



Karen B. Salmon, Ph.D.
State Superintendent of Schools

TO: Members of the State Board of Education
FROM: Karen B. Salmon, Ph.D.
DATE: September 24, 2019
RE: COMAR 13A.07.06
Programs for Professionally Certificated Personnel
REPEAL AND REPLACE – PERMISSION TO PUBLISH

PURPOSE:

On June 25, 2019, the State Board of Education (SBOE) granted permission to publish Code of Maryland Regulations (COMAR) COMAR 13A.07.06 *Programs for Professionally Certificated Personnel*, which would repeal and replace the current version of 13A.07.06 *Programs for Professionally Certificated Personnel*. The Professional Standards and Teacher Education Board (PSTEB) voted against the publication of 13A.07.06 *Programs for Professionally Certificated Personnel* at its September meeting. The State Board must vote on whether to override PSTEB's action and grant permission to publish the regulations.

REGULATION PROMULGATION PROCESS:

Under Maryland law, a state agency, such as the SBOE, may propose a new regulation whenever the circumstances arise to do so. The SBOE shares joint authority with the PSTEB to develop regulations governing teacher certification and preparation. When the SBOE initiates a regulatory change concerning certification, the PSTEB must review the proposed regulation. If a majority of the PSTEB members approve of the regulation, the regulation promulgation process continues. If a majority of the PSTEB members disapprove of the proposed regulation, the regulation will not move forward unless approved by a super-majority of the SBOE (three-fourths of its members).

After the PSTEB has voted to approve the regulation (or three-fourths of the State Board has voted to approve the regulation despite the PSTEB's disapproval), the proposed regulation is sent to the Administrative, Executive, and Legislative Review Committee (AELR) for a 15-day review period. If the AELR Committee does not hold up the proposed regulation for further review, it is published in the Maryland Register for a 30-day public comment period. At the end of the comment period, the Maryland State Department of Education (MSDE) staff reviews and summarizes the public comments, which are presented to the initiating Board for consideration. Thereafter, MSDE staff will present a recommendation to the initiating Board to either: (1) adopt the regulation in the form it was proposed; or (2) revise the regulation and adopt it as final because the suggested revision is not a substantive change; or (3) revise the regulation and re-propose it because the suggested revision is a substantive change. At any time during this process, the AELR Committee may stop the promulgation process and hold a hearing. Thereafter, it may recommend to the Governor that the regulation not be adopted as a final regulation or the AELR Committee may release the regulation for final adoption. The State Board, as the originating board, would then vote to formally adopt the regulation.

HISTORICAL BACKGROUND:

Beginning in January 2019, the SBOE established requirements for educator preparation programs leading to initial Maryland teacher certification and tasked the MSDE with developing regulatory language for review and discussion. On June 25, 2019, the SBOE granted permission to COMAR 13A.07.06 *Programs for Professionally Certificated Personnel*, which would repeal and replace the current COMAR 13A.07.06 *Programs for Professionally Certificated Personnel*. The proposed regulatory language is aligned to the MSDE's comprehensive plan to increase the rigor and accountability of educator certification and preparation programs in Maryland and to the recommendations of the Commission on Innovation and Educational Excellence.

During the July 11, 2019, PSTEB meeting, no action was taken, and the decision was made to discuss the proposed regulations further during the August PSTEB meeting after members conferred with the constituency groups that they represent. During the August 1, 2019, PSTEB meeting, no action was taken, and the decision was made to have further discussion during the September PSTEB meeting.

On September 9, 2019, the PSTEB voted unanimously (with one abstention) to oppose permission to publish the proposed regulatory language in COMAR 13A.07.06. The PSTEB also voted to request a Joint Conference Committee with the SBOE.

REGULATORY ACTION INFORMATION:

All regulations involving teacher certification or educator preparation programs must be approved by both the SBOE and the PSTEB prior to publication. If the PSTEB does not approve a regulation for publication, the SBOE may still send the regulation for publication, if three fourths of its members vote to do so.

- 1) The State Board may repeal, replace, and publish the regulations concerning educator licensure and teacher preparation programs in the same form as when they were originally approved at the June SBOE meeting:
 - Permission to repeal, replace, and publish the regulations must be done through a super-majority vote. A super-majority is three fourths of the SBOE (ordinarily nine of the board's 12 members).
 - If approved, the regulations will be referred to the AELR committee in the General Assembly for review and published in the Maryland Register, where the public may comment on them. At the end of the public comment period, the regulations would return to the State Board for final action.
 - If a super majority does not approve the regulations for publication, the regulations are not published. Either Board may introduce new regulatory language in the future.

- 2) The State Board may choose not to approve the educator licensure and teacher preparation program regulations:
 - If a super majority does not approve the regulations for publication, the regulations are not published. Either Board may introduce new regulatory language in the future.
 - Any substantive changes in the proposed regulations would need to go through the two-board approval process again.
 - The SBOE may decide to establish a Joint Conference Committee with the PSTEB to consider changes to the proposed regulations.

Joint Conference Committee Action

- 1) Vote to determine if the SBOE wishes to engage in Joint Conference Committee with the PSTEB:
 - **Option 1:** Vote No to Joint Conference Committee
 - **Option 2:** Vote Yes to engage in a Joint Conference Committee while granting permission to publish the proposed regulatory language
 - **Option 3:** Vote Yes to engage in a Joint Conference Committee prior to taking action on the regulations

ACTIONS:

- 1) Request permission to repeal, replace, and publish amended regulatory language to COMAR 13A.07.06 *Programs for Professionally Certificated Personnel.*
- 2) Determine if the SBOE wishes to engage in a Joint Conference Committee with the PSTEB.

Attachment

Title 13A STATE BOARD OF EDUCATION

Subtitle 07 SCHOOL PERSONNEL

Chapter 06 Programs for Professionally Certified Personnel

.01 Purpose and Scope

- A. This chapter sets the standards that MSDE uses to issue an approval document to an entity that is responsible for governing and operating an Educator Preparation Program, either Traditional or Alternative, for the training of educators to be licensed in this State.

- B. No individual, public or private educational association, corporation or institution of higher education, shall offer an Educator Preparation Program without first having obtained the permission of the Maryland Higher Education Commission and meeting the requirements of this chapter.

.02 Incorporation by Reference.

