
3A

Information/Action

Professional Services Committee

Proposed Plan for Implementing Recommendations from the Teacher Preparation Advisory (TAP) Panel

Executive Summary: This agenda item continues the discussion of the range of recommendations presented by the TAP Panel. The Commission will examine, prioritize and possibly adopt some or all of the forty recommendations.

Policy Questions: Do the proposed implementation plans presented in the agenda item reflect Commission priorities?

Recommended Action: That the Commission discuss and provide direction concerning the proposed work plans and provide further input and direction concerning policy-related TAP panel recommendations as appropriate.

Presenters: Teri Clark, Director, and Cheryl Hickey, Administrator, Professional Services Division

Strategic Plan Goal

II. Program Quality and Accountability

- ◆ Develop and maintain rigorous, meaningful, and relevant standards that drive program quality and effectiveness for the preparation of the education workforce and are responsive to the needs of California's diverse student population.

Proposed Plan for Implementing Recommendations from the Teacher Preparation Advisory (TAP) Panel

Introduction

At the June 2013 Commission meeting, members of the Teacher Preparation Advisory (TAP) Panel presented 40 recommendations concerning educator preparation (<http://www.ctc.ca.gov/commission/agendas/2013-06/2013-06-4D.pdf>) for Commission consideration. The Commission directed staff to return with further discussion of the recommendations and their impact, along with potential work plans to implement those recommendations. This agenda item continues the discussion begun at the June 2013 Commission meeting regarding the recommendations from the Teacher Preparation Advisory Panel (TAP) and focuses on key priority areas for implementation along with additional policy issues for future Commission consideration.

Background

The TAP panel was established by the Commission to review and make recommendations concerning potential improvements in teacher preparation in California. The panel's membership is provided in Appendix A and the charge to the panel is provided in Appendix B. The work of the TAP panel focused on strengthening and updating California's *Learning to Teach System* (Appendix C) to address current challenges and opportunities while continuing to frame and support a comprehensive and cohesive system of teacher preparation. Panel members worked over a fifteen-month period and held a total of seven meetings to review current policies and practices regarding multiple and single subject teaching credentials, explore approaches from other states, review relevant research and consult with key constituent groups. Appendix D provides a summary overview of each of the TAP panel recommendations in numerical order, indicating their status as described in the agenda item. Appendix E provides the original TAP panel recommendations and Appendix F provides the full text of the TAP panel's supporting rationales for reference.

The TAP panel also carefully reviewed the related *Greatness by Design* report (<http://www.cde.ca.gov/eo/in/documents/greatnessfinal.pdf>), which was the product of the Educator Excellence Task Force convened by Superintendent of Public Instruction Tom Torlakson and co-sponsored by the Commission. Five members of the TAP panel also served on the Educator Excellence Task Force. The information presented and discussed at the final TAP meeting took into account the input and guidance provided by the Commission during its January/February 2013 meeting with regard to the selected preliminary recommendations presented by the panel at that time (<http://www.ctc.ca.gov/commission/agendas/2013-01/2013-01-4F.pdf>).

The work of the TAP panel in reviewing California's teacher preparation and credentialing system is the next chapter in a longstanding commitment on the part of the Commission and the State to periodically evaluate, update and maintain an effective system for the preparation of

teachers. The current work builds on efforts completed in 1997 by the Commission's SB 1422 (Chap. 1245, Stats. 1992) Advisory Panel and continued by the Commission's SB 2042 (Chap. 548, Stats. 1998) Advisory Panel, resulting in the adoption of new standards for multiple and single subject credentials in 2001. These earlier efforts launched significant improvements to teacher preparation such as the development of the Learning to Teach System, the alignment of all educator preparation standards with state-adopted K-12 academic content standards, the adoption of the two-tiered system of credentialing that established induction as a path to the clear credential, and the development and implementation of teaching performance assessments. These early, foundational concepts have stood the test of time and in general are consistent with new reports calling for improvements in the preparation of the education workforce, including the Educator Excellence Task Force report *Greatness by Design*, and the recently released report of the Council of Chief State School Officers, *Our Responsibility, Our Promise: Transforming Educator Preparation and Entry into the Profession* (http://www.ccsso.org/Documents/2012/Our%20Responsibility%20Our%20Promise_2012.pdf).

While the TAP panel reaffirmed the basic components of the learning to teach system that have characterized teacher preparation and licensure for more than a decade in California, they also called for significant changes in policy and standards intended to make that system more responsive to current conditions of schooling. As a whole, the TAP recommendations provide a policy framework for guiding changes to the credentialing system for teachers. Through this item, the Commission has the opportunity to weigh the importance and impact of these recommendations and direct staff to undertake next steps towards implementation.

Implementation Priorities

At its June 2013 meeting, the Commission directed staff to review all of the panel's recommendations, taking into consideration the discussion and input from Commissioners and stakeholders given during the meeting, and to develop a timeline and plan for addressing the recommendations. Based on Commission direction to establish priorities for implementation, staff organized the TAP recommendations into four thematically-related groupings:

- Recommendations calling for changes in standards and policies relating to preliminary teacher preparation;
- Recommendations calling for changes in standards and policies relating to teacher induction leading to the clear credential;
- Recommendations that would add or make changes to the current structure of multiple and single subject credentials; and
- Recommendations related to other aspects of the credentialing system.

The highest priority for implementation was seen as reviewing and updating the standards governing preliminary teacher preparation and induction in order to assure that beginning teachers receive the robust preparation they need to effectively teach California's Common Core Standards to all students, and to provide guidance to programs regarding the Commission's quality expectations. Discussion of the recommendations pertaining to this priority area and proposed implementation plans are presented in Part I of this agenda item.

Work relating to some recommendations made by the panel is already in process. For these recommendations, an update is provided in Part II of this item on the current status of the work

and next steps are indicated. There are also some TAP panel recommendations that address policy areas needing more in-depth review and discussion before bringing potential implementation plans to the Commission. Part II of the agenda item also includes an overview of these policy areas and a schedule for bringing these back to the Commission for additional discussion and potential direction at future Commission meetings. An example of this approach to provide a more in-depth look at a complex area suggested by the TAP recommendations is agenda item 3B of this meeting (<http://www.ctc.ca.gov/commission/agendas/2013-08/2013-08-3B.pdf>) which provides an in-depth look at policies and practices relating to field experiences and clinical practice within preliminary teacher preparation.

Finally, recommendations related to other aspects of the credentialing system as a whole are discussed in Part III of the agenda item. Many of these recommendations involve the work of multiple agencies and/or would require legislation in order to move forward, and thus these topics will be brought back to the Commission at future meetings.

Part I: Discussion of Priority Recommendations for Implementation

A. Changes and/or Modifications to Preliminary Teacher Preparation Program Standards and to Induction/Clear Program Standards

Revising these two sets of standards would address a significant number of TAP panel recommendations, and is the highest priority area for implementation. Consistent with Commission policy and the Commission's responsibility to ensure that all preparation programs consistently produce educators who are able to effectively teach California's PreK-12 students, the focus of this work will be on:

- Aligning teacher preparation standards and programs with the Common Core State Standards;
- Determining what is essential in teacher preparation and framing standards so that they leverage quality in those aspects of preparation known to have the greatest impact on teacher effectiveness and student learning;
- Establishing an appropriate balance between preliminary preparation and induction so that teachers begin their practice "classroom ready" and receive the support and mentoring they need to move to the next level as effective educators; and
- Aligning and updating induction policy and standards for the clear credential with the new realities of local funding and program delivery.

Summary of TAP Recommendations Regarding Multiple and Single Subject Standards Revisions

The TAP panel recommendations called for revisions to the Multiple and Single Subject Program Standards to address the following issues and topics:

- California Common Core State Standards alignment
- Varied delivery models (e.g., blended, online, and intern) and skills needed for each type of delivery model
- Clarifying minimum field experience requirements and the duration, types, and components of field experiences
- Clarifying expectations regarding qualifications of field supervisors and cooperating teachers

- Identifying and incorporating the knowledge, skills and abilities needed to teach in a blended/online environment
- Updating information concerning professional responsibilities and prohibitions
- Improving the transition for candidates from preliminary programs to induction programs
- Improving preparation to implement RTI/MTSS (Response to Intervention/Multi-tier System of Supports) strategies and services in the general education classroom to provide teachers and students with effective instruction and positive classroom management

This work could move forward according to the proposed implementation plans if the Commission so directs, and would include the following types of strategies to accomplish the work:

- Commission study sessions and policy decisions
- Stakeholder meetings
- Use of expert work groups with a limited focus and duration of work in order to move a particular piece of work forward
- Use of expert advisory panels for a larger body of work such as standards revisions
- Development of new Title 5 regulations
- Technical assistance to the field for program updates, revisions, and professional development as appropriate to promote implementation within approved programs

Staff expects that the primary strategy would be to establish a standards panel of California expert practitioners to accomplish the draft standards revisions. Due to the close relationship between the work needed to develop standards relating to transition plans for candidates between preliminary preparation and induction programs, and the TAP panel's recommendation for increased coherence for candidates across programs, staff recommends that two teacher induction expert panel members participate in the work of the preliminary teacher preparation standards revision panel, and that two preliminary teacher preparation expert panel members participate in the subsequent work of the teacher induction program standards revisions to facilitate the discussion regarding the transition process and the language of both sets of standards as they relate to transition processes for candidates and programs.

Additional Considerations Related to Preliminary Preparation and Standards Revision Work

There are some additional considerations prompted by the TAP panel's recommendations that would affect the scope and content of the standards panel's work. These are:

The one year time limit for preliminary preparation: The TAP panel recommended that the one-year cap on the post-baccalaureate degree route to a credential be lifted. A bill was introduced in the legislature this year (SB 5, Padilla) and is working its way through the Legislature toward the Governor's desk. The bill proposes to change the one-year cap to a two-year cap. The outcome of this legislation will have a significant impact on standards for preliminary preparation and induction programs leading to the clear credential.

Therefore, the implementation plan presented below incorporates time to allow for the resolution of SB 5 prior to beginning work relating to standards revisions.

Specifications for delivery models: The TAP panel recommended that standards be updated so that they are explicitly applicable to all types of preparation program delivery models (face-to-face, online and blended delivery) and the variety of candidate participation models (student-teaching, intern and blended).

Therefore, the standards panel will also be given direction to include this topic in its work.

Field experiences: The TAP panel recommended that the Commission specify the nature and duration of required field work experiences. The Commission has a scheduled study session during its August 1-2 meeting on this topic (<http://www.ctc.ca.gov/commission/agendas/2013-08/2013-08-3B.pdf>), and the outcomes of this study session will be incorporated into the panel's deliberations.

Online and blended teaching: The TAP panel recommended that the preparation standards be updated to address different modalities of teaching in the K-12 classroom (e.g., face-to-face, online, blended.) This is a complex area meriting a more in-depth look and discussion. A proposed study session on the uses of technology in education, including the topic of online and blended teaching, is included in the proposed plan presented in Part II of this agenda item.

It is expected that the work of the standards panel will incorporate Commission discussion and/or direction following this study session.

Summary of TAP Recommendations Regarding Induction Standards Revisions

The TAP panel recommendations call for revisions to the Induction Program Standards to address the following issues and topics:

- Extending and developing contextual foundational online/blended pedagogy and instructional skills consistent with the teacher's assignment and school setting
- Clarifying and making more rigorous the expectations for mentors in specific ways
- Including language concerning the leadership, structures, and resources needed to operate an effective Induction program
- Defining induction as two years of individualized support for participating teachers
- Making candidate competency expectations more rigorous so that candidates are required to demonstrate competence prior to recommendation for the clear credential
- Developing a transition plan as specified for each candidate between preliminary and induction programs

An Additional Consideration Related to Induction Standards Revisions Work

Local Control Flexible Funding (LCFF): The conditions under which induction programs are designed and implemented have changed substantially during recent years. Through 2008-09, the state supported new teacher induction with dedicated funds to local education agencies that sponsored Commission-approved Induction programs based on the number of new teachers in the program. From 2009-10 through 2012-13, districts and county offices of education with Commission-approved Induction programs continued to receive funds based on the 2008-2009 baseline number of participants, but Local Education Agencies (LEAs) were able to expend the funds on any educational activity. Beginning with the 2013-14 budget year, California is revising

how public education is funded. Through Local Control Flexible Funding (LCFF) to districts, each local education agency will determine local funding allocations.

In light of these changes, staff suggests that the Commission solicit input from stakeholders and has scheduled a study session for the September, 2013 meeting on this topic to aide in determining appropriate next steps in this area. It is anticipated that these discussions with stakeholders and the Commission will be reflected in the charge to the standards revision panels.

Staff Recommendation

Staff recommends that the Commission establish a standards revision panel to address all of the areas identified by the TAP panel recommendations for inclusion in the next generation of teacher preparation and induction standards, as discussed above.

Staff also recommends that the Commission adopt the following timeline for updating MS/SS preliminary and induction program standards as described in the implementation discussion above.

Proposed Process	Expected Timeline
Commission Study Session on Field Experiences and Clinical Practice	August 2013
Commission Study session on Induction	September 2013
Engage with stakeholders and experts (including UAC)	September-November 2013
Presentation of stakeholder input to the Commission for policy discussion and direction for subsequent work relating to revision of Preliminary and Induction Program Standards	December 2013
Recruitment of Experts to serve on Standards Panel(s) for preliminary preparation and induction program standards	December 2013 - January 2014
Executive Director appoints panel(s)	January 2014
Panel(s) develop Draft Revised Standards (Preliminary and Induction)	February-August 2014
Draft Standards Presented to the Commission for Initial Review	October 2014
Field Review by Stakeholders	October-November 2014
Draft Revised Standards Presented to the Commission for Adoption	February 2015

B. Additional Topics for Priority Implementation

Along with the work relating to revising preliminary and induction standards described above, additional priority topics relating to educator preparation have been identified for priority implementation. This work addresses:

The Teaching Performance Assessment: The TAP panel recommended that the *Teaching Performance Expectations* (TPEs) be revised to align with the Common Core State Standards. This work has been completed and the Commission approved the revised TPEs in March 2013 (<http://www.ctc.ca.gov/commission/agendas/2013-03/2013-03-3B.pdf>).

The other two recommendations concerned clarifying requirements regarding formative feedback to candidates as they prepare for the TPA, and how to enforce requirements for all models of the TPA. This work is part of an overall strategy to address issues of TPA statewide implementation that have been discussed with the Commission over the past two years and is still in process.

With respect to the issue of formative feedback and allowable limits and processes relating to providing feedback to candidates working on the TPA responses submitted for scoring, staff participated in two related meetings with the field. The first meeting was sponsored by the PACT Consortium (SCALE) at Stanford in May 2013 with northern California programs using the PACT model, wherein this issue was raised and common agreement was reached. The second meeting, also held in May 2013, was with a group of nationally recognized experts in the field of assessment:

- Lee Shulman, retired director of the Carnegie Foundation;
- Lloyd Bond, retired psychometrician from the National Board for Professional Teaching Standards;
- Joan Herman, psychometrician from the National Center for Research on Evaluation, Standards and Student Testing at UCLA;
- Tine Sloan, Director of Teacher Education at UC Santa Barbara;
- Amy Reising, Director of Credentialing and Teacher Development at High Tech High School in San Diego; and
- Wayne Bacer, CTC Trainer and Consultant for the CalTPA.

The purpose of this meeting was to gain the benefit of additional expertise regarding a wider range of issues relating to statewide implementation of the TPA, including the issue of allowable formative feedback to candidates completing TPA responses submitted for scoring. Although agreement has been reached on this issue, clarification has not yet been circulated to the field on this topic. An update on the recommendations of this expert group will be presented to the Commission at a future meeting.

The next phase of work in response to the TAP recommendations regarding implementation of the TPA requirement involves expressing the Commission's expectation that TPA models incorporate the revised TPEs in their assessment and scoring rubrics and also assuring that appropriate support for candidate TPA work submitted for scoring is implemented in TPA materials and processes. In addition, the Commission's Assessment Design and Implementation Standards need to be reviewed and updated to assure they are consistent with the most effective performance assessment practices. In doing this work, two related panels would need to be established. The first is the TPA Users Advisory Committee (UAC), which had previously been established to assist TPA models in implementing the Commission's policies and directions, and the second is a new TPA Technical Advisory Committee, which would be made up of psychometric experts who could advise the Commission on technical issues relating to performance assessment. This latter group would assist in revising the Assessment Design Standards.

Staff Recommendation

Staff recommends that the Commission re-establish the TPA Users Advisory Committee to support implementation of the Commission's policies and also establish a new Performance Assessment Technical Advisory Committee to advise the Commission on matters relating to performance assessments.

