Oregon School Boards Association

Licensure Redesign

November 2015

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Licensure Redesign Committee

- Formed July 2012;
- Over 30 full day meetings;
- Wide representation from the field;
  - (including OSBA – Peggy Holstedt)
- Broad consensus on proposals;
- **Advisory** to the Commission regarding design.
Context Lens

- Simplify licensure Reduce number of licenses in same areas of practice;
- Simplify assignments;
- Easier for field and educators to understand;
- Reduce number of subject-matter endorsements;
- Clear two tier licensure system;
- Is defensible and makes sense;
- Provides flexibility for educator and school district in meeting Professional License requirements;
- Enhances the professionalism of the license.
Licenses Eliminated by Redesign (1/1/2016)

- Basic;
- Standard;
- Initial (out of state license);
- Initial I;
- Initial II;
- Continuing;
- Transitional.
Tiered Licensure System

Tier 1
• Preliminary Teaching License
  • (3 years)

Tier 2
• Professional Teaching License
  • (5 years)

Tier 3
• Teacher Leader License
  • (5 years)
Other New Licenses

Reciprocal Teaching License

- First time out of state applicants.

Legacy Teaching License

- For older license types:
  - Basic Teaching License;
  - Five Year (pre-1965) licenses.
Preliminary Teaching License

- New Oregon completers (novice)
- 0-4 years teaching experience
- Renewable continuously if not employed
- Must complete advanced competencies or advanced coursework following issuance of the first Preliminary Teaching License
Professional Teaching License

- All requirements for Preliminary TL are met;
- Advanced Coursework or Competencies completed after first teacher licensure;
- 4 full years teaching experience;
- Renewable with continuing professional development (CPD).
Transitioning from Preliminary to Professional

- Requires Experience:
  - Four full years of teaching experience:
    - 1 year = 135 days;
    - 1 day = 6 hours or more;
    - Does not have to be consecutive years.

- Employment Setting:
  - Any public p-12 setting;
  - Any private p-12 setting (if accredited);
  - Teaching alternative education, or other post-secondary teaching closely related to p-12 education.
Transitioning from Preliminary to Professional

Requires “Advanced Competencies or Coursework”

- Through professional development while employed. Must be:
  - Related to professional development (PD) plan agreed upon with district through evaluation process;
  - Validated by employing district, ESD or charter school that the PD aligned with InTASC (model core teaching standards);
  - Verified by employing public education employer that aligned with evaluation requirements;

OR
Transitioning from Preliminary to Professional

Requires “Advanced Competencies or Coursework”

- Complete Advanced education-related coursework;
  - Advanced degree;
    - MEd, EdS, Doctorate;
  - Adding an endorsement through a Commission-approved program:
    - e.g. Special Education, Reading, ESOL, etc;
  - Adding another license through an advanced licensure Commission-approved program:
    - School Personnel (counselor, school psychologist);
    - Administrator preparation;
- New specialization Commission-approved program.
Transitioning from Preliminary to Professional

Other important concepts:

- The “amount” of competencies or coursework is equivalent to current professional development unit (PDU) requirements (e.g., 25 PDUs per year of the license);
- Those not employed may renew with PDUs not related to employment evaluation;
- No Graduate coursework requirements;
- Coursework/competencies completed after first licensure.
Teacher Leader License

- Five Year License;
- Optional;
- Fully qualify for Professional Teaching License;
- Renewable with criteria;
  - (evidence of continued leadership activities);
- Failure to meet Teacher Leader renewal requirements, teacher issued Professional Teaching License;
- Implementing through a two-year pilot project.
# The Transition

<table>
<thead>
<tr>
<th>A(n) ____ License</th>
<th>Becomes a...</th>
<th>Qualifier</th>
<th>When?</th>
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<tbody>
<tr>
<td>Basic</td>
<td>Legacy</td>
<td>If they have not completed 4 years of teaching</td>
<td>At renewal, starting 1/1/2016</td>
</tr>
<tr>
<td>Basic</td>
<td>Professional</td>
<td>If they have completed 4 years of teaching</td>
<td>At renewal, starting 1/1/2016</td>
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<tr>
<td>Standard</td>
<td>Professional</td>
<td></td>
<td>1/1/2016</td>
</tr>
<tr>
<td>Initial I</td>
<td>Preliminary</td>
<td>If they have not completed 4 years of teaching</td>
<td>At renewal, starting 1/1/2016</td>
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<tr>
<td>Initial II</td>
<td>Professional</td>
<td>If they have completed 4 years of teaching</td>
<td>At renewal, starting 7/1/2015</td>
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<tr>
<td>Initial II</td>
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<tr>
<td>Continuing</td>
<td>Professional</td>
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<td>March 2014</td>
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</tbody>
</table>
Endorsement Alignment

