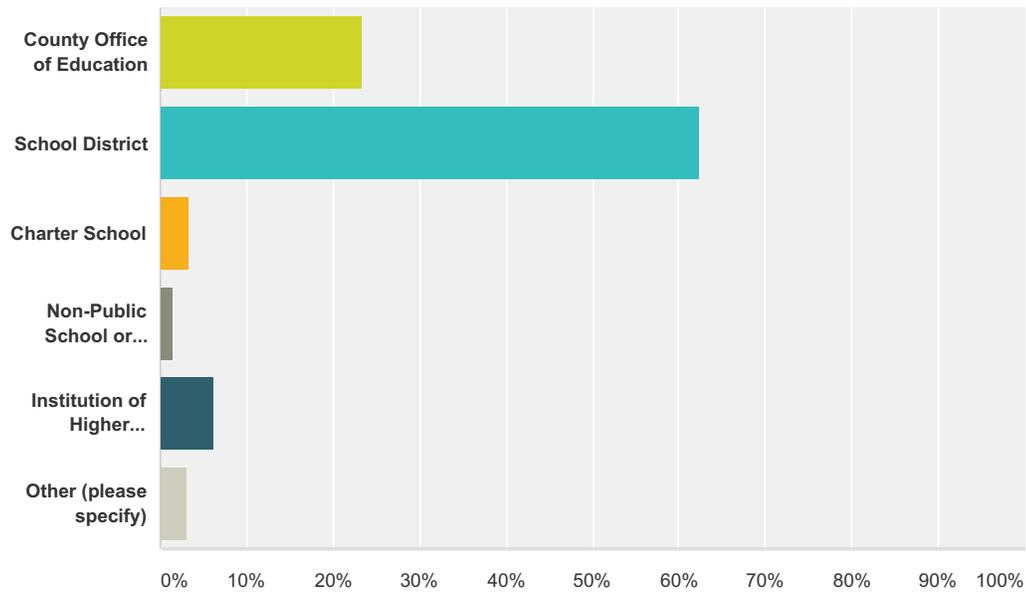


Proposed Teaching Permit for Statutory Leave (TPSL)

Q1 Please select the option below that best describes the organization you represent:

Answered: 773 Skipped: 0



Answer Choices	Responses
County Office of Education	23.29% 180
School District	62.35% 482
Charter School	3.36% 26
Non-Public School or Agency	1.55% 12
Institution of Higher Education	6.34% 49
Other (please specify)	3.10% 24
Total	773

#	Other (please specify)	Date
1	SELPA	10/27/2015 12:20 PM
2	CTC-Professional Services Division	10/26/2015 11:21 AM
3	SELPA	10/25/2015 11:07 AM
4	Consortium of chartered schools	10/21/2015 3:56 PM
5	BTSA Induction	10/21/2015 3:07 PM
6	CTC	10/21/2015 2:48 PM
7	School District/County Office of Education combined administration	10/21/2015 8:18 AM
8	SELPA	10/19/2015 3:03 PM
9	Public School	10/16/2015 12:33 PM
10	SELPA	10/15/2015 12:29 PM
11	SELPA	10/14/2015 11:02 PM

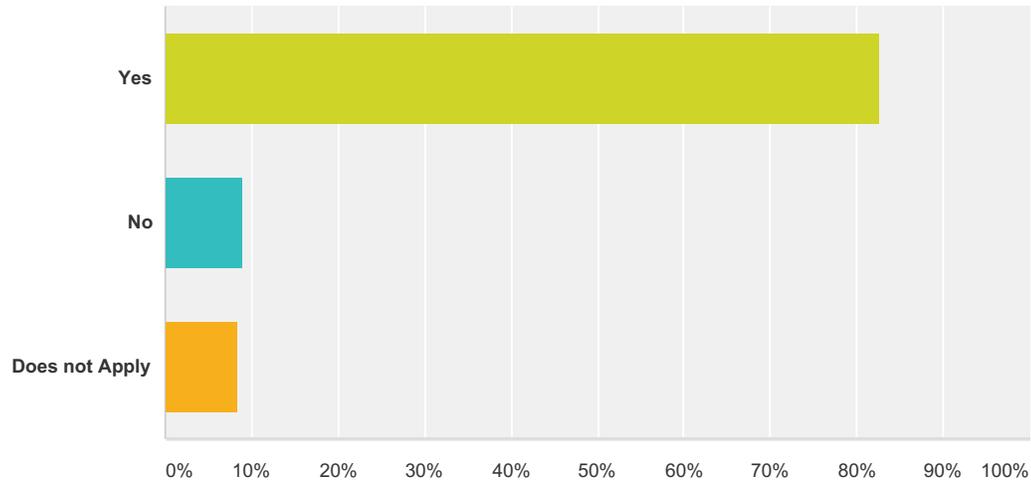
Proposed Teaching Permit for Statutory Leave (TPSL)

12	SELPA	10/14/2015 10:11 PM
13	Multi-district SELPA	10/14/2015 3:44 PM
14	SELPA	10/14/2015 12:26 PM
15	SELPA	10/14/2015 10:32 AM
16	LEA	10/14/2015 10:16 AM
17	SELPA	10/14/2015 10:11 AM
18	SELPA	10/14/2015 10:09 AM
19	SELPA	10/14/2015 9:56 AM
20	SELPA	10/14/2015 9:53 AM
21	Charter School Group (admin for multiple charter schools)	10/14/2015 8:31 AM
22	experienced teacher, currently subbing	10/13/2015 12:28 PM
23	Educator	10/13/2015 9:31 AM
24	CTC	10/12/2015 12:33 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

Q2 Does your Local Employment Agency experience any staffing issues related to teachers of record out on a Federal or State statutory leave?

Answered: 726 Skipped: 47



Answer Choices	Responses	
Yes	82.64%	600
No	8.95%	65
Does not Apply	8.40%	61
Total		726

#	Additional Comments	Date
1	We do not employ teachers but support LEAs who have staffing issues	10/27/2015 12:20 PM
2	We're unable to find subs who have a credential in the class we're trying to fill.	10/26/2015 2:21 PM
3	shortage of credentialed subs to fill in for the long term leaves	10/26/2015 8:21 AM
4	don't know	10/23/2015 11:44 AM
5	I don't have this information	10/23/2015 10:51 AM
6	Not sure if medical leaves are included here.	10/23/2015 10:11 AM
7	We do not have adequate substitutes in our sub pool with credentialing to remain in a classroom beyond 20 days for special education. This creates lack of continuity in classrooms.	10/22/2015 5:56 PM
8	I do not know	10/22/2015 2:34 PM
9	Of the first 32 days of school, we had 70 unfilled sub positions. We still cannot fill positions in our district as of 10/22. 4 teaching positions are unfilled. This is a serious problem.	10/22/2015 11:38 AM
10	We annually have multiple instances of teachers taking long-term leave for reasons such as: maternity leave, surgery-related, FMLA to care for family members and industrial accidents.	10/22/2015 10:30 AM
11	We are a small school	10/21/2015 4:23 PM
12	We have several teachers who leave on statutory workers compensation leave every year. Its like they don't want to work!	10/21/2015 4:11 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