The Relationship between General and Special Education: The TAP panel made recommendations concerning studying the relationship between general education and special education and concerning the implementation of RTI strategies. While these recommendations are valuable and the implementation of RTI/MTSS strategies has been included in the plan to revise the Multiple and Single Subject preparation program and Induction program standards indicated above, they are also part of a larger set of work priorities relating to the area of Special Education. For example, the relationship between standards for multiple subject teachers and education specialist teachers needs further consideration, as do the corresponding sets of Teaching Performance Expectations relating to general education and special education teachers. The appropriate preparation and authorization structure of the education specialist credential, dual credential preparation approaches, assessment of candidate performance for education specialist candidates, and similar issues are all interrelated and represent a broader policy discussion than was possible within the TAP panel work. Therefore, a considerable body of work relating to Special Education will be presented at a future Commission meeting. This larger body of work could include convening a multi-agency policy task force, similar to the Educator Excellence Task Force, to address areas relating to improvements in educator preparation for Special Education. Staff is proposing a study session to provide an in-depth review and discussion on this topic at the December 2013 Commission meeting.

Staff Recommendation

Staff recommends that an expert task group be established to assist the Commission and the standards panel in addressing special education/general education issues.

The Preliminary Administrative Services Credential: The TAP panel made a single recommendation concerning the Preliminary Administrative Services Credential: that there should be a required performance-based assessment for all candidates for the Preliminary Administrative Services Credential. The California Education Code grants the Commission broad authority to establish the standards and requirements for credentials (EC 44225) and specifies the *minimum requirements* for the administrative services credential. The Commission has previously approved, in concept, the development of an Administrator Performance Assessment (APA) as a requirement for earning an Administrative Services Credential. (<http://www.ctc.ca.gov/commission/agendas/2013-01/2013-01-4D.pdf>).

At the December 2012 meeting, the Commission took action to develop an Administrator Performance Assessment (APA) for use with candidates for the expedited route to an Administrative Services Credential. The Commission clarified its expectation that this assessment would be centrally administered and scored and that programs would prepare candidates for the assessment. There was discussion about and widespread stakeholder support for requiring an APA for all candidates for the Preliminary Administrative Services Credential and the Commission directed staff to examine the feasibility of establishing such a requirement.

The subsequent TAP panel recommendation as well as the recommendation presented in the *Greatness by Design* report also support requiring an APA for all preliminary administrative candidates. Analysis of current law suggests that the Commission may establish an APA as a requirement without seeking additional statutory authority. The appropriate vehicle for moving this requirement forward would be Title 5 regulations and standards. The proposed standards for Preliminary Administrative Services Credentials are presented in Commission Agenda Item 3C (<http://www.ctc.ca.gov/commission/agendas/2013-08/2013-08-3C.pdf>). Draft Standard #14 calls for programs to comprehensively assess candidate mastery of the adopted performance expectations, and proposes that any Administrator Performance Assessment approved for this purpose may be used to satisfy this requirement.

In December 2012, the Commission expressed a preference for establishing an Administrator Performance Assessment for all candidates that could be centrally scored, fee supported, and completed in conjunction with preparation programs in a manner that can be properly supported within the resources available to support candidates as they prepare for this assessment.

This area of assessment has only begun to be addressed at the national and/or state levels. Nationally there is only one existing validated administrator performance assessment for beginning administrator candidates, in Connecticut, and an additional APA is currently under development in Massachusetts. Staff will report to the Commission at the December 2013 meeting on options for adopting, adapting, and/or developing an APA for California.

Staff Recommendation

Staff recommends that the Commission establish passage of an Administrator Performance Assessment approved by the Commission as a credential requirement for all candidates for the Preliminary Administrative Services Credential, subject to the availability of such an assessment.

New Single Subject Credentials in Dance and Theater: The TAP panel recommended that the Commission seek legislation to add two new content areas in Dance and Theater to the Single Subject Credential, while still retaining these authorizations as part of the Physical Education and English credentials, respectively. There was significant public comment in support of this recommendation; however, there was also concern expressed over setting a precedent in terms of having two preparation routes to the same single subject credential authorization, the employability of individuals with such a specific content area authorization and also over the potential “proliferation of credentials.”

If the Commission supports the TAP panel recommendation, staff would develop a legislative proposal and seek an author for legislative year 2014. If successful, Title 5 regulations would be initiated. In addition, the following would be needed: adding standards language to Single Subject preliminary preparation program standards for the two new content areas; development of the subject matter requirements that would guide Commission-approved subject matter programs and serve as the content expectations for a subject matter examination; examinations development work relating to developing two new CSET examinations to support the examinations route to demonstrating subject matter competence in each of the two content areas; and modifying TPA models to incorporate tasks and scoring rubrics for these two single subject content areas. None of the examinations-related work is currently within the Commission’s

examinations work-plan so it would be possible that initially candidates for a Single Subject credential in Dance or Theatre would have the Commission-approved subject matter program route, but not an examination route, to satisfy the subject matter requirement.

Staff Recommendation

Staff recommends that the Commission determine if this is an appropriate time for the development of these two single subject content areas and if it is, direct staff to develop a legislative proposal and seek an author.

Early Childhood Education

The TAP panel made a recommendation concerning establishing an Emphasis credential in the area of Early Childhood Education. There is considerable interest in the field to look more broadly at potential revisions to the Commission's requirements for early childhood educator preparation and licensing. In light of increasing federal funding for early childhood education and the growing emphasis on the important of high quality early education experiences for young children, staff recommends that the Commission establish a task group that can pull together comprehensive information on national trends in early childhood education and preparation along with information on other states' approaches to licensing and credentialing for early childhood educators, and report back to the Commission at a study session scheduled for December 2013.

Staff Recommendation

Staff recommends that the Commission establish a task group to collect and analyze comprehensive information on national trends in early childhood education and preparation as well as on other states' approaches to early childhood licensing and credentialing and report to the Commission on its findings at the December 2013 meeting.

Development of Program Standards for a Recognition of Study in Linked Learning: Education Code §44257.3 states that the Commission "...may convene a workgroup to develop program standards for the issuance of a recognition of study in linked learning competence for holders of a single subject teaching credential..." The TAP panel identified knowledge and skills that teachers in linked learning settings would need and that some of the knowledge and skills are ones that all teachers should have. The work from the TAP panel regarding the knowledge and skills expected of all teachers will be provided to the standards revision group. The Education Code is permissive and allows for, but does not require, the Commission to develop a Recognition of Study in Linked Learning.

Staff Recommendation

Staff recommends that the Commission discuss a Recognition of Study in Linked Learning and either direct staff to move forward with the development of program standards for a Recognition of Study in Linked Learning or determine that it is not an appropriate time for the development of a Recognition of Study in Linked Learning.

Part II: Discussion of TAP Panel Recommendations Related to Work in Progress

Some TAP panel recommendations consistent with Commission policy and/or direction are already in process. For each of these recommendations a status update is provided and next steps are indicated.

Early Completion Option for the Intern Program: The Early Completion Option (ECO) is established in statute and requires intern programs to offer an early completion option to individuals seeking to test out of program requirements, based on passage of a series of tests and assessments. The Commission is required by statute to adopt a test of teaching knowledge for candidates who elect this route. In addition, ECO candidates must also pass the Teaching Performance Assessment on the first attempt. Other assessments that must be passed by individuals seeking this route to a credential include the meeting the Basic Skills requirement, demonstrating subject matter competency (typically via the CSET), and the RICA (reading) assessment (for multiple subject candidates).

The TAP panel recommended that the Commission replace the Teaching Foundations Assessment (TFE) currently being used within the Early Completion Option for intern programs. The TFE is an off-the-shelf assessment adopted by the Commission for use by Early Completion Option (ECO) candidates in Intern programs. Administration of this assessment was discontinued by the Educational Testing Service as of June 2013. Staff in the Examinations Unit is currently reviewing available assessments consistent with the Common Core State Standards that could potentially replace the Teaching Foundations Examination.

Next steps related to this issue: Staff will present a more detailed look at the Early Completion Option at the Commission's September 2013 meeting, and will at that time also present a potential option for replacing the TFE.

Survey of Program Completers: The TAP panel recommended a series of surveys to help identify the quality of preparation and of program graduates. As part of this process, staff has already been working with stakeholders to develop and implement a Preliminary Program Completer Survey. An agenda item concerning the development process for the Preliminary Program Completer survey was presented to the Commission in February 2013 (<http://www.ctc.ca.gov/educator-prep/coa-agendas/2013-02/2013-02-item-09.pdf>) and an update on the pilot survey was provided in March 2013 (<http://www.ctc.ca.gov/commission/agendas/2013-03/2013-03-3F.pdf>)

Next steps related to this issue: The draft survey is currently being piloted with candidates and an update will be provided to the Commission at the December 2013 meeting. In addition, staff is beginning to focus on a Second Tier Program Completer Survey which would gather feedback from candidates completing programs for Clear Credentials.

Online Teaching Authorization: The TAP panel recommended that the Commission develop an added authorization and require the authorization for teachers who teach students in a 100% online environment.

Next steps relating to this issue: Staff is proposing a study session on the use of technology in education, including a discussion on online and blended teaching at the April 2014 Commission meeting. Any relevant Commission direction resulting from this study session will be incorporated into the work of the standards writing panel.

Science Credential changes: The TAP panel made recommendations to change the structure of the single subject credentials in science. The State Board of Education (SBE) is currently considering adoption of the *Next Generation Science Standards*, which will have an impact on needed changes to the science credentials.

Next steps related to this issue: Staff will bring back this issue for the Commission to consider needed changes to the science credentials at the February 2014 meeting, assuming that the State Board of Education has adopted new standards by that time.

Summary of Future Commission Agenda Items and/or Study Sessions to Review Specific TAP Recommendations

Commission Meeting	In-Depth Topics for Review
September 2013	Induction; Early Completion Option
December 2013	Special Education; Early Childhood and Child Development Permit; Administrator Performance Assessment; Program Completer Survey
February 2014	Middle Grades and Core Settings; Science credentials
April 2014	Technology in the Classroom (including online and blended teaching)
June 2014	Developmental Credentials

Part III: Discussion of Remaining TAP-Identified Policy Issues for the Commission’s Consideration and Potential Direction

Some issues presented in this category represent TAP recommendations that are dependent on the actions and/or decisions of other bodies in order to move forward, and others represent structural issues that would make fundamental changes to current state law and/or Commission policy and regulations. For these issues, Commission discussion would help to inform staff thinking about these issues and potentially signal the Commission’s policy perspectives and/or possible future direction. A staff recommendation is provided for these issues where appropriate.

Grade level / Grade span changes: California’s current general education credentials authorize teaching in PreK through grade 12 and in classes organized primarily for adults. The scope and structure of the authorizations are specified in current statute and regulations. TAP recommendations 6 and 7 propose moving to more developmental credentials where the Multiple Subject credential would authorize teaching through grade 8 and the Single Subject credential, in the four core academic content areas, would authorize teaching in grades 5-12 and classes for adults. Implementing the panel’s recommendations concerning changing the authorizations would require a significant amount of statutory and regulatory change.

It should be noted that although the current education credentials authorize teaching in PreK through grade 12, an individual with a multiple subject teaching credential usually teaches in grades K-6 and an individual with a single subject teaching credential usually teaches in grades 7-12. Preparation programs are designed and delivered with these typical assignments in mind.

Implementing these two recommendations would require legislative action, followed by an overhaul of existing Title 5 regulations to change all current references to credentials as K-12 in scope. While the change could provide a more accurate description of how teachers are assigned in California, it is not clear that these changes would significantly impact who is in the state's classrooms or how they are prepared. Staff suggests that the Commission review the issue and implications of a developmental credential structure at a study session scheduled for the June 2014 Commission meeting.

Staff Recommendation

Staff recommends that TAP Recommendations 6 and 7 related to changing the grade-span of existing credentials be deferred until the Commission's study session scheduled for June 2014.

Establishment of Options for Middle School and Bridge Emphases, along with a Teacher Leadership Emphasis: The Commission has historically developed credentials that authorize the holder to teach or provide a service in a specified setting, grade level and/or content area. Establishment of emphases options would not necessarily provide the individual with an additional authorization beyond what the basic teaching credential already authorizes. The development of Emphases options would be a policy shift for the Commission.

If the Commission were to elect to implement Emphasis options, consideration as to the content areas for the Emphasis needs to be given. The TAP panel recommended that emphases be established in the areas of Middle Grades and Bridge Emphases as well as Teacher Leadership. The TAP rationales for the Emphasis recommendations are provided in Appendix F of this agenda item.

Teaching in the middle grades has long been a topic of interest and several approaches have in the past been taken with respect to preparation for teaching this student population in California. Staff suggests that the topic of Emphasis options be reviewed in more depth at a future study session in February 2014.

The TAP panel also made a recommendation concerning the development of a set of knowledge, skills and abilities that characterize teacher leadership in California. Staff agrees that it would be an appropriate activity for the Commission to undertake since this work is related to teacher quality and effectiveness. This work is not on the current work plan and would need to be prioritized among the array of work generated by the TAP panel's recommendations and other Commission responsibilities.

Staff Recommendation

Staff recommends the Commission consider options for addressing the preparation of middle grade teachers at the February 2014 study sessions. In addition, the Commission could consider

if it wishes to move forward with the development of Emphasis options as a viable approach to preparation for middle grade teachers at that time.

Staff recommends that the Commission consider the development and potential adoption of a set of knowledge, skills, and abilities for teacher leaders in California.

Professional Learning Standards, Professional Growth and Credential Renewal Requirements: Most professions require professional development in order to maintain licensure status. California used to have a professional growth requirement, but it was universally agreed that the prior system did not produce the desired benefits and did not result in meaningful educator professional growth. Many professional education groups and organizations, including the California STEM initiative, the Educator Excellence Task Force, and the Council of Chief State School Officers, support a robust, focused and meaningful professional growth requirement that will help teachers be more effective educators as they progress through their careers. However, redesigning and reinstating a professional growth requirement for California educators is not universally supported, and would require a collaborative effort with credential holders, employers and other stakeholders.

The TAP panel also recommended that the Commission work with the California Department of Education (CDE) and stakeholders to create a *California Master Plan for Professional Learning*, a document that would stand as a larger state policy framework for teacher development. The CDE has developed draft *Professional Learning Standards* which are currently in a review process and could be a key component in a Master Plan for Professional Learning.

Staff Recommendation

Staff recommends that the Commission direct staff to consult with the field and garner advice about how to address this recommendation to reestablish a system of professional growth and development that will respond effectively to employer and employee needs. Staff also suggests that the Commission direct staff to work with the California Department of Education and others to discuss a Master Plan for Professional learning.

Pending Policy-Related Issues

Finally, several TAP recommendations concern aspects of the credentialing system outside of standards-related considerations. Each of these recommendations is summarized briefly below and will be addressed at future Commission meetings.

Recruitment Strategies: The TAP panel has recommended that the state undertake specified recruitment strategies, including fiscal support for these initiatives.

Elementary Subject Matter Programs: The TAP panel has recommended that the Commission work with the State Board of Education to potentially allow multiple subject candidates to use the program route to meet the subject matter competence requirement.

Credential Fees: The TAP panel recommended that credential fees be set at a level that covers all costs. This topic may be addressed at a future meeting in conjunction with updates and plans for the development of the Commission's budget.

