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**TO:** Members of the Maryland State Board of Education

**FROM:** Karen B. Salmon, Ph.D.

**DATE:** December 5, 2017

**SUBJECT:** The Maryland State Department of Education Proposed Action Plan for Educator Preparation

Programs, Certification, Incentives, and Professional Development and Induction

#### **PURPOSE:**

The purpose of this item is to provide a proposed action plan to address the recommendations from the Teacher Induction, Retention, and Advancement Act of 2016, as well as the Maryland State Department of Education's action plan to provide a comprehensive plan to increase the rigor and accountability of educator preparation programs and certification.

#### HISTORICAL BACKGROUND:

In the 2016 Maryland General Assembly, legislation was passed concerning teacher retention and induction. Chapter 740 (Senate Bill 493) - Teacher Induction, Retention and Incentive Act of 2016 altered incentives provided for teachers and created a new voluntary pilot program for first-year teachers to allow more time for planning, peer observation, and mentoring. Additionally, the Act required the Maryland State Department of Education (MSDE) to facilitate a workgroup of stakeholders, including representatives of primary and secondary education, higher education, and education policy experts, to determine effective ways to recruit, retain, and promote quality educators at all levels. The workgroup was required to deliver an interim report to the Governor and the General Assembly on November 1, 2016, and to submit a final report on November 1, 2017.

On October 24, 2017, the MSDE provided State Board of Education members an overview of the workgroup's final report. The Maryland State Department of Education's proposed action items include, but are not limited to:

- Promulgating new, and amending existing, certification regulations to include initial certification
  options, types of certificates, and the requirements to advance to an advanced professional certificate,
  specific requirements for trades and industry and advanced technology educators, and reviewing the
  requirements of the conditional certificate used when qualified individuals cannot be hired by local
  schools systems;
- Creating, promulgating, and implementing new regulations pertaining to the approval of educator preparation programs leading to certification in Maryland;
- Reviewing all testing requirements pertaining to the issuance of Maryland educator certificates;
- Identifying meaningful incentives to attract and retain high quality teachers to Maryland;
- Implementing individualized professional development aimed at improving teacher effectiveness; and
- Exploring avenues for elevating the teaching profession.

Members of the Maryland State Board of Education December 5, 2017  $\mathbf{2} \mid P \ a \ g \ e$ 

### **EXECUTIVE SUMMARY:**

This update provides the proposed action for completing the necessary steps to develop policy and/or regulations as they relate to the activities identified by the MSDE and recommendations of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup aimed at increasing educator effectiveness in Maryland.

## **ACTION**:

For discussion only.

Attachments (5)

KBS: sds

## Maryland State Department of Education Proposed Certification Action Plan January 2018 – June 2019

Develop regulation creating	a direct	pathv	vay for	initial	certifi	cation	for th	ose in	dividua	als tha	t hold	Natior	nal Boa	ard Cei	tificati	ion		
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
SBOE to grant permission for publication																		
PSTEB to grant permission for publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		
Regulation in Effect																		

Create regulation for the Ac	djunct Ce	ertifica	te															
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
SBOE to grant permission for																		
publication																		
PSTEB to grant permission																		
for publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		
Regulation in Effect																		

Amend regulation to allow	individu	ais see	King ce	ertifica	tion in	Profe	ssiona	il and	echnic	cal Are	as to p	resen	t credi	t beari	ng cou	rsewo	rk to t	ultill
the basic skills requirement																		
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
SBOE to grant permission for																		
publication																		
PSTEB to grant permission																		
for publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		
Regulation in Effect																		

Accept the EdTPA and the PPA	AT to fulfi	ll the p	edagog	y asses	sment	require	ement	for cer	tificatio	n								
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
SBOE to determine if it will																		
adopt EdTPA and PPAT																		

Accept a Bachelor's Degree w	ith a mini	mum G	SPA of 3	3.0 in li	eu of th	ne basi	c skills	assessi	nent									
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
SBOE to determine if it will																		
adopt BA Degree																		
If Yes, promulgate																		
regulations																		

Determine appropriate certifi	cation tes	ting re	quirem	ents fo	r Mary	land ed	ducato	rs										
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Formation of SBOE																		
subcommittee																		
Formation of stakeholder																		
workgroup																		
Convene workgroup																		
Workgroup																		
recommendations to SBOE																		
SBOE choose testing route																		
New timeline established																		
based on SBOE decision																		