13	At the high school level we need subject specific long term subs. We can not use multiple subject credential holders.	10/21/2015 4:06 PM
14	Special Education teachers are the most difficult to find.	10/21/2015 4:00 PM
15	The Certification Office of our County Office of Education does not interact with districts for hiring and staffing classrooms.	10/21/2015 3:38 PM
16	Covering Special Education teachers on leave with fully credentialed SPED substitutes	10/21/2015 2:48 PM
17	Most maternity leaves exceed 30 days so we have to place more than one teacher in a classroom for a statutory leave	10/21/2015 2:47 PM
18	Because of the teacher shortage, it is almost impossible to find appropriately credentialed staff to fill long term leave positions. Cycling 30-day subs through those classrooms is bad for children.	10/21/2015 12:22 PM
19	We specifically struggle to find qualified substitutes for special education which forces us to use multiple substitutes for one classroom.	10/20/2015 7:15 PM
20	Often.	10/19/2015 6:41 PM
21	We always have young teachers that go out on maternity leave or teachers that may need leave EAP support.	10/19/2015 6:09 PM
22	Ongoing for smaller districts, but able to eventually find coverage	10/19/2015 3:13 PM
23	It is difficult to staff positions when teachers are out on statutory leave because of the 30 day limit for holders of an Emergency 30 Day permit (or 20 day limit for special education classrooms).	10/19/2015 8:38 AM
24	Special Ed is always lacking qualified subs	10/19/2015 8:08 AM
25	If a teacher is out on extended leave we hire on a temporary contract until that teacher returns.	10/16/2015 4:13 PM
26	Not enough highly qualified substitutes to fill long term positions.	10/16/2015 2:05 PM
27	We have to have multiple subs for classrooms. It is not conducive to learning.	10/16/2015 12:34 PM
28	Extremely difficult to staff!	10/16/2015 11:30 AM
29	This is a huge problem for us	10/16/2015 10:23 AM
30	I don't know	10/16/2015 9:53 AM
31	Our district currently has 3 teachers on FMLA leave.	10/16/2015 9:21 AM
32	Not enough fully credentialed subs to replace them.	10/16/2015 8:55 AM
33	Not currently.	10/15/2015 6:17 PM
34	We have great difficulties rotating substitutes for these leaves so as to abide by the 30 day permit requirement. Lack of consistency for students	10/15/2015 6:03 PM
35	These leaves are extremely hard to cover when subs are only allowed to work for 30 days in a classroom.	10/15/2015 5:05 PM
36	This is ALWAYS an issue;	10/15/2015 3:12 PM
37	We have a difficult time seeking substitutes that have the appropriate credential. The most difficult area is a teacher for students in the significant cognitive disabilities	10/15/2015 12:30 PM
38	Problem is with consistency of teacher, when sub is only allowed to remain in class 20/30 days. Not good for kids	10/15/2015 9:47 AM
39	While not statutory leave, we also have staffing issues related to teachers out for completion of credentialing requirements which poses the same challenges. (VI Teacher out 2 days/wk as she gets O&M credential.)	10/15/2015 8:24 AM
40	mostly in high need areas math, sci and esp spec ed	10/14/2015 4:06 PM
41	YES!!!! We have a hard enough time filling vacancies. Then some of our Subs that have full credentials have run out of extension options so now they are on a 30 Sub permit. There is definitely a need.	10/14/2015 2:31 PM
42	Shortage of subs and fully credentialed teachers for those needs is high.	10/14/2015 1:16 PM
43	Very few subs available	10/14/2015 12:56 PM
44	As the COE however, we do know that our county districts experience staffing issues related to certificated staff using federal/state statutory leave.	10/14/2015 12:38 PM
45	new bill ab375 extending maternity sub differential pay out for 12 weeks of fmla/cfra will result in longer paid maternity leaves and more staffing need for a TPSL type coverage, new law starts 1-1-16	10/14/2015 12:29 PM
46	We do not employ teachers	10/14/2015 9:54 AM

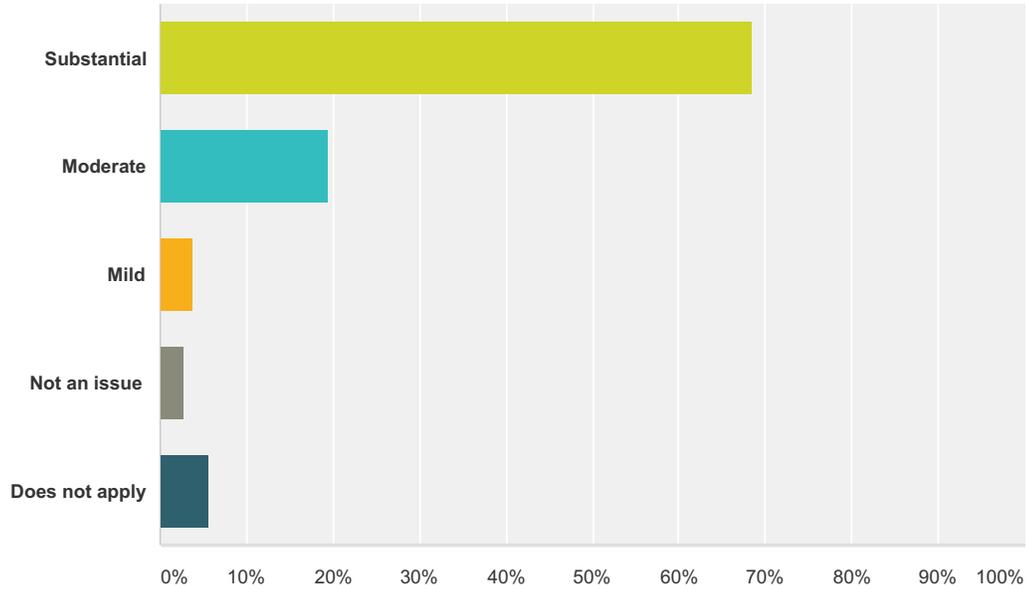
Proposed Teaching Permit for Statutory Leave (TPSL)

47	All the time.	10/14/2015 9:39 AM
48	Maternity leaves are usually 40-60 days and we can't use a sub for more than 30 days	10/13/2015 1:02 PM
49	A tenured special ed. teacher returning from medical leave now insisting district hire sub 2 days a week. District having hard time finding "sp. ed. Credentialed teacher" to take 2 days/week.	10/13/2015 12:30 PM
50	Especially for positions requiring a species education credential.	10/13/2015 12:14 PM
51	N/A?	10/13/2015 10:29 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

Q3 How would you rate the level of difficulty in staffing classrooms for teachers of record out on statutory leave beyond 30 days (20 days for Special Education)?

