professionals.
- **Prompt:**
  - What feedback would you like to provide the State Board regarding the proposed changes or other improvements they could make prior to voting on the revised licensure rule?
  - Links to the current rule and the revisions approved on first reading in October 2018 were provided to respondents.

# ISSUES IDENTIFIED IN SURVEY

Comments per Category



*N=63 (some comments mentioned more than one issue; there were also 24 "none" or "N/A" comments.)*

# OUT-OF-STATE LICENSURE

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## AREAS OF CONCERN

- Many respondents expressed support for the provision in proposed rule, aligned with recent legislative changes, allowing out-of-state teachers with a professional license to be exempted from Praxis exams if they have high evaluation scores once in the classroom in TN
  - One comment noted that if teachers begin mid-year, they may miss out on this opportunity
  - Desire for that option to be extended to initial- or practitioner-level teachers as well
- More streamlined reciprocity with other states in terms of exams required for licensure in various content areas

## PROPOSED ACTIONS

- TDOE is working to address the issue of professional-level teachers who begin teaching mid-year through a policy change
- Consider an option for a one-year permit to allow out-of-state candidates on initial or practitioner licenses time to complete requirements for licensure assessments

# PRAXIS REQUIREMENTS

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## AREAS OF CONCERN

- The state-required passing scores on Praxis exams in secondary math and world language were highlighted as an undue barrier
- Requests to develop new formats of those exams: for example, a Praxis exam through Geometry or Algebra II, and one for higher-level math like Calculus; similarly, World Language exams for beginner/intermediate and advanced levels
- Interest in whether Praxis exams could be administered more frequently

## PROPOSED ACTIONS

- Over time, track outcomes on secondary math licensure assessments as teachers now have a choice between taking the Praxis or Pearson exams (as of October 2018)
- Present updated research on the effectiveness of teachers who just met the passing score of a licensure exam as opposed to those who passed by a more substantial margin (later this meeting)
- Discuss assessment options (type and frequency) with ETS

# STATE COMMUNICATIONS AND LOGISTICS

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## AREAS OF CONCERN

- District staff request clear, easy-to-read overview of exactly what will change on the licensure rule
- Requests for TDOE staff to continue to improve speed of processing licensure requests, especially permits and waivers
- Recommendation to add mentoring pre-service candidates to options for earning professional development points (PDPs) toward licensure renewal

## PROPOSED ACTIONS

- The Office of Educator Licensure and Preparation (OELP) is in the process of updating its webpage to increase clarity and ease-of-use
- The OELP tracks metrics regarding time to process licensure requests and seeks to continually improve and streamline practices
- The department will consider adding PDPs as option for licensure renewal

# CAREER AND TECHNICAL EDUCATION LICENSES

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## AREAS OF CONCERN

- Highlighting these areas as having significant shortages of qualified teacher candidates, particularly if individuals in another field would have to take on loans to return to an EPP prior to being eligible to teach
- Requests for more licensure options in areas like motorcycle or marine engine repair, for example

## PROPOSED ACTIONS

- Ongoing conversations with TDOE, Governor, legislature, SBE, and districts regarding ways to improve CTE, including through licensure structures and requirements
- Adding an option for the Distinguished Professionals Program to offer adjunct occupational licenses to SBE Rule 0520-02-03 on final reading in May 2019



# OTHER LICENSURE FLEXIBILITY OPTIONS

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## AREAS OF CONCERN

- Request for more options for licensed teachers to add endorsements through the test-only option (i.e., passing a Praxis content exam in lieu of returning to an EPP)
- In addition to district comments, SBE members have requested more information on licensure waivers, permits, and the “one-out” provision at recent meetings.

## PROPOSED ACTIONS

- TDOE and SBE staff will analyze where further test-only options for additional endorsements could be offered
- TDOE is currently analyzing data on frequency and use of permits and waivers; more information will be shared later in this meeting
- TDOE is also working on a new reporting mechanism that could help monitor the use of these flexibility options