Summary of Staff Recommendations Presented in this Agenda Item:

1. Staff recommends that the Commission establish a standards revision panel to address all of the areas identified by the TAP panel recommendations for inclusion in the next generation of teacher preparation and induction standards, as discussed in the item. (pp. 4-6)
2. Staff recommends that the Commission adopt the timeline presented for updating MS/SS preliminary and induction program standards. (pp. 4-6)
3. Staff recommends that the Commission re-establish the TPA Users Advisory Committee to support implementation of the Commission's policies and also establish a new Performance Assessment Technical Advisory Committee to advise the Commission on matters relating to performance assessments. (pp. 6-7)
4. Staff recommends that an expert task group be established to assist the Commission and the standards panel in addressing special education/general education issues. (p. 8)
5. Staff recommends that the Commission take action to establish passage of an Administrator Performance Assessment approved by the Commission as a credential requirement for all candidates for the Preliminary Administrative Services Credential, subject to the availability of such an assessment. (pp. 8-9)
6. Staff recommends that the Commission discuss if this is an appropriate time for the development of new single subject content areas in dance and theater and if it is, direct staff to develop a legislative proposal and seek an author. (p. 9)
7. Staff recommends that the Commission establish a task group to collect and analyze comprehensive information on national trends in early childhood education and preparation as well as on other states' approaches to early childhood licensing and credentialing and report to the Commission on its findings at the December 2013 meeting. (pp. 9-10)
8. Staff recommends that the Commission discuss a Recognition of Study in Linked Learning and either direct staff to move forward with the development of program standards for a Recognition of Study in Linked Learning or determine that it is not an appropriate time for the development of a Recognition of Study in Linked Learning. (p. 10)
9. Staff recommends that TAP Recommendations 6 and 7 related to changing the grade-span of existing credentials be deferred until the Commission's study session scheduled for June 2014. (pp. 12-13)
10. Staff recommends the Commission consider options for addressing the preparation of middle grade teachers at the February 2014 study sessions. In addition, the Commission could consider if it wishes to move forward with the development of Emphasis options as a viable approach to preparation for middle grade teachers at that time. (p. 13)

11. Staff recommends that the Commission consider the development and potential adoption of a set of knowledge, skills, and abilities for teacher leaders in California. (p.13)
12. Staff recommends that the Commission direct staff to consult with the field and garner advice about how to address this recommendation to reestablish a system of professional growth and development that will respond effectively to employer and employee needs. (p. 13) Staff also suggests that the Commission direct staff to work with the California Department of Education and others to discuss a Master Plan for Professional learning. (p.14)

Appendix A
Membership of the Teacher Preparation Advisory Panel (TAP)

TAP Panel Members	Employer	Rep.
Janet Kliegl, Superintendent (retired)	Lindsay Unified School District	ACSA
Jose Cintron, Faculty	CSU Sacramento	CTA
Nancy Farnan, Interim Associate Dean for Faculty Development, Research, & Special Projects	San Diego State University	CSBA
Cheryl Forbes, Lecturer & Coordinator of Teacher Education	UC San Diego	UC
Barbara Ledterman, Federal Advocate	Parent Teacher Association	PTA
Gary Ravani, President: Early Childhood/K-12 Council	CA Federation of Teachers	CFT
David Simmons, Director of Human Resources	Ventura COE	CCSESA
Kathy Theuer, Associate Dean & Director of Accreditation	Brandman University	AICCU
Beverly Young, Assistant Vice Chancellor, Academic Affairs	Chancellor's Office	CSU
Carlos Ayala, Interim Dean	Sonoma State University	
Conni Campbell, Associate Dean	Point Loma Nazarene University	
Lewis Chappellear, Teacher	Los Angeles Unified School District	
Cynthia Grutzik, Associate Dean	Long Beach State	
Tara Kini, Staff Attorney	Public Advocates	
Lisa Kirtman, Department Chair/Professor	CSU Fullerton	
Allison Kleinsteuber, Visual Art Educator	Visalia USD	
Mike Lawrence, Executive Director	Computer-Using Educators, Inc.	
Ira Lit, Director, Elementary Teacher Education	Stanford University	
Bob Loux, Intern Program Manager	San Joaquin County Office of Education	
Eloise Metcalfe, Adjunct Professor	UC Los Angeles	
Paula Motley, Cluster Regional Director BTSA Induction	Monterey County Office of Education	
Sean Nank, Mathematics Educator	Oceanside Unified School District	
Margo Pensavalle, Professor of Clinical Education	University of Southern California	
Robert Perry, Special Education Case Manager	Los Angeles Unified School District	
Chris Reising, Director of Teacher Recruitment and Support-Human Resources	San Diego County Office of Education	
Page Tompkins, Executive Director (TAP Co-Chair)	REACH Institute for School Leadership	
Colleen Torgerson, Special Education and Director of University Learning Communities	CSU Fresno	
Pia Wong, Professor (Co-Chair)	CSU Sacramento	
Liaison to the Panel	Affiliation	
Alicia Williamson	Commission on Teacher Credentialing	
Carrie Roberts	California Department of Education	
Staff to TAP	Affiliation	
Teri Clark, Professional Services Division	Commission on Teacher Credentialing	
Katie Croy, Professional Services Division		
Terri H. Fesperman, Certification Division		
Gay Roby, Professional Services Division		
Karen Sacramento, Professional Services Division		
Erick Schmitt, Professional Services Division		
Erin Skubal, Certification Division		

Appendix B

Charge to the Teacher Preparation Advisory Panel (TAP) 2012

The major purpose of this study will be to review the content, structure and requirements for California teacher preparation and licensure to ensure that these remain responsive to the conditions of teaching and learning in California's public schools.

The panel will consider whether the current K-12 credential classifications, subjects, and authorizations are appropriate to meet the complexity, demands and expectations of California's public schools.

Another important consideration will be the extent to which current expectations for teacher preparation can be met during a single year of coursework and field experiences followed by an induction phase or if adjustments should be made in expectations for both pre-service teacher preparation and induction.

The panel will also consider the viability of current pathways to a preliminary teaching credential, including post graduate, blended, student teaching, internships, residency, the Early Completion Option (ECO), and examination routes. In addition the panel will consider the variety of delivery models including face-to-face, hybrid and online teacher preparation programs.

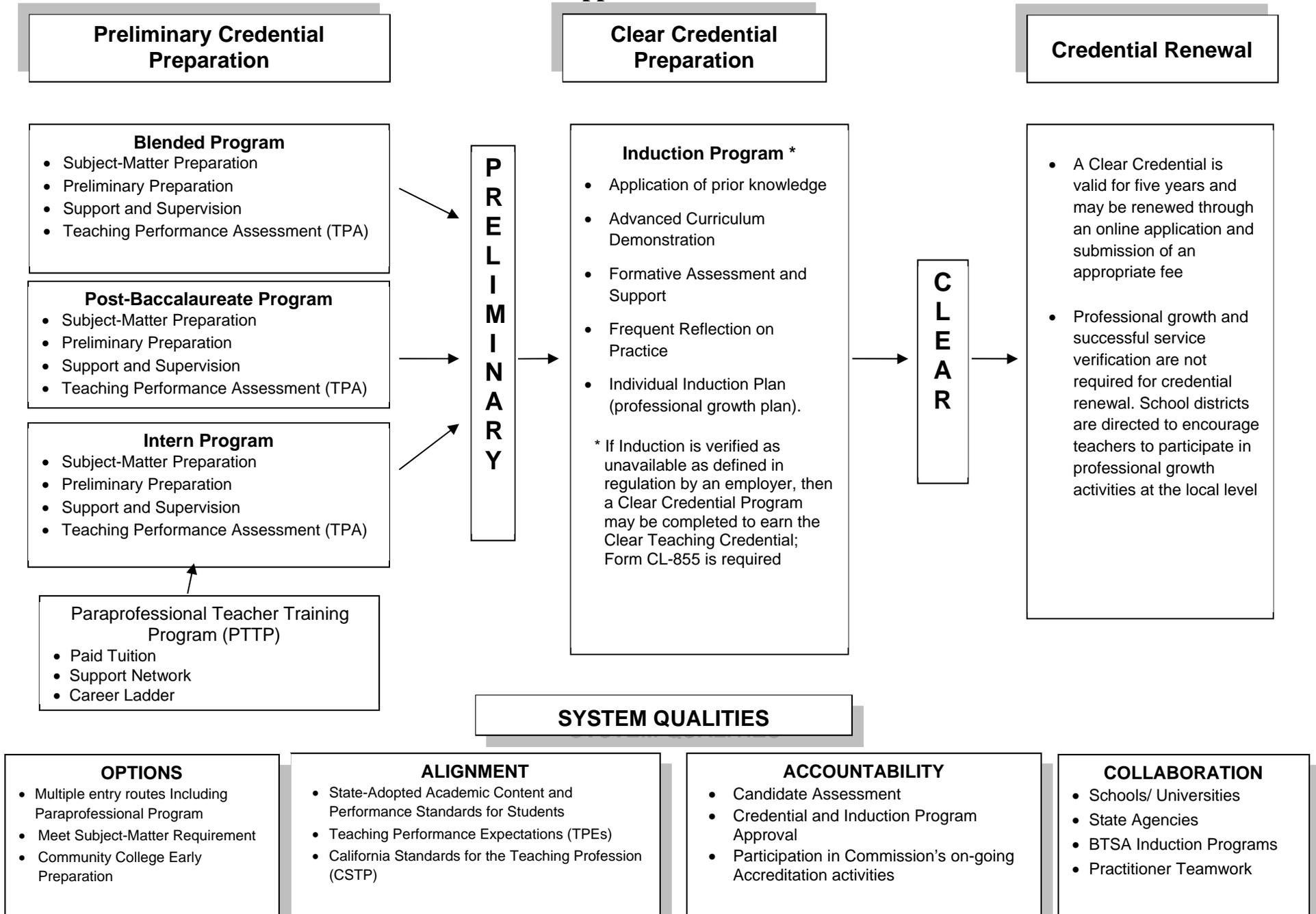
A fifth consideration will be the use of performance assessments as one indicator of learning, demonstration of skills, prediction of future teacher success, and movement on a career ladder for those individuals who wish to pursue instructional and/or organizational leadership.

The TAP Panel serves in a critically important advisory role to the Commission. Ultimately, the Commission is statutorily responsible for adoption of standards and implementation of policy as well as recommendations to the Legislature and other policymakers for consideration as it relates to teacher preparation. As such, the Commission may adopt some or all of the Advisory Panel's recommendations or may amend recommendations as it determines appropriate.

Each member of the Teacher Preparation Advisory Panel is charged to:

- Fully participate in the discussion and work of the group.
- Share knowledge and beliefs in a professional manner, respecting differing perspectives.
- Work together in a timely manner to meet the requirements of the panel's charge

Appendix C



Appendix D
Summary of Proposed Work Relating to TAP Recommendations

TAP Recommendation #	Work Plan Included in Agenda Item	Work Completed or in Progress	Requires Further Commission Discussion and/or Direction	Requires Legislation and/or is Outside Commission Mandates
1) Subsidies for high needs fields				✓
2) State expansion of “grow your own”				✓
3) Update MS/SS Standards & TPEs	✓	✓ (TPEs have been updated)	✓	
4) Remove one year cap on teacher prep				✓
5) Program delivery models	✓			
6) Change authorization of MS credential			✓	✓
7) Change authorization of SS content areas			✓	✓
8) Seek legislation to amend science and add Dance and Theater credentials			✓	✓
9) Restructure Science credentials			✓	✓
10) Structure for new credentials in Dance & Theatre			✓	✓
11) Create three emphasis options (ECE, MG, Bridge)			✓	✓
12) Reestablish option for Elementary Subject Matter Waiver				✓
13) Clarify field experience requirements	✓			
14) Clarify qualifications and expectations for cooperating teachers and program supervisors	✓			
15) Update TPA Design Standards	✓			
16) TPA implementation expectations	✓			

TAP Recommendation #	Work Plan Included in Agenda Item	Work Completed or in Progress	Requires Further Commission Discussion and/or Direction	Requires Legislation and/or is Outside Commission Mandates
17) Improve transition from preliminary to induction programs	✓			
18) MS/SS standards update to reflect instruction delivery modes	✓			
19) Extend instruction delivery skills within induction program	✓			
20) Develop added authorization for 100% online teaching			✓	
21) Develop KSAs for teaching in an online blended teaching environment	✓			
22) Revise the ECO option for interns			✓	✓
23) Change the examination used for the ECO option		✓		
24) Amend ECO requirements			✓	✓
25) Develop standards for Recognition of Study in Linked Learning			✓	
26) Transition plan for supporting IIP, requirements for IIP			✓	
27) Update induction standards in specific areas	✓			
28) Define induction as being two years of individualized support	✓			
29) Increase candidate competency requirements for induction	✓			
30) State-level support for induction				✓
31) Relationship between general and special ed			✓	

TAP Recommendation #	Work Plan Included in Agenda Item	Work Completed or in Progress	Requires Further Commission Discussion and/or Direction	Requires Legislation and/or is Outside Commission Mandates
32) Update professional responsibilities for educators	✓	✓		
33) Programs provide information regarding professional responsibilities	✓	✓		
34) Programs provide list of professional responsibilities to candidates	✓	✓		
35) Master Plan for Professional Learning				✓
36) Reinstigate professional learning requirement				✓
37) Surveys for candidates at time of credential issue or renewal		✓		
38) Credential renewal fee				✓
39) Create Teacher Leadership emphasis			✓	✓
40) Require APA for all Preliminary Administrative candidates		✓		

Appendix E TAP Panel Recommendations

GENERAL RECOMMENDATIONS

Diversity of the California Teacher Workforce

1. The State of California should provide subsidies for diverse, high-ability candidates who commit to teach in high-need fields or high-need locations for at least four years.
2. The State of California should expand “Grow Your Own” pathways into teaching that align the resources of community colleges and universities with supports for academically capable candidates willing to commit to working in high-need schools.

Standards Writing Panel for Preliminary Multiple and Single Subject Teacher Preparation Program Standards

3. The Commission should revise and strengthen the Multiple and Single Subject Program Standards and TPEs to better reflect new knowledge of effective teacher preparation emergent since the passage of SB 2042. These revisions should occur simultaneously with the effort to align the program standards and TPEs with the Common Core standards. Changes are recommended in the following topics:
 - a. Educational Equity
 - b. Academic Language Development
 - c. “21st Century” and “Linked Learning” content, skills, and experiences
 - d. Responsiveness to students

Removal of One-Year Limit

4. The Commission should work with the legislature to remove the one year limit that restricts the length of preliminary, post baccalaureate, student teaching preparation programs for Multiple and Single Subject Credentials.

Delivery Models for Commission-approved Educator Preparation Programs

5. The Commission’s standards should address the variety of educator preparation program delivery models (e.g., face-to-face, online and blended delivery models for the preparation programs) and the variety of candidate participation models (e.g., student teaching, intern, blended). When the Multiple and Single Subject Program Standards are updated, the revised standards should be explicitly applicable to all delivery models and all programs regardless of delivery model need to fully meet the standards.

CREDENTIALS, SUBJECTS, AND AUTHORIZATIONS

Grade Level-Grade Span Changes

6. The Commission should work with the legislature to authorize Multiple Subject Credential holders to teach all content areas in Transitional Kindergarten through 8th grade in self-contained classrooms and in core settings in grades 5 through 8. (Currently, Multiple Subject Credential holders are authorized to teach in self-contained settings for pre-school, K-12 and in classes organized primarily for adult learners.)

7. The Commission should work with the legislature to authorize Single Subject Credential holders in the areas of Mathematics, Science, Social Science and English to teach those respective content areas to learners in 5th through 12th grades and classes organized for adults. (Currently, Single Subject Credential holders are authorized to teach in departmentalized settings for preschool, grades K-12, and in classes organized primarily for adults.)

Content Area Changes

8. The Commission should work with the legislature to amend the specific science content areas that must be issued by the Commission and to add two new content areas in Dance and Theater to the Single Subject Credential.
9. The Commission should blend the nine current science credentials areas into no more than four content areas with one of the four continuing to be Foundational-Level General Science.
10. The Commission should seek to address a current inequity in the Single Subject Program Standards. The Visual and Performing Arts Framework and content standards address four distinct content areas: Art, Dance, Music and Theatre. Art and Music are currently issued as distinct content areas on the Single Subject Credential while Dance and Theatre content is encompassed within other broad content areas (Dance within Physical Education and Theatre within English).
 - Maintain Dance content and authorization for the current broad content area of Physical Education and maintain Theatre content in current broad content area of English
 - Add two new subject content areas to the Single Subject Credential: Dance and Theatre

Special Emphases

11. The Commission should create special emphases options that allow credential holders to seek, demonstrate and apply specialized knowledge. An emphasis draws attention to a teacher's specific expertise, while not unnecessarily restricting employers or site administrators. The TAP panel recommends three specific types of new emphases: Early Childhood Education, Middle School, and Bridge Emphases.

PRELIMINARY TEACHER PREPARATION

Subject Matter Preparation for the Multiple Subject Credential

12. The Commission should work with the State Board of Education to reinstitute an option for waiving the CSET: Multiple Subject by re-authorizing Elementary Subject Matter programs.

Field Experience

13. The Commission should set minimum requirements for field experiences and provide greater clarity and specificity about minimum requirements for types of field experiences, components of field experiences, and duration.
14. The Commission should revise the current Preliminary program standards addressing field experience and the quality of cooperating teachers and university supervisors. The revised standards need to delineate more clearly the Commission's expectations.

Performance Assessments

15. The Commission should update the Teaching Performance Assessment (TPA) Assessment Design Standards after revision of the California Teaching Performance Expectations (TPEs).
16. The Commission should clarify the requirements and restrictions regarding formative feedback during the TPA and consider how to enforce the requirements and restrictions.
17. The Commission should seek to better connect teachers' preliminary program to the induction program by having candidates and preliminary programs develop a Transition document that each candidate will take from his or her Preliminary program to the Induction program.

Online and Blended Teaching (OBL)

18. The Commission should ensure that the teacher preparation standards are enhanced related to the pedagogical skills needed in face-to-face, online and blended teaching.
19. The Commission should ensure that the foundational OBL pedagogy and instructional skills, which are developed in the preliminary preparation phase, will then be extended and contextualized in the induction phase consistent with the teacher's assignment and school context.
20. The Commission should develop an Added Authorization required for teachers who teach students in a 100% online environment.
21. The Commission should identify the knowledge, skills, and abilities (KSAs) a teacher needs to successfully teach in a Blended teaching environment and provide the identified KSAs as guidance for the field.

Intern Early Completion Option (ECO)

22. The Commission should work with the legislature to revise the Early Completion Option (ECO) for Interns.
23. The Commission should not continue to use the Teaching Foundations Examination (TFE) as the entry assessment for the Early Completion Option.
24. The Commission should seek to amend the ECO requirement to allow approved intern programs some flexibility to establish procedures for determining which aspects of the approved program have been successfully demonstrated by the ECO candidate and the components that the candidate needs to complete. Passage of the entry assessment and the teaching performance assessment should continue to be requirements.