Answered: 702 Skipped: 71



Answer Choices	Responses
Substantial	68.38% 480
Moderate	19.37% 136
Mild	3.85% 27
Not an issue	2.71% 19
Does not apply	5.70% 40
Total	702

#	Additional Comments	Date
1	We have an inadequate sub pool.	10/23/2015 10:12 AM
2	Our district has had difficulty filling special education teaching positions. As a result, we have difficulty obtaining subs on a regular basis as our sub list for highly qualified special education teachers is very short (1-2 people for Mod/Severe classes). This difficulty is exacerbated when a special education teacher is out on leave. In all special education classes, but particularly our Autism programs and Mod/Sev programs, our students require stability and consistency. We don't have this when we have a revolving door of subs in the classroom.	10/23/2015 8:14 AM
3	This just happened to us last year when we had a teacher out for cancer treatment. We had 3 different subs in the class over the remainder of the year, and the students' education suffered in consequence. We are a small rural district.	10/22/2015 4:20 PM
4	We operate classrooms in our Division of Special Education that require extreme consistency for service delivery to be at all effective; the substitute situation has created a less than appropriate learning environment for many classrooms over the years for the time period of the statutory leave.	10/22/2015 1:45 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

5	Please see my previous comments. This is my most significant problem in my district: Lack of qualified teachers and subs.	10/22/2015 11:39 AM
6	In the case of maternity leave, the teacher is generally out a minimum of 8 weeks (due to going out prior to birth and then the standard 6-8 weeks post-birth). With absences due to surgery, we have multiple instances of staff out for between one to five months. We have very few retired teachers on our substitute list and they are generally the only ones who hold a regular teaching credential, rather than a 30-day substitute permit.	10/22/2015 10:43 AM
7	It varies with every year	10/22/2015 7:25 AM
8	We have special education students	10/21/2015 4:24 PM
9	We have to battle with the districts and due to the students we have, the district's students are always more appealing.	10/21/2015 4:12 PM
10	The Certification Office of our County Office of Education does not interact with districts for hiring and staffing classrooms.	10/21/2015 3:38 PM
11	It's hard to staff someone in classrooms who are qualified to teach a subject such as science.	10/21/2015 2:54 PM
12	Usually not a problem for us in Gen Ed so I marked Mild but it would be Moderate in SPED.	10/21/2015 2:50 PM
13	Substantial for special education	10/21/2015 1:02 PM
14	Moderate to Substantial	10/19/2015 3:13 PM
15	Especially for hard to find such as special education, math and sciences and various others	10/19/2015 2:37 PM
16	The 20 day limit on substitutes for special education classes, takes the classes with the most needs and ties our hands at creating a stable learning environment.	10/19/2015 9:13 AM
17	in hard-to-fill areas	10/17/2015 5:13 PM
18	Longer terms for special ed classrooms were very challenging to staff.	10/16/2015 1:38 PM
19	In the absence of a credentialed substitute, we are left with only the STSP as an option for leaves that go beyond 30 days.	10/16/2015 11:31 AM
20	With the statewide shortage of subs we have numerous unfilled positions on a daily basis. This has a negative impact on the instruction of our students.	10/15/2015 5:06 PM
21	This constitutes a major staffing difficulty for our special Education department often affecting students.	10/15/2015 4:41 PM
22	Especially an issue in special education	10/15/2015 3:13 PM
23	Again, the most difficult area to staff is the significant cognitive disability programs	10/15/2015 12:31 PM
24	This is an extreme challenge for our district. Finding qualified subs that can fulfill these assignments seems nearly impossible in some instances, especially in the area of Special Education.	10/15/2015 8:20 AM
25	Staffing during leaves of any kind are becoming more difficult and will continue to get worse due to the teacher shortage	10/14/2015 8:40 PM
26	We are so remote that any kind of sub is hard to get!!! We do not feel obliged to observe any 30 day limits to Emergency Substitute Credentials.	10/14/2015 7:05 PM
27	rotating teachers disrupt the learning environment and cause many starts and stops as the students adjust to a new teacher every 4 weeks.	10/14/2015 4:10 PM
28	We feel pressure from the sites that are upset that we are changing their subs. They want consistency for their students.	10/14/2015 2:32 PM
29	I cannot provide continuity of services for any teacher out on leave. Very frustrating for staff, students, and parents. Interferes with provision of FAPE, setting us up for compliance problems	10/14/2015 1:33 PM
30	Special Ed is really hard with the shortage of teachers with authorization for hire without having excess for subbing. This is a huge issue and has been an problem area for last 3 years.	10/14/2015 1:20 PM
31	This is especially true for special education after 20 days.	10/14/2015 12:50 PM
32	Our county has a shortage of substitutes. Some districts have a need for a sub beyond 30 days/20 days.	10/14/2015 12:39 PM
33	Continuous staff changes in some of our most intense classrooms lead to a reduction in student engagement and an increase in student absences (sometimes due to suspensions).	10/14/2015 12:12 PM
34	For special education particularly	10/14/2015 10:44 AM
35	Multiple subject is not an issue. Certain credentialed areas are highly difficult.	10/14/2015 9:53 AM

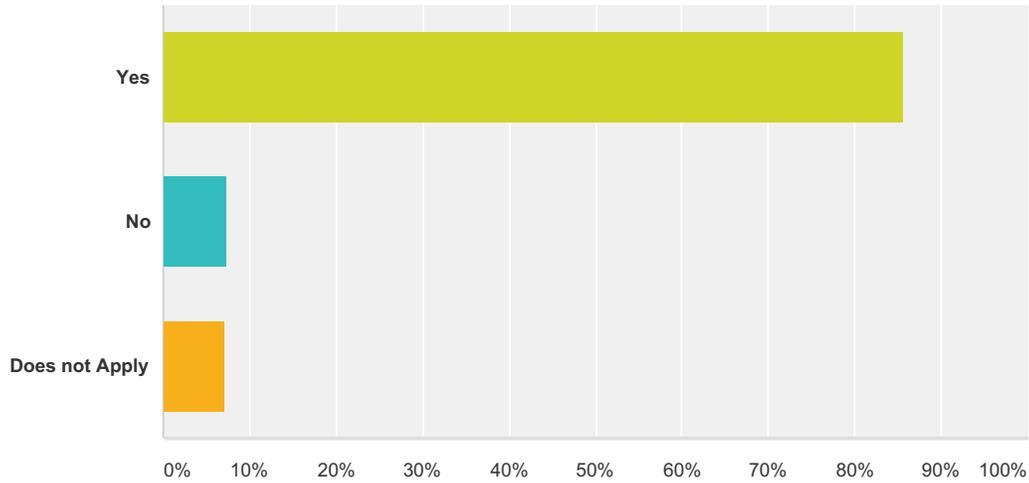
Proposed Teaching Permit for Statutory Leave (TPSL)

36	SUBSTANTIAL in regards to Special Education Classrooms and various Single Subject areas such as Spanish, Music, Band, Math	10/14/2015 9:50 AM
37	For special education assignments there is substantial difficulty in identifying a fully qualified sub teacher to assume the assignment when the teacher of record is out on statutory leave due to the shorter duration (20) days that a sub can cover and due to the limited number of fully credentialed subs who hold Ed Specialist credentials. Most of these credential holders are able to quickly and easily obtain contracted positions.	10/13/2015 4:46 PM
38	Have had some difficulty with Sp. Ed. Paraprofessionals being out on leave, as well.	10/13/2015 12:31 PM
39	Due to lower unemployment rate, we are faced with a substitute teacher shortage. We have increased the pay rate, but still unable to attract a sufficient number of subs.	10/13/2015 12:16 PM
40	As a small school district (1100 students) in a rural setting we are having a difficult time covering leaves for maternity and long term illnesses like cancer treatments.	10/13/2015 9:37 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

Q4 When the teacher of record is out on a statutory leave beyond 30 days (20 days for Special Education), has it been necessary for your Local Employing Agency to use a series of rotating Emergency Substitute Permit holders to staff the classroom?