In this chapter, the following are incorporated by reference:

- A. National Standards. The Department shall approve and monitor educator preparation programs, both Traditional and Alternative, according to these standards:
 - (1) [American Association for Agricultural Education \(AAAE\), 2017.](#)
 - (2) [American Association of Family and Consumer Sciences \(AAFCS\), 2010.](#)
 - (3) [American Association of School Librarians \(AASL\), 2017.](#)
 - (4) [American Council on the Teaching of Foreign Languages \(ACTFL\), 2013.](#)
 - (5) [American Sign Language Teachers Association \(ASLTA\), 2018.](#)
 - (6) [Association for Childhood Education International \(ACEI\), 2007; Council for the Accreditation of Educator Preparation \(CAEP\), 2018.](#)
 - (7) [Association for Middle Level Education \(AMLE\), 2012.](#)
 - (8) [Council for Accreditation of Counseling & Related Educational Programs \(CACREP\), 2016.](#)
 - (9) [Council for Exceptional Children \(CEC\), 2015.](#)
 - (10) [Gifted and Talented Specialist: Council for Exceptional Children \(CEC\); The Association for the Gifted \(TAG\), 2018.](#)
 - (11) [International Literacy Association \(ILA\) Standards for the Preparation of Literacy Professional, \(2017\).](#)
 - (12) [International Society for Technology in Education \(ISTE\), 2019.](#)
 - (13) [Interstate Teacher Assessment and Support Consortium \(InTASC\), 2013.](#)
 - (14) [National Art Education Association \(NAEA\), 2014.](#)
 - (15) [National Association for the Education of Young Children \(NAEYC\), 2010.](#)
 - (16) [National Association of Schools of Theater \(NAST\), 2019.](#)
 - (17) [National Association of School Psychologists \(NASP\), 2010.](#)
 - (18) [National Association of Social Workers \(NASW\), 2012.](#)
 - (19) [National Business Education Association \(NBEA\), 2013.](#)
 - (20) [National Council for Social Studies \(NCSS\), 2018.](#)
 - (21) [National Council of Teachers of English \(NCTE\), 2012.](#)
 - (22) [National Council of Teachers of Math \(NCTM\), date unknown.](#)
 - (23) [National Educational Leadership Preparation \(NELP\): District Level, 2018.](#)
 - (24) [National Science Teachers Association \(NSTA\), 2012.](#)
 - (25) [Next Generation Science Standards \(NGSS\), 2017.](#)
 - (26) [Professional Standards for Educational Leaders \(PSEL\), 2015.](#)
 - (27) [Society of Health and Physical Educators \(SHAPE\): Physical Education, 2017.](#)
 - (28) [Society of Health and Physical Educators \(SHAPE\): Health Education, 2018.](#)
 - (29) [Standards for Mathematical Practice, date unknown.](#)
 - (30) [Teaching English to Speakers of Other Languages \(TESOL\), 2018.](#)
- B. Model Code of Ethics for Educators (MCEE), National Association of State Directors of Teacher Education and Certification, 2015.

.03 Definitions

A. In this chapter, the following terms have the meanings indicated.

B. Terms Defined.

(1) "Accreditation", also referred to as "national accreditation," means a teacher education program has met standards set by a national accrediting agency recognized by the Department and the Commission.

(2) "Action Research" means a deliberate, solution-oriented investigation to enhance student achievement that is conducted by the teacher candidate, under the guidance of a supervising teacher and clinical faculty.

(3) "Alternative Program" means a program provided by any public or private educational association, local school system, corporation or institution that includes coursework, assessment, clinical experiences and training, and which upon completion renders candidates eligible for licensure in Maryland, but does not confer a degree.

(4) "Approval" means a Program has met all requirements set by the Department and may operate for a period of 5 years from the date of the review.

(5) "Approval with Conditions" means a Program has met some, but not all, requirements set by the Department and may operate under certain conditions for a period of 2 years from the date of the review.

(6) "Candidate" means an individual enrolled in an educator preparation program who is preparing for or serving in a position as an educator in schools that educate students in preschool through grade twelve.

(7) "Clinical Experience" means guided, hands-on, practical applications and demonstrations of a Candidate's professional knowledge and the application of theory through collaborative and facilitated learning in field-based assignments, tasks, activities, and assessments across a variety of settings.

(8) "Clinical Supervisor" means a supervisor of a candidate who is employed by the Education Preparation Provider, trained or experienced in the field in which the individual is supervising, and is trained to work with and provide feedback to candidates.

(9) "Commission" means the Maryland Higher Education Commission.

(10) "Department" means the Maryland State Department of Education.

(11) “Educator Preparation Program (Program)” means a Maryland Approved Program, either Traditional or Alternative that offers a sequence of courses and experiences required by an Education Preparation Provider for the preparation of candidates to become educators in a specific area, subject, or category.

(12) “Educator Preparation Provider (Provider)” means a regionally accredited college, university, or other post-secondary institution, public or private educational association, local school system, corporation or institution approved to operate a Traditional or Alternative educator preparation program in the State of Maryland.

(13) “Entrance” means matriculation into a Program.

(14) “Exit” means completion of a Program.

(15) “Focused Revisit” means the subsequent review by the Department of a Program that holds the status of Approved with Conditions or Probation.

(16) "Interstate Certification Compact (ICC)" means a legal agreement with other states to facilitate the certification of out-of-state teachers and other professional educational personnel as authorized by Education Article, Title 6, Subtitle 6, Annotated Code of Maryland, or as otherwise provided by law.

(17) “Local School System (LSS)” means a Maryland public school system, a State-operated school, or a nonpublic school.

(18) “Maryland Teacher-Principal Evaluation” means an evaluation framework for the performance of teachers administered annually by the local school system and recommended by the State.

(19) “Partner School” means a school selected by a college or university with which to collaborate in order to provide a geographically preferable location or to meet a subject area need in which a Candidate may be placed for their clinical experience in order to prepare teacher candidates across all clinical experiences.

(20) “Probation” means a Program has seriously failed to meet program requirements or has demonstrated a pattern of noncompliance and has been designated with this status by the Department for a period of no more than a year.

(21) “Professional Development” means a variety of specialized training, formal education, or advanced professional learning intended to help administrators, teachers, and other educators improve their professional knowledge, competence, skill, and effectiveness.

(22) “Professional Development School” means a collaboratively planned and implemented partnership for the academic and clinical preparation of Candidates and the continuous professional development of

both school system and Provider faculty, implemented through a Memorandum of understanding between the local school system and the Provider.

(23) “Satisfactory Progress” means a teacher candidate is on track to satisfy all Program requirements within the required timeframe established by the Provider.

(24) “Self-Study Report” means the report resulting from the process that a Provider and its Programs conduct to evaluate themselves against national standards, in a format specified and accepted by the Department.