Linked Learning Recognition of Study

25. The Commission should develop program standards for a Recognition of Study in Linked Learning.

EARNING A CLEAR TEACHING CREDENTIAL

Induction

26. The Commission should require a Transition Plan be developed at the end of the Preliminary program and be provided to the Induction Program by the candidate. This Transition Plan should be one basis for the Individual Induction Plan (IIP). The candidate, the employing district designee and the approved clear credential program representative, should develop

the IIP. The IIP should incorporate a clear action plan, which incorporates the school and district goals. The candidate will leave induction with a program completion assessment-learning plan to inform their next phase of professional learning.

27. The Commission should direct that the Induction standards be reviewed and revised to ensure that there: a) are clear and more rigorous expectations for mentors including teaching expertise, careful and rigorous selection, systematic assignment, and high quality ongoing development and support and b) is language about leadership, structures and resources necessary to operate an Induction program.
28. The Commission should direct that the induction program standards define Induction as two years of individualized support for participating teachers.
29. The Commission should direct that expectations be made more rigorous so that candidates are required to demonstrate comprehensive competence prior to recommendation for the clear credential.
30. The TAP panel recognizes the importance of a strong statewide infrastructure as an indispensable component to an effective teacher induction system in California. The state should renew its commitment to this successful model and take appropriate steps to ensure that it continues into the future. Further, the state should consider the benefits of expanding this highly successful concept of a regional infrastructure system used historically by teacher induction by building a more comprehensive regional system that is cohesive across, and supportive of, all educator preparation programs.

ADDITIONAL RECOMMENDATIONS

Special Education

31. The Commission should establish a panel to study the relationship between general education and education specialist credentials. The purpose would be to ensure that general education teachers and Education Specialists have the necessary knowledge and skills to teach effectively to a diverse range of learners, without resulting in a shortage of Education Specialists. Topics this panel might explore should include, but not be limited to, the ramifications of the following additional items:
 - a. Developing an Added Authorization option for Education Specialists who do not have a Multiple or Single Subject Credential so they are qualified to teach reading to typically developing students.
 - b. Developing an Added Authorization for current holders of the Education Specialist Credential authorizing them to work in multi-tiered systems of support (MTSS) at all levels of those systems deemed appropriate. This Added Authorization would not authorize an assignment as the teacher of record in a general education classroom.
 - c. Reviewing the Education Specialist program standards for Mild/Moderate and Language and Academic Development specialty areas to ensure that program sponsors provide candidates with adequate opportunity to develop sufficient content knowledge, content pedagogy knowledge and knowledge of the general education classroom to be effective in various specialist positions, roles and school/classroom contexts. In particular, review program standards to ascertain their sufficiency in relation to candidate preparation to teach the Common Core State Standards.

Professional Responsibilities

32. The Commission should review and update the Professional Responsibilities and Prohibitions Regulations and, if needed, the law, to ensure that the Professional Responsibilities of credential holders are current and appropriate.
33. The Commission should require preparation programs to provide information to candidates regarding the Responsibilities and Prohibitions that are expected of credential holders.
34. The Commission should provide a comprehensive list of the Responsibilities and Prohibitions of credential holders.

Master Plan for Professional Learning

35. The Commission should work with the California Department of Education and others to convene an advisory panel composed of experts and stakeholders to develop a “California Master Plan for Professional Learning.” This Plan should be informed by state-adopted standards for professional learning as well as the Common Core Standards and culturally responsive educational practices. The Plan should provide an analysis of the kinds of job-embedded and externally supported professional learning experiences that are currently available to educators, and those professional learning experiences that should be available as California rebuilds its education infrastructure.

Credential Renewal

36. The Commission should work with the legislature to reinstate a Professional Learning Requirement for Licensure Renewal which includes the following components:
 - a. Development of an Individual Learning Plan (ILP), aligned to the California Standards for the Teaching Profession
 - b. Completion of a series of professional learning activities
 - c. Reflection on these activities and the teacher’s learning, in order to shape the next 5-year ILP

Statewide Survey

37. The Commission should develop statewide surveys that would be completed by individuals recommended for credentials and the time of credential renewal.

Credential Fees

38. The Commission should work with stakeholders and the legislature to set the credential renewal fee so that it allows the Commission to fulfill its responsibilities for license renewal, supports the development and maintenance of an online ILP submission and audit system, and brings the education profession more in line with other professions.

Teacher Leadership

39. The Commission should identify the distinct knowledge, skills and dispositions that teacher leaders possess and recognize the unique ways in which teacher leadership can contribute to and strengthen multiple dimensions of school effectiveness by creating a Teacher Leadership Emphasis that can be added to a Clear Credential and is included in the credential renewal process.

Performance Assessment for a Preliminary Administrative Services Credentials

40. The Commission should work with stakeholders and the legislature to require passage of a performance-based assessment for all candidates for the Preliminary Administrative Services credential.

Appendix F

Recommendations and Rationales of the Teacher Preparation Advisory Panel

June 2013

General Recommendations

- Diversity of the California Teacher Workforce
- Standards Writing Panel
- Removal of the One-year Limit
- Delivery Models for Commission-approved Educator Preparation Programs

Diversity of the California Teacher Workforce

The *Greatness by Design* report (<http://www.cde.ca.gov/eo/in/documents/greatnessfinal.pdf>), which is the product of the Educator Excellence Task Force convened by Superintendent of Public Instruction Tom Torlakson and co-sponsored by the Commission, recommends that California create structures to **recruit a culturally diverse, high-quality teaching and school leadership workforce to meet California's needs, including offering** subsidies and expand programs for recruitment and training of a diverse pool of high-ability educators for high-need fields and high-need locations and creating new pathways into teaching that align the resources of community colleges and state universities with supports for candidates willing to commit to working in high-need schools (pp. 23-24).

While the Teacher Preparation Advisory Panel (TAP) recognizes that some of these issues are outside of TAP's charge, the panel nevertheless endorses and reiterates these recommendations. The panel further acknowledges that the underlying intent of these recommendations is to significantly *level opportunities to learn* by ensuring that there is equity in human resource distribution and development such that all California's students have access to an education provided by well prepared, high quality educators.

Rationale for Diversity Recommendations

Research supports the need to strengthen the diversity of the teaching profession. While research shows that White teachers who have adopted culturally relevant teaching practices can be excellent instructors for students of color (see, e.g., Ladson-Billings, 1994), research also reveals teachers of color have positive benefits for their students of color and the high-need schools that many of them attend. These benefits include improved academic outcomes, serving as surrogate parents, guides, and mentors to their students, and reducing teacher turnover, as research also shows that teachers of color in high-poverty schools are more likely to remain in a school as the number of students of color increases, whereas White teachers are likely to leave (see, e.g., Irvine & Fenwick, *Teachers and Teaching for the New Millennium: The Role of HBCUs*, 2009).

The panel believes that these recommendations are particularly important when the recommendation to eliminate the one-year cap (see Recommendation 4) is considered. While allowing more time for teacher preparation is, in the view of the panel, necessary and desirable in many circumstances, it is important to ensure that removing the one-year cap does not have the unintended effect of making pursuit of traditional post-baccalaureate pathways into teaching more difficult for candidates from low-income backgrounds, thereby having negative effects on the diversity of the teacher workforce. Concurrent pursuit of well-supported pathways for non-

traditional students interested in teaching will mitigate any increases to the length of a credential program. While the panel recognizes that these recommendations fall outside of the panel's charge, the panel believes there is value in emphasizing the panel's support for this aspect of the *Greatness by Design* report and encourages the Commission to actively do so as well.

Recommendations

1. The State of California should provide subsidies for diverse, high-ability candidates who commit to teach in high-need fields or high-need locations for at least four years.
2. The State of California should expand "Grow Your Own" pathways into teaching that align the resources of community colleges and universities with supports for academically capable candidates willing to commit to working in high-need schools.

Standards Writing Panel for Preliminary Multiple and Single Subject Teacher Preparation Program Standards

SB 2042 was passed in 1998. Fundamentally, the vision laid out for the learning-to-teach continuum remains innovative and responsive to the demands placed on teachers today, even though this vision is now almost 15 years old. While 15 years is hardly an eternity, given the demands of the Information Age, intensified globalization, new advances in the knowledge base about teaching and learning emerging from research and science, and the ever-dynamic nature of public education, it is no surprise that enough significant changes have occurred in the multiple dimensions of public education to warrant serious and comprehensive review of the content and the program expectations articulated in the Multiple and Single Subject Program Standards and the Teaching Performance Expectations (TPEs).

Rationale for the Standards Writing Panel

In addition to these broader social/cultural changes, the implementation of the Common Core also requires a careful analysis of the existing program standards to ensure that they complement and support this new framework. For each of these recommendations, the TAP panel has consulted the work of thought leaders and leading research in the appropriate fields. The panel has brought this review of current knowledge on these multiple topics to bear on the existing content of the program standards and TPEs and the following recommendations resulted.

Recommendation

3. The Commission should revise and strengthen the Multiple and Single Subject Program Standards and TPEs to better reflect new knowledge of effective teacher preparation emergent since the passage of SB 2042. These revisions should occur simultaneously with the effort to align the program standards and TPEs with the Common Core standards. (*Staff notes that the Commission adopted revised TPEs with revisions addressing the California Common Core Standards in March 2013.*)

The Multiple and Single Subject Preliminary Program Standards should be strengthened by the addition of more explicit language and more rigorous expectations for programs related to the following topics:

- Educational Equity: California continues to be a state with rich diversity and complexity. Cultural, racial, ethnic and linguistic diversity continue to be hallmarks of student characteristics in our state, but so too are economic diversity, differences related to sexual identity, and variation in student development patterns. To ensure that candidates are better prepared to effectively teach *all* students, careful attention must be paid to their development of a knowledge base sufficient to understand these diversities as well as a robust set of practices so that they use this knowledge base to advance the learning and development of each of their students. The Commission should use current research findings to outline minimum required experiences that should be included in teacher preparation programs such that candidates can be assured of gaining knowledge, skills and experiences foundational to the promotion of educational equity in classrooms and schools. Such experiences (e.g., observation of an IEP, parent-teacher home visit, shadowing a student at a community event, etc.) should allow candidates to move beyond exposure to diversity and firmly ground them in experiences that will expand their knowledge and skills as promoters of educational equity. The TAP panel has provided examples of recommended language to strengthen the equity focus in the standards and TPEs and this language is available to the Standards Writing Group.
- Academic Language Development: Implementation of the Common Core requires more than just changes in which concepts are emphasized and what knowledge and skills are taught to students. A Common Core-aligned classroom is envisioned to be rich in oral and written language that is purposeful and conducted in the academic register. Pre-service candidates need solid understandings of first and second language development, language features and demands of various instructional tasks and activities, how language impacts instruction, and effective strategies and practices for creating optimal language development experiences for all learners. (*Staff notes that the Commission adopted revised TPEs with enhanced language addressing Academic Language in March 2013.*)
- “21st Century” and “Linked Learning” content, skills and experiences: As the U.S. transitions more fully to the information economy, so too must the curriculum and experiences in schools reflect the demands of this new economic structure. Moreover, information technology and social media have fundamentally changed social interactions such that youth today grow up in a globalized world where information is available on demand and meaningful interactions can occur virtually regardless of region, time zone or language. Linked Learning is an approach that integrates rigorous academics with career-based learning and real world workplace experience in order to prepare students for college, career, and life. Linked Learning improves equity as this approach prepares high school students for the full range of post-graduation opportunities. Revised program standards should purposefully define these two frameworks so that programs can actively incorporate the knowledge bases, skills, and experiences associated with each.
- Responsiveness to students: While maintaining student engagement has always been a priority of teachers, specific models that outline systematic practices related to student engagement and behavior management are increasingly producing positive results (e.g., Response to Intervention and Multi-Tiered Systems of Support). Similarly, general educators and special educators are beginning to intensify efforts to collaborate such that teachers provide students across the continuum of typical and atypical development with full access to all elements of the curriculum. Program standards should be revised to

ensure that multiple and systematic opportunities are provided to candidates to learn about:

- i. behaviors, including such components of behavior such as antecedent, behavior, consequence, and functions of behaviors
- ii. behavior management, including strategies that teach and elicit student self-regulation and self-management behaviors
- iii. the dynamic interplay between emotionality and behaviors and how to intervene; as emotionality increases (fatigue, frustration, anxiety, etc.), communication decreases and thus maladaptive behaviors can be more likely

Introductory exposure to theoretical frameworks, specific strategies, opportunities to observe and collaborate at a novice level are all beneficial for pre-service MS and SS candidates. Deepening candidate knowledge and skills in these arenas will strengthen their ability to implement some of the more promising elements of the Common Core curriculum for all of their students.

One Year Limit to Preliminary Teacher Preparation Programs

The one year limit applies to postgraduate, student teaching multiple and single subject teacher preparation programs. Blended undergraduate and alternative certification intern programs are not subject to the one year limit. Programs that prepare education specialists (special education teachers) are not subject to the one year limit.

The one year limit restricts approved preliminary multiple and single subject teacher preparation programs in their efforts to ensure that each candidate completes a program that provides all the required content knowledge and integrates a rich clinical experience. The mandated one year time frame for these programs currently places constraints on program design that should be removed.

Rationale for Removal of One Year Limit

The one year limit was put in place in 1970. Since then a number of content areas have been added to the standards for preliminary teacher preparation programs, including knowledge and skills needed to teach students who are English learners or who have special needs, health education, and instructional technology. New and significant policy developments, including the Common Core State Standards and recommendations for robust clinical experiences, also signal additional knowledge and skills that should be obtained by a beginning teacher at the time the preliminary credential is earned. Though these policy initiatives are not yet codified in program standards, responsive program sponsors will certainly endeavor to integrate these additional domains of knowledge and skill into their programs so that their completers are adequately prepared to enter the labor market. The inclusion of so many additional domains of knowledge and practice is appropriate; there is no argument that well-prepared beginning teachers should possess these skills and knowledge upon entry into the labor market. But the requirement for programs to meet these additional knowledge and skill domains and have the appropriate experiences without concomitant changes to program timeframes forces program sponsors to make unnecessarily difficult choices about program content and quality. Moreover, programs are situated in distinct institutional contexts, which may limit further the ways in which “one year” programs can be structured (e.g., 3 quarters vs. 2 semesters, ability to offer summer session or

not, etc.). All programs should strive to create pathways that are efficient and do not require candidates to delay unnecessarily their entry into the teaching labor force. Each program must do this within its own institutional context and with the ultimate goal of meeting the program standards. But the one year restriction assumes uniformity across programs and program implementation that is inaccurate, places an unjustifiable constraint on programs, and should be eliminated.

Recommendation

4. The Commission should work with the legislature to remove the one year limit that restricts the length of preliminary, post baccalaureate, student teaching preparation programs for Multiple and Single Subject Credentials.

Delivery Models for Commission-Approved Educator Preparation Programs

Historically, the Commission's standards have been silent about the delivery mode for an approved teacher preparation program. Some other states as well as the National Council for Accreditation of Teacher Education (NCATE) have developed standards for when a teacher preparation program is delivered online. In reviewing the NCATE standards, the panel finds no new or special requirements that the existing standards do not already address.

Rationale for Addressing Delivery Models

It is clear that technology is rapidly expanding the instructional delivery modes and platforms for collaboration available to programs in ways that profoundly affect teaching and learning. The variety of new instructional technologies are too vast to catalog here, but include, at minimum, online platforms that accompany traditional courses, which can be used for collaboration, communication, assignment submission and feedback, etc.; portions of instruction delivered online either synchronously or asynchronously; instructional conferencing via live internet video; compiling and submitting digital portfolios or performance assessments; dynamic progress tracking through digital rubrics and continuums; collaborative lesson study using video; video based classroom observations; and many more. In its simplest form, email communication has taken the place of what once may have happened in office hours.

Currently each of these methods is used by approved programs, and nearly all approved programs are using at least one of these methods. Some Commission-approved programs are offered mostly face-to-face where all candidates complete most coursework in a classroom at a college, university, or possibly at a partner K-12 school (although many, perhaps most, of these programs are aided by online platforms such as "Blackboard" or "Sakai" which support communication, collaboration, and course organization). Still more have blended these methods.

One challenge in defining special standards or requirements is that the rapid improvements in technology and processing speed, as well as the proliferation of new applications, platforms, and software, make it likely that specific requirements created in response to today's available technology will be quickly obsolete.

There is the additional challenge of defining when a program is considered to be delivered online. Given all of this variation, virtually every program would be considered an online program. As the technologies evolve, setting precise percentages of online delivery after which special requirements are imposed seems impractical.

While it is clear that any one of these methods can be done badly, and that some of these methods are ill-suited particularly to learning expectations, the same can be said for most other pedagogy. At the same time, it can be justifiably claimed that aspects of online delivery enhance the ability to achieve certain learning outcomes. Given these complications, the Commission is better served to ensure that the Common and Program Standards, coupled with the Board of Institutional Review and Accreditation processes, explicitly establish that the quality requirements are met by all programs, leaving it to programs to justify, with evidence, that they can meet the standards through their chosen delivery mechanisms, pedagogies, and staffing arrangements.

