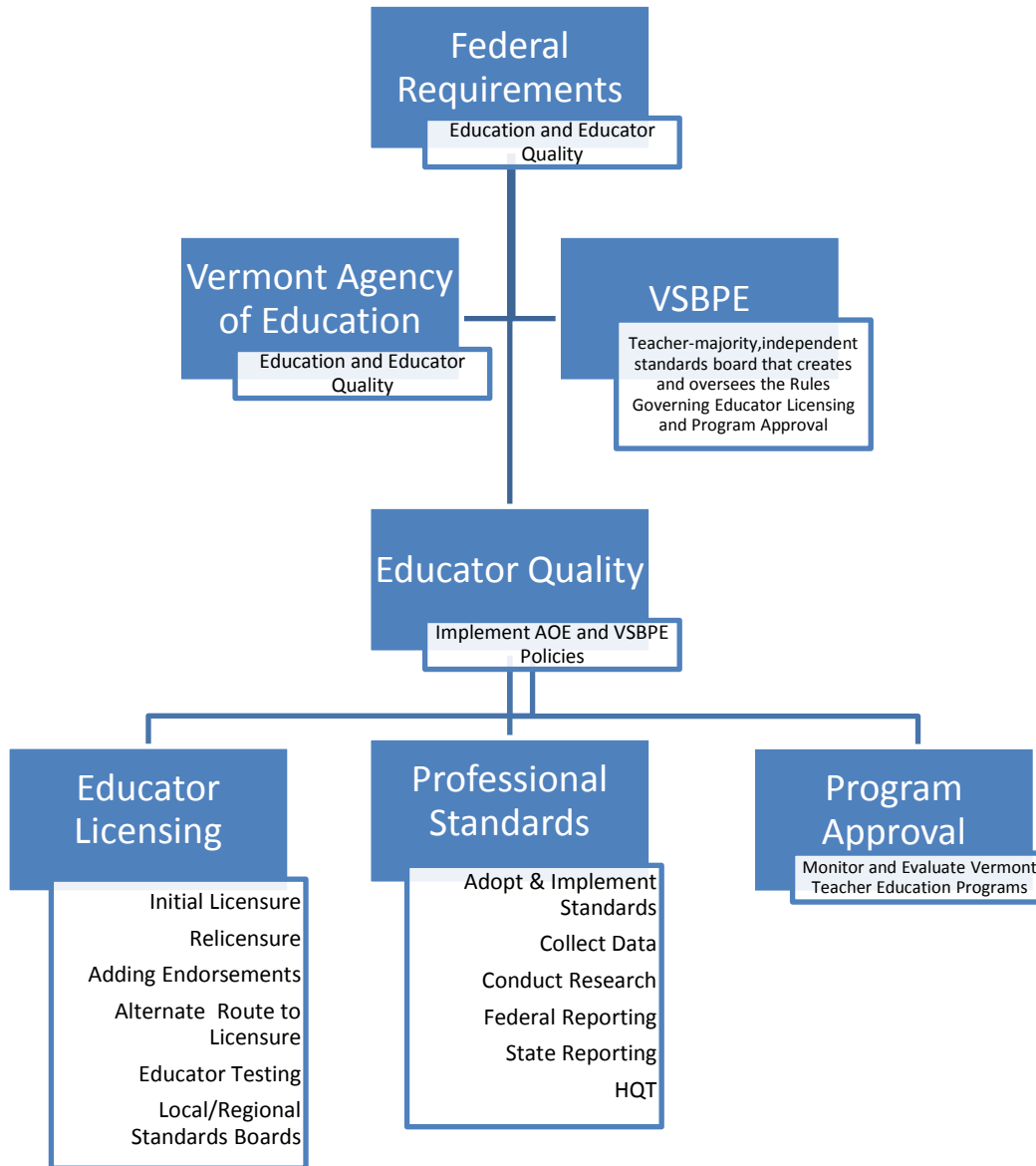


Educator Quality Division Framework



The Educator Quality Division fills an essential role at the Agency of Education. In our primary role, we assure the public that a licensed Vermont educator possesses the essential knowledge, skills, and dispositions necessary to be effective. We use these licensure requirements, in conjunction with professional standards, to form a coherent system of support so that educators can achieve at a high level from preparation through retirement. Finally, our division collects, analyzes, and reports on a variety of educator data to meet mandatory state and federal requirements.

The Vermont Relicensure Process

Background:

The Vermont relicensure process is designed to ensure that educators create an individualized plan for how they will update their professional knowledge and skills for the purpose of supporting student growth and learning.

In the early 1990s, the Vermont Standards Board for Professional Educators (VSBPE) established local (LSB) and regional (RSB) standards boards, predominantly composed of educators, throughout the state. Within guidelines established by the VSBPE, the LSBs are responsible for assisting teachers through the process of renewing their licenses and the RSBs are responsible for assisting administrators. LSBs and RSBs recommend educators to the Licensing Office for license renewal once the educator has successfully completed all requirements.