(25) “Traditional Program” means:

- (a) an educator preparation program offered by a college or university leading to a degree;
- (b) that includes general education and content coursework, professional coursework, clinical experiences, and demonstration of standards and competencies required to prepare educators for teaching students in the classroom environment; and
- (c) upon completion renders candidates eligible for licensure in Maryland.

.04 State Consent to Offer Programs

- A. In order to offer an Educator Preparation Program, a provider must obtain Department consent.
- B. The Department may grant consent to a provider if:
 - (1) The Commission has granted a Maryland institution preparing educators approval to operate in the State of Maryland as applicable; and
 - (2) The provider obtains and continues to hold accreditation from a national accreditation organization recognized by the Department and the Commission; or
 - (3) The provider meets the approval requirements as outlined in this chapter.

.05 National Accreditation

- A. A provider does not need to meet State approval standards if it holds and maintains accreditation from a national accrediting agency recognized by the Department and the Commission.
- B. The provider shall notify the Department when it applies to a national accreditation organization.
- C. A provider shall operate its Program in a manner that is consistent with the requirements of the national accrediting agency.
- D. Providers shall submit to the Department proof of accreditation with supporting documentation within 30 calendar days after receiving it.
- E. A provider shall notify the Department within 15 calendar days of any change in a Program's accreditation status.
- F. Programs that have chosen national accreditation are subject to full review from their accrediting organization at the request of the Department.
- G. The Department may investigate complaints regarding any aspect of a Program separate from any review conducted by the national accrediting agency.
- H. A provider that holds national accreditation shall inform the Department in writing at least 90 calendar days before a Program ceases operating and provide an exit plan for current students that includes notification to those students.

.06 Application for State Approval

A. Application for State Approval for Traditional and Alternative Programs.

(1) Providers shall submit an application for new Program approval to the Department that includes the following:

(a) A description of the Program for which approval is sought and other administrative information, including the plan for implementing Department-mandated Program components as defined in §.07 of this chapter;

(b) Documentation that the Program is aligned to national content standards, or documentation of the process required in §C of the regulation when national content standards are not available, including:

(i) A needs assessment demonstrating the demand for Program graduates in the employment market and demand by potential candidates, which may be met by documentation provided to the Commission;

(ii) The curriculum for the Program and a course sequence chart including syllabi for any new courses;

(iii) Descriptions of the expected outcomes of the Programs and of how those outcomes will be assessed;

(iv) Identified key assessments in the Program, using rubrics aligned to national content standards and Maryland-approved PK-12 competencies;

(v) Vitae for all faculty delivering instruction in or administering the Program; and

(vi) Descriptions of materials, media, and resources available for the Program, and how technology is integrated into the curriculum or Program.

(2) All applications shall be submitted within six months from the date that notification was made to the Department.

B. The Department shall issue a Letter of Approval to the Provider to begin operation of a Program(s) when the Department is satisfied that the Provider's proposed Program has met the requirements of this chapter.

C. The approval letter shall include the following:

(1) Name of the Provider;

(2) Location of the Provider;

(3) List of Programs leading to certification;

(4) Description of degree or degrees awarded upon completion of the Program; and

(5) Length of approval.

D. A Provider shall operate its Program in a manner that is consistent with the specifications in its approval letter and the requirements of this chapter.

E. If a Provider plans a change in operation that is inconsistent with the specifications in its approval letter, the Provider shall notify the Department in writing at least 6 months before the intended change and include a letter from the Commission indicating approval of the change.

F. A Provider may not implement a change in the operation of its Program until the Department has issued an amended approval letter reflecting the change.

G. The Department shall not approve a change in an approval letter under any of the following circumstances:

(1) The Program status is Approval with Conditions, unless the provider provides sufficient evidence that the change is necessary to meet all approval requirements;

(2) The Program is on Probation;

(3) The Program has not filed its annual report with the Department;

(4) The Department is investigating a written complaint alleging that the provider's Program is in violation of one or more regulations under this chapter, unless the change is necessary to bring the Program into compliance with this chapter; or

(5) The Department is implementing procedures and sanctions as specified in §.11 of this chapter.

H. The Department shall notify a Provider that a requested change may not be implemented in writing within 30 days of the date of the written request.

I. A Provider shall inform the Department in writing at least 90 calendar days before a Program ceases operating and provide an exit plan for current students that includes notification to those students.

J. The approval letter is void if:

(1) The provider ceases operating a Program; or

(2) The State Superintendent issues a final order requiring the Program to cease operations.

.07 State Program Approval Process

A. Requirements for Traditional and Alternative Programs.

- (1) Providers may seek approval for a new Program, or a new specialization in a currently operating Program area, provided the documentation submitted contains sufficient justification to warrant the Program or new specialization, and has been pre-approved by the Commission.
- (2) Providers seeking first-time approval for a Program shall be subject to annual monitoring and a full review of Program(s) within the first two years of operation and may also include an on-site review if deemed necessary by the Department to confirm information in the application.
- (3) The Department shall approve or reject the proposal for a new Program, notifying representatives of the Program and Provider.
- (4) New Programs shall not admit candidates to the Program until the Department has provided approval.

B. Special Requirements for Alternative Programs.

- (1) In addition to meeting the requirements found in §A of this regulation, Alternative Programs shall provide at least four weeks of professional development, prior to the Candidate assuming full responsibility of the classroom.
- (2) The professional development shall include, but not be limited to, pre-employment training, initial coursework, pedagogy, and pre-practicum experiences.

C. Program Approval Process Where No National Content Standards Are Available.

- (1) The approval process for proposed Programs for which there are no national content standards shall consist of Department review of an application, and may also include an on-site review if deemed necessary by the Department to confirm information in the application.
- (2) All Programs approved pursuant to this section shall complete all requirements in §A to receive Program approval.
- (3) At least 6-months before Program approval is requested, Providers shall notify the Department of their intent to initiate the review process for a Program for which there are no national content standards.
- (4) At least six months before the approval is requested, the Provider shall submit the application for approval to the Department.
- (5) The application shall include, but not be limited to:
 - (a) A description of the proposed Program;
 - (b) A detailed description and outline of proposed Program content and coursework; and

(c) Identification of national content standards most closely related and relevant to the proposed Program.