Amend certification regulati	ons to r	eflect	change	es to st	tructur	e and	conte	nt (3 P	arts)									
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Formation of SBOE																		
subcommittee																		
Formation of PSTEB																		
subcommittee																		
Formation of stakeholder																		
workgroup																		
Convene workgroup and																		
establish subcommittees																		
Part I General Provisions		T	1			Г	1					T	ı		ı	ı	T	•
SBOE to grant permission for																		
publication																		
PSTEB to grant permission for																		
publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		
Regulation in Effect																		
Part II Administrator/Superviso	or and Sp	pecialis	t	1	•	I	l	•	•	ı	1	1	ı	1	l			ı
SBOE to grant permission for																		
publication																		
PSTEB to grant permission for																		
publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		7/19
Regulation in Effect																		8/19
Part III Teacher			II.		l .	L	l	l.		l			l		l	l		
SBOE to grant permission for																		
publication																		
PSTEB to grant permission for																		
publication																		
PSTEB to adopt regulation																		8/19
SBOE to adopt regulation																		9/19
Regulation in Effect																		10/19

# Maryland State Department of Education Proposed Educator Preparation Action Plan January 2018– June 2019

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Formation of SBOE subcommittee	10/24/17																	
Formation of PSTEB subcommittee	11/3/17																	
Formation of stakeholder workgroup																		
Convene workgroup																		
Finalize Standards																		
Promulgate Regulations																		
SBOE to grant permission for publication																		
PSTEB to grant permission for publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		
Regulation in Effect																		
Establish Educator Preparation Guide Based on Standards and Regulation																		
IHEs amend programs to meet regulatory requirements																		
Pilot Program Approval Standards																		7/1/19 6/30/20
MSDE Begins Program Reviews																		7/1/19
Amend and Approve Program Approval Standards																		7/1/20 1/1/21

## Attachment B

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Convene workgroup																		
Establish Regulations																		
Establish Standards																		
SBOE to grant permission for publication																		
PSTEB to grant permission for publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		
Regulation in Effect																		
Establish MAAPP Guide																		
Pilot MAAPP Standards																		7/1/19 6/30/20
Amend & Approve MAAPP Standards																		7/1/20 1/1/21

Revise the Professional Dev	velopme	nt Sch	ool Sta	ndard	ls, Imp	lemer	ntatio	n Man	ual, an	d Frai	mewor	k						
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Form SBOE subcommittee																		1
Form PSTEB subcommittee																		
Form stakeholder workgroup																		
Convene workgroup																		
Revise Standards, Manual, and Framework																		
SBOE to approve Standards Manual and Framework																		
PSTEB to approve Standards Manual and Framework																		
Pilot PDS Standards																		7/1/19 6/30/20
Amend & Approve PDS Standards																		7/1/20 1/1/21
<b>Develop Educator Preparat</b>	ion Prog	ram R	eport a	and Da	shboa	rd												
_	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.

Attachment B

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Determine Costs and Funding										
Go through Requisition process										
Develop dashboard										
Formation of SBOE, PSTEB and Stakeholder Workgroup										
Convene Workgroup										
Determine domains to be evaluated										
Determine Scoring Rubric										
Develop Technical Assistance Manual										
SBOE approves domains and scoring rubric										
PSTEB approves										8/1/19

## Maryland State Department of Education Proposed Incentives Action Plan January 2018– June 2019

Loan Forgiveness for all pub	olic scho	ol tead	hers in	n all ce	ertifica	te are	as. \$	25,000	) for in	-state	prepa	red an	d \$17	,500 o	ut-of-s	tate-p	repar	ed
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
SBOE to determine if they																		
wish to support the																		
workgroup recommendation																		
YES: Submit letter to the																		
General assembly indicating																		
their support																		

Amend Quality Teacher Inc	centive A	ct (Ed	ucation	n Artic	le §6-3	306. C	ounty	grant	s for na	ationa	l certif	icatio	ո)					
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Formation of SBOE																		
subcommittee																		
Convene subcommittee																		
Develop MSDE sponsored																		
Bill for the 2019 Session																		
Submit Proposed Bill																		
Track Bill through Session																		

