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Information/Action

Fiscal Policy and Planning Committee

Update on the Provisional Report Required by the 2012-13 Budget Act

AGENDA INSERT

Executive Summary: The 2012-13 Budget Act requires the Commission to work with the State Board of Education and the Legislature to identify options for streamlining the teacher preparation and credentialing processes, gaining other operational efficiencies within CTC, and recovering costs for accreditation services for teacher preparation programs and submit a report by January 15, 2013.

Policy Question: Do the activities align with the Vision of the Commission?

Recommended Action: Commission staff seeks guidance from the Commission on the report to the Legislature and Department of Finance.

Presenter: Crista Hill, Director, Administrative Services Division - Fiscal and Business Services Section

Strategic Plan Goal

IV. Operational Effectiveness

- ◆ Align human and financial resources with Commission priorities and offer staff opportunities for development to maximize professional engagement and performance.
- ◆ Demonstrate professionalism and accountability for high standards of practice in all Commission operations.

Update on the Provisional Report Required by the 2012-13 Budget Act

Update:

The Commission staff met with representatives from the State Board of Education, Senate and Assembly budget and policy subcommittee staff, the Department of Finance, and the Legislative Analyst Office on November 27, 2012 to discuss the reporting language and outline the work currently in process or policy issues before the Commission to consider. There was in-depth and thoughtful discussion about the work of the Commission and the policy issues before the Commission for consideration. The members of the workgroup complimented the Commission on its efforts to discuss the various areas of streamlining preparation and credentialing, gaining operational efficiencies where possible within the organization, and discussing options to recover costs for accreditation. The workgroup appeared pleased with the progress to date. There were no new issues/topics identified by the workgroup.

Table 1 has been updated to clarify the work currently underway and those policy issues before the Commission for consideration.

Updated Table 1:

	Potential Activity	Current CTC Work	Policy Question Before the Commission
<p>(A) Streamlining Preparation</p> <p><i>The Commission has already significantly reduced its work force; this document describes efforts to gain further efficiencies in accomplishing the work with existing staff within the constraint of reduced resources</i></p>	Assure alignment between the CTC’s preparation standards and the state adopted academic content standards, including the Common Core State Standards (CCSS), so that all teachers are prepared to teach the academic content standards.	<ul style="list-style-type: none"> • The content of the CSET subject matter examinations and of the subject matter preparation programs are being aligned with state adopted academic content standards, including the CCSS • The Teaching Performance Expectations are being updated to align with the CCSS 	
	Implement streamlined routes less costly for teachers to add additional content area authorizations in order to increase supply of highly qualified teachers for K-12 public schools		<ul style="list-style-type: none"> • Streamline CSET subject matter examinations to serve multiple credential purposes where appropriate • Focus alternative certification funds on retooling current credential holders in high needs areas like math, science, special education
	Streamline and improve administrator preparation so that administrators are better prepared to be instructional leaders to improve K-12 student outcomes	<ul style="list-style-type: none"> • Administrator Standards development for two-tier credential preparation currently underway • New administrator induction and support system modeled on successful BTSA/Induction programs under development 	<ul style="list-style-type: none"> • Administrator Performance Assessment under consideration to assure all administrator candidates are highly qualified
	Look for further efficiencies in the accreditation system and increase the focus on data use for accreditation decisions	<ul style="list-style-type: none"> • Review accreditation processes to reduce labor-intensive activities • Provide focused technical assistance to programs on data use and reporting 	<ul style="list-style-type: none"> • Increase consistency in and use of performance assessments to shed light on quality in preparation

	Potential Activity	Current CTC Work	Policy Question Before the Commission
		<ul style="list-style-type: none"> • Develop program completer surveys 	
<p>(B) Streamlining Credentialing</p> <p><i>The Commission has already significantly reduced its work force; this document describes efforts to gain further efficiencies in accomplishing the work with existing staff within the constraint of reduced resources</i></p>	Assure that credential counselors and analysts have the most up to date information to provide candidates so that candidates complete their requirements as quickly and efficiently as possible	<ul style="list-style-type: none"> • Conduct regular briefings with the field, based in part on recommendations made by the field • Provide extensive information in targeted sessions at the annual CCAC conference (over 600 attendees annually) • Dedicate personnel in Certification, Assignment and Waivers Division (CAW) so that credential analysts and counselors get their questions answered as quickly as possible so they can provide in turn better service to candidates • Issue regular updates to the field via electronic communications as a cost efficiency for information dissemination 	<ul style="list-style-type: none"> • Develop an audit process to monitor recommendations from the field
	Provide additional efficiencies in the candidate recommendation process through ongoing improvements to the new CTC online credential recommendation system	<ul style="list-style-type: none"> • Improve the new CTC Online system in response to user experience, recommendations, and troubleshooting 	<ul style="list-style-type: none"> • Continue to refine on-line platform by moving additional credential application areas from paper to online application
	Review requirements for credential candidates		<ul style="list-style-type: none"> • Review and eliminate any duplicative assessments including reviewing requirements for out of state and out-of-country prepared educators

	Potential Activity	Current CTC Work	Policy Question Before the Commission
(C) Gaining Operational Efficiencies	Establish an appropriate balance for certification staff between external communications (phone, email) and application processing	<ul style="list-style-type: none"> Launched a reorganization of the CAW Division to increase effectiveness in application processing, email responses and planning to re-introduce phone service early in 2013 	
	Enact policies that reduce workload for the Committee of Credentials (COC)	<ul style="list-style-type: none"> The Commission has adopted Policies that reduce the types of cases going before the COC and new procedures that have doubled the workload and productivity of the COC 	
	Further develop performance assessments as a source of information about quality in preparation		<ul style="list-style-type: none"> The Commission is considering how to increase consistency and reliability of TPA data and to develop a performance assessment for administrators
	Develop annual surveys for graduates, employers, cooperating teachers as a source of information about quality in preparation	<ul style="list-style-type: none"> Staff is working with programs and the Committee on Accreditation to develop surveys to pilot in spring 2013 	
(D) Recovering Costs for Accreditation	Consider adopting a Cost Recovery plan to fund the review of proposed programs, proposals for Initial Institutional Approval and program approval, and to fund accreditation activities above the regularly scheduled activities		<ul style="list-style-type: none"> Charge for initial program review—(estimated revenue: \$1600 per proposal) Cost recovery for extraordinary activities, i.e. revisits based on poor accreditation findings