.08 State Program Approval Requirements

A. Entry Requirements.

- (1) Traditional Programs shall require Candidates to have a grade point average (GPA) of at least 3.0 on a 4.0 scale during the most recent two years of the candidate's general education, whether secondary or post-secondary; or demonstrate mastery of general knowledge by providing evidence of a qualifying score, as established by the State Superintendent of Schools and as approved by the State Board of Education (SBOE), on a basic skills assessment.
- (2) Alternative Programs shall require Candidates to submit:
 - (a) A GPA of at least 3.0 on a 4.0 scale at the post-secondary level; or demonstrate mastery of general knowledge by providing evidence of a qualifying score, as established by the State Superintendent of Schools and as approved by the SBOE, on a basic skills assessment; and
 - (b) Evidence of one of the following:
 - (i) A conferred bachelor's degree or higher with a major related to the Program licensure area;
 - (ii) A conferred bachelor's degree or higher with a minimum of 30 semester hours of credit related to the licensure area; or
 - (iii) Evidence of a qualifying score on an approved content assessment, as established by the State Superintendent of Schools and as approved by the SBOE.

B. Waiver of Entry Requirements.

- (1) A Program may waive the entrance requirement for up to 10% of the Candidates admitted in an annual cohort.
- (2) Programs shall implement strategies to ensure that Candidates admitted under such a waiver receive assistance to successfully demonstrate the standards and competencies and meet requirements for licensure upon exit from the program.

C. Standards and Competencies.

- (1) Programs shall provide the following for all candidates:
 - (a) Instruction and experiences aligned with Maryland-recognized national content and pedagogy standards listed under §.02A of this chapter;
 - (b) Instruction and experiences aligned with Department-approved competencies under §.11-.14 of this chapter;

(c) Instruction in the Department-approved *Model Code of Ethics for Educators*; and

(d) Instruction in teaching in high poverty, culturally, and linguistically diverse schools under §.14.

(2) Programs preparing candidates for elementary education shall provide a minimum of twelve semester hours in each of the following: English language arts, social studies, math, and science.

(3) Programs preparing candidates for early childhood education, elementary education, special education, and English for Speakers of Other Languages shall include research-based literacy instruction to include:

(a) Phonological and phonemic awareness including emergent literacy;

(b) Vocabulary and fluency;

(c) Phonics and decoding;

(d) Written expression, spelling and grammar;

(e) Comprehension of literary and informational text; and

(f) Assessment and instructional decision making

(4) Programs for Specialists. The Department shall approve Specialists programs according to the national standards listed in §.02A of this chapter.

(5) Programs for Administrators. The Department shall approve Administrator programs according to the national standards listed in §.02A of this chapter.

D. Clinical Experiences.

(1) The provisions in this subsection shall be applicable to Programs beginning on or after July 1, 2025.

(2) Traditional Programs shall have four phases of Clinical Experiences in which pre-practicum and practicum experiences occur.

(3) The phases shall be:

(a) A pre-Clinical Experience(s) aligned to the pre-practicum phase occurring in first year of program where teacher candidates observe promising practices in the profession;

(b) A first Clinical Experience(s) aligned to pre-practicum phase occurring where teacher candidates participate in the classroom and core pedagogy practices, including but

not limited to, lesson planning, literacy instruction, culturally-responsive pedagogy, and the growth mindset; and

(c) A second Clinical Experience(s) aligned to pre-practicum phase occurring where teacher candidates participate in specialized field experiences, including but not limited to, differentiated instruction, assessment, and classroom management.

(d) Practicum phase where teacher candidates complete a year-long experience in a PDS or Partner School in order to meet all the regulatory requirements set forth in COMAR 13A.07.06.07D.

(4) Pre-practicum experiences shall be incorporated throughout the program that:

(a) Align with Program curriculum;

(b) Align with the area, subject, and grade band of licensure being sought by the Candidate;

(c) Begin in the first year of the program;

(d) Vary across school settings and student populations; and

(e) Provide Candidates the opportunity to reflect on experiences within the classroom setting.

(5) Programs leading to licensure in an area of teaching shall include a year-long practicum experience in a Partner School or Professional Development School, to include the opening of the school year, and:

(a) Is located in a Maryland public school, State-operated school, or Nonpublic School;

(b) Is aligned with Program curricula that encompass the area, subject, or category of licensure being sought by Candidates;

(c) Provides candidates on-site supervision by a Supervising Teacher and ongoing support by a Clinical Supervisor from the Provider, including:

(i) A minimum of four documented observations;

(ii) Collaboration between Clinical Supervisors and Supervising Teachers to evaluate Candidates for demonstration of required competencies;

(iii) Observations and evaluations of Candidates, aligned to a Department-approved educator evaluation system; and

(iv) Feedback, placement, remediation, or supports, informed by candidate evaluations.

- (d) Ensures Candidates are responsible for the instruction and classroom management of a roster of students for a minimum of 100 hours during the year-long practicum;
- (e) Totals a minimum of:
 - (i) 100 days across two consecutive semesters for Programs leading to a Master's of Arts in Teaching; or
 - (ii) One full school year for all other Programs leading to licensure in a teaching area.
- (6) Programs for Administrators shall include a supervised Clinical Experience totaling a minimum of two-hundred and forty (240) hours equitably distributed within the Program to include observations and evaluations of Candidates aligned to a Department-approved administrator evaluation system under §.02C of this chapter.
- (7) Programs for Specialists shall include a supervised Clinical Experience in the specialty area being pursued.

E. Special Provisions.

- (1) Prior to July 1, 2025, Traditional Programs shall provide a Candidate with a Practicum experience of no less than 100 days across two consecutive semesters during which the Candidate is responsible for the instruction and classroom management of a roster of students for no less than 40 hours.
- (2) Prior to July 1, 2025, Alternative Programs shall provide a Candidate with a Practicum experience of no less than 100 hours in which the Candidate is responsible for the instruction and classroom management of a roster of students for no less than 40 hours.
- (3) Prior to July 1, 2022, Candidates must develop standards-based portfolios, using student work and other artifacts along with reflections on their experiences, to demonstrate their performance according to the national content standards and Maryland's competencies.

F. Exit Requirements. Traditional and Alternative Program Practicums shall establish exit requirements that demonstrate Candidates are licensure-ready. Upon exit, Candidates shall:

- (1) Demonstrate successful completion of required coursework that is based upon Department-recognized national content standards and Department-approved competencies;
- (2) Demonstrate successful completion of the Clinical Experience outlined in §.07D of this chapter;
- (3) Obtain a qualifying score on a specific content assessment in the appropriate area, subject and grade band or specialty area as established by the State Superintendent of Schools and as approved by the State Board of Education, if applicable; and

- (4) Obtain a qualifying score on a pedagogy assessment, as established by the State Superintendent of Schools and as approved by the State Board of Education (in teaching areas only).
- (5) Beginning July 1, 2022, candidates shall complete a Department approved performance-based assessment that is scored by certified reviewers and is not scored by employees of the educator preparation program or unit.
- (6) Beginning July 1, 2025, candidates shall submit a passing score on a Department approved performance-based assessment that is scored by certified reviewers and is not scored by employees of the educator preparation program or unit.