<b>Amend Alternative Teachin</b>	g Oppor	tunity	Act (e	ducati	on Art	ticle §	6-120	. Alter	native	Teach	ing Op	portu	nity)					
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Formation of SBOE																		
subcommittee																		
Convene subcommittee																		
Develop MSDE sponsored																		
Bill for the 2019 Session																		
Submit Proposed Bill																		
Track Bill through Session																		

TAM																		
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
SBOE to determine if they																		
wish to support the																		
workgroup recommendation																		
YES: Send letters to IHEs																		
encouraging their																		
participation and provide																		
contact information																		

# Maryland State Department of Education Proposed Induction and Mentoring Action Plan January 2018- June 2019

Create statewide and equit	able pro	fessio	nal dev	/elopn	nent p	athwa	ıys, w	ith car	eer-wi	de lea	rning	oppor	tunitie	es, for	educa	tors a	cross t	ne state.
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Micro Credentials: Build cap	pacities a	and es	tablish	proto	cols fo	or dev	elopn	nent a	nd imp	lemer	ntation	of in	novati	ve edi	ıcatior	nal apı	oroach	es to
strengthen teaching effective				-			J. J.											
strengthen teaching effecti	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
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<b>Cultural Competencies and</b>	Ethics: I	Establi	sh me	aningf	ul pro	fessio	nal de	velop	ment t	o in re	gards	to cul	tural p	roficio	ency a	nd edu	ıcator	ethics.
-	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Amend regulation to require																		
professional development in																		
cultural competencies for																		
new educators recruited																		
from out of state																		
Amend regulation to require																		
professional development in																		
educator ethics for new																		
educators recruited from out																		
of state																		
						I												
Strengthen Mentor Require	ments																	
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Amend regulation (COMAR																		
13A.07.01.06) to strengthen																		
the requirements for mentor																		
teachers																		
Mentor Networks: Create st	ate-wide	and ed	ıuitable	e ment	oring t	raining	pathy	wavs a	mong II	HEs. LE	As and	regula	tory a	gencie	s to sur	port t	eacher	

Attachment D

preparation and teacher lead	ership dev	velopm	nent.														
	Jan. Feb. Mar. Apr. May Jun. Jul. Aug. Sept. Oct. Nov. Dec. Jan. Feb. Mar. Apr. May Jun															Jun.	

Provide Funding: Provide ap compliance with statewide po	•		_					_	ie and a	accoun	таріе іі	npiem	entatio	on or ti	ne apov	ve reco	mmen	dations ii
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Determine if the SBOE																		
supports the																		
recommendation to allocate																		
funding for the professional																		
development/mentoring																		
recommendations																		

## Maryland State Department of Education Proposed Action Plan January 2018 – June 2019

						Janua	ry 201	L8– Jur	ne 2019	9								
Certification (Details in attachme	ent A)						-											
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
National Board Certification																		
Adjunct Certificate																		
Professional Technical Area																		
Teachers Requirements																		
EdTPA and PPAT for Pedagogy																		
Requirements																		
Bachelor's Degree for Basic																		
Skills																		
Maryland Test Requirements																		
Amend Certification																		
Requirements																		
<b>Educator Preparation (Details in</b>			T	ı	ı	ı	I -	ı	ı	ı	ı	ı	ı	T -	T	ı	ı	
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Educator Preparation Standards																		
Alternative Preparation																		
Standards																		
Professional Development																		
School Standards etc.																		
EPP Report Card & Dashboard																		
	. C)																	
Incentives (Details in attachmen		Τ		Ι.		Ι.							I .			Ι		
Lang Fargitanas	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Loan Forgiveness																-		
Quality Teacher Incentive																		
Alt. Teaching Opportunities																		
Increase TAM participation				<u> </u>												<u> </u>		
Induction and Mentoring (Detail	ls in attacl	hmont [	2)															
induction and Mentoring (Detail	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
State wide Dathways	53111			7.4		33111		~b.	Jept.		1		Jan.			7.10.1		
State-wide Patriways								1		1	İ		1	l	1	1		
State-wide Pathways Micro-Credentials																		
Micro-Credentials																		
Micro-Credentials Cultural Competencies & Ethics																		
Micro-Credentials																		