

December 6, 2011

Barbara, Bill, Mary, John

- Look at standards, use to create a portfolio to demonstrate competence
- Possibility of using National Board Certification for Tier 2 or 3
- Content competence, require testing
- Use license to assure only health and safety, not measure of competence
- Induction is important

Bill, John, Garnet, Catherine

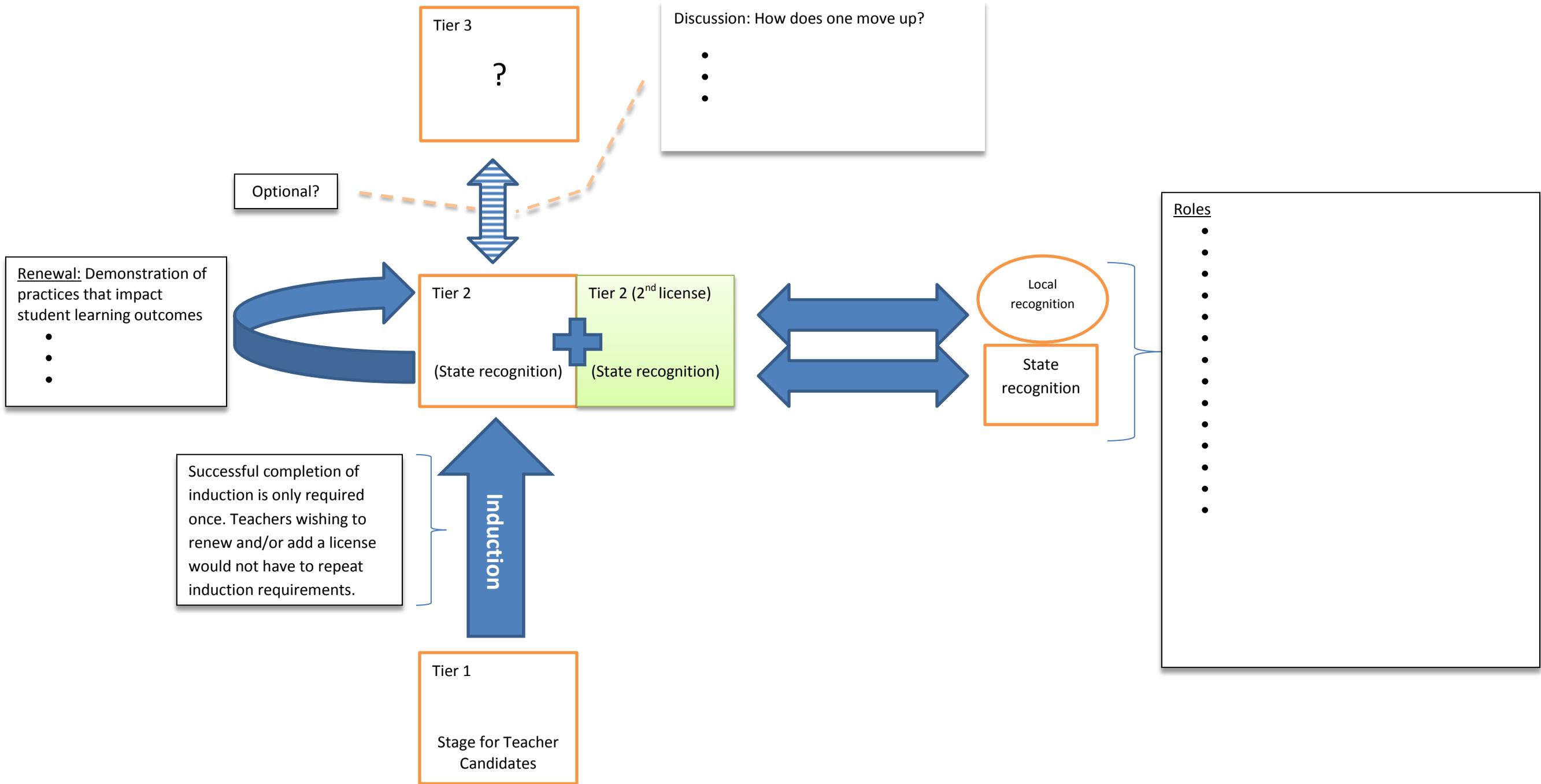
- Need to address employment, prof development, and licensure – how do they all relate/fit together
- Stage 1: can this be different for core fields vs. CTE, for initial licensure?
- Induction period should be state-approved, 3-5 years (3 years to coincide with prob. period); move to Tier 2 by demonstrating participation in approved program; funding is needed
- Need successful teaching experience to move from initial to Tier 2
- Tier 2: rather than a loop, need a spiral ... each 5 year period, there is growth, district-teacher-prof dev plan to show growth, together determine what to target (ie: K-6 teacher to become a reading specialist); based on InTASC standards; BOT rules are easier to change over time, therefore the requirements should live in BOT rule; should do no harm to the teacher, role of the teacher eval system
- Moving right: endorsements? Coaches, peer evaluators, mentors, roles identified by the district as needed; need to change role of continuing education committee;
- Teachers need time; job-embedded time to focus on prof development; teachers have decision-making
- State-approved programs/guidelines but districts would implement
- Tier 3: why would a teacher want to move up? What's the purpose? Definitely optional