It is important to note that neither the LSBs nor the RSBs were established to evaluate educators. These boards, instead, examine the educational experience documentation of educators, verify that the experiences are germane to the licensure area and the standards, and determine that educators have established a self-reflective process to improve their professional practice. This system of renewal was originally designed by and continues to be led by educators to this day.

Professional Standards

The VSBPE adopted the Core Teaching Standards and the Core Leadership Standards as part of its efforts to ensure high standards for all educators completing the relicensure process. The Board also recently revised standards for all administrative endorsement areas and is in the process of revising all of the teaching endorsement areas so that they are aligned with the Common Core State Standards and current best practices (e.g. the elementary endorsement now includes greater specificity on what math educators need to know and corresponding pedagogical practices to teach effectively). The relicensure process is one means that the AOE has of ensuring that educators continue to engage with the most up-to-date professional standards that support student learning.

Creating and supporting safe, productive learning environments that result in learners achieving at the highest levels is a teacher's primary responsibility. To do this well, teachers must engage in meaningful and intensive professional learning and self-renewal by regularly examining practice through ongoing study, self-reflection, and collaboration.

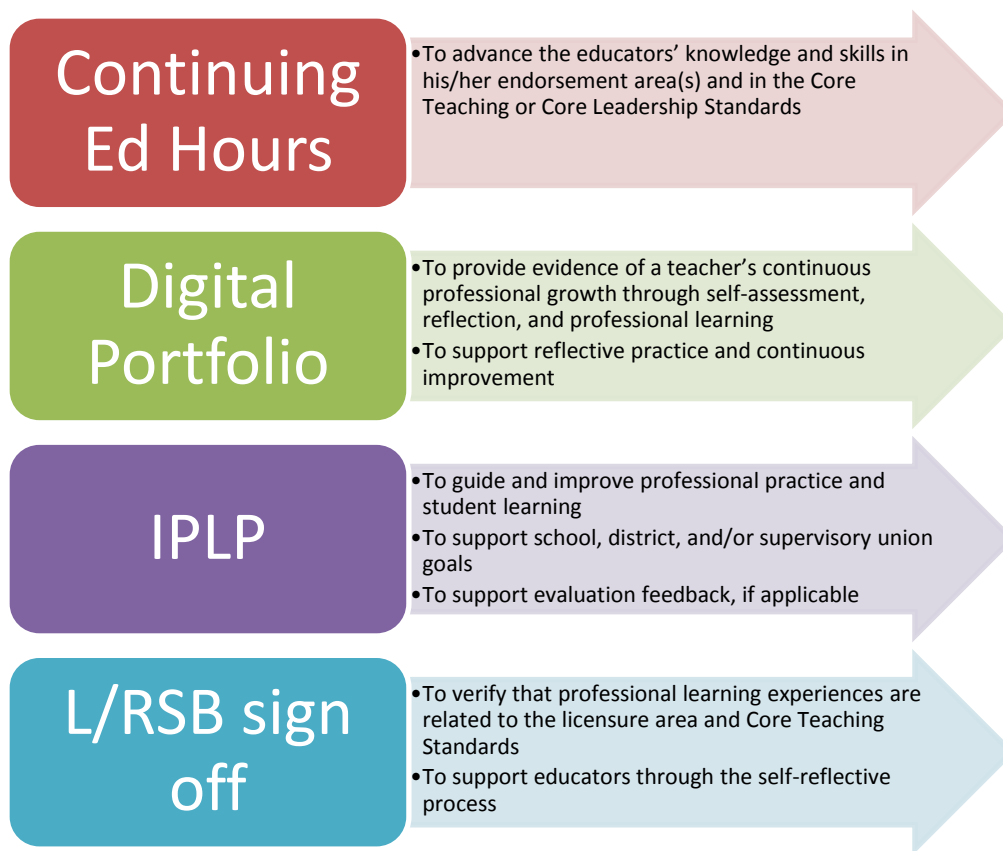
Council of Chief State School Officers, (2011, April).

Research:

The VT Relicensure Process continues to be informed by research on professional growth and learning. The following sources inform our work:

- The National Board Certified Teacher (NBCT) portfolio process
- National Comprehensive Center for Teacher Quality, *“Toward the Effective Teaching of New College- and Career-Ready Standards: Making Professional Learning Systemic”* (May 2012)
- Learning Forward. (2011). *Standards for Professional Learning*. Oxford, OH: Author.

Key Components and Objectives of the Relicensure System:



Presented to Senate Education Committee by

Marta B. Cambra
Director of Educator Quality
Vermont Agency of Education
February 4, 2014