Answered: 692 Skipped: 81



Answer Choices	Responses	Count
Yes	85.55%	592
No	7.37%	51
Does not Apply	7.08%	49
Total Respondents: 692		

#	Additional Comments	Date
1	I was in an LEA and maintaining consistency in the classroom was a constant issue for employees on leave.	10/27/2015 12:21 PM
2	Not totally sure, however.	10/23/2015 10:12 AM
3	In many cases, our county office used 10 plus different substitutes to cover one teacher on leave. This was solely based on the requirements of a 30-day substitute permit	10/22/2015 6:00 PM
4	Since we are in a community or court school, there are limited numbers of subs available, thus making it more difficult to attain subs.	10/22/2015 1:26 PM
5	The majority of time, we are unable to even obtain the services of a sub.	10/22/2015 11:40 AM
6	This causes major disruption to the educational process. Students do not do well when they do not have consistency, particularly in the case of special education students.	10/22/2015 10:45 AM
7	Trying to find a short-term credentialed teacher in the subject is very difficult. Also, once we locate a potential teacher with enough units to teach subject area, they have to use a STSP or PIP which I feel is unfair to them because they will have exhausted their one year and only utilized for a short time.	10/22/2015 10:29 AM
8	Or hire on a STSP or PIP which are intended to serve as bridges for Teachers pursuing their full teaching credential while teaching in an actual vacant position.	10/21/2015 9:40 PM
9	We have had to hire new teachers	10/21/2015 4:25 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

10	Especially in the Special Education department!	10/21/2015 4:12 PM
11	It does happen occasionally until we can find the right person.	10/21/2015 4:01 PM
12	At the high school level we need long term subs in very specific subjects. We cannot use multiple subject credential holders.	10/21/2015 3:55 PM
13	The Certification Office of our County Office of Education does not interact with districts for hiring and staffing classrooms.	10/21/2015 3:38 PM
14	This has had a serious impact on our District especially on our Special Ed students.	10/21/2015 2:53 PM
15	we have had to recruit teachers for the sub list in order to have qualified teachers in the classroom	10/21/2015 2:48 PM
16	This provides a hardship on our students in special education who most need consistency.	10/21/2015 2:45 PM
17	Only because we have been lucky in finding a certificated substitute in the past.	10/21/2015 2:43 PM
18	This creates a significant disruption for students in the special education classroom.	10/21/2015 10:26 AM
19	Occasionally	10/20/2015 4:43 PM
20	Not typically. Have used fully credentialed teachers off the county substitute list or reassigned current staff temporarily.	10/20/2015 12:15 PM
21	We have some fully credentialed subs but they are hard to come by. Most only hold a 30 day permit.	10/20/2015 8:18 AM
22	During the first 30/20 days, we have been in the position of trying to hire substitute teachers that hold the correct credential, which isn't always the best match because we have no history with the substitute teacher.	10/20/2015 7:49 AM
23	Doing this is a disservice to our students, especially when the substitute is strong and has bonded with the students	10/19/2015 6:54 PM
24	Rotating subs are very hard on kids and continuity of the program.	10/19/2015 6:17 PM
25	It has been made filling positions quite difficult.	10/19/2015 3:00 PM
26	It is not in the best interest of students to keep rotating subs and have special ed teachers who require the 20 days.	10/19/2015 2:49 PM
27	Especially for special education	10/19/2015 2:37 PM
28	Classrooms have experienced significant disruptions because we have been forced to switch the substitute in the room. Leaders of our districts, like one of our Assistant Superintendents, have approached the credentialing office multiple times extremely motivated to find a way to keep a SUBP holder in the classroom for more than 30 days, but we have had to rotate teachers due to the restriction.	10/19/2015 8:40 AM
29	So far, we have been able to cover these assignments with certificated subs; however, it has been getting more difficult and frequently sites don't have a choice in substitutes as there is only one.	10/18/2015 7:52 AM
30	Seems ridiculous - especially, if the 30 day permit teacher has passed a CSET...An internship is not practical because the universities do not wish to compromise a candidate's internship with only a statutory leave timeline.	10/17/2015 5:14 PM
31	This has become a burden and has interrupted the learning environment because of switching teachers.	10/17/2015 4:07 PM
32	Sometimes---mostly we have been able to secure long-term coverage, but if leave begins suddenly or unexpectedly, then several subs have been put in place initially.	10/16/2015 1:40 PM
33	In the case where the teacher's mandated leave keeps her out through the end of the school year, we have also utilized a STSP. However, the substitute is often reluctant to use this one-time-only issuance on what is not usually a full-year assignment.	10/16/2015 11:32 AM
34	This practice compromises quality of instruction and assessment, and home/school communication.	10/16/2015 9:22 AM
35	Not yet, but getting to that point. We had to raise our sub rate to compete with surrounding Districts.	10/16/2015 8:56 AM
36	In the past this has been necessary.	10/15/2015 6:18 PM
37	Instruction is seriously compromised and results in high parent complaints.	10/15/2015 6:04 PM
38	We've dealt with this primarily relating to vacancies only. In one circumstance 4 years ago, we did have challenges with HS math due to a terminal illness.	10/15/2015 5:39 PM
39	Yes, the rotation is the only way to follow the "rules" and is very disruptive to our students.	10/15/2015 5:07 PM
40	It is extremely difficult to find candidates that are eligible even for emergency credentials in special education	10/15/2015 3:13 PM
41	We have difficulty securing a substitute for students in the severe cognitive disability program.	10/15/2015 12:31 PM

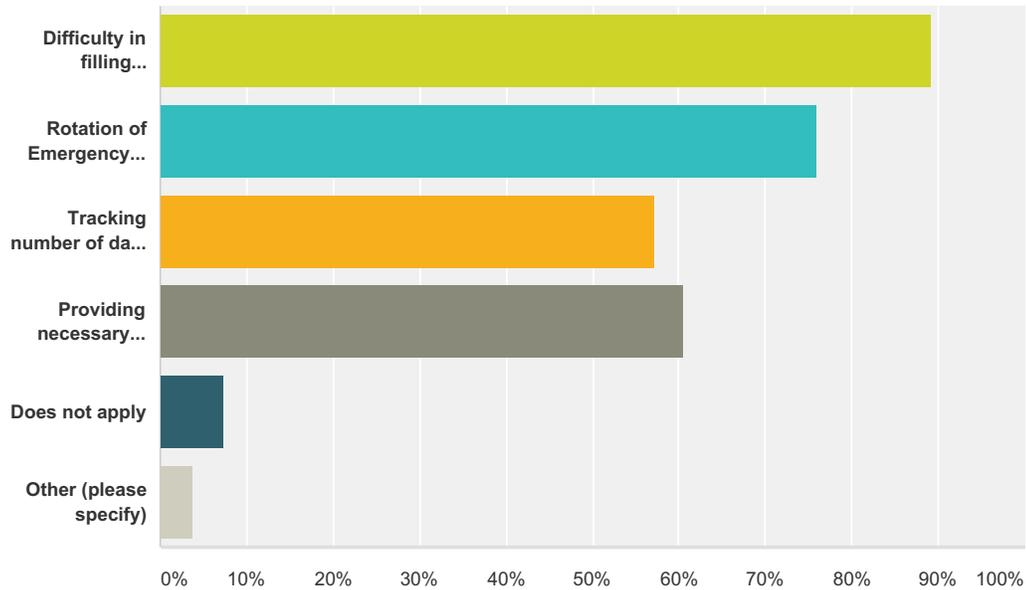
Proposed Teaching Permit for Statutory Leave (TPSL)

