

Testimony for the House Education Committee

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**• WHY DO STATES LICENSE
TEACHERS?**

AND

**• WHAT WOULD HAPPEN IF WE
DIDN'T?**

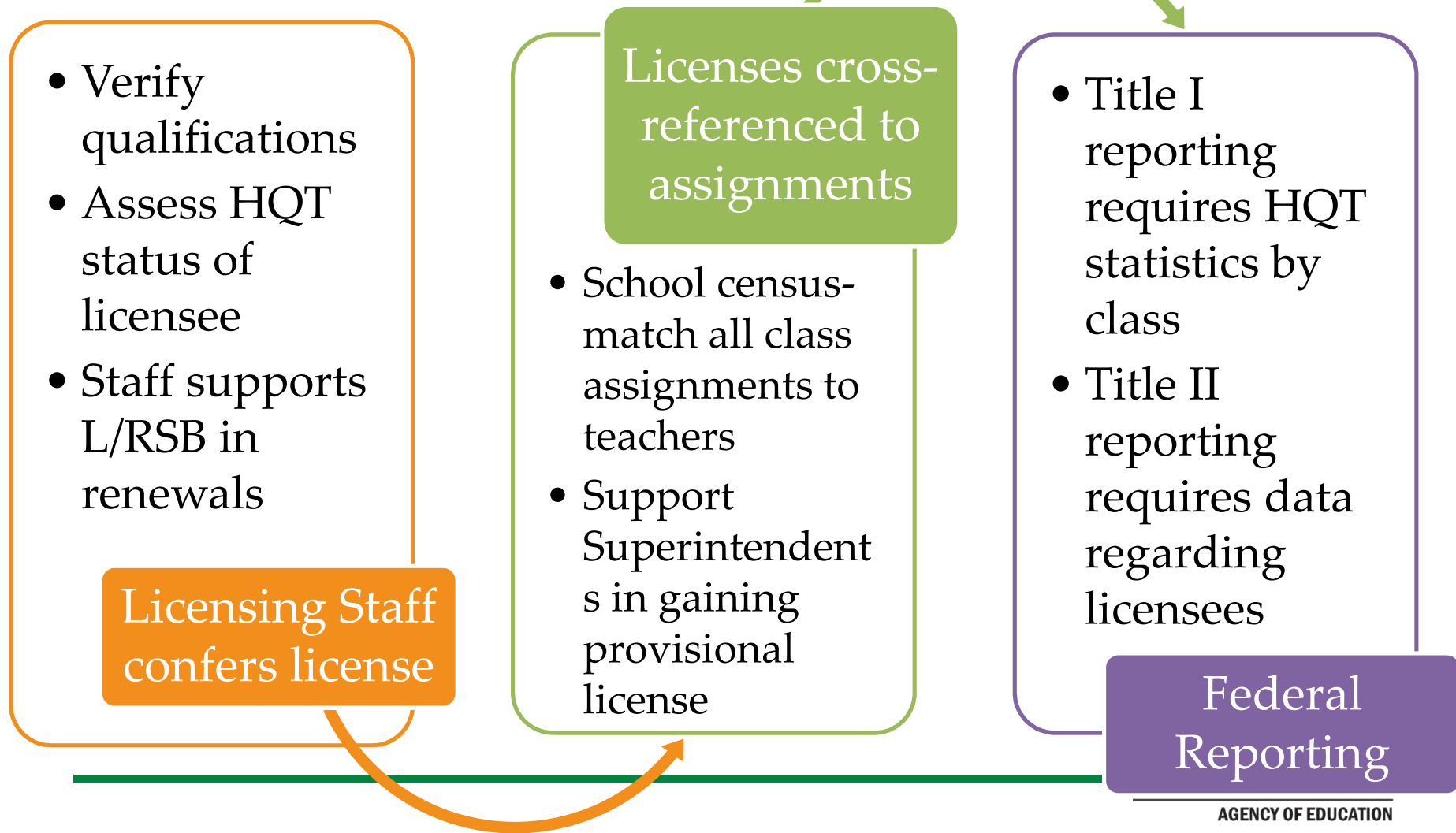
Every state licenses educators

- **Historical-** Teacher and leader positions used to be appointed by superintendents to political benefactors- licensing started to curb abuses that resulted
- **Quality Assurance-** Ensures that educators meet minimum qualifications such as having a BA/BS, basic skills, and are safe to be in front of children
- **Federal Compliance-** Most federal grants require states to validate teacher qualifications, the easiest way to do this is through licensing.

Virtually every state licenses teachers through an AOE equivalent

- Ease of Superintendents/SU/SD to interact with people dedicated to schools
- Higher demand for protection from harm than other professions
- Ease of AOE to interact with institutes of higher education, school systems, testing companies and other State AOE teams
- High demand for data access related to teacher quality for federal and grant reporting
- Regulations related to teacher licensing frequently come through national organizations/USDE and are embedded in work that the AOE stays abreast of

Intersection of Licensing and Federal Data Requirements



If we don't license teachers...