Recommendation

5. The Commission's standards should address the variety of educator preparation program delivery models (e.g., face-to-face, online and blended delivery models for the preparation programs) and the variety of candidate participation models (e.g., student teaching, intern, blended). When the Multiple and Single Subject Program Standards are updated, the revised standards should be explicitly applicable to all delivery models and all programs regardless of delivery model need to fully meet the standards.

Credentials, Subjects and Authorizations

- Grade Level-Grade Span Changes
- Content Area Changes
- Special Emphases

Reorient Credentials by Subject, Grade Level-Grade Span and Developmental Context of Students

Authorizations to teach in the state of California must verify that holders possess the knowledge, skills, and expertise required for effective teaching of the state's diverse student population. At the same time, licensure cannot be so specific as to impede schools and districts in their efforts to meet their distinct instructional and programmatic needs.

The current credential and authorization structure in California reflects the importance of specialized knowledge related to subject matter mastery. At the same time, specialized knowledge and experience focused on the developmental needs and expectations of students (by age and grade levels) are not equally addressed within the current credential and authorization structure.

To address this gap, we offer a number of recommendations to narrow the age/grade band of certain credentials, consolidate subject areas and thus streamline the licensure process. At the same time, we also recommend creating opportunities for special emphases so that specialized knowledge can be sought by interested teachers as well as recognized by employers.

Rationale for Grade Level-Grade Span Authorized

California is the only state to authorize a credential holder across such a wide grade/age span (multiple subject credential holders are authorized to teach in self-contained settings and single subject credential holders are authorized to teach their subject matter in departmentalized settings from PreK to adult). Most states offer a license that focuses more specifically on particular age spans or developmental levels (e.g., K-5, K-6, PK-3, 6-9). Moreover, organizations with nationally recognized standards related to effective teaching recognize the distinct subject matter and pedagogical knowledge bases connected to specific age/grade spans. For example, the National Board for Professional Teaching Standards demarcates age/grade spans as early childhood (ages 3-8 years), middle childhood (ages 7-12), early adolescent (ages 11-15 years) and adolescent/young adulthood (14-18+ years).

Creating a more targeted purview for licensure categories will help to ensure that in preparation and through licensure, pre-service teachers have opportunities to focus and deepen their subject matter knowledge base and concentrate on learning the key theoretical and applied knowledge for the age group they will teach. This heightened focus will be especially needed as the state transitions to full implementation of the Common Core State Standards; these standards assume in-depth knowledge of subject matter and the ability to design complex tasks appropriate for particular grade levels and age spans. These proposed changes also support recommendations in *Greatness by Design* (Task Force on Educator Excellence, 2012) to update licensure standards so that they better reflect the knowledge and skills pre-service teachers need to provide effective instruction of a more robust curriculum to an ever-diversifying student population.

Finally, it should be noted that this recommendation will not result in significant changes in practice in the field. Rather, the proposed new focus of the multiple and single subject credentials will also bring these licenses into alignment with general practice among accredited teacher preparation programs (e.g., most programs do not include content that prepares pre-service multiple subject teachers to teach adults in self-contained settings). At the same time, the TAP panel notes that this recommendation is not intended to detract from current options that provide employers with staffing flexibility, such as local assignment options.

Recommendations

The Commission should:

6. Work with the legislature to authorize Multiple Subject credential holders to teach all content areas in Transitional Kindergarten through 8th grade in self-contained classrooms and in core settings in grades 5 through 8. (Currently, Multiple Subject credential holders are authorized to teach in self-contained settings for pre-school, K-12 and in classes organized primarily for adult learners.)
7. Work with the legislature to authorize Single Subject credential holders in the areas of Mathematics, Science, Social Science and English to teach those respective content areas to learners in 5th through 12th grades and classes organized for adults. (Currently, Single Subject credential holders are authorized to teach in departmentalized settings for preschool, grades K-12, and in classes organized primarily for adults.)

Blending Science Content Areas and Developing New Content Areas in Theatre/Dance

Current Single Subject content areas in science highlight an inconsistency in California's credential structure. While there are nine separate content areas in science (Foundational-Level General Science, Biology, Physics, Geosciences, Chemistry, Specialized Biology, Specialized Physics, Specialized Geosciences and Specialized Chemistry), there is only one content area for Social Science (though this covers a number of separate disciplines, including U.S. and World History, Economics and Government). While on the surface the option for specializations signals the importance of rigorous subject matter expertise, in practice the existence of specialized credentials has required candidates, teachers, districts and teacher preparation programs to intensify intellectual and knowledge silos. Such subject matter silos run directly counter to trends in K-12 schools, where effective innovations such as project-based learning and linked learning are supported by an integrated approach to disciplinary knowledge. Moreover, segmenting content knowledge in artificial ways contradicts the manner in which the broader knowledge base is applied in work and research settings.

Another inconsistency in California's credential structure exists in addressing the full range and depth of content in the area of Visual and Performing Arts. While the Visual and Performing Arts Framework and content standards address four distinct content areas: Art, Dance, Music and Theatre, the Single Subject Credential structure only provides for distinct broad content area authorizations in Art and Music highlighting an inequity in both the authorization structure and the depth of preparation for the distinct Visual and Performing Arts educators. Currently, Dance content falls within the broad content area of Physical Education and Theatre falls within the broad content area of English for Single Subject teaching credentials.

Rationale for Blending Science Content Areas

Several recently published reports on the future of science education, particularly as it relates to implementation of the Common Core, underscore the importance of a more interdisciplinary approach to teaching science, and therefore to preparing science educators, at all grades (NAP, 2012; Association of Public and Land Grant Universities -<https://www.aplu.org/>, 2012). The Next Generation Science Standards make a concerted effort to redefine science education as an endeavor in which students use knowledge and skills from all the sciences and engineering to learn key concepts needed to address scientific problems. To do this, teachers must structure learning about content and disciplinary practices around knowledge and principles shared across science and engineering disciplines. While core disciplinary knowledge and skills are still present in this framework, cross cutting concepts and common practices shared by science and engineering disciplines constitute the primary foundation of this framework. Thus, preparing teachers to teach science within this new conception of science education will require an emphasis on interdisciplinary approaches to the science curriculum. The recommendation to change the requirements for the single subject teaching credential in the sciences reflects, among other factors, these trends in science education.

Rationale for New Content Areas in Dance and Theatre

The key principles of the visual and performing arts framework are: creative expression, artistic perception, historical and cultural context, aesthetic valuing, and making connections, relationships and applications of the arts to other subject matter. Within this overarching

framework for the visual and performing arts, each of the four sub-disciplines is guided by distinct, subject-specific standards.

Dance: Throughout the grade levels the California Frameworks direct teachers to ensure that students of dance learn about the concepts of time, space, force/energy use, costume, setting, music/rhythm, choreography and cultural context. These are the distinct conceptual and intellectual building blocks of the dance discipline. In order to successfully master this body of knowledge, students of dance must be engaged with a wide range of materials and be given ample opportunity to develop and apply their dance concepts, artistic skills, aesthetic sense and vocabulary. By contrast, the Frameworks emphasize a different and distinctive body of knowledge for students of physical education. Though they are to focus on principles of movement, the primary aims of a standards-based physical education program are: understanding and mastering the movements needed to perform physical activities and acquiring the knowledge base and habits needed to maintain physical fitness and health. While movement education connects these two disciplines, the Frameworks clearly emphasize different bodies of knowledge and different applications, each with distinct intellectual and disciplinary roots. For these reasons alone, the Commission should consider creating a separate and distinct new content area on the Single Subject Credential for Dance educators. In addition to the clear distinctions between dance and physical education in the state's Frameworks, dance education also plays an important role in terms of preparing students to acquire such 21st century citizenship and workforce participation skills as creativity, innovation and social and cross cultural understandings.

The purpose of this recommendation is to identify the distinct subject matter and pedagogical knowledge needed to be a dance educator. The panel does not envision that this new content area would diminish, in any way, the knowledge and skills needed to be a Physical Education teacher. Therefore, both content areas would continue to have the common element of movement education in their repertoire, while at the same time recognizing that each uses this knowledge to achieve different learner outcomes. Similarly, employers would be permitted to hire an individual holding a Single Subject Credential in either the content area of Physical Education or Dance to staff classrooms and courses focused on Dance.

Theatre: Currently, candidates seeking careers as theatre educators earn a Single Subject Credential in English. Similar to the rationale above, the panel identified an inequity in positioning the discipline of theatre within the domain of English/Language Arts. The English/Language Arts Framework (2007 edition consulted, though these are being revised) emphasizes several key outcomes for a standards-based English/Language Arts curriculum: proficient readers, effective writers, readers/writers capable of critically engaging with a variety of text as well as persuasively conveying ideas in a variety of media. The Theatre Arts Framework has a similar emphasis on interpreting text and understanding its meaning as well as the historical/cultural/social context from which it emerged. But it also highlights knowledge and skills not found in the English/Language Arts Framework including: the vocabulary of theatre (acting values, style, genre and theme), the historical and cultural roles of the theatre, the social, cultural, political and artistic contexts that produced genres of and key works in theatre, elements of interpretation and dramatic performance techniques, knowledge of the technical aspects of theatrical productions in multiple media and knowledge of the key roles in theatrical productions (director, actor, stage manager, costume designer, etc.). In addition, theatre standards place a

heavier emphasis on multiple media for the theatre arts (stage, film/video, electronic media) than is evident in the English/Language Arts standards, thereby highlighting additional distinctions between the two sets of standards. Each of these distinctions has clear implications for the knowledge bases required by teachers with responsibilities for those subject areas. The proposed revisions to the CSET Subject Matter Requirements address much of the content addressed in this paragraph so in the future English teachers should have a greater understanding of the content to teach Theatre.

The purpose of this recommendation is to identify the distinct subject matter and pedagogical knowledge needed to be a theatre educator. The panel does not envision that this new distinct content area would diminish, in any way, the knowledge and skills needed to be an English educator. Therefore, both credentials would continue to have common elements in their repertoire, while at the same time recognizing that each uses this knowledge to achieve different learner outcomes. Similarly, employers would be permitted to hire an individual holding a Single Subject Credential in the content area of either English or Theatre to staff classrooms and courses focused on Theatre.

Recommendations

The Commission should:

8. Work with the legislature to amend the specific science content areas that must be issued by the Commission and to add the two new content areas in Dance and Theatre to the Single Subject Credential.
9. Blend the nine current science credentials into no more than four content areas with one of the four continuing to be the Foundational-Level General Science content area.
10. Seek to address a current inequity in the single subject program standards. The Visual and Performing Arts Framework and content standards address four distinct content areas: Art, Dance, Music and Theatre. Art and Music are currently issued as distinct content areas on the Single Subject Credential while Dance and Theatre content is encompassed within other broad content areas (Dance within Physical Education and Theatre within English).
 - Maintain Dance content and authorization for the current broad content area of Physical Education and maintain Theatre content in current broad content area of English
 - Add two new content areas to the Single Subject Credential: Dance and Theatre

Develop Emphasis Credentials or Authorizations for Key Fields

Rationale for an Emphasis in Early Childhood Education

As the research base, pedagogical knowledge, and developmental understandings are specialized for early childhood (NAEYC), a P-3 emphasis, credential, or authorization is recommended. This emphasis would be added to the holder's multiple subject or education specialist credential. Nearly every other state provides a specific authorization for teaching at the early childhood/early elementary level (preK-2, 3 or 4). This emphasis would include intensive focus on the knowledge and skills needed to educate children in pre-school and transitional kindergarten settings, with special attention to developing young learners' literacy and language skills. This emphasis would also equip P-3 educators with knowledge and skills needed to be

effective in California's context – high proportions of English learners, students from diverse cultural and racial contexts, and high proportions of students in poverty. Additionally, this emphasis would include knowledge and skills for teaching young children with special needs. It should be further noted that this may be a logical first step towards the creation of a state credential for P-3 educators. Implementation of this emphasis program may provide the commission with a preliminary set of data from which to evaluate the appropriateness or need for a P-3 credential, particularly in light of more rigorous pre-school program requirements, anticipated by federal and state agencies.

The Task Force for Educator Excellence supports similar policy changes and offers the following rationale in *Greatness by Design*:

Attention to the preparation of early childhood educators is important both because of the growing appreciation for the importance of early learning—and the attendant expansion of access for more young children—and because research has documented the need for and benefit of well-prepared teachers with specialized knowledge to provide this instruction.

...The permit system for early childhood educators [in California] reflects expectations for knowledge and skills far lower than those of other states and needs to be reexamined and restructured. Meanwhile, the Multiple Subjects credential is not intended to extend below kindergarten and is so broad that it permits little attention to very specific developmental needs. While it is important to retain the flexibility offered by the current Multiple Subjects credential, it is also important to begin to organize and build a more specialized training capacity, knowing that the expansion and professionalization of early childhood education is sure to occur, and we should lead the way and build capacity in the meanwhile.

The endorsement, authorization, or specialized license for early childhood educators should include knowledge of child development; knowledge of the standards and subject matter for teaching young children; the ability to assess, plan for and guide children's development and learning; the ability to adapt instruction for a range of individual needs; the ability to organize and manage a productive learning environment; the ability to partner and communicate with families and the community; an understanding of diversity and a capacity to foster equity. (p.35)

Rationale for an Emphasis in Middle Grades

As the research base, pedagogical knowledge, and developmental understandings are specialized for early adolescents and middle grade settings, a Middle Grades emphasis is recommended. Currently, most other states authorize a specific license at the middle grades (e.g., grades 4-8, 5-8, or 5-9).

California recognized the unique nature and needs of the early adolescent/middle school students in its document "Caught in the Middle" (California Department of Education, 1987). This report highlighted the importance of addressing the unique nature of middle level education, which a Middle Grades Emphasis would address. More recent reports support this basic argument. The NCATE Blue Ribbon Panel (2010), while not specifically recommending a middle grades license, articulates a framework for teacher preparation that puts the learners/students and their

classrooms and sites at the center of teacher preparation program design. Students in grades 5 through 8 in our state are most typically housed together and the middle school and junior high school seek to accomplish particular outcomes that are distinctive from elementary and high school. These grades are envisioned as key transition years from the elementary setting to the high school setting and experienced teachers in these contexts have special knowledge sets about how to best facilitate this transition and the academic and personal learning and growth that happens during it. A Middle Grades Emphasis would allow educators with an interest in working with this population of students the opportunity to gain the additional expertise (subject matter, pedagogical, developmental stages) needed to be effective in these contexts.

Rationale for an Emphasis that allows credential holders to bridge grade levels

Under limited circumstances, the holder of a Single Subject (5/6-12) Credential might be interested in teaching in a K-5 departmentalized setting and the holder of a Multiple Subject (TK-8) Credential might be interested in teaching one content area in a departmentalized setting. A Bridge Emphasis added to an initial credential would indicate to employers that the Emphasis holder possessed the appropriate content and pedagogical knowledge for this expanded assignment. This proposed additional emphasis would align with the new grade range offered in Recommendations 6 and 7. The bridge emphasis could be offered in initial preparation, as a part of induction, or during credential renewal. The bridge emphasis would not preclude other options currently available that permit a holder of one credential to obtain a second.

Recommendation

11. The Commission should create special emphases options that allow credential holders to seek, demonstrate and apply specialized knowledge. An emphasis draws attention to a teacher's specific expertise, while not unnecessarily restricting employers or site administrators. The TAP panel recommends three specific types of new emphases: Early Childhood Education, Middle School and Bridge Emphases.

Preliminary Teacher Preparation

- Subject Matter Preparation
- Field Experience
- Performance Assessments
- Online and Blended Teacher Preparation
- Intern Early Completion Option
- Linked Learning

Subject Matter Preparation for the Multiple Subject Credential

The panel believes that institutions that offer both a Commission-approved subject matter program and a teacher preparation program have the opportunity to develop a rich and cohesive program for a candidate to earn a teaching credential by blending within the teacher preparation program understanding of the content with the methodology of how to teach that content to K-12 students. Currently, only candidates for a Single Subject credential have the option of completing a Commission-approved subject matter program or passing the appropriate examination to satisfy the subject matter requirement. This is because in order conform with the Federal No Child Left Behind (NCLB) law and the California State Board of Education's State NCLB

Compliance Plan, the Commission took action at its October 2003 meeting to eliminate the subject matter program option for meeting the subject matter requirement for Multiple Subject candidates. Based on this decision, all candidates for a Multiple Subject credential must pass the Commission-adopted examination (<http://www.ctc.ca.gov/notices/coded/030025/030025.pdf>) to satisfy the subject matter requirement and no Multiple Subject candidate may complete a subject matter program to satisfy the subject matter requirement.

Rationale for a Program Route for Multiple Subject Candidates to Satisfy Subject Matter

The panel believes that the current structure creates an inequity between Multiple and Single Subject Credential program entry and transition requirements in that Single Subject candidates have a non-CSET option for demonstrating subject matter knowledge and Multiple Subject candidates do not.