G. Credit Requirements.

- (1) A program leading to a bachelor's degree shall be a 4-year program and award 120 credits, as applicable.
- (2) Providers may expand the Program by no more than 12 semester hours of credit or an additional semester only with the permission of the Department and the Commission.

.09 Clinical Experience Placements

A. Public school district partners, nonpublic schools, and public and private institutions of higher education shall share responsibility for finding placements for qualified candidates with qualified supervising teachers.

B. Supervising Teachers shall:

- (1) Have the capacity to lead other teachers working in teams to improve the curriculum, instruction, and assessment in the school in an effective and disciplined way;
- (2) Have the skills and knowledge needed to mentor new teachers and other less skilled teachers to enable them to develop their skills;
- (3) Have sufficient expertise in research, especially action research, to lead teacher teams and Candidates that will use research to develop programs, curriculum, teaching techniques, and other interventions;
- (4) Be able to conduct formal evaluations to determine the extent to which those interventions are successful, correcting course as necessary to produce the outcomes for students they want;
- (5) Spend approximately 50% of their working hours teaching and spend most of the additional time mentoring Candidates and newer and struggling teachers and leading workshops and demonstrations at the school level.
- (6) No sooner than July 1, 2025 and when the Maryland National Board Certification pass rate reaches the national average, supervising teachers shall be on the teacher leadership track as a lead, master or professor master teacher.

C. Program Collaboration with Clinical Experience Placements.

(1) The Program shall collaborate with the public school district partner or nonpublic school to provide the supervising teacher:

- (a) Initial training on best practices in coaching, mentoring, and reflective strategies;
and
- (b) Additional professional development after the first year of mentorship, then every four years thereafter.

(2) The Program shall collaborate with supervising teachers to evaluate teacher candidates on teacher competencies.

D. Partner School Requirements. Partner Schools collaborate with programs to prepare Candidates during one or more phases of the clinical rotation that include:

(1) Diverse, clinical experiences that are selected purposefully to complete a well-rounded clinical experience based on:

- (a) Student population;
- (b) School setting (urban, suburban, rural);
- (c) Distinguished instructional practices; and

(d) Accomplished State-licensed, Supervising Teachers in the area in which a Candidate may be placed.

(2) Partner Schools must actively collaborate with Programs to ensure mentoring and growth of teacher candidates.

E. Professional Development School (PDS) Requirements.

(1) The PDS partnership between a Provider and a school shall:

- (a) Collaboratively integrate PreK-12 instructional content priorities in the Program and into clinical experiences;
- (b) Engage Candidates in the full range of teacher activities in the school community;
- (c) Require Candidates to reflect on their learning experiences with their peers and with school and Program faculty;
- (d) Collaboratively create, conduct and participate in needs-based professional development to improve instruction and positively impact student achievement;
- (e) Plan and participate in activities where all school staff is encouraged to support and interact with interns; and
- (f) Have interns demonstrate competency in using specified learning outcomes and assessments to plan, deliver and assess instruction.

(2) PDS partners shall work together to carry out the collaboratively defined mission of the PDS partnership by:

- (a) Planning and implementing curricula for interns to provide authentic learning experiences;
- (b) Sharing the responsibility for meeting the needs of, and evaluating the performance of, Candidates;
- (c) Providing ongoing support for all educators, including non-tenured and provisionally certified teachers; and
- (d) Using demographic and performance data to modify instruction to improve student achievement.

(3) The PDS shall uphold Maryland approved standards, competencies, and regulations governing the preparation of Candidates by:

- (a) Upholding the exit requirements defined in §.08F. of this chapter;
- (b) Soliciting and incorporating feedback from candidates to modify and enhance the Program;
- (c) Assessing the collaborative professional development provided in the PDS;
- (d) Assuming responsibility for improving PreK-12 student achievement; and
- (e) Collaborating to determine the impact of PDS on student achievement.

(4) PDS partners shall allocate resources to support the continuous improvement of teaching and learning by:

- (a) Communicating regarding roles, responsibilities, operating procedures, and integrating feedback to continuously improve operations within the partnership;
- (b) Establishing a governing body at both the Program level and local school system level to review data to inform ongoing and future review of the PDS partnership to include placements, supervising teacher trainings, action research work, and induction and/or professional development needs.

(c) The governing body at each level shall:

(i) Meet three times annually at a minimum; and

(ii) Include Director-level membership of the Program and local school system, principal or designee, PDS site coordinator, and faculty member(s);

(d) Recognize and reward the PDS work of IHE faculty and staff through organizational structures and incentives that fully integrate PDS work with the mission of the Program;

(e) Model professional ethics and engage in substantive examination of ethical issues affecting research and practice; and

(f) Provide resources to ensure the continuity of the PDS.

(5) The PDS supports equitable involvement of faculty at both the Program and local school system levels to support equitable outcomes for diverse learners by providing Candidates:

(a) Equitable access to a clinical experience working with students of diverse backgrounds and abilities;

(b) Work in diverse school settings (urban, suburban, rural);

- (c) The opportunity to benefit from working with accomplished supervising teachers;
and
- (d) Full access to professional development and other professional enrichment activities;
- (e) Training to support knowledge, skills and dispositions surrounding equity issues;
- (f) Partnerships that represent diverse backgrounds;
- (g) Action research and inquiry on issues of equity;
- (h) Research findings related to student equity used for program improvement;
- (i) Collaboration with parents and community members in support of student learning;
- (j) Collaboration to ensure that all education is multicultural; and
- (k) A focus on meeting the needs of diverse learners to eliminate achievement gaps.

(6) Programs shall have a variety of PDS sites in their networks.

(7) Programs and local school systems shall have a signed memorandum of understanding to commit to the shared mission, expectations of placements, roles and responsibilities, professional development, and resources.

F. Action Research.

- (1) All programs shall require teacher candidates to conduct Action Research during the Practicum.
- (2) Candidates shall present findings to local school system and clinical faculty.
- (3) Findings shall include the ongoing cycle of problem identification, data collection, reflection, analysis, and lessons learned for the next cycle.