42	Yes, it does our students a dis-service to have multiple teachers in the classroom every 30 days.	10/15/2015 11:20 AM
43	It is not uncommon to have a series of subs to cover the absence for one teacher. If the Emergency Sub Permit Teacher is out sick on any given day, then a random substitute teacher must be located and assigned.	10/15/2015 8:21 AM
44	which causes a bit of dysfunction for the students in having rotating subs while their teacher is on a LOA	10/14/2015 9:33 PM
45	I am aware of this practice - has been increasingly necessary and detrimental to students	10/14/2015 8:41 PM
46	We only have 2 subs and do not have the ability to rotate subs.	10/14/2015 7:05 PM
47	Which seriously impacts our students negatively. Not having a consistent staff, particularly in a special ed. classroom becomes more problematic.	10/14/2015 6:28 PM
48	we utilize long term subs that are properly credentialed	10/14/2015 4:07 PM
49	This lack of continuity is not good for our students	10/14/2015 2:56 PM
50	This makes the sites, subs and sometimes parents upset.	10/14/2015 2:33 PM
51	Horrible for continuity in the classroom for student learning and even worse for special Ed settings where routine is crucial.	10/14/2015 1:22 PM
52	I am answering this question based on my experience with serving our districts, not just for our county classrooms.	10/14/2015 1:18 PM
53	There is currently pending litigation regarding this matter in a special education classroom.	10/14/2015 12:50 PM
54	or sometimes we hire a temporary teacher, much more hiring paperwork and difficult when leave dates may be uncertain. then we have to release the teachers through the governing board	10/14/2015 12:31 PM
55	This is even more impactful when the classroom is special education	10/14/2015 10:46 AM
56	For gen ed classrooms we use fully credentialed teachers. Sped is much more difficult, particularly preschool	10/14/2015 10:45 AM
57	At times unable to find subs	10/14/2015 10:04 AM
58	Yes districts within the SELPA experience difficulty	10/14/2015 9:55 AM
59	We only hire credentialed teachers to fill these positions to begin with	10/14/2015 9:38 AM
60	Sometimes	10/14/2015 8:07 AM
61	On rare occasions when we are required to use someone with a 30 day credential	10/13/2015 10:43 AM
62	On occasion as a last choice.	10/13/2015 10:25 AM
63	happening most of the time November through rest of school year.	10/13/2015 9:51 AM
64	This is our last resort option but it has been necessary due to the inability to recruit for a "leave vacancy". Applicants are less interested in a temporary contract for 1/2 year or 1 year than they have been in past years.	10/13/2015 9:38 AM
65	We use substitutes who have permits in place.	10/13/2015 9:28 AM
66	We are usually able to staff with a fully credentialed teacher, but occasionally have had to staff with one or more teachers with emergency permits per assignment.	10/13/2015 9:24 AM
67	This and the previous 2 questions need to be asked of individual programs and personnel department.	10/13/2015 9:17 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

Q5 Do you experience any of the following staffing issues in classrooms with teachers of record out on statutory leave(s)? More than one response may be selected.

Answered: 676 Skipped: 97



Answer Choices	Responses
Difficulty in filling statutory leave assignments with appropriately credentialed teacher	89.20% 603
Rotation of Emergency Substitute Permit holders	76.04% 514
Tracking number of days served by Emergency Substitute Permit holder	57.25% 387
Providing necessary training for substitutes to support a safe and productive learning environment	60.50% 409
Does not apply	7.25% 49
Other (please specify)	3.85% 26
Total Respondents: 676	

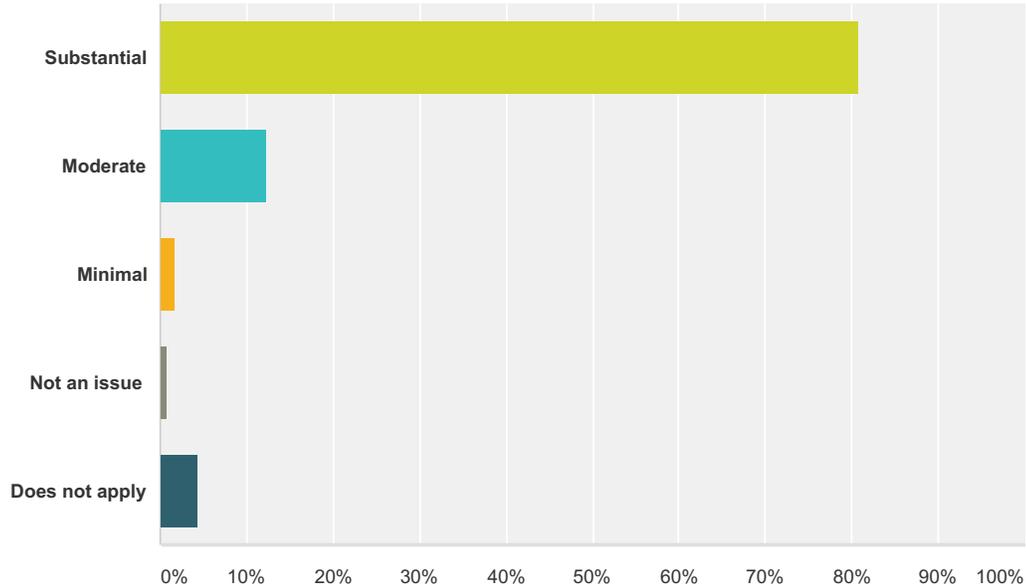
#	Other (please specify)	Date
1	Shortage of Substitute Teachers and Teachers in our district!	10/23/2015 12:14 PM
2	Parent complaints.	10/23/2015 8:45 AM
3	In our Division of Special Education, we just get the substitute acclimated to the procedures used for the specific classroom of students and we have to switch for a new person and start all over again.	10/22/2015 1:46 PM
4	The rules are complex depending on disability of student	10/21/2015 4:25 PM
5	The leave can sometimes be sudden, which compounds the problem. All of the above becomes doubly difficult.	10/21/2015 2:42 PM
6	Student behavior issues due to the constant changes in staffing!	10/21/2015 1:05 PM
7	During the first 30/20 days, we have been in the position of trying to hire substitute teachers that hold the correct credential, which isn't always the best match because we have no history with the substitute teacher.	10/20/2015 7:49 AM
8	Having special education every 20 days, causes great disruption in classes that need continuity most	10/19/2015 2:39 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

9	depends on position	10/19/2015 1:00 PM
10	Yes, the majority of the time we cannot find a properly credentialed educator for long-term assignments and therefore we are required to rotate in educators every 20 or 30 days. This creates a substantial disruption to our severely handicapped students who thrive on consistency. When we are forced to rotate in another educator, the students will usually suffer a setback in their learning and behavioral goals.	10/19/2015 11:06 AM
11	Addressing the concerns of parents.	10/19/2015 9:57 AM
12	A lackn of substitutes in a rural area.	10/16/2015 10:06 PM
13	inconsistency of instruction due to the rotation of sub permit holders	10/16/2015 10:24 AM
14	The amount of work that goes in to track the information is horrendous. We also do not have consistency for the students.	10/16/2015 9:30 AM
15	Continuity for students which is very important in the learning environment.	10/15/2015 6:19 PM
16	In isolated circumstances.	10/15/2015 5:40 PM
17	ALL of the above	10/15/2015 3:13 PM
18	Lack of continuity for students who perform better with familiar staff	10/15/2015 12:30 PM
19	Local agencies struggle with filling with appropriately credentialed teachers and the learning environment suffers because children have rotating subs.	10/15/2015 11:30 AM
20	For special ed. positions, it's a challenge to get IEPs and other related paperwork taken care of within legal timelines	10/15/2015 7:09 AM
21	The basic problem is the overall teacher shortage which results from the many financial and testing barriers placed in the way of Latino and African-American prospective teachers	10/15/2015 6:21 AM
22	See responses to previous questions.	10/14/2015 7:06 PM
23	as stated pref only in high need areas do we experience difficulty; hoverer our district is small only 10 schools	10/14/2015 4:08 PM
24	There is such a shortage of special education teachers that filling such statutory leaves is almost impossible. We end up with a different sub every 20 days in classes where consistency is the greatest of needs.	10/14/2015 2:34 PM
25	Difficulty finding anyone at all sometimes with shortage of subs.	10/14/2015 1:23 PM
26	Substitutes also cannot perform non-classroom related mandated activities like assessment, goal development or IEP development.	10/14/2015 12:44 PM