TAP recommends that the Commission explore with the State Board of Education (SBE) allowing the use of Elementary Subject Matter Waiver programs to serve as an additional option for candidates to demonstrate subject matter competency needed for a Multiple Subject credential. Such subject matter waiver programs would be developed to address revisions to the K-12 Content Standards due to adoption of the Common Core State Standards. Adding back this option would allow programs the opportunity to help candidates apply their content knowledge to their learning of how to teach the content appropriately to K-12 students.

There is concern that Multiple Subject candidates are not getting consistently strong preparation in their subject matter. Approved elementary subject matter programs provide a level of assurance that candidates are sufficiently prepared across the array of discipline areas required of the credential. Candidates who complete a major other than those that were historically approved as subject matter waiver programs (e.g., Liberal Studies programs) may pass the CSET to enter a credential program, but may not have the breadth and depth of subject matter preparation that they need. This has been especially noticeable in the content areas of mathematics and science. *(Staff notes that the content of the Subject Matter Requirements (SMRs) for all content areas were developed by panels of California subject matter content experts, underwent a public field review for content validation, and were reviewed and adopted by the Commission).*

Common Core State Standards heighten the expectations for teacher candidates to have deep content knowledge in multiple subject areas. They have already resulted in changes to the K-12 Content Standards; these changes necessarily impact teacher preparation program standards, especially those that relate to teaching Math, English/Language Arts and Science. However, because the CSET continues to be the sole method for prospective elementary candidates to demonstrate subject matter knowledge, the TAP panel fears that alignment of the K-12 Content Standards to the Common Core State Standards will likely will have little impact on elementary teacher subject matter preparation. *(Staff notes that the Subject Matter Requirements for the CSET: Multiple Subjects, Single Subject English and Single Subject Mathematics examinations have been updated through the work of California content experts to reflect the California Common Core State Standards, are currently undergoing a content validation study with stakeholders, and are being presented to the Commission for adoption at the June 2013 meeting).*

The current process presents a range of implementation issues that have long term negative consequences for Multiple Subject candidates' content knowledge development.

- a. Without a policy incentive or lever for undergraduate programs to address subject matter preparation, particularly once these standards are aligned to the Common Core State Standards, the burden may fall, in worst cases, upon candidates independently to ensure that their subject matter knowledge is adequate for teaching the Common Core State Standards. Similarly, candidates entering a teacher preparation program may be found to have inadequate subject matter knowledge to teach the Common Core State Standards even though they have passed the CSET. As teacher preparation programs typically focus on pedagogy and knowledge domains other than content knowledge development, these subject matter deficiencies may pose significant challenges to the candidates and the programs alike. This would ultimately have negative impacts on K-12 students. *(Staff notes that the CSET: Multiple Subjects, Single Subject English and Single Subject Mathematics examinations are currently in process of revision to address the California Common Core State Standards, and the revised SMRs for these examinations, and ultimately also for subject matter preparation programs, are on the Commission's June 2013 agenda for potential adoption.)*
- b. CSET scores are not made available to undergraduate or teacher preparation programs in ways that allow undergraduate programs to implement program improvements. Thus, the exam is a measure with little potential for comprehensive impact on the Learning to Teach System. *(Staff notes that candidates for examinations own their own data and cannot be compelled to share these data. Staff further notes that candidates who pass the examination(s) are not provided with actual scores, but only with confirmation of passing status. Since the Commission sets a minimum passing score standard, the actual score level is not reported unless the candidate fails to meet the minimum passing score standard.*
- c. CSET knowledge domains may be inadequate, particularly in terms of the conceptual and content understandings central to the Common Core State Standards, but also in terms of deep subject matter knowledge, especially at the conceptual level, and application of subject matter knowledge to complex issues. *(Staff notes that the CSET SMRs for the CSET: Multiple Subjects, Single Subject Mathematics and Single Subject English examinations have been revised by panels of California content experts to address the California Common Core State Standards, are presently completing a field review for content validation, and are being presented to the Commission for potential adoption at the June 2013 meeting. Staff also notes that the members of the TAP panel have not been involved in this work.)* The reliance on a single measure of subject matter knowledge inadvertently relieves the university as a whole from the process of teacher preparation. TAP believes this is not a positive policy incentive and creates barriers to within IHE/cross-program collaboration that ultimately weakens the preparation of elementary teachers.
- d. At a time when the state is still confronting the challenge of recruiting into the teaching profession candidates who reflect the various diversities of our state's population, offering only one option for demonstrating elementary subject matter competence creates unnecessary barriers to applicants who may have weak standardized test-taking skills, but possess compensatory strengths in a range of other domains including: strong

undergraduate academic performance, relevant work experience where appropriate subject matter knowledge is applied, and bilingual/biliteracy skills.

Recommendation

12. The Commission should work with the State Board of Education to reinstitute an option for waiving the CSET: Multiple Subject by re-authorizing Elementary Subject Matter programs.

Reinstituting an option for waiving the CSET by re-authorizing Elementary Subject Matter programs would provide blended and traditional undergraduate teacher preparation programs with additional incentives to engage in collaborative work within the IHE context to align subject matter and teacher preparation content and practices, thereby creating stronger and more robust pathways into teaching. These incentives are particularly important given the significant changes in expectations for subject matter knowledge brought about by the alignment of the K-12 Content Standards to the Common Core State Standards.

Field Experience

Program Standards set guidelines for clinical practice for single subject, multiple subject, and education specialists. The portion of the standards that address length calls for “one K-12 grading period, including a full-day teaching assignment of at least two weeks.” The Commission’s 2010-11 Title II report found that the average number of clock hours required for student teaching ranged widely from 140 hours to 1600 hours with an average of 558 hours.

Rationale for Setting More Explicit Minimum Field Experience Expectations

Research suggests that teachers who become teachers of record without having completed carefully structured and supervised field experiences are less effective in promoting student learning in their first years of teaching (Boyd, et al.2008; Zeichner & Conklin, 2005). Zeichner (2010) makes a strong case for states to require all individuals who are seeking initial licenses to complete a minimum amount of carefully supervised field experience prior to becoming legally responsible for a classroom of students. He suggests at least one semester (450 hours) of fulltime student teaching, internship or residency is the absolute minimum amount of supervised field experience that should be required. The NCATE Blue Ribbon Panel report (2010) also addresses the importance of clinical preparation and advocates that this model be at the core of teacher preparation and integrated into all aspects of teacher education in a dynamic way. Extensive clinical experience affords multiple opportunities for candidates to gain deeper understandings of the teaching profession, extends possibilities for collaboration and ensures a reasonable timeframe and opportunities for the review of teacher candidates’ practice and their impact on students.

Establishing minimum standards that extend beyond one grading period and two weeks (which in some LEAs could amount to as little as three weeks of experience) would better guide teacher preparation programs in the development of the field experiences needed for high quality teacher preparation. In addition, other aspects of the field experience standards should be examined and enhanced in the areas of observations, student teaching and community interactions. Stronger and more rigorous expectations should be included about the types, intensity and duration of experiences candidates have teaching English learners. Similarly, more clarity should be given to

the definition of what candidates experience with respect to the different phases of the school year. Finally, changes to these standards should address the perennial tension in our teacher preparation programs between the background experiences and knowledge of the candidates and the social, cultural and linguistic contexts in which they will be teaching, especially at the beginning stages of their careers. Despite concerted efforts to diversify our teaching force, there remains a racial imbalance between our students and their teachers. While recruitment efforts should continue in earnest, the standards should be augmented to require programs to provide field experiences that evidence ways in which their candidates acquire knowledge of community resources and assets as well as skills in integrating this knowledge into the curriculum and classroom experiences. These changes should not be prescriptive and should allow program sponsors to develop program responses that take their own institutional and other contexts into account. But currently the standards are so open to interpretation that they do not truly set a standard for the program sponsors that reflects what is increasingly agreed upon as high quality field experience.

Recommendation

13. The Commission should set minimum requirements for field experiences and provide greater clarity and specificity about minimum requirements for types of field experiences, components of field experiences and duration.
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Rationale for Setting More Explicit Expectations for Field Experience Supervisors and Cooperating Teachers

Studies of teacher candidate placement point to the value and importance of high quality cooperating teachers and university supervisors. Enhancing the current standards for cooperating teachers and university supervisors can ensure availability, support, and a positive field experience for teacher candidates.

Linda Darling-Hammond states, “often, the clinical side of teacher education has been fairly haphazard, depending on the idiosyncrasies of loosely selected placements with little guidance about what happens in them and little connections to university work” (2009, p. 11). Additional elements should be added to the existing standards for cooperating teachers and university supervisors such that the following outcomes, at a minimum, are promoted:

- a. Clarification of the appropriate cooperating teacher and university supervisor knowledge and skills bases
 - For cooperating teachers, articulating this knowledge and skills base should be connected to ways in which they serve as both an instructional model and a mentor of pre-service candidates
 - For university supervisors, the knowledge and skills base must cover the realities of public school teaching as well as the use of effective strategies to mentor, guide, and redirect candidates in their development
- b. Evidence of structures of training and support that ensure adequate preparation for cooperating teachers and university supervisors to fully perform their roles
- c. Processes for periodic evaluation and review of educators in cooperating teacher and university supervisor roles such that quality standards for this aspect of teacher preparation programs are consistently monitored

Central to promoting standards for cooperating teachers is providing support to cooperating teachers. Currently, the program standards indicate that cooperating teacher should hold an appropriate credential and have a minimum of three years of experience teaching in California. Similarly, the university supervisor is plays a critical role in the learning-to-teach process as they often are the only link cooperating teachers have with the university. University supervisors are representatives of the university, provide invaluable support to teacher candidates and cooperating teachers, and are often the first responders in terms of support and knowledge of what occurs during field experience. It is important to ensure university supervisors are chosen for their abilities to represent the university, support teacher candidates and aide cooperating teachers in providing a quality experience for teacher candidates. Currently, the requirements for university supervisors are to receive ongoing professional development concerning TPEs, responsibilities, and expectations for supervision and candidates. The current standards also state supervisors should be experienced, understand current theory and practice, model collegial practices, and promote reflection.

A Commission sponsored standards writing panel should review the existing standards for the distinct roles that support the field experience. This panel should especially investigate support structures for cooperating teachers. This panel should also determine the kinds of specialized knowledge that cooperating teachers should possess; at a minimum, this should include subject matter and pedagogical knowledge as well as demonstrations of effective practice, special focuses on educating diverse learners, and skills, knowledge and abilities in mentoring. The panel should also focus on defining other types of support needed for successful operationalization of the role. This support might focus on special structures or resources at the classroom, school, district and teacher preparation program levels.

Furthermore, the panel should focus on the knowledge, expertise, experiences and skills needed to perform the unique role of the supervisor, particularly as program standards are updated and aligned to address trends and developments in the K-12 public education context (e.g., knowledge of Common Core, ability to effectively teach English learners, students with special needs, etc.).

Recommendation

14. The Commission should revise the current preliminary program standards addressing field experience and the quality of cooperating teachers and university supervisors. The revised standards need to delineate more clearly the Commission's expectations.

Performance Assessments

The *Greatness by Design* report notes that “California has also led the nation in the development of teacher performance assessments for licensing – an approach that looks at what teachers can actually do before they begin to teach, rather than using seat time, course credits, or paper-and-pencil tests alone. This kind of tool holds promise for leveraging further improvements in preparation programs and readiness for both teachers and administrators” (pg. 28).

California statute (Chap. 517, Stats. 2006) requires that all candidates for Preliminary Multiple and Single Subject teaching credentials pass a Commission-approved Teaching Performance Assessment (TPA) that is designed to measure a candidate's knowledge, skills and ability with relation to the Teaching Performance Expectations (TPEs).

The Teacher Preparation Advisory Panel was asked to consider the use of performance assessments in several contexts. The following set of recommendations relates to the use of the Teaching Performance Assessment as one indicator of learning as it is currently used in preliminary teacher preparation programs.

Rationale for Teaching Performance Assessment Recommendations

The Teaching Performance Assessment was designed as a standards-based assessment of candidate understanding and acquisition of the Teaching Performance Expectations. The tasks of the assessment are designed to be developmental and formative in nature, but the assessment as a whole is also required by statute to serve as a summative assessment in that it is one requirement for the recommendation for the credential. One purpose is to ensure the quality of the educators being placed in California's classrooms. The assessment has also become a vehicle for improvement at the course and program level. Both TPA implementers and candidates themselves report the assessments have enhanced candidate understanding of:

- the many decisions to be made in lesson planning
- the implications of gathering and analyzing student data before and after lesson planning
- the importance of post-lesson reflection and evaluation
- the specific and unique needs of English learners and students with special needs

Because the Teaching Performance Assessment was developed as a standards-based assessment, when the TPEs are revised to reflect the Common Core State Standards and 21st Century Learning Skills, the TPAs will need to be revised accordingly. The TAP panel finds value in the multiple TPA models and believes that multiple models should be maintained.

The TAP panel surveyed teachers in Induction programs about their experience with the TPA. Over 1,000 beginning teachers completed the survey, representing all three Commission-approved TPA models. Less than half of the TPA completers who responded reported they received some sort of written feedback in addition to a reported score. Only 40% of those candidates, however, reported that the feedback gave them any additional insight into the teaching/learning process. A more meaningful feedback component with specific parameters would enhance the experience for candidates. *(Staff notes that there are several factors that could account for these responses. For instance, the implementation of the TPA was not mandatory until July 1, 2008. Thus, candidates who took the TPA as a pilot assessment between 2006-2008 may have had a significantly different experience than candidates who took the TPA after July 2008, when providing feedback to candidates relative to their status on the TPEs became mandatory. In addition, some models have a singular event placed towards the end of the student teaching period, whereas other models have a series of tasks throughout the preparation sequence. This factor can also influence respondents' comments and perceptions of their experiences.)*

Most compelling from the feedback from 1000 beginning teachers who completed the Teaching Performance assessment between 2006 and 2012 was that 72% reported the assessment took away from, rather than enhanced, the Clinical Practice experience. Performing the final TPA assessment after the Clinical Practice requirement would allow candidates to stay focused on the entirety of their practical application experience and keep the emphasis on the work in the classroom. *(Staff notes that in some TPA models, the final TPA assessment is designed to be implemented at the end of the student teaching experience. The panel's comments and the survey results highlight the inherent tension in the need for a candidate to learn and practice a new skill such as during their solo student teaching experience and passage of a high stakes performance examination such as the TPA during essentially the same time period.)*

With the Induction and Clear Credential programs having an emphasis on individualized growth, the candidate's Teaching Performance Assessment results would support the concept of the continuum of learning for all teacher professionals by building upon candidates' established strengths and needs. This would allow candidates to measure their own professional growth across the teacher certification and employment process and could become evidence for credential renewal if needed. The TPA scores would only be used for professional growth planning, not for employment or evaluation. *(Staff notes that the focused feedback to candidates regarding their status relative to mastery of the TPEs is the important and useful aspect of the TPA results, and not the rubric-based scores in and of themselves. In addition, TPA policy discourages employers from requiring TPA scores from candidates as an inappropriate use of the assessment, which was not designed or validated for that purpose.)*

If candidates understood the intentional link between the TPEs, TPA, CSTP and further professional study, their perception of the Teaching Performance Assessment as noted in the survey as "overwhelming work on the side" and "a waste of time" may gain the appreciation of being an important part of growth and development and lose some of the stress and overwhelm associated with being "just another hoop to jump through." The panel recognizes that there were also positive comments received on the survey, but have selected the quote above in order to support the panel's recommendation.

Recommendations

The Commission should:

15. Update the Teaching Performance Assessment (TPA) Assessment Design Standards after revision of the California Teaching Performance Expectations (TPEs).
16. Clarify the requirements and restrictions regarding formative feedback during the TPA and consider how to enforce the requirements and restrictions.
17. Seek to better connect teachers' preliminary program to the induction program by having candidates and preliminary programs develop a Transition document that each candidate will take from his or her Preliminary program to the Induction program.

Teaching in Online and Blended Settings

The charge to the Teacher Preparation Advisory Panel asked the panel to review the content, structure and requirements for California teacher preparation and licensure to ensure that these

remain responsive to the conditions of teaching and learning in California's public schools. Additionally, the panel was asked to consider whether the current K-12 credential classifications and authorizations are appropriate to meet the complexity, demands and expectations of California's public schools.

The panel's review of teaching K-12 students through new and emerging instructional technologies fell into this aspect of the charge. The current program standards for multiple and single subject preliminary preparation programs were updated in 2008 and currently state:

Standard 11: Using Technology in the Classroom: Through planned prerequisites and/or professional preparation, the teacher preparation program ensures the following:

Candidates are familiar with basic principles of operation of computer hardware and software, and implements basic troubleshooting techniques for computer systems and related peripheral devices before accessing the appropriate avenue of technical support.

Candidates use appropriate technology to facilitate the teaching and learning process.