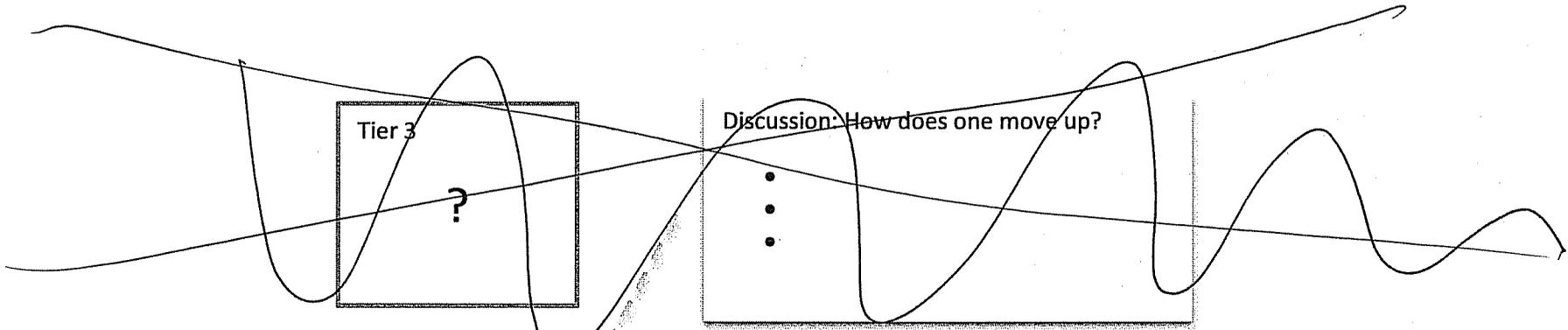
Eric, Greg, Dan

- Agree with second group
- Stage 1: New Mexico allows for waivers, exemptions from licensure requirements
- Tier 2: Badging process to recognize expertise, ways to distinguish yourself , could be classroom-focused
- Tier 3: National Board Certification? Optional ... complications of public perception, staffing, unintended consequences, hiring process
- Spiraling, continued growth