.10 State Program Review and Reporting

A. Compliance with Program Requirements.

- (1) Providers shall provide evidence of adherence to Program requirements as outlined in this regulation.
- (2) If Providers submit annual reporting to a national accreditation agency recognized by the Department and the Commission, the Provider shall submit a copy of the annual report to the Department within 30 calendar days.
- (3) Providers shall submit data and annual reports demonstrating each Program's compliance with requirements.
- (4) The annual reports shall include, but not be limited to, documentation of compliance with the following measures:
 - (a) Entry requirements as stated in §.08A of this chapter;
 - (b) Clinical experience requirements as stated in §.08D of this chapter;
 - (c) Standards and competencies requirements as stated in §.08C of this chapter;
 - (d) Exit requirements as stated in §.08F of this chapter, including Candidate passing rates on content exams and performance assessments, as well as rate of Program completion and attrition data; and
 - (e) Candidate evaluation requirements as stated in §.08D(6)(c) of this chapter, including documentation of evaluation processes and remediation policies as defined by the Program.
- (5) Providers shall compile and report data to the Department for each graduating cohort and for the most recent five years of Program cohorts on a selection of Department-identified metrics that may include but are not limited to:
 - (a) Program completion rates, including number and demographics of completers, non-completers, degrees granted and demographics;
 - (b) Placement in Maryland schools by Subject-area, grade-level, and LSS employer;
 - (c) Performance including passing rates and cut scores on Department approved performance assessments and content-exams,
 - (d) Enrollment trends, including past and projected enrollment in each program;
 - (e) Employment of graduates/completers;

(f) Performance on the Teacher-Principal Evaluation or other Maryland-approved evaluation tool; and

(g) Retention of program completers through the first 5 years of employment.

(6) The Department may monitor or conduct an interim review of an approved Program at any time.

.11 State Program Renewal, Oversight, and Revocation

A. Review.

- (1) The Department shall review Programs every five years.
- (2) Programs that meet the requirements and standards set by the Department shall be approved for five years.
- (3) Programs that fail to meet all the requirements and standards addressed in §.06 of this chapter may be approved with conditions or placed on probation.
- (4) Program extensions.
 - (a) Providers may request an extension of the Department's 5-year review.
 - (b) Requests shall be in writing and submitted at least 180 calendar days before the end of the Program's five-year cycle program approval process.
 - (c) The Department may grant up to a one-year extension based on documentation submitted to justify the extension.

B. Approval with Conditions.

- (1) Following the process detailed in §.06 of this chapter, if the approved Program fails to meet all the standards and competencies, reporting, or compliance requirements, it may be Approved with Conditions.
- (2) The Department shall conduct a focused review of a Program Approved with Conditions within two years of the original review.
- (3) The Department may extend a program's Approval with Conditions for good cause beyond the original 24-month period.
- (4) Programs may continue to accept Candidates for entry while approved with conditions.
- (5) Approval with Conditions shall last two years unless, through its annual reports, the Program provides significant and sufficient evidence to substantiate meeting full Program approval requirements. If a Program provides such evidence, it may be removed from Approval with Conditions after one year, granted approval, and returned to its original five-year review cycle.
- (6) A Program Approved with Conditions shall continue to provide all annual reporting.
- (7) If a Program has not made satisfactory progress toward meeting Department requirements and national standards, reporting, and/or compliance requirements after two years, the Program may be placed on Probation or revoked.

C. Probation.

(1) Programs that have seriously failed to meet the standards and benchmarks, reporting or compliance requirements, or have demonstrated a pattern of noncompliance may be placed on probation.

(2) Programs that do not submit data or required reports to the Department, or who lose national accreditation status, by revocation or by expiration, may be placed on probation status or may face immediate revocation of Department approval.

(3) The Department may conduct a full review within one year of the last Focused Revisit for a program on probation unless, through annual reporting requirements, the Program provides significant and sufficient evidence to substantiate meeting full Program approval requirements.

(4) Programs may not accept candidates for entry while on probation.

(5) A Program on probation shall continue to provide all annual reporting to the Department.

(6) Within 30 calendar days of the notification of probation, the Provider must notify each Candidate individually in writing of the probation of Program, explain what probation means, and provide documentation of the notification to the Department.

(7) The Department shall monitor Program progress towards meeting the Department requirements and national standards for the Program throughout the probationary period, including review of required reports and monitoring visits as deemed necessary.

(8) If a Program provides evidence of meeting all Program requirements, the Department may remove it from probation.

(9) The Department may request an annual follow-up report with an annual re-visit for institutions removed from Probation.

(10) If a Program has not made satisfactory progress toward meeting Program standards, reporting and/or compliance requirements after the one-year probation, the Department may revoke its approval.

D. Revocation.

(1) The Department shall revoke a Program if a Provider fails to meet the standards, reporting or compliance requirements set forth by this chapter.

(2) The Department shall notify the Provider, the Program, and appropriate representatives of the Provider in writing of a decision to revoke.

(3) Upon provision of such notification, the Program must cease operating.

(4) A revoked Program shall not recruit or accept new Candidates.

(5) Within 30 calendar days of the notification of revocation, the Provider shall notify each Candidate individually, in writing, of the revocation of Program approval, explain what revocation means, and provide documentation of the notification to the Department.

(6) Candidates enrolled in the Program who have accumulated enough credits to be on track for graduation within the current academic year may exit.

(7) A Provider shall wait two years after revocation of a Program before it may apply to the Department for approval of a Program that is substantively the same as the one revoked.

E. Appeal.

(1) A Provider may request a hearing to challenge the revocation if the Provider files a written request with the State Superintendent within 20 calendar days of receipt of the notice of revocation.

(2) The State Superintendent shall promptly refer the case to the Office of Administrative Hearings.

F. Hearing Procedures.

(1) The hearing procedures for appeals referred to the Office of Administrative Hearings are in accordance with the Administrative Procedure Act, State Government Article, §§10-201—10-226, Annotated Code of Maryland, and with COMAR 28.02.

(2) The Office of Administrative Hearings shall prepare an official case record as provided in COMAR 28.02.01.23.

(3) The administrative law judge shall submit in writing to the State Superintendent a proposed decision containing findings of fact, conclusions of law, and recommendations, and distribute a copy of the proposed decision to the parties.

(4) A party objecting to the administrative law judge's proposed decision may file exceptions with the State Superintendent within 15 calendar days from the date of the decision. A party may respond to the exceptions within 15 calendar days of the date of the exceptions.

(5) If exceptions are filed, any party may request an opportunity for oral argument before the State Superintendent before a final decision is rendered. Oral argument before the State Superintendent shall be limited to 15 minutes per side.

(6) The State Superintendent shall make a final decision in writing containing findings of fact and conclusions of law.

(7) A Provider may seek judicial review of a State Superintendent's determination under this regulation as provided by the Administrative Procedure Act, State Government Article, §10-222, Annotated Code of Maryland.