Remove Basic – Standard from endorsement name

Middle School Science = Foundational Science
Basic Math = Foundational Math

Special Education: Hearing Impaired
World Language: Chinese

Language Arts = English Language Arts
Reading Specialist = Reading Intervention
Endorsement Alignment

Technology Education = Career Trades Generalist

Early Childhood expertise = Specialization

Middle Level expertise = Early Adolescence Specialization

Multiple Subjects = Elementary-Multiple Subjects
**Adding Endorsements**

**Preliminary Teaching License**

*Post Preliminary Licensure*

- Test or coursework in subject area;
- Coursework only if **no** subject area licensure test;
- Full university program required for:
  - Elementary-Multiple Subjects;
  - Library Media;
  - All Special Education areas;
  - ESOL;
  - Reading Intervention (Current Reading Specialist);
  - Art, Music, Physical Education.

- At least 60 hours practicum OR 3 quarter or 2 semester hours of pedagogy in the subject.
Adding Endorsements
Professional, Legacy or Teacher Leader License

- Test or coursework in subject area;
- Coursework only if no subject area licensure test;
- Full university program required for:
  - Elementary-Multiple Subjects;
  - Library Media;
  - All Special Education areas;
  - ESOL;
  - Reading Intervention (Current Reading Specialist);
  - Art, Music, Physical Education.

**Note:** No practicum or pedagogy course required.
All New Licenses

p-12
(grade levels)
What Does p-12 Mean?

- An educator may be assigned in accordance with their endorsement, not limited to certain grades or buildings;
- This means a formerly High School only math teacher may teach math at any grade the district assigns;
- This means that an elementary teacher may teach elementary subject matter in any building or any setting;
Reciprocal Teaching License Features

- For first-time out-of-state applicants only;
- Term of one-year proposed;
- Must hold valid out of state license (not expired);
  - If license expired, must reinstate in other state.
- Do not have to take Oregon test if they have taken a test in another state;
- Must pass Civil Rights and Ethics test;
- No Basic Skills Test requirements.
New Online Application System

- Operational Late Winter 2016;
- 100% online application required (e.g., no paper applications);
- Applicants will upload documents;
- Allows applicants to update their own personal information;
- System implemented in three phases;
- Will include district reporting mechanism (data out to school districts).
Operations Update

- **Staffing:**
  - Added two Public Service Representatives and reassigned one evaluator to primarily PSR duties;
  - Added one investigator;
  - All “Limited Duration” positions through 6/30/2017.

- **Systems:**
  - We are on track for a 2/1/2016 implementation of the online application.
Some Numbers

Percentage of Phone Calls Answered

Pending Emails

Professional Practices - On track to present a record number of cases in 11/2015. Tiered system for case prioritization helping get the “easy” ones done more quickly.

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Other Changes to Help Districts

- Restricted Substitutes (bachelor’s degree only) allowed to teach more days and for more districts;
- Districts in control of Restricted Substitutes ability to continue to substitute (quality control);
- No professional development for any substitutes (on a substitute teaching license only).
Administrator Licensure Redesign Committee

- Just started this fall (2015);
- Looking at pathway to license;
- Requirements for the license (experience, coursework, etc.);

Includes:
  - Administrators;
  - Organizational representatives (OEA, COSA, OSBA, OSPA);
  - Higher Education faculty.
Summary

● Teacher licensure changes currently in effect – fully operational January 1, 2016;
● Teachers and school districts partner to help new teachers reach professional level;
● All licenses authorized for grades p-12;
● Online Application System available early 2016;
● Requirements for graduate coursework for new teachers abolished;
Summary

- All older licenses abolished – must move to new licenses;
- Basic Skills tests requirements abolished;
- No professional development required to renew any substitute teaching license;
- More flexibility for new educators moving to Professional Teaching License (district-directed professional development);
- All endorsements the same for all teachers.
Questions?

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