Q6 How would you rate the educational impact on students when using a series of rotating Emergency Substitute Permit holders in classrooms where the teacher of record is out on statutory leave(s)?

Answered: 674 Skipped: 99



Answer Choices	Responses	Count
Substantial	80.86%	545
Moderate	12.31%	83
Minimal	1.63%	11
Not an issue	0.74%	5
Does not apply	4.45%	30
Total		674

#	Additional Comments	Date
1	The best for our students is consistency. It goes against best practices to have a qualified person moved simply because we are unable to have them stay more than 30 days	10/26/2015 9:11 AM
2	I receive numerous complaints daily from parents and/or guardians, that the level of teaching is not ideal for their student. Either their student has had numerous different substitutes as they are not trained to handle or teach, merely babysit their student. The general consensus is that their student is not benefited in anyway by having inconsistent adults that are not highly qualified teachers, how is the child to progress.	10/26/2015 8:10 AM
3	It creates a serious issue and a lack of continuity for the students, parents ... etc.	10/22/2015 6:01 PM
4	In the court and community school setting, consistency is the most important part of reaching our students. The inconsistency of rotating subs creates an unnecessary inconsistency.	10/22/2015 1:28 PM
5	We simply need someone willing to put in the effort at this point. We are desperate!	10/22/2015 11:41 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

6	Our District serves students who do not have a stable home life. Sometimes the only consistency they experience comes from their teachers and the routine developed at school. We have a large number of Autistic children and they simply are not able to cope with change, so forcing our district to rotate substitutes through their classroom is devastating to them. Many are already upset that their regular teacher is out due to surgery or to have a baby and then they must deal with multiple substitutes on top of this. It results in very little growth for them during the school year and issues with discipline that would otherwise not occur.	10/22/2015 10:52 AM
7	Especially in the area of Special Education.	10/22/2015 9:42 AM
8	dependent upon the experience of the substitute that is selected to step in.	10/22/2015 8:35 AM
9	Changes are hard for the students	10/21/2015 4:26 PM
10	It is a disservice to the students to always have different teachers, especially when the substitutes will not even stay for the whole 30 or 20 days.	10/21/2015 4:14 PM
11	It is not fair to our students to have subs rotating all the time. It is especially difficult for the SPED environment.	10/21/2015 4:07 PM
12	Students do not benefit from revolving subs. They need the stability of one teacher and not multiple ones. The SPED environment is hit the worst.	10/21/2015 3:57 PM
13	We have seen an increase in complaints from parents in the last couple of years.	10/21/2015 2:55 PM
14	Fortunately, we rarely have to use a series of subs on only the Emergency 30-Day Sub Permit in our district.	10/21/2015 2:53 PM
15	We do not do the students a service to switch teachers every 30 days	10/21/2015 2:49 PM
16	Having subs without the appropriate training and experience often requires the site administrator to dedicate excessive amounts of time managing parent concerns.	10/21/2015 2:48 PM
17	Depending on the age level and whether or not we are talking about special education students.	10/21/2015 2:44 PM
18	Depends on program.	10/20/2015 12:16 PM
19	But takes a lot of administrative and teacher time to reduce the often negative educational impact for students.	10/19/2015 6:43 PM
20	Depends on subject. Substantial when special education is involved.	10/19/2015 2:39 PM
21	substantial in a negative way	10/19/2015 1:29 PM
22	substantial negative impact	10/19/2015 1:27 PM
23	have rarely had the issue but when we have it was not a good situation	10/19/2015 1:02 PM
24	Rotating in educators negatively impacts the students ability to thrive. The majority of our students suffer a setback in their learning and behavioral goals when there is inconsistency in providing a consistent teacher.	10/19/2015 11:11 AM
25	do not know	10/19/2015 10:17 AM
26	Especially in Special Education assignments.	10/19/2015 9:58 AM
27	Again, the students with the most needs, and require the most stability, are penalized by the CTC because the CTC set an arbitrary number of days a substitute can be in a classroom.	10/19/2015 9:16 AM
28	hard-to-fill areas	10/17/2015 5:15 PM
29	It's difficult enough to have a substitute in the classroom, but with rotating 2 or 3 subs in one time can be extremely disruptive to the learning environment.	10/16/2015 4:04 PM
30	Students need stability and their regular teacher is already out long term they need a substitute they can depend on being there for them.	10/16/2015 3:48 PM
31	It's very hard on students when subs are rotating in and out of a classroom.	10/16/2015 2:08 PM
32	In SpEd there are well trained staff also serving in the classroom for support.	10/16/2015 11:53 AM
33	It is NOT what is best for our students to rotate substitutes throughout the classroom. I will be facing this for the first time this year as a principal with one of my teachers.	10/16/2015 11:31 AM
34	detrimental to student learning	10/15/2015 6:05 PM
35	Some days the students are sent to other classes and there are no desks or materials for them. Other days different staff and principals are sent in, which is also a disruption to their instruction.	10/15/2015 5:08 PM
36	It is very difficult for students and staff not having a permanent teacher	10/15/2015 4:37 PM
37	We have excellent substitute teachers who could fill in but are required to rotate subs	10/15/2015 3:14 PM

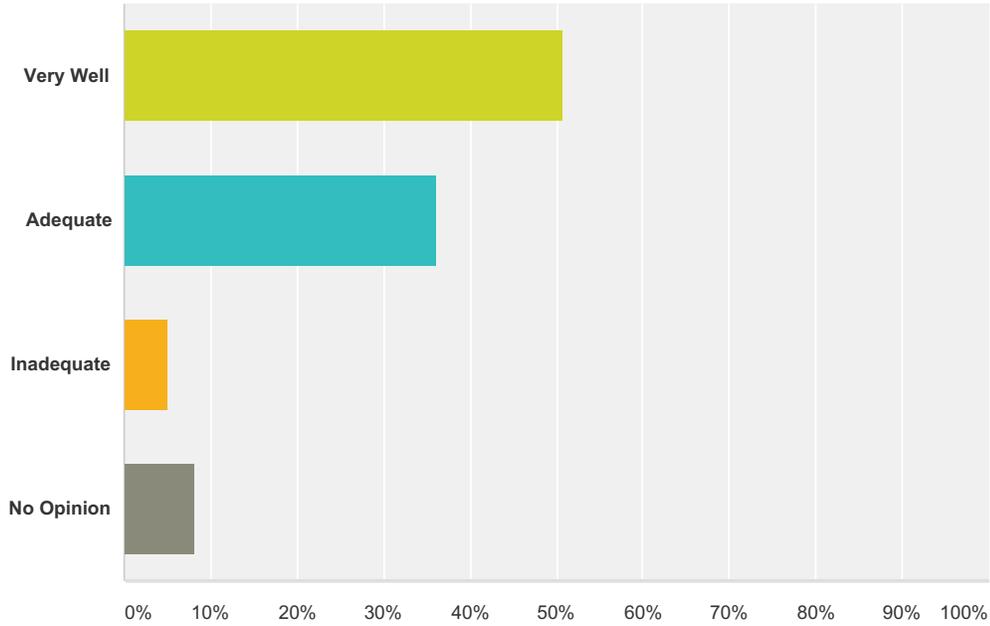
Proposed Teaching Permit for Statutory Leave (TPSL)