- **Jeopardize federal funding-** Title I and Title II require evidence that we are improving student access to highly qualified educators, we can't meet the requirement if we don't license teachers.
- **Jeopardize public confidence in educator quality:** Currently the public can determine if the teachers of their children meet minimum qualification and they can lodge complaints against educators who act inappropriately; these avenues would be closed

•HOW CAN PEOPLE EARN LICENSES IN VERMONT?

Type of License

Emergency

Apprenticeship

Provisional

Level I

Level II

Retired

Term

1 Year

2 Years

2 Years

3 Years

5 Years

5 Years

Federal Assessment

Generally Unqualified

Generally Qualified

Type of License

Emergency

Apprenticeship

Provisional

Requirements

Superintendent's
Recommendation

Commitment to earn License

BA/BS in related field

Commitment to mentoring

Clear criminal record check

Fees (\$40 per year of license)

Understanding Licenses

- **License**- The authorization to work in our schools ex. Level I or Retired
- **Endorsements**- The specific fields of work a person can be placed in under their license; there is no limit to how many endorsements an educator can have- ex. English or Elementary
- **Level**- The specific grade/age levels with which a licensee can work. Ex. Early childhood (Birth-Grade 3) or Secondary (Grade 7-8)
- **Limit**- Sometimes a license is limited- for example a Social Studies licensee may be limited to World and US history and precluded from Geography, Economics, etc.
- **Status**- Whether or not a license is active or not

License Type	Endorsement	Instructional Level	Subject Limit	Grade Limit	Status	Expiration Date
I- Professional Educator License (Level I)	90 (Superintendent)	3 (Grades PK-12)	None	None	License Expired	06/30/2008
II- Professional Educator License (Level II)	00 (Elementary Education)	1 (Grades K-6)	None	None	Currently Licensed	06/30/2019
	76 (Reading/English Language Arts Specialist)	1 (Grades K-6)	None	None	Dropped by Educator	06/30/2012
	91 (Principal)	1 (Grades K-6)	None	None	License Expired	06/30/2005
	91 (Principal)	3 (Grades PK-12)	None	None	Currently Licensed	06/30/2019

Ways to earn Level I License

Traditional Path

- Enroll in a *full education preparation program (accredited)* in Vermont or in a state with which we have reciprocity agreement (may be a university or alternative certification program)
- Pay for courses to the institution, no fee beyond license to AOE

Transcript Review/ Academic Review

- Submit courses taken at a variety of universities/colleges which meet the core requirements for the endorsement
- Pay for courses to the institution, no fee beyond license to AOE

Peer Review

- Submit a portfolio of experiences, courses and work which is reviewed by peers with the endorsement sought.
- Pay \$1200 for review to AOE and license fees

- **WHAT IS THE STATE OF EVALUATION IN VERMONT FOR TEACHERS AND LEADERS?**

Current Educator Evaluation

- *Teacher*
 - Majority (80%) report using some form of the Danielson Framework for Teaching as a tool in their evaluation
 - Vast majority of evaluation models, if not all, are governed by the contract with the local teacher's association and require contract negotiations to change
 - Majority of principals report conducting evaluations; teachers do not concur
 - A sub-committee of VT-NEA, teachers, principals, superintendents and AOE staff worked last year and will continue this year to refine expectations for teacher evaluation.

Current Educator Evaluation

- *Principal*
 - Nearly all are based on the ISLLC standards
 - Are determined by the Superintendent's direction, often not written or documented in formal ways.
 - Majority of superintendents report conducting evaluations; principals do not concur
 - A sub-committee of VT-VPA, teachers, principals, superintendents and AOE staff worked this year to refine expectations for principal evaluation.

Near Future Educator Evaluation

- Near Future
 - AOE does not recommend requiring a single evaluation model for teachers or leaders
 - Spring will have first audit of existing systems so that AOE can understand the strengths and weaknesses of models
 - Launch of Spring (online) and Summer (face:face) modules for training Principals in best practices related to teacher observation
 - Web Portal for sharing effective evaluation models

Evaluation

Past

- SU/SD had evaluation systems of varying quality and effectiveness
- AOE did not collect or monitor quality or results of evaluation

Next 3-5 years

- SU/SD will submit evaluation systems for review
- AOE will audit effectiveness of systems
- SU/SD will have specific action steps to take for improving processes

Beyond 5 years

- SU/SD will have local, robust evaluation system or have moved to AOE endorsed systems
- AOE will continue to audit and inspect models
- AOE will collect results of evaluation data from schools

**•HOW DOES THE AOE
INTERSECT WITH SCHOOL
SYSTEMS AROUND HIRING AND
STAFFING?**

AOE and School Intersections

- *Current*
 - Limited role for AOE in Hiring
 - May validate licenses of applicants
 - May share information pertaining to background checks, other licensing actions
 - Conduct investigations of educators who act improperly
 - May restrict or revoke licenses
 - May clear educators of charges- impartial 3rd party investigation

AOE and School Intersections

- *Future*

- Additional role for AOE in Hiring
 - Help systems identify locally unemployed licensees in areas of need
- Conduct investigations of educators who act improperly
 - Continue same efforts

• **ADDITIONAL QUESTIONS?**