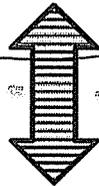
- Impact on multiple licenses, how to ensure some fields don't atrophy? Idea of recency
- M.A.- Group felt that Master's degrees can be beneficial but should have some oversight. Example, an irrelevant course that can be finished in two days should not be treated the same as a rigorous course that closely aligned with job requirements. Personal examples included negotiating with supervisors to mutually come to an understanding of which courses were beneficial to the district, school and students.
- Carol, Jane, Mary Pat, Allen, Jim
- Showing growth, spiraling
- Moving to the right – use of local, state, national recognition
  - Group would like to make clear that adding a license or certification (horizontally) does not indicate stagnant growth.
- Induction, TAP
- Separate renewal (professional development experience) from certification/endorsement
- If 3<sup>rd</sup> tier, needs to be optional, would need to be highly rigorous, national
- Could you mix-n-match tiers between licensure fields?
- Could Tier 2 renewal requirement include satisfactory performance?
- Number of roles: what is the impact of having a tiered licensure system that recognizes 5 roles compared to 500 hundred?
- Equity of National Board as 3<sup>rd</sup> tier- not all districts offer incentives for teachers to complete National Board Certification.

Role of higher education in an induction program? (ie: Bush Foundation)



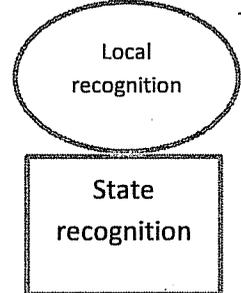
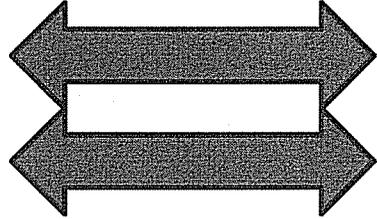
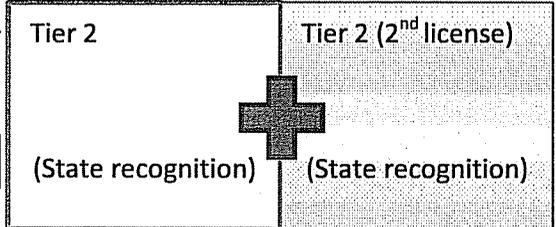
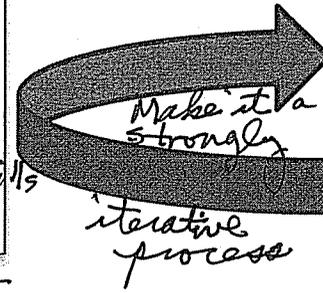


Optional?

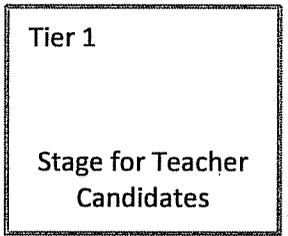
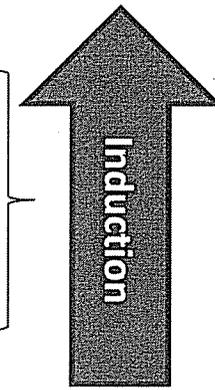


Renewal: Demonstration of practices that impact student learning outcomes

- Gain new info/skills
- Not letting unused things atrophy



Successful completion of induction is only required once. Teachers wishing to renew and/or add a license would not have to repeat induction requirements.



