

Notes from task force advisory members

Recency requirement important

Licensure system needs a space for certification or endorsements (i.e. mentoring)

Induction program

Career ladder

Likes

Indiana → initial license/induction/residency

Indiana → mentoring, growth

Indiana → master level- 10 years

Wisconsin → tailored to needs through professional development plan which is linked to standards

Wisconsin → master educator is an option

Red Flags

Indiana → growth plan is tied to evaluation

Georgia → Requiring full time employment

Do tiers indicate effectiveness?

Development plan

-RI

-MD

Experience and Development

-Only practicing teachers move through tiers

-What happens to non-practicing teachers?

Further discussion

-Finland

Induction & Mentoring

-an approved program

Illinois

-Initial teaching certification

-Length to four years

-2 parts to each tier

-how to advance

-renewal requirements to state at same tier

-Specific to general requirements

-Like the three tiers

-Length of validity is ok

-The first 3 tiers could cover the first 20 years of a teachers career

-Only requirements to move to master teacher is Nat'l Board Certification as quality endorsement

*Completing an approved induction mentor program is necessary (differentiate for teachers)

Discussions around tying "effective" teaching to licensure. Use of InTASC standards & how they might filter into licensure. Tim Alexander shared how Minnetonka uses the standards in the interview process. Significant difference between expectations of 1st year v. 10 year teacher.

Ohio

- Requires a master's degree for lead professional
- Has senior professional
- 4 tiers
- self-assessment & reflection
- goal setting
- formative assessment
- difference between senior & lead professional is the accomplished or distinguished level

Massachusetts

- Evidence of sound moral character
- 3 tiers- 5,5,5 (technically 2)
- Preliminary license
- Requirements same for preliminary & initial license except for the preliminary is nonrenewable.
- Commissioner of Education can grant a 5 year extension
- Initial license is 1st license
- *One year induction program-approved district based
- What leads to master teacher status- an award or has to do with licensure?
- Individual PD plans
- Sign off from supervisor
- 150 units for primary & 30 units after 1st licensure.

Tennessee

- 4 tiers- 3,10,10
- Career levels 1,2,3
- Apprentice- 3 years
- Can request a 1 year extension for apprentice
- Have an appeal process
- Looks like only requirement is time but there is an evaluation process in renewal.
- General requirements are time
- A lot under renewal
- Must have a 3.0 to renew
- Personal interview
- If you don't meet the standards you go backward.

Common theme: Nat'l Board Certification tied in some way for advancement

Wishes for MN:

- Approved program for induction/mentoring before a standard license is issued.
- We like "apprentice" language to replace initial.
- Tier level language: apprentice (3 years), professional 1 (5 years), professional 2 (10 years)

Distinction between professional 1 & 2:

Professional 1

Professional 2

Master's Degree