Candidates are able to evaluate and select a wide array of technologies for relevance, effectiveness, and alignment with state-adopted academic content standards, and the value they add to student learning.

Candidates demonstrate knowledge and understanding of the legal and ethical issues related to the use of technology, including copyright issues and issues of privacy, security, safety, and acceptable use. Candidates demonstrate knowledge and understanding of the appropriate use of computer-based technology for information collection, analysis, and management in the instructional setting.

Candidates demonstrate competence in the use of electronic research tools and the ability to assess the authenticity, reliability, and bias of the data gathered. Candidates analyze best practices and research on the use of technology to deliver lessons that enhance student learning.

Candidates integrate technology-related tools into the educational experience and provide equitable access to available resources to all students. Candidates encourage the use of technology with students in their research, learning activities, and presentations.

Candidates use computer applications to manipulate and analyze data as a tool for assessing student learning, informing instruction, managing records, and providing feedback to students and their parents.

Candidates learn to use a variety of technologies to collaborate and communicate with students, colleagues, school support personnel, and families to provide the full range

of learners with equitable access to all school and community resources.

In the Induction Program Standards, preparation to use technology in instruction is integrated into the program standards including:

Standard 5: Pedagogy – “...Participating teachers are fluent, critical users of technological resources and use available technology to assess, plan, and deliver instruction so all students can learn. Participating teachers enable students to use technology to advance their learning. Local district technology policies are followed by participating teachers when implementing strategies to maximize student learning and awareness around privacy, security, and safety.”

Standard 6: Universal Access: Equity for all Students – “...Participating teachers use a variety of resources (including technology-related tools, interpreters, etc.) to collaborate and communicate with students, colleagues, resource personnel and families to provide the full range of learners equitable access to the state-adopted academic content standards.”

These elements of the program standards provide a foundation on which to build, and the panel’s recommendations use these as a starting point. However, as technology has advanced, new concepts of how technology might be used to enhance teaching and learning have emerged. Among these are the concepts of blended learning and fully online learning:

- Blended learning (sometimes referred to as “hybrid” learning environments) is a formal education program in which a student learns at least in part through online delivery of content and instruction with some element of student control over time, place, path, and/or pace and at least in part at a supervised brick-and-mortar location away from home.
- Online learning is a formal educational program in which a student learns entirely through virtual delivery of content.

With these foundations and emerging concepts in mind, the TAP panel makes four recommendations.

Rationale for Online and Blended Teaching

The explosive growth of online and blended learning (OBL) opportunities, along with ever advancing technology, demands a response from the educational community.

The data from the International Association for K-12 for Online Learning (iNACOL) and California eLearning Census (CLRN eLearning Census) point to some significant shifts in how many of our public school students are learning:

- 45% of school districts and charters using online/blended learning models- CLRN eLearning Census
- 32% of school districts not using OBL models are in the planning stage and plan to implement next year - CLRN eLearning Census
- Online / blended learning K-12 enrollment continues to grow by 20% - 25% a year - CLRN eLearning Census
- 210,000 K-12 students are learning online in California today – CLRN eLearning Census

- 40 states have state virtual schools or state-led initiatives –iNACOL
- National online / blended enrollment was 1.8 million students in 2009-2010 – iNACOL
- 12% of high school students in the U.S. have taken an OBL class - iNACOL

With these data in mind, the TAP panel concluded that OBL is a current and growing component of the teachers’ roles. Currently there is a lack of formal training or certification in technology integration and online/blended pedagogy in California teacher preparation programs. Many new teachers arrive in classrooms not knowing how to use online and blended learning technologies and must learn on the job. Current teachers are often similarly under prepared to use these strategies. Teacher preparation candidates, and current teachers assigned to an OBL positions, need to understand and have experience with online pedagogical practices that include, but are not limited to community building, engagement, appropriate formative and summative assessments, the “4 Cs” embedded as the “Habits of Mind” within Common Core State Standards, (creativity, critical thinking, collaboration, communication), while remembering that technology tools are subordinate to educational objectives. The transition to the Smarter Balance computer adaptive testing as part the Common Core Standards serves to underscore the importance of technology for students learning and assessments.

The panel’s recommendations are responsive to these increasing demands, recommending a revision of the preliminary and induction standards to better represent the technologically enriched instructional environments that teachers will find themselves in and that students require. At the same time, use of technology in instruction is growing so rapidly that distinctions between what are classroom based courses and what are “online” courses are becoming increasingly difficult to make.

Nevertheless, it is evident that courses that are taught in 100% online environments require a specialized set of instructional strategies for which an added authorization is appropriate and should be developed.

The panel considered whether a lower percentage threshold of online teaching in blended environments would be more appropriate. However, the difficulty in determining and monitoring how these percentages are determined led the panel to conclude that such calculations are impractical.

Recommendations for Online and Blended Teaching (OBL)

The Commission should:

18. Ensure that the teacher preparation standards are enhanced related to the pedagogical skills needed in face-to-face, online and blended teaching.
19. Ensure that the foundational OBL pedagogy and instructional skills, which are developed in the preliminary preparation phase will then be extended and contextualized in the induction phase consistent with the teacher’s assignment and school context.
20. Develop an Added Authorization required for teachers who teach students in a 100% online environment.
21. Identify the knowledge, skills, and abilities (KSAs) a teacher needs to successfully teach in a Blended teaching environment and provide the identified KSAs as guidance for the field.

Intern Early Completion Option (ECO)

The Early Completion Option for multiple and single subject intern candidates was established to allow exceptional individuals whose teaching expertise and experience were such that completing the full range of coursework and field experiences within a teacher preparation program would not be necessary prior to the individual beginning teaching.

Education Code §44468 requires that all approved multiple and single subject intern programs provide an Early Completion Internship (ECO) option. Commission Coded Correspondence 02-0013 on the Commission website describes the requirements for the Early Completion Option in detail (www.ctc.ca.gov/notices/coded/020013/020013.pdf).

Rationale for Modifying the Intern Early Completion Option

Current education code and subsequent policies create three significant issues for programs:

- Programs are not permitted to make any independent determination about a candidate's fitness for the Early Completion Option. Any candidate who meets the requirements must be provided access to the Early Completion Option, including the opportunity to be the teacher of record for students prior to completing the Teaching Performance Assessments.
- Programs are not permitted to examine the range of available qualifying assessment results, nor are they permitted to examine additional information such as prior experience, program created performance assessments, observations of instruction or other indicators, to determine which program experiences may be necessary and which should justifiably be waived.
- Qualifying candidates who do not pass the TPA on the first attempt must complete the full intern program. This creates a significant challenge for intern programs which must create an individualized/modified program specifically for the unsuccessful candidate. In the absence of programs having the ability to determine which candidates are appropriate for and likely to be successful in the Early Completion Option, this creates an unreasonable burden.

These challenges are exacerbated by the limitations of the qualifying exam, The Teaching Foundations Examination (TFE). The panel has concluded that this examination is an inadequate entry assessment for individuals to qualify for the Early Completion Option and recommends that the Commission should find a better entry assessment. The TFE examination is an off-the-shelf examination which is not owned nor developed by the Commission or for California. It is important to note that the TFE examination does not adequately assess an individual's knowledge of teaching English Learners yet the credential the individual earns includes an authorization to teach English Learners.

Even if the issues with the current qualifying exam are addressed, however, the problematic issues with the Early Completion Option as currently constructed will not be completely resolved. Current law requires programs to waive all coursework and field experiences for individuals who have passed the Commission adopted entry examination (TFE), except for coursework associated with the technology requirement, and pass the Teaching Performance

Assessment on the first attempt. Programs cannot, for example, require a period of supervised fieldwork, and then base a candidate's ability to not participate in specific courses on demonstrated capacities or pedagogies demonstrated in the classroom.

Allowing programs to create procedures for reviewing the individual's capacities, which could include both a more careful review of results on currently required evaluations as well as results on program developed procedures (which could include, for example, demonstration lessons, a period of supervised fieldwork, analysis of instructional planning materials, etc.) would result in individuals who are better prepared at the time of earning the Preliminary credential. This flexibility would not preclude programs from allowing qualified candidates whose experience and skills make completion of the full coursework of the teacher preparation program unnecessary as the original law and policy intended. It would, however, allow for a more substantive review of a candidate's experience and skills, greater differentiation of program elements a candidate does or does not require, and ensures that individuals earning teaching credentials are prepared to be successful in the classroom.

The charge to the TAP panel asked the panel to specifically consider the validity of current pathways to a preliminary teaching credential, including the Early Completion Option. Based on a review of the policy and implementation of the Early Completion Option, the panel recommends the following.

Recommendations

22. The Commission should work with the Legislature to revise the Early Completion Option (ECO) for Interns.
23. The Commission should not continue to use the Teaching Foundations Examination (TFE) as the entry assessment for the Early Completion Option.
24. The Commission should seek to amend the ECO requirement to allow approved intern programs some flexibility to establish procedures for determining which aspects of the approved program have been successfully demonstrated by the ECO candidate and the components that the candidate needs to complete. Passage of the entry assessment and the teaching performance assessment should continue to be requirements.

Linked Learning Recognition of Study

AB1304 authorized the creation of a Linked Learning Recognition of Study. This recommendation supports that legislation and incorporates it as one of the key consensus recommendations emerging from the work of the TAP panel. In addition, this recommendation relates closely to another recommendation to review, revise and augment the program standards such that they actively relate and refer to the content and pedagogy frameworks for a range of new knowledge and practice domains, not well understood or relevant at the time that SB 2042 was legislated. Among those important new knowledge and practice domains is Linked Learning.

Rationale for Developing a Linked Learning Recognition of Study

Linked Learning is an approach that integrates rigorous academics with career-based learning and real world workplace experience in order to prepare students for college, career, and life. Linked Learning improves equity as this approach prepares high school students for the full range of post-graduation opportunities. Program standards specific to the Linked Learning approach would detail the knowledge and skills a Single Subject teacher needs to be successful in integrating academic content with relevant career-based learning. Single Subject Teacher preparation programs could elect to develop a narrative addressing the standards and sponsor a Linked Learning program. Candidates who complete a Commission-approved program addressing these standards would be eligible for a Recognition of Study in Linked Learning.

Recommendation

25. The Commission should develop program standards for a Recognition of Study in Linked Learning.

Earning a Clear Teaching Credential

- Induction

Induction

The Beginning Teacher Support and Assessment (BTSA) program was established by the Legislature and the Governor as a result of a pilot study conducted during 1988-1992 by the Commission and the California Department of Education (CDE). This pilot study, known as the California New Teacher Project, demonstrated that in order to increase beginning teacher success and effectiveness, state education policies governing teacher preparation, induction and certification needed to be redesigned to form a “learning to teach” system that begins with teacher recruitment, extends to new teacher preparation and moves into the beginning years of professional service in the classroom. The pilot project’s summative report recommended a more effective induction of new teachers that would include:

- gradual introduction to the norms and responsibilities of teaching
- an extension of each teacher’s professional learning as initiated during his/her prior preparation
- advice and assistance from experienced colleagues
- evidence-based information about each teacher’s performance compared to established expectations for what beginning teachers should know and be able to do

In response to these recommendations, and after considerable legislative discussion of the pilot project report, (*Success for Beginning Teachers*, 1992) the Governor and the Legislature established the BTSA Program in the State Budget for 1992-93 to provide an effective transition for all beginning elementary and secondary teachers into the teaching profession. This transition was facilitated by the assignment of a trained support provider to each beginning teacher. The support provider was charged with providing individualized support and assistance to the beginning teacher, guided by the results of the formative assessment of each beginning teacher’s practice as measured by the *California Standards for the Teaching Profession*. Passage of SB2042 (Chap. 548, Stats. 1998), which created a two-tiered teaching credential system,

significantly changed the BTSA program by aligning it as the second tier in California's teacher preparation and credentialing system and by establishing the completion of a standards based induction program as a path toward the Clear Credential for the Multiple and Single Subject Credentials.

Passage of AB 2210 (Chap. 343, Stats. 2004) established completion of a Commission approved Induction program as the required route for SB 2042-prepared Multiple and Single Subject teachers to obtain a Clear Credential, if an approved Induction program is available. If an employer verifies that an Induction program is not available to a beginning teacher, the teacher may complete a Commission-approved Clear Credential Program to earn the Clear Credential. If changes are made to the standards governing Induction programs, it will be important to review the Clear Credential program standards to understand if comparable changes should be made.

In January 2012, Superintendent of Public Instruction Tom Torlakson announced the formation of the Educator Excellence Task Force. The EETF began meeting in April 2012 and organized its work around five specific work groups: Initial Entry (Recruitment, Selection and Preparation), Induction to the Profession, Professional Learning, Educator Evaluation, and Leadership and Career Development. The Commission served as a co-sponsor of the EETF and provided staff support for two of the five work groups: Initial Entry and Induction into the Profession. The product of the EETF work, *Greatness by Design* (GbD) was released on September 10, 2012 (<http://www.cde.ca.gov/eo/in/documents/greatnessfinal.pdf>). The following Induction recommendations and rationales are aligned with or in complement to the *Greatness by Design* report's Induction recommendations.

Rationale for a Transition Plan that moves with the Teacher from the Preliminary to the Induction Program

California *Induction Program Standards* require the providers of induction programs to differentiate the experience for each candidate. The facets of the program necessary to ensure this differentiation include an individual learning plan that is connected to summative performance assessments from preparation thus making for a seamless learning to teach system. Specifically, they require "individualized support and assistance" and "an inquiry-based formative assessment system." There is a need to further refine and personalize this support. The induction experience should be job embedded and integrated with school and district goals and based upon assessments of teaching practice and student learning, thus ensuring full engagement of, and necessary support for, the candidate.

Recommendation

26. The Commission should require a Transition Plan be developed at the end of the Preliminary program and be provided to the Induction Program by the candidate. This Transition Plan should be one basis for the Individual Induction Plan (IIP). The candidate, the employing district designee and the approved clear credential program representative, should develop the IIP. The IIP should incorporate a clear action plan, which incorporates the school and district goals. The candidate will leave induction with a program completion assessment-learning plan to inform his or her next phase of professional learning.

Rationale for Reviewing and Increasing Rigor in the Induction Standards

The skill of the mentor is paramount to provide effective coaching within the structure of the formative assessment system to support the new teacher in delivery of instruction, curriculum planning and problem solving. To be highly effective, rigorous competency standards are needed for mentors and coaches. Mentor teachers should be models of effective professionals who demonstrate clear evidence of teaching expertise, and possess characteristics such as openness to learning new ideas, receptivity to new practices and ability to use assessment data to refine instruction. They also must demonstrate the competencies of effective coaches, such as building on participant assets, asking good questions, practicing active listening and providing critical feedback in a supportive manner. The skilled mentor provides differentiated support through coaching designed to address both long-term and immediate needs of the candidate and promotes professional reflection and growth. Quality mentoring is created and developed through rigorous selection, and systematic assignment.

Skilled mentors should be available to provide in-classroom coaching and demonstration lessons that allow direct evaluation of, and assistance with, the delivery of instruction, as well as advice and counsel for curriculum planning and problem-solving.

The selection process should be rigorous, including steps such as an application, interviews with role-plays and/or scenarios, recommendations from peers and principal and a classroom visit. The role of the mentor teacher should be viewed as teacher leadership.

Providing resources for the many contributing factors needed to support induction will encourage success at sites and districts. This local support ensures the induction experience is normed into the activities of sites and districts. Assignments of new teachers need to be made to maximize success for new teachers and students. If challenging assignments occur, additional resources and support should be allocated. It takes the cooperation and collaboration of many levels within the system to ensure a positive induction experience for new teachers. Induction leaders need “voice” in their local LEA to gain support necessary to engage participating teachers in a successful induction experience. LEAs need to ensure quality of service by including a qualified, leader of induction programs and establishing program expectations for mentoring.

Recommendation

27. The Commission should direct that the Induction standards be reviewed and revised to ensure that there: a) are clear and more rigorous expectations for mentors including teaching expertise, careful and rigorous selection, systematic assignment, and high quality ongoing development and support’ and b) is language about leadership, structures and resources necessary to operate an Induction program.

Rationale for Defining Induction as Two Years of Individualized Support and Assistance

California *Induction Program Standards* require the providers of induction programs to differentiate the experience for each candidate. The facets of the program necessary to ensure this differentiation include an individual learning plan that is connected to summative performance assessments from preparation thus making for a seamless learning to teach system. Specifically, they require “individualized support and assistance” and “an inquiry-based formative assessment system.” There is a need to further refine and personalize this support and

to provide the program for two years of teaching. The induction experience should be two years of job embedded application and integrated with school and district goals and based upon assessments of teaching practice and student learning, thus ensuring full engagement of, and necessary support for, the candidate.

Recommendation

28. The Commission should direct that the induction program standards define Induction as two years of individualized support for participating teachers.