.12 Teacher Preparation Competencies: General Competencies

A. Purpose.

- (1) The general teacher preparation competencies apply to teacher candidates across all content areas and grade levels, including students with learning differences, to determine readiness to enter the profession.
- (2) The teacher candidate shall demonstrate essential knowledge and skills of general competencies that align with current expectations for teacher candidates to exit a program.

B. Required General Competencies. The teacher candidate shall:

- (1) employ evidence-based research strategies, learning theories, and methods to help improve student performance.
- (2) employ inquiry skills and methods regularly to collect meaningful data and improve one's professional practice.
- (3) demonstrate that knowledge of the learner's physical, cognitive, emotional, social, and cultural development is the basis of effective teaching of the following students:
 - (a) Students from different racial, ethnic, and economic backgrounds.
 - (b) Students for whom English is not their primary language.
 - (c) Students with different learning abilities.
 - (d) Students with social and emotional needs.
- (4) create, build and sustain a safe, inclusive learning environment by effectively:
 - (a) using strategies to meet social and emotional needs.
 - (b) implementing restorative practices.
 - (c) managing student behavior.
- (5) effectively uses high-quality instructional materials and existing curriculum with digital resources and computer technology.
- (6) analyzes data to modify instruction appropriately.
- (7) applies instructional supports including a 504 Plan and an Individualized Education Plan, to support a student with exceptionalities by providing developmentally appropriate access to age- or grade-level instruction, individually and in collaboration with colleagues.
- (8) applies multiple, valid assessment approaches, both formal and informal, modifying when appropriate, that address a variety of developmental needs, conceptual abilities, curriculum outcomes and school goals.
- (9) develops action research that advances one's knowledge base, promotes equity, and addresses an academic need.
- (10) collaborates effectively with colleagues, families, school professionals, businesses, and social services agencies to support student development and student achievement.
- (11) incorporates personal reflection, professionals' feedback, best practice, and expert opinion to improve professional practice.
- (12) evaluates student behaviors and unique learning needs in the adaptation of various learning environment, such as physical arrangement, student grouping, instructional intensity, pacing, and embedded assistive technology supports.

- (13) uses assistive technologies ranging from low tech to high tech devices or equipment, materials, and resources to educate individuals whose exceptionalities interfere with written or verbal communication.
- (14) uses data derived from assessments to develop intervention plans aligned to the specific needs of individual students.
- (15) implements Response to Intervention (RtI), Universal Design for Learning (UDL), Direct Instruction (DI), and Specially Designed Instruction (SDI) to differentiate instruction.
- (16) effectively uses high-quality instructional materials (including online) and adapts existing curriculum to make it stronger using standards-aligned tools, including the ability to use digital resources and computer technology.
- (17) employs active listening, conflict de-escalation, and other strategies to promote a positive and productive classroom environment.
- (18) provides strategies to students to address bullying and harassment.

.13 Teacher Preparation Competencies: Literacy Competencies

A. Literacy Competencies for Secondary and PreK-12 Teaching Areas. Teacher candidates completing programs that lead to certification in secondary and PreK-12 content areas shall demonstrate an understanding of the following competencies:

- (1) Learner development. The teacher candidate shall:
 - (a) describe the developmental characteristics of adolescent literary learners;
 - (b) describe and explain the characteristics of active, independent readers using appropriate theoretical orientations and practical frameworks;
 - (c) analyze the characteristics of active, independent readers in relationship to specific content areas;
 - (d) analyze the processes of constructing meaning in relationship to reader, text, contextual, and task factors;
 - (e) interpret the processes of making meaning to critically analyze, synthesize, or transform information to specific content areas;
 - (f) define and distinguish motivation and engagement and identify factors impacting each in the context of literacy development; and
 - (g) identify instructional techniques to support motivation and engagement when planning content area literacy instruction.
- (2) Learning Differences. The teacher candidate shall:
 - (a) define and distinguish features of diversity that impact literacy development and learning;
 - (b) examine and apply relevant factors of diversity to ensure inclusive content area literacy environments;
 - (c) interpret linguistic and cultural differences among adolescent learners and demonstrate understanding of their effects on learning;
 - (d) examine diverse student needs to create inclusive content area literacy environments;
 - (e) evaluate learner differences to plan inclusive content area literacy instruction that ensures equity and learning opportunities to close achievement gaps;
 - (f) define and describe the characteristics of a high quality learning environment; and
 - (g) construct high quality learning environments that support individual and collaborative interaction and engagement.
- (3) Learning Environments. The teacher candidate shall:
 - (a) describe the characteristics of a high quality learning environment;
 - (b) construct high quality learning environments that support individual and collaborative interaction and engagement;
- (4) Content Knowledge. The teacher candidate shall:
 - (a) describe purposes and opportunities for reading, writing, and communicating within and across content areas;

- (b) analyze types of new literacies and their uses for acquiring content knowledge and student understandings;
- (c) employ new literacies for acquiring and developing content knowledge and student understandings;

(5) Application of Content. The teacher candidate shall:

- (a) identify and select appropriate multimodal sources and resources for inquiry;
- (b) evaluate and employ discipline specific processes of inquiry to engage in collaborative problem-solving and critical thinking.

(6) Assessment. The teacher candidate shall:

- (a) describe guiding principles and practices for content literacy assessment;
- (b) examine assessment types, tools, and purposes for content literacy assessment.
- (c) select and/or develop content-specific assessment tools;
- (d) evaluate student performance and the effectiveness of assessment tools for content-specific assessment;
- (e) examine factors of text complexity in relationship to instructional materials and context;
- (f) analyze student data to inform and evaluate instructional practice; and
- (g) synthesize multiple data points to evaluate and to refine content area instructional practice.

(7) Short- and Long-Term Planning for Instruction. The teacher candidate shall:

- (a) identify professional and literacy standards and curricula for lesson development;
- (b) plan and evaluate engaging instruction that supports all learners in meeting goals and intended outcomes;
- (c) employ professional and literacy standards and curricula to plan, implement, and evaluate lessons and instructional units of study within content areas; and
- (d) critique effectiveness of instruction and design next steps for students and teachers.

(8) Evidence-Based Multimodal Instructional Practices. The teacher candidate shall:

- (a) examine research and theoretical frameworks for comprehension;
- (b) investigate evidence-based multi-modal instructional practices to develop comprehension;
- (c) employ evidence-based multi-modal instructional practices to develop and evaluate comprehension within content areas;
- (d) examine research and theoretical frameworks for vocabulary acquisition and development;
- (e) investigate evidence-based multi-modal instructional practices to develop general academic and content specific vocabulary; and
- (f) employ evidence-based multi-modal instructional practices to develop and evaluate general academic and content specific vocabulary use.