38	Common formative assessment results show lower performance in classes where a series of rotating emergency subs are used.	10/15/2015 2:39 PM
39	It creates stress for students and staff.	10/15/2015 12:32 PM
40	Substantially NEGATIVE impact on learning. A friend of mine was hired as a kindergarten teacher after a series of 6 or 7 subs preceded her. The children were a mess, emotionally and academically. Literally, she had to start from the beginning.	10/15/2015 11:32 AM
41	This is an area of great concern. Students become frustrated, regress academically and behaviorally. Parents express displeasure.....everyone is frustrated!	10/15/2015 9:12 AM
42	Students in these classes demonstrate increased behavior challenges and may not experience the necessary academic growth.	10/15/2015 8:22 AM
43	It's especially challenging in our autism programs as those students need consistency	10/15/2015 7:10 AM
44	The biggest problem for students is the need for a more representative teaching force which will be more inclined to stay in the schools. Other actions are only band-aids	10/15/2015 6:23 AM
45	When a sub rotates every 20 days, the educational progress of students in special education falls. It takes a week or two to train a new teacher in an SDC and we have to just keep repeating the process.	10/14/2015 6:29 PM
46	We do not do this	10/14/2015 4:08 PM
47	Special Education is most impacted.	10/14/2015 2:35 PM
48	This severely impacts the learning environment and disrupts student academic, social and behavioral progress.	10/14/2015 2:29 PM
49	Interrupts the learning process and continuity of lessons, kids have to learn what that new teacher is expecting and then it changes with the new sub, parents get very upset, just not a good learning environment for anyone.	10/14/2015 1:26 PM
50	Administrators here feel strongly that rotating teachers is not good for the students and does not provide a stable learning environment	10/14/2015 12:32 PM
51	Particularly for students with IEPs and 504 plans	10/14/2015 10:47 AM
52	Inconsistency is not good for any classroom	10/14/2015 10:46 AM
53	Substantially poor	10/14/2015 9:56 AM
54	disruptive to students, create non learning environment	10/13/2015 9:56 PM
55	Consistency in the classroom is so important. Initially using a 30-day sub permit holder may be OK -- then we find out that the teacher will be out for an extended period of time. Changing substitute teachers is very difficult on the students. The 30-day substitute permit holder when they are in for 30 days, makes a bond with the students and establishes a rapport with both parents, students and staff. If we are able to extend them in the classroom, that would be very beneficial to all!	10/13/2015 3:21 PM
56	It is exceptionally hard on students to have rotating subs every 30 days and even harder on Special Ed students who become very attached to their teachers! The more severe students become violent and disruptive.	10/13/2015 3:20 PM
57	Usually most evident is their change in behaviors. Maladaptive behaviors increase when there is uncertainty, (as to who is teaching that day); change itself can cause disregulation of students.	10/13/2015 12:34 PM
58	We serve medically fragile students as well as students with behavioral difficulties that require staff with specialized training. It is very difficult to get new subs trained properly every 20 days.	10/13/2015 12:18 PM
59	It really depends upon the teacher and the unique circumstances in each case.	10/13/2015 10:44 AM
60	There is a substitute shortage in our local community so this makes a big impact on kids and learning.	10/13/2015 10:30 AM
61	Many complaints from Principals explaining how difficult this is for students	10/13/2015 9:53 AM
62	by the time the substitute has really developed a feel for the class, curriculum and the students, their 30 days is up and we start all over again. Student behavior and discipline becomes a bigger issue and students are not focused on learning.	10/13/2015 9:41 AM
63	Parents raise concerns which puts an added burden on site administrators and teachers to not only support the substitutes but to take time to answer parent questions and quell their concerns.	10/13/2015 9:12 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

Q7 How well will the proposed Teaching Permit for Statutory Leave (TPSL), as described in the concept paper, provide a solution to the staffing issues addressed in this survey?

Answered: 657 Skipped: 116



Answer Choices	Responses	
Very Well	50.68%	333
Adequate	36.07%	237
Inadequate	5.02%	33
No Opinion	8.22%	54
Total		657

#	Additional Comments	Date
1	I hope very well. We won't know until its in place but its so nice the Commission is working on providing us a tool to help the kids in this area.	10/26/2015 8:21 AM
2	In my opinion I would rather have a HQT teacher in a class to teach my child, however as this is not always the case, I believe the TPSL would most definitely benefit my child in that they would have one person, one teaching style, one person to be contacted regarding my child's class participation or non-participation. Also as an employee that calls for substitutes in my opinion it eliminates the students being "farmed out", alleviates the pressure put on other teachers/students learning. Less disruptions to a child's daily, weekly, monthly, yearly learning.	10/26/2015 8:15 AM
3	It will offer another option and some relief to this unfortunate situation we find ourselves in during these difficult times.	10/23/2015 12:16 PM
4	Again, not completely sure.	10/23/2015 10:14 AM
5	It needs to be more than just for statutory leave	10/22/2015 5:32 PM
6	Although we might still have an issue finding candidates with the required number of units--we are rural and remote.	10/22/2015 4:21 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