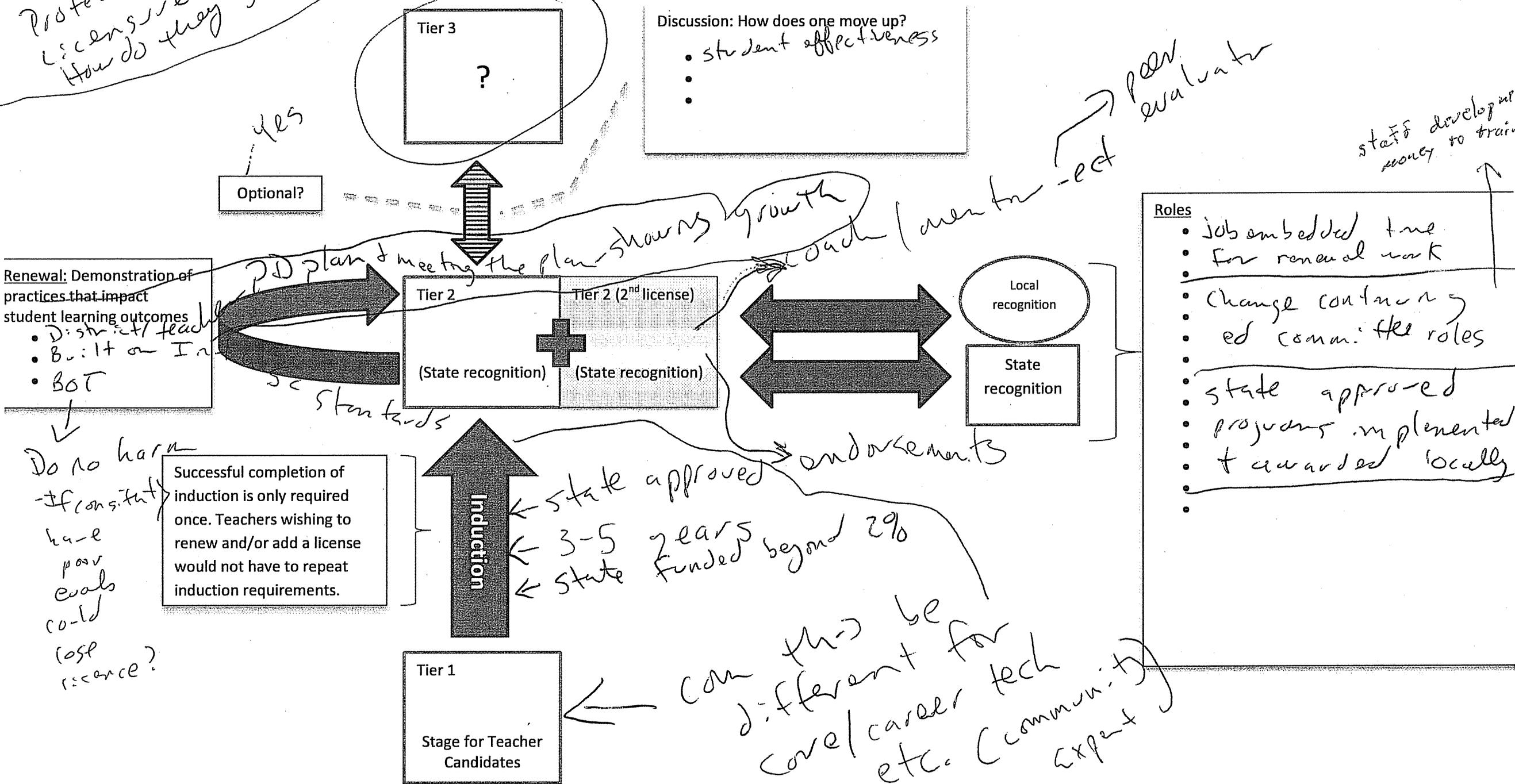
Roles

- Mentor
- Dept chair
- PLC leader
- Curriculum designer
- Induction leader
- VDM explainer
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Employment + Professional Development  
 License  
 How do they go together?

why move up? - what's purpose



Renewal: Demonstration of practices that impact student learning outcomes

- District teacher
- Built on Induction standards
- BOT

Optional?

Discussion: How does one move up?

- student effectiveness

Do no harm - if consistently have poor evals could lose license?

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Tier 1  
 Stage for Teacher Candidates

Induction

Tier 2  
 (State recognition)

Tier 2 (2<sup>nd</sup> license)  
 (State recognition)

Local recognition

State recognition

Roles

- job embedded time for renewal work
- change continuing ed comm: the roles
- state approved programs implemented + awarded locally

endorsements

- ← state approved
- ← 3-5 years
- ← state funded beyond 290

can this be different for core/career tech etc. (community expert)

staff development money to train

peer evaluator

yes

PD plan & meeting the plan - shows growth

endorsements