Rationale for Rigorous Completion Criteria

The *Teaching Performance Expectations* (TPEs) and the *California Standards for the Teaching Profession* (CSTP) lay the foundation for rigorous educator preparation and induction expectations. Standards language needs to be clarified for complete and higher expectations to advance the level of practice to clear a credential in California. For determining demonstration of competence based on quality indicators, CDE and CTC should develop guidance for using the Continuum of Teaching Practice (<http://www.btsa.ca.gov/resources-files/Final-Continuum-of-Teaching-Practice.pdf>) which was developed by the Commission, the California Department of Education and the New Teacher Center.

Recommendation

29. The Commission should direct that expectations be made more rigorous so that candidates completing Induction are required to demonstrate comprehensive competence prior to recommendation for the clear credential.

Rationale for the Statewide Induction Infrastructure

Regionally based program leadership and support has been a cornerstone of California BTSA Induction success. Many of the successes of the current BTSA Induction Programs can be attributed to sound legislation, cooperative leadership and co-administration with the CDE and CTC, along with comprehensive implementation strategies at the state, cluster region and local levels. Implementation has been a collaborative effort of state administrators and regional directors who serve approved induction programs in six areas, or clusters, in California. AB 1266 (Mazzoni) created the cluster regions; a structure without political or organizational affiliations so the structure is not influenced by local interests or state political complexities.

Among the activities supported by Cluster Region offices are: a state Academy for supporting new leaders; mentoring and formative assessment training for leaders and professional development providers; guidance for credentialing, program evaluation and accreditation; and needs-based resources and support to each approved LEA. Through cluster collaboration, each LEA receives opportunities to connect and collaborate statewide to support strong program implementation. It is important for CDE and CTC to ensure that state and cluster level offices are staffed at adequate levels with carefully selected leaders, to engage in the administration, leadership and support of implementation efforts. The BTSA induction model of local infrastructure should be both fortified for teacher induction and expanded on to build a comprehensive regional support system for all educator preparation programs.

Recommendation

30. The TAP panel recognizes the importance of a strong statewide infrastructure as an indispensable component to an effective teacher induction system in California. The state should renew its commitment to this successful model and take appropriate steps to ensure that it continues into the future. Further, the state should consider the benefits of expanding this highly successful concept of a regional infrastructure system used historically by teacher induction by building a more comprehensive regional system that is cohesive across, and supportive of, all educator preparation programs.

ADDITIONAL RECOMMENDATIONS

Additional Recommendations

- Special Education
- Professional Responsibility
- Master Plan for Professional Learning
- Credential Renewal
- Statewide Survey
- Credential Fees
- Teacher Leadership
- Performance Assessment for the Preliminary Administrative Services Credential

Special Education

Rationale

The issues related to educating learners with special needs, whether formally documented or not, are significantly complex and substantial as to warrant a focused and specialized study by a panel of educators with expertise balanced across the domains of special education and general education.* Historically, program standards for general education teacher preparation programs and special educator programs have been developed through separate processes, and this practice is somewhat understandable, given the distinct knowledge and skill bases associated with each credential. At the same time, there are important teaching and learning domains in each credential area that could significantly strengthen preparation in other credential areas, if program standards were reviewed for the purpose of better alignment and complementarity. Similarly, distinct program standards with very few explicit areas of alignment and overlap wrongly communicate that these teaching/learning domains are separate, a fact particularly troubling when, increasingly, schools and districts are endeavoring to create highly inclusive settings for all learners. A panel review of the current standards for all teaching credential programs would provide an opportunity for those with expertise in this area to establish a new vision for general education and special education teacher preparation. This new vision would ensure that each credential holder has sufficient knowledge and skills for teaching in their particular setting while also guaranteeing that each credential holder has the content knowledge and pedagogical knowledge and skills to operate effectively in collaborative, inclusive settings. This particular set of recommendations complements Recommendation # 3. (**Staff notes that the Commission only has authority over services needed per a formally documented IEP.*)

How to educate students with special needs in the Least Restrictive Environment possible and with the support of adequately prepared and licensed educators has been a perennial challenge for the state of California. Compounding this challenge has been a historical shortage of appropriately licensed educators and bureaucratic constraints that often make educator assignments complex and confounding. The recommendations below are offered in a spirit of ensuring that every California student has access to qualified educators prepared to teach him/her effectively and in learning contexts that are appropriate and flexibly responsive to the learner and his/her needs.

Recommendation

31. The Commission should establish a panel to study the relationship between general education and education specialist credentials. The purpose would be to ensure that general education teachers and Education Specialists have the necessary knowledge and skills to teach effectively to a diverse range of learners, without resulting in a shortage of Education Specialists. Topics this panel might explore should include, but not be limited to, the ramifications of the following additional items:
 - a. Developing an Added Authorization option for Education Specialists who do not have a Multiple or Single Subject Credential so they are qualified to teach reading to typically developing students.
 - b. Developing an Added Authorization for current holders of the Education Specialist Credential authorizing them to work in multi-tiered systems of support (MTSS) at all levels of those systems deemed appropriate. This Added Authorization would not authorize an assignment as the teacher of record in a general education classroom.
 - c. Reviewing the Education Specialist program standards for Mild/Moderate and Language and Academic Development specialty areas to ensure that program sponsors provide candidates with adequate opportunity to develop sufficient content knowledge, content pedagogy knowledge and knowledge of the general education classroom to be effective in various specialist positions, roles and school/classroom contexts. In particular, review program standards to ascertain their sufficiency in relation to candidate preparation to teach the Common Core State Standards.

Professional Responsibilities

The Education Code, Penal Code and Title 5 Regulations each have responsibilities that individuals who hold credentials from the Commission must meet and prohibitions of things credential holders must not do. It is imperative that each credential holder is made aware of each requirement while in the preparation program. The Commission should have a compiled, current list of these requirements/prohibitions. The following recommendations address the topic of an educator's professional responsibilities:

Recommendations

The Commission should:

32. Review and update the Professional Responsibilities and Prohibitions Regulations and, if needed, the law, to ensure that the Professional Responsibilities of credential holders are current and appropriate.

33. Require preparation programs to provide information to candidates regarding the Responsibilities and Prohibitions that are expected of credential holders.
 34. Provide a comprehensive list of the Responsibilities and Prohibitions of credential holders.
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Master Plan for Professional Learning

The *Greatness by Design* report dedicates significant attention to issues of creating opportunities for professional learning across the teacher career (Chapter 5: Opportunities for Professional Learning). While the *Greatness by Design* recommendations did not all related directly to issues of credentialing, the link between high quality professional learning opportunities and credential renewal, which is recommended in both the *Greatness by Design* report (p. 52), and by the Teacher Preparation Advisory Panel (See recommendation 34), created the need for the panel to consider how effective professional learning might be identified.

Rationale

As a prerequisite to requiring professional learning connected to individualized learning plans as a requirement of credential renewal (see Recommendation 35), a framework that identifies high quality learning opportunities is necessary. Such a framework would have benefits, as elucidated in the *Greatness by Design* report, for educator effectiveness and development broadly. From a credentialing point of view, building renewal requirements around a broader framework for professional learning will increase the likelihood that these requirements are more relevant to both teachers and districts. Once in place, a statewide framework for professional development may also aid the development of other aspects of the credentialing system (including, possibly, aspects of induction, preparation for administrative services credentials, selection and preparation of mentors, selection and preparation cooperating teachers, and the development of teacher leaders as recommended in this report).

Recommendation

35. The Commission should work with the California Department of Education and others to convene an advisory panel composed of experts and stakeholders to develop a “California Master Plan for Professional Learning.” This Plan should be informed by state-adopted standards for professional learning as well as the Common Core Standards and culturally responsive educational practices. The Plan should provide an analysis of the kinds of job-embedded and externally supported professional learning experiences that are currently available to educators, and those professional learning experiences that should be available as California rebuilds its educational infrastructure.
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Credential Renewal

Prior to 2007, California required professional growth documentation for credential renewal. The ongoing tracking and verifying of 150 professional growth hours was placed at the local level, resulting in varying levels of enforcement. In January 2007, SB 1209 (Scott) removed the professional growth requirements for renewal of clear credentials in an effort to lessen hurdles for educators in their career path. The assumption was that local schools and districts would

maintain professional growth requirements for their employed workforce. In many cases, this has resulted in a sharp decrease in professional growth for California teachers.

Rationale for a Licensure Renewal System

Current law requires teachers to renew their licenses every 5 years by paying a fee to the state; no other requirements must be met. In essence, California has returned to granting lifetime credentials, despite what we know about the importance of ongoing professional learning for educators. The assumption is that districts will engage educators in a range of professional development activities.

It is recommended that professional learning once again be required for an educator to renew a credential. This professional learning should continue the lifelong learning process begun during preliminary preparation and extended during induction. Professional learning should be self-directed and job-embedded whenever possible, with demonstration of professional learning required at each five year credential renewal. Further, TAP recommends that the professional learning requirement contain a minimum of three components: (1) development of an Individual Learning Plan (ILP), aligned to the California Standards for the Teaching Profession; (2) completion of a series of professional learning activities that are linked to professional development; and (3) reflection on these activities and the teacher's learning, in order to shape the next 5-year ILP.

Consistent with the *Greatness by Design* Professional Learning recommendations, TAP recommends that:

- To be effective throughout their careers, educators must be involved in ongoing professional learning that is based on their own growth goals as well as their districts' goals for student learning
- To raise the status of teaching as a career, the profession needs to regulate itself and act as a serious and rigorous profession with an expectation of continuous learning
- To build a coherent educator preparation system, we need to use this opportunity to align teachers' learning across the system, from pre-service to induction to professional learning

As recommended in the *Greatness by Design* report, professional growth requirements for license renewal should be job-embedded to the greatest extent possible, reflect the local context, and align with teachers' career opportunities and goals. The TAP panel recommends that professional learning leading to license renewal should contain three components that engage teachers in the same process that they learned in pre-service, is used in Induction, and should continue throughout their careers:

Recommendation

36. The Commission should work with the legislature to reinstate a Professional Learning Requirement for Licensure Renewal which includes the following components:
- a. Development of an Individual Learning Plan (ILP), aligned to the California Standards for the Teaching Profession
 - b. Completion of a series of professional learning activities

- c. Reflection on these activities and the teacher's learning, in order to shape the next 5-year ILP

These requirements should incentivize the types of professional learning that is known to be most effective and that research shows have the greatest impact on student learning. This helps our state work toward having a coherent system of teaching development and learning.

Furthermore, in order to feasibly balance accountability for meaningfully completing the professional learning requirement with cost-effectiveness for the CTC, it is recommended that the CTC institute a random audit process. This process is used successfully in other professions such as law and medicine to ensure license holders complete professional learning requirements.

Survey Individuals at Credential Recommendation and Renewal

Greatness by Design recommended that individuals be required to complete an online survey upon initial and clear licensure as well as license renewal. The survey was envisioned as one that would gather data regarding preparation, induction and professional development. This structure would parallel other professional license renewal surveys such as for dentists, who complete a healthcare survey when they apply for renewal. License renewal offers a cost-effective means of collecting critical information on the educator workforce and conditions in California. The Commission should engage stakeholders as well as the research community to identify priorities for such a survey. Topics might include:

- Employment status
- District/school and courses/grade level taught since last renewal
- Teaching and learning conditions in your school
- Quality of professional learning activities you engaged in
- College or university where preliminary credential was earned

As part of the five-year credential renewal process, teachers and other educators should be required to complete a survey that collects information on the status of California's educational workforce. The Commission should engage stakeholders as well as the research community as to priorities for such a survey. Data collected could include employment (employer, location, credentials being used, assignments, etc.), professional learning, career goals, and teaching and learning conditions. The survey would also require the applicant to reaffirm the educator's understanding of Professional Responsibilities (Recommendations 31-33).

Recommendation

37. The Commission should develop statewide surveys that would be completed by individuals recommended for credentials and at the time of credential renewal.

Credential Fees

TAP believes that the current \$70 renewal fee is insufficient to support the maintenance of a robust credential renewal system and Commission's mandated activities. TAP recommends that the credentialing renewal fee be revisited, with input from stakeholders, to consider adjustments that allow the maintenance of the system at sufficient levels to support the online renewal system and audit process.

Rationale

Research on what other professions charge for license renewal shows a wide range of fees charged to practitioners (see fee chart on page 15 of the [November 2011 CTC Agenda Item 4A](#)). For example, the following fees are paid for five-year license renewal in other professions: dental hygienist (\$200), accountant (\$250), engineer (\$325), and social worker (\$640).

Recommendation

38. The Commission should work with stakeholders and the legislature to set the credential renewal fee so that it allows the Commission to fulfill its responsibilities for license renewal, supports the development and maintenance of an online ILP submission and audit system, and brings the education profession more in line with other professions.

Teacher Leadership

York-Barr and Duke (2004) have defined teacher leadership as “the process by which teachers, individually or collectively, influence their colleagues, principals, and other members of the school community to improve teaching and learning practices with the aim of increased student learning and achievement.” The Teacher Leadership Exploratory Consortium-TLEC (2010), which included significant participation by the AFT and the NEA, published the Teacher Leader Model Standards which include seven domains of teacher performance and articulate distinct knowledge, skills, and practices central to the roles of teacher leaders. The authors of these standards argue that, “teacher leadership is an idea that is long overdue....we must seek to use the expertise that already exists in the teaching force by ensuring opportunities for recognition and specific leadership roles for those who wish the added responsibilities that come with leadership” (pg.13). They further state that, “We want to reinforce that teacher leadership can play a pivotal role in increasing student achievement and there is an urgency to act now” (p. 21). The California Task Force on Educator Excellence has recommended that teacher leadership become formally acknowledged through new roles that “build a career continuum,” and “strengthen educator effectiveness” (*Greatness by Design*, 2012). Studies have shown that developing such roles can have a positive impact on student achievement (Waters, T., Marzano, R.J. & McNulty, B, 2008 and REL West Ed, 2010), attract more skilled novices into teaching (TLEC, 2010), and contribute to the retention of effective teachers (Behrstock, E., & Clifford, M., 2009).

Rationale for Teacher Leadership Recommendation

Several districts in California such as Long Beach Unified and San Juan Unified School District have developed formal teacher leadership positions for master teachers, staff development leaders, project leaders and school site leaders (*Greatness by Design*, 2012). Several other states,

including Arizona, Georgia, New Mexico, Virginia, Indiana, Iowa and Maine have developed similar positions.

A credential emphasis would indicate that the holder has completed a Commission-approved program that can be applied to the academic instruction authorized by his or her credential. General Fund moneys should not be used for the Emphasis and it should not be used as a condition of employment or be used in making employment decisions pursuant to Section 44955 of the Education Code (Source: Agenda Item 2F, October 2008 <http://www.ctc.ca.gov/commission/agendas/2008-10/2008-10-2F.pdf>). The Emphasis would not be a condition of employment required by school districts or the state, but it would organize opportunities for pre- and in-service training and professional development that could be recognized by districts that elect to do so. Emphasis programs focused on teacher leadership would be designed to prepare teachers to serve effectively in a variety of leadership roles. The Teacher Leader Model Standards, referenced above, could be used as the basis for determining the framework for the Emphasis recommended here. The emphasis could be pivotal for several different components of accredited teacher preparation programs, including identifying mentor teachers, identifying teachers with whom programs can collaborate in designing curriculum and clinical experiences, and as a recruitment tool into teacher preparation programs.

Recommendation

39. The Commission should identify the distinct knowledge, skills and dispositions that teacher leaders possess and recognize the unique ways in which teacher leadership can contribute to and strengthen multiple dimensions of school effectiveness by creating a Teacher Leadership Emphasis that can be added to a Clear Credential and is included in the credential renewal process.

Performance Assessment for a Preliminary Administrative Services Credentials

The charge to the TAP panel was to investigate the use of performance assessments as one indicator of learning in a range of contexts, including for those pursuing instructional and/or organizational leadership. The *Greatness by Design* report recommended that a “high-quality performance assessment” be amongst the requirements for initial licensure of administrators (p. 78). The panel concurs and recommends the following:

Rationale

Relative to other available methods, a performance-based assessment can more closely capture the acquisition and demonstration of aspects of the California Professional Standards for Educational Leaders in a standardized assessment across California programs, including California-specific content such as English learners, California laws and regulations, and the conditions of California schooling.

A performance assessment for administrators aligns with requirements for teacher preparation programs and helps assure the quality of future educator leaders in discrete aspects of the job. The critical need for a comprehensive teacher and administrator evaluation framework that combines formative and summative assessments from a variety of measures has recently been identified (Educator Excellence Task Force *Greatness by Design*, 2012). Other national entities

are also looking at improvements in the preparation and performance of school leaders (Center for American Progress, 2011), including performance assessments.

A survey of 1,000 beginning teachers reported that for many candidates, the Teaching Performance Assessment was viewed as too massive and therefore overwhelming in addition to other coursework and field experiences that were perceived as more meaningful. In order to prevent the same for administrator preparation, implementing a performance assessment in smaller chunks, highlighting discrete skills expected of administrators, is recommended.

Recommendation

40. The Commission should work with stakeholders and the legislature to require passage of a performance-based assessment for all candidates for the Preliminary Administrative Services credential.