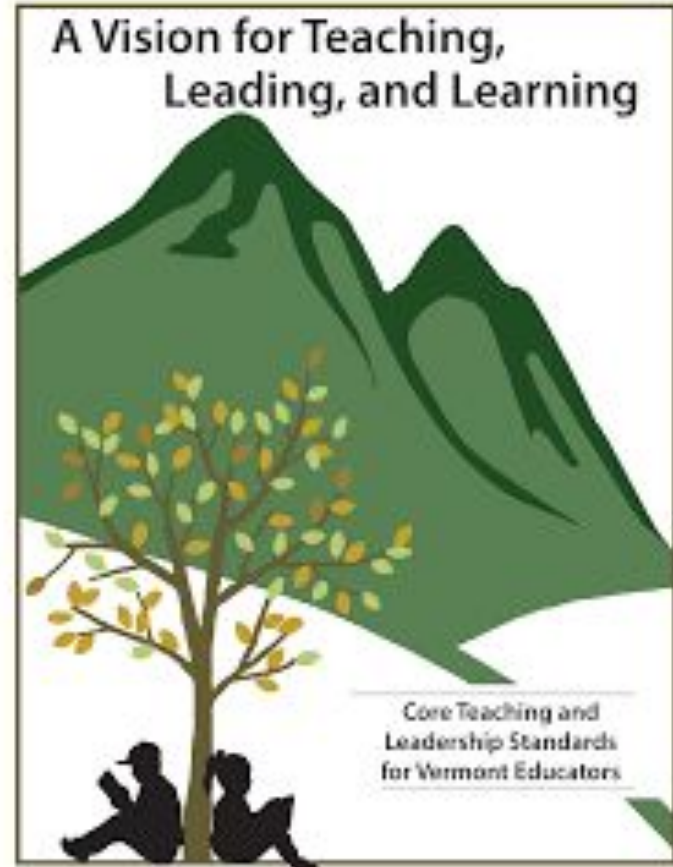




Vermont Standards Board
for Professional
Educators (VSBPE)



VSBEPE Members

Amanda Garces School Board Member Montpelier, VT	Ellen Emery, Program Approval Chair Higher Ed Rep., Private
Amy Flannery Teacher Caledonia Central Supervisory Union	Jennifer Clement, Licensing Committee Chair Teacher Fair Haven Union High School
Amy Minor-Chair VSBEPE Superintendent Colchester School District	Kate Fay Teacher Richmond Elementary
Bernadette Cleland Public Member East Montpelier	Katie Revelle Higher Ed Rep, Public University of Vermont
Bill Clark Teacher Winooski High School	Shelby Quinn Teacher Union Elementary School
Brenda Seitz Teacher Windham Southeast Supervisory Union	William Lucci Career Technical Center Director Stafford Technical Center
Christine Kurucz Teacher Twin Valley High School	

Status of VT Teacher Shortages

- **Waivers:** The majority of waivers are for additional one-year provisionals in Special Education or testing requirements (Praxis).
- **Provisionals:** Currently 1206 Provisionals (historically it has been 800-900 per year)
 1. Special Education (197)
 2. Elementary Education (173)
 3. Early Childhood Ed (99)
 4. School Counselor (50) (requires a MA in mental health related field, or a teaching license)
 5. Middle Grades ELA (48)
 6. Principal (45)

Obstacles to Teacher Workforce:

- Housing shortage
- Cost of living
- Inequities in salaries across the state
- Training costs
- Aging workforce
- On-the-job challenges

VSBPE actions to increase access to teaching:

- Created multiple options to meet the Praxis Core requirement including the use of the military's ASVAB assessment, and previous coursework.
- Created flexibility around the 3.0 GPA requirement for candidates who demonstrate effective instruction during student-teaching
- Created flexibility for administrator candidates who have unlicensed teaching experience (e.g. worked in VT independent school).
- Expanded and streamlined reciprocity to all 50 states, including NY. Over 50% of initial licenses are issued to licensed out of state teacher.
- Provided guidance to EPPs clarifying candidates can work for pay during their student-teaching under a provisional license or as a teaching assistant/Paraeducator

cont...

VSBPE actions to increase access to teaching:

- Approved VT HEC for Initial licensure, which creates a new pathway for Early Childhood, Early Childhood Special Education and K-12 Special Education with a focus on supporting Paraeducators
- Created a temporary waiver for Special Education Provisionals for applicants who would not normally qualify (requires Praxis II, participation in AOE mentoring program, IRIS Modules through Vanderbilt University ([example 1](#) of 12), and enrollment in EPP). 50+ educators currently licensed
- Approved a course sequence for licensure through NVU to support educators under the above waiver.
- Currently developing a policy for flexibility around Praxis II content tests following successful models from other states.

Vermont Educator Preparation Programs (EPPs)



Middlebury College



VERMONT TECH



Northern Vermont UNIVERSITY

CHAMPLAIN COLLEGE



Castleton	SMC
Champlain	SPARK
Goddard	TAP
Middlebury	UVM
Norwich	VT-HEC
NVU	VTC CTTEP
Peer Review	



CHAMPLAIN COLLEGE

Teacher Apprenticeship Program

- Path to earn a Vermont teaching license
- 8 month intensive, accelerated, hands-on teacher education program
- \$12,000



CHAMPLAIN COLLEGE

Teacher Apprenticeship Program

- ~ 50 requests from VT principals and department chairs to help fill vacancies at VT schools in the past year.
- Even with the need our TAP numbers are down
- This year, 16/32 candidates have already been hired on provisional licenses. Districts/Schools help with:
 - tuition\$
 - release time for TAP training
 - mentors



CHAMPLAIN COLLEGE

Teacher Apprenticeship Program

Barriers to TAP:

- Cost up front
- Out of work for 18 weeks
- Health Insurance
- Praxis tests and fees

Supports for TAP:

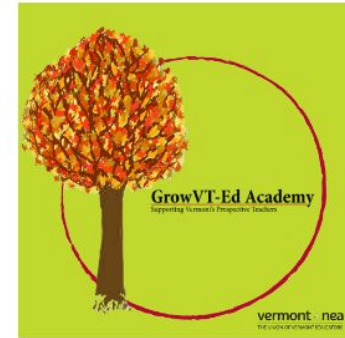
- School/district PD funds when applicable
- VSAC \$7500 grants (ARPA)
- VT DOL
- Americorps stipends

VT AOE Peer Review Program-Alternate Route to Licensure

Currently almost 300 people are pursuing a VT teaching license through the Peer Review Program which is NOT intended to be a Vermont Educator Preparation Program (EPP), but an opportunity for experienced educators to utilize previous life and work experiences to gain a license.

Most common endorsements sought:

- ECE 20%
- Elem Ed 14%
- Special Ed 8.6%
- Science 6.6%
- PE 5%



Peer Review expects fewer than 50% to submit a portfolio. Historically, 75% of those who do submit receive the recommendation at the time of the interview. During Covid, that has dropped to just under 60%. These numbers are better for candidates with a temporary license, but that only makes up 35% of Peer Review candidates.

The VT NEA is helping those candidates with their GrowVT-ED Academy

Legislative Considerations:

- Expanded loan forgiveness, grants, and scholarships for tuition. Stipends for student teaching
- Retaining current workforce (the overused metaphor in national conversations is an educator pipeline leading to a leaking bucket)
- Affordable housing for out-of-state educators – We issued 406 licensed through reciprocity in AY20/21
- Funding to EPPs and districts to develop grow your own programs