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State Superintendent of Schools

TO: Members of the Maryland State Board of Education

FROM: Karen B. Salmon, Ph.D.

DATE: October 23, 2018

SUBJECT: The Maryland State Department of Education Action Plan for Certification and Educator Preparation Programs Update

PURPOSE:

The purpose of this item is to provide an update regarding the action plan to address the recommendations of the Maryland State Department of Education's (MSDE) comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland.

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 (TIRA) 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 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 (SBOE) members an overview of the workgroup's final report.

On December 1, 2017, the MSDE submitted a proposed action plan to address the recommendations from the TIRA workgroup. Since December 2017, the MSDE has conducted research on various state requirements for certification and educator preparation, and participated in the State Board of Education (SBOE) and the Professional Standards Teacher Education Board (PSTEB) meetings. Based on this information, the MSDE amended the December 2017 action plan to focus on teacher certification and educator preparation. The amended action plan was presented to the SBOE on May 22, 2018.

EXECUTIVE SUMMARY:

This update provides a status update to the action plan focused on teacher certification and the approval of educator preparation programs that lead to certification in Maryland. The plan provides specific action items for completing the necessary steps to develop policy and/or regulations related to activities identified by the MSDE, the SBOE, the PSTEB and recommendations of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup. The main goal of the plan is to increase educator effectiveness in Maryland.

ACTION:

For discussion only.

KBS: sds



Educator Certification and Preparation Program Action Plan Update



STATE BOARD MEETING

October 23, 2018

Purpose

Provide an update to the Maryland State Department of Education's (MSDE) comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland.

Background

State Board of Education Members:

- Reviewed the recommendations of the Teacher Induction Retention and Advancement Act (TIRA) of 2016 Workgroup recommendations (October 2017)
- Considered the MSDE's proposed action plan based on the recommendations of the TIRA workgroup and SBOE discussion (December 2017)
- Discussed the recommendations of the SBOE teacher preparation subcommittee (May 2018)
- Reviewed the revised MSDE action plan based on feedback from the SBOE, PSTEB, and MSDE (May 2018)



Action Plan: Status Update

Certification Regulations

Certification Regulations																		
	2018												2019					
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
National Board Certification	Permission to Publish 1.30.18						Effective 7.16.18											
Adjunct Certificate	Permission to Publish 1.30.18						Permission to Publish 7.24.18											
Professional Technical Area Teachers Requirements	Permission to Publish 1.30.18						Permission to Publish 7.24.18											
Superintendent Certificate				Permission to Publish 4.24.18					Permission to Publish 9.25									
Reporting Requirement in Personnel Requirements																		
Maryland Test Requirements																		
Amend Certification Regulatory Requirements																		

	Original Due Date
	Exceeded Due Date
	Revised Due Date
	On track
	In progress



Action Plan: Status Update

Educator Preparation Regulations and Policy

Educator Preparation Regulations and Policy																		
	2018												2019					
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Educator Preparation Standards	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	Original Due Date	In Progress				Revised Due Date				
Alternative Preparation Standards					On track	On track	On track	On track	On track	On track			Original Due Date		Revised Due Date			
Professional Development School Standards etc.					On track	On track	On track	On track	On track							Original Due Date		
EPP Report Card & Dashboard (Dependent on Funding)					In Progress	In Progress	In Progress	In Progress	In Progress									Implement 7/1/20

Original Due Date
Exceeded Due Date
Revised Due Date
On track
In Progress

Key Decisions: Recommended Timeline

Each key decision requires a critical look at what is currently in place and a comprehensive discussion as to future options

Certification:

- **December 2018**
 - **Decision 1:** Determine if each of the options for obtaining a Maryland teacher certificate are appropriate and sufficient. Currently there are six (6) approved routes to obtain a certificate.
- **January 2019**
 - **Decision 2:** Determine if the types of certificates offered in Maryland, and the progression from one certificate to another, reflect the needs of Maryland. Currently there are six (6) types of teacher certificates.

Educator Preparation:

- **February 2019**
 - **Decision 3:** Determine which standards/competencies will be used to approve educator preparation programs leading to Maryland certification.

Following determination of key decisions, draft regulations will be presented for discussion. All regulation changes presented to SBOE by June 2019.

Factors for Consideration

Regulatory process for certification and educator preparation

- All regulatory actions, including adoption of key policies, must be considered by both the SBOE and the Professional Standards and Teacher Education Board (PSTEB)

Commission on Innovation and Excellence in Education

- Committee 2: High Quality Teachers and Leaders is considering issues pertaining to teacher certification and educator preparation program requirements

Legislation based on commission recommendations may impact regulations adopted.



Educator Certification in Maryland: Overview of Initial Pathways



Certification Discussion Topic for December 2018 Meeting



Options for Obtaining Initial Certification

Maryland Approved Educator Preparation Program

Out of State Approved Educator Preparation Program

Experienced Professional

Transcript Analysis

National Board Certification

Maryland Resident Teacher Program

Adjunct Teacher

- Permission to Publish Granted 1.30.18 and 7.24.18

Options for Obtaining Initial Certification

Maryland Approved Programs

- Possess a minimum of a bachelor's degree (exception-Professional and Technical Education teachers)
- Complete a program at a Institution Higher Education (IHE) approved by the State Superintendent of Schools under COMAR 13A.07.06
- Pass Maryland certification assessments

Options for Obtaining Initial Certification

Out of State Approved Program:

Holds an out of state certificate

- Complete a program offered by an IHE leading to teacher certification in the state in which the institution is located, for which a comparable Maryland certificate is issued
- Present out of state professional certificate, for which a comparable Maryland certificate exists
- Present out of state tests (certificate must be valid at the time of application) **OR** 2 years of satisfactory experience (certificate may be expired)

Does not hold an out of state certificate

- Complete a program offered by an IHE leading to teacher certification in the state in which the institution is located, for which a comparable Maryland certificate is issued
- Present Maryland tests

Options for Obtaining Initial Certification

Experienced Professional:

- Possess a minimum of a bachelor's degree (exception-Professional and Technical Education teachers)
- Present a valid professional out of state (or country) certificate in the area being sought, for which a comparable Maryland certificate exists
- Present verification of 27 months of satisfactory experience (in the area being taught) in the past 7 years in the certification area sought

Options for Obtaining Initial Certification

Transcript Analysis:

- Possess a minimum of a bachelor's degree (exception-Professional and Technical Education teachers)
- The applicant shall present verification of satisfactory completion of the requirements for the specific area outlined in COMAR 13A.12.02
 - Content Coursework
 - Professional Coursework
 - Practicum/Experience
 - Tests

Options for Obtaining Initial Certification

National Board Certification:

- Possess a minimum of a bachelor's degree (exception-Professional and Technical Education teachers)
- Present a National Board Certificate from the National Board for Professional Teaching Standards, for which a comparable Maryland certificate exists

Options for Obtaining Initial Certification

Maryland Resident Teacher:

- Possess a minimum of a bachelor's degree (exception-Professional and Technical Education teachers)
- Completion of an approved alternative program
- Satisfactory teaching performance during the period of the residency
- Pass Maryland certification assessments

Options for Obtaining Initial Certification

Specialists and Administrators:

- Must meet one (1) pathway **PLUS**
- Individual must meet the additional experience and education requirements outlined in Chapters 3 (specialists) and 4 (administrators)
- Each specialist and administrator area of certification has distinctive requirements (chapters 3 and 4), thus one cannot qualify simply by meeting the qualifications outlined in the Options of Obtaining Initial Maryland Certificates regulation (Chapter 1)