(9) Professional Learning and Ethical Practices. The teacher candidate shall:

- (a) examine current trends, initiatives, and educational reform efforts as relative to content literacy;

- (b) explore professional dispositions and ethical decision-making for contemporary educators;
 - (c) engage in critical self-reflection in order to construct a professional development plan as a content area literacy teacher;
- (10) Leadership and Collaboration. The teacher candidate shall:
- (a) investigate opportunities for collaboration with families/school/communities;
 - (b) identify organizational structures and school-based resources for specific needs; and
 - (c) develop leadership capacities through actively participating in school-based opportunities for growth and development.

B. Literacy Competencies for Early Childhood, Elementary, Special Education, and English to Speakers of Other Languages. Teacher candidates completing programs that lead to certification in early childhood, elementary, English to speakers of other languages, and special education areas shall demonstrate an understanding of the following:

- (1) Literacy Processes. The teacher candidate shall:
- (a) identify the component processes involved in reading and writing;
 - (b) apply that knowledge to understand the reading and writing processes of native English speakers and English learners;
 - (c) describe how key components of reading and writing processes and what biological, cognitive, linguistic and sociocultural factors may influence literacy development;
 - (d) identify characteristics that define evidence-based practices in literacy programming and instruction;
 - (e) use evidenced-based criteria to select and organize print and multimedia resources for teaching reading and writing; and
 - (f) use a variety of print and multimedia resources to engage students as readers and writers.
- (2) Literacy Instruction in the Diverse Classroom. The teacher candidate shall:
- (a) provide instruction focused on the core components of reading that lead to proficient and motivated reading behavior for all students;
 - (b) provide instruction focused on the core components of writing that lead to proficient and motivated writing behavior for all students;
 - (c) design speaking and listening opportunities that lead to more active, equitable and academically oriented conversations for all students;
 - (d) identify the role of classroom literacy instruction in a multi-tiered system of supports and work with colleagues to provide effective interventions for students who struggle as readers and writers; and
 - (e) provide literacy instruction that reflects and is responsive to the diversity of the classroom community and promotes all students' cultural competence through inclusive and equitable literacy learning opportunities.
- (3) Effective Literacy Assessment. The teacher candidate shall:
- (a) identify the foci, purposes and features of literacy assessments and application;

- (b) design appropriate literacy assessments and use data from those assessments to make valid educational decisions, differentiate instruction, collaborate with instructional specialists, and evaluate the effectiveness of literacy instruction; and
- (c) use effective techniques for communicating assessment information to a variety of stakeholders.

.14 Teacher Preparation Competencies: Math Competencies

- A. Math Competencies. Teacher candidates seeking certification to provide mathematics instruction should demonstrate the competencies applicable to the area of certification (PreK-Grade 3; Grade 1-6; Middle School and/or High School).
- B. Content knowledge. The teacher candidate shall:
 - (1) apply mathematics content knowledge for teaching within one's area of certification The teacher candidate will demonstrate conceptual understanding, proficiency with procedural skills, and the ability to solve real world problems;
 - (2) recognize the coherent progression of mathematical concepts both within an age/range/grade/course and across an age/range/grade/course;
 - (3) use mathematics to model real world problems; and
 - (4) use precise mathematical language.
- C. Pedagogical skills. The teacher candidate shall:
 - (1) identify appropriate sequence of mathematical learning targets for both a unit of study and an individual lesson;
 - (2) construct collaborative and self-directed learning opportunities that reflect active student engagement in learning and a growth mindset;
 - (3) develop strategies for responding to anticipated and present student misconceptions;
 - (4) design rich mathematical tasks that help students develop the conceptual understanding, procedural skills, and the ability to apply the mathematics associated with learning targets;
 - (5) integrate instructional strategies and/or teaching aides that enhance the learning of mathematics, such as multiple representations, manipulatives, calculators and other technological aides; and
 - (6) recognize productive struggles and unproductive struggles to promote perseverance and thinking flexibly.
- D. The teacher candidate shall use multiple assessment tools and evidence-based instructional strategies to guide the mathematics instructional process.
- E. The teacher candidate shall identify the cognitive process, learning theories and developmental strategies related to the teaching and learning mathematics.

.15 Teacher Preparation Competencies: Cultural Responsiveness

A. Cultural Responsiveness.

- (1) all educator candidates seeking certification shall be trained to support diverse students.
- (2) demonstration of required knowledge and skills shall include, but not be limited to, application of principles and demonstration of competencies in racial awareness and cultural competence, including how to teach students, and manage teaching faculty, from different racial, ethnic, and socioeconomic backgrounds as well as implementation of restorative practices.

B. Cultural Competencies. The teacher candidate shall:

- (1) identify cultural responsiveness issues such as, but not limited to, racism, prejudice, white privilege, and the impact of race, socioeconomics, gender, and other types of diversity, and how they impact students, families, and educators;
- (2) seek purposeful immersion experiences;
- (3) communicate high expectations for students of all backgrounds, to include gender, with particular attention to and support for high-needs students;
- (4) apply strategies for meeting the unique learning needs of students;
- (5) incorporate the parent's point of view related to school culture to determine strategies for improving interaction between the school and families;
- (6) demonstrate respect for students' cultures;
- (7) identify values and expectations of the school with different perspectives of students and colleagues;
- (8) build meaningful relationships with students, parents, colleagues, administrators, and other stakeholders in multiple contexts (e.g., school, community, classroom, and sporting events);
- (9) develop effective communication skills that reflect sensitivity to cultural norms;
- (10) provide opportunities for families to be involved in their child's educational experiences;
- (11) integrate the role of family and community into teaching and learning;
- (12) differentiate instruction with consideration of cultural and linguistic diversity;
- (13) identify strategies when students are internalizing negative messages in order to positively impact their ability to achieve;
- (14) identify the impact of poverty on a student's learning and his/her sociological, physical, and psychological development with the human and brain development;
- (15) identify the impact of being a non-native speaker who may also face the challenges of being new immigrants arriving with little prior schooling, and/or are homeless;
- (16) provide information regarding school and community resources that are available for students, educators, and families;
- (17) identify cultural differences based on ethnicity, social class, and skin color;
- (18) provide strategies to students to support them with responses to discrimination and negative attitudes associated with cultural differences;
- (19) incorporate a variety of culturally sensitive visual aids to support student learning, including children of color and families of immigrants;

- (20) demonstrate awareness of their own assumptions, values, and biases that may impact responses to a diverse student population, to include gender; and
- (21) determine learning environments for diverse student populations that facilitate active participation in individual and group activities.