7	It will depend on what the pre-service hours need to look like and how they need to be implemented.	10/22/2015 1:47 PM
8	I am wanting to steer away from hiring 30 day permit substitutes however, when we run into an issue of a delay of issuance of a credential ie.. an out of state new hire or someone who just finished the program who has student taught in the District than this would be a great option and best for students to have the consistency	10/22/2015 12:52 PM
9	Theory and practice are not always aligned. I think we'd have to experience the proposal before having an opinion but in theory it does seem helpful.	10/22/2015 11:58 AM
10	However, it is a step in the right direction.	10/22/2015 11:42 AM
11	Due to the severe shortage of teachers in our state, we have little hope of ever having fully credentialed teachers on our substitute lists.	10/22/2015 10:55 AM
12	Concern: Sometimes the need is immediate. If there aren't persons holding this document already, acquiring the pre-service training in a timely way could be an issue.	10/22/2015 9:42 AM
13	I don't see how it would make an impact other than SPED which is the area we have the most trouble.	10/22/2015 7:37 AM
14	The 45 hours of training could present some problems if a teacher goes out on leave with out much notice	10/22/2015 7:27 AM
15	90 Days would be better as that would allow us to fill the position for the semester, as typically a teacher is out for a semester or a quarter	10/21/2015 4:34 PM
16	Credentials for the past 30 years have not helped our program on bit. I do not expect this to help. I am sute nre requirements will happen instead.,	10/21/2015 4:28 PM
17	In those circumstances where the permit would apply, it would be very useful.	10/21/2015 4:14 PM
18	I would hope this document would be issued for one calendar year in case another long term assignment arises. Will they be able to sub day-to-day in between assignments?	10/21/2015 4:05 PM
19	Difficult to meet compliance	10/21/2015 3:34 PM
20	Will it be limited to a teacher? If so, I'm not sure subs will be willing to pay \$100 for the permit if they will only be using it for a couple of months.	10/21/2015 3:10 PM
21	The TPSL does not require the substitute to have any courses or training for serving Special Education students. (Our highest need area) Also, how would a district document the Verification of Orientation, Guidance, Assistance, Mentoring, and Staff Development requirement?	10/21/2015 3:01 PM
22	Concerned about 45 hours of pre-service orientation. There is not enough informaiton in proposal to know what this is and how difficult it will be to achieve.	10/21/2015 2:48 PM
23	With the 45 hour (each permit) requirement, I do not foresee many subs taking advantage of this. That is equivalent to a semester class, and the sub's entire assignment may be less days. It is too much to expect to fill an emergency situation. Perhaps if it was a one time requirement.	10/21/2015 2:44 PM
24	It is pitful that we would consider putting so many untrained and essentially unqualified staff in our classrooms-- especially our special education classrooms who currently have completely unqualified, poorly trained staff (most). I wonder why in the world we wouldn't first look to our retirees who would be interested in boosting their income, interested in working but not full time. It seems they would be an ideal first choice. Why not deal with the CalSTRS issues and provide some opportunities for truly qualified personnel to staff our classrooms.	10/20/2015 5:44 PM
25	Concerns regarding adding an additional permit to an already complicated system. Also added staff time to recruit, submit applications, and track these substitutes.	10/20/2015 12:23 PM
26	I need to review our records to see which substitute teachers are eligible for this permit.	10/20/2015 11:15 AM
27	Though the proposal is somewhat restrictive, though I understand the reasoning. I think a rating between adequate and very well would be more accurate.	10/20/2015 9:29 AM
28	The 45 Day Locally developed pre-service preparation could be a tremendous challenge for school districts.	10/20/2015 9:01 AM
29	This is a simple problem of limiting the number of days a substitute teacher may serve in one of these assignments. There has been no problem with identifying capable substitutes to perform the service. There is no need to complicate this process by requiring more bureaucratic red tape. This is creating multiple new problems where there was only one previously. Simply allow the substitute teacher to serve for a period up to the duration of the statutory absence in these specific situations.	10/20/2015 8:30 AM
30	Questions: Because employee can't request to have a TPSL, then does the LEA offer this to all substitutes and come up with a 45 hour training-say in Summer and then qualify TPSL ready subs who may or may not use it that year? Seems like substantial work and fiscal impact on LEA-for a small district like ours, I see that as a challenge.	10/19/2015 6:53 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

31	I don't think our subs would want to take additional courses if needed, most are retired people, or working on their CA credential. How about the 30 day limit be revised instead to a different number? Most of the time its not known if an employees absence will exceed 30 days until the day of or week before...unless its a planned extended Family Leave.	10/19/2015 4:22 PM
32	We are a geographically remote community and suffering a severe teacher shortage in general. I have current vacancies in math, physics, and special education.	10/19/2015 3:45 PM
33	It would be a great help to have a sub for the duration, but the 45 hours of local pre-service prep could be a burden for small districts not only to create it and provide it, but to pay the person for the 45 hours to complete it. Maybe COEs could develop a program to provide this for small districts	10/19/2015 3:22 PM
34	seems like a more red tape to go through to hire a long-term sub and there is a huge sub shortage across the state.	10/19/2015 3:13 PM
35	We have many qualified folks who hold 30 day permits who have great relationships on our campus.	10/19/2015 3:04 PM
36	But I have concerns about the 45 hour training.	10/19/2015 2:58 PM
37	There is a great need for this.	10/19/2015 2:52 PM
38	The challenge of providing 45 hours of training at the Local Level seems excessive. Had it been a smaller amount, I would support it at a higher level.	10/19/2015 2:50 PM
39	I think it will help. No silver bullet, but a step in the right direction. I think as districts we do the best we can to find the best solutions, and often, each situation in different. I think if we have a rationale as to what the class is that is on leave and who is available, we can come up with a workable solution that meets the needs of students.	10/19/2015 2:42 PM
40	will not know until we experience coverage utilizing this TPSL permit	10/19/2015 1:22 PM
41	Not sure but it seems like a step in the right direction	10/19/2015 1:07 PM
42	The proposed TPSL will allow an opportunity to provide a consistent educator to our students; giving them a better opportunity to learn and thrive.	10/19/2015 12:19 PM
43	With the sub and teacher shortage, it will still be difficult to actually find these people	10/19/2015 12:10 PM
44	concerned about the 45 hours of pre service	10/19/2015 10:17 AM
45	This at least gives us an opportunity to keep a substitute until the teacher of record returns.	10/19/2015 9:17 AM
46	I believe that it is a great first step, however I believe that the 45 hour requirement will serve as a barrier possibly as high as the original 30 day limit of the sub permit. As a district, we do not have the extra resources to provide this training, and I do not expect that many substitutes will be willing or able to complete this requirement in the time needed.	10/19/2015 8:41 AM
47	It will help greatly.	10/19/2015 8:09 AM
48	It's already difficult to find mentors for BTSA/Induction participants and Interns - this plan would add another level of difficulty in finding a replacement teacher.	10/19/2015 7:38 AM
49	If one happens to secure the sub, it could work well. That said, this will limit availability of subs to one district which could be problematic.	10/18/2015 7:55 AM
50	We can't find enough substitutes as it is. This will make it more difficult.	10/16/2015 10:08 PM
51	This is just another emergency permit with another name - and just more paperwork - I don't see how this permit makes the substitute any more qualified. Dumb idea.	10/16/2015 4:16 PM
52	The 45 hours of training is going to be highly problematic	10/16/2015 3:36 PM
53	Not sure how many people will meet requirements	10/16/2015 3:05 PM
54	This will allow us to use our "regulars" in a way that creates consistency in our classrooms. Just when they are getting into the swing of things they have to be taken out. Consistency, especially in Special Education, is crucial. This may also help the teacher who is out feel more comfortable with the teacher covering their absence so they can actually take time to recover, or enjoy their new baby, instead of worrying about their students.	10/16/2015 2:30 PM
55	30 hours would be more realistic for the pre-service requirement. Most often these substitutes are extended after already serving a period of time in the classroom before the teacher or record has extended leave. 45 hours seems labor intensive for the District and the substitute for a pre-service requirement as these teachers are supported by the site administration and their grade level team and usually included in collaboration and training opportunities at the site.	10/16/2015 11:46 AM
56	Hopefully this will go into affect SOON!	10/16/2015 11:31 AM
57	Not sure who would track the pre-service hours, credential analyst heavily impacted already.	10/16/2015 8:59 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

58	The districts will need to provide additional support to these teachers before they can join the workforce. More info and clarity is needed in this area.	10/15/2015 6:38 PM
59	The 45 hour training component would be difficult for a small district.	10/15/2015 5:42 PM
60	I hesitate to say very well only because we will still have a shortage of subs. However, when we do find a sub we could at least have consistency for the students and better quality of instruction. This permit will be a great help. We thank the CTC for thinking outside of the box to come up with this solution.	10/15/2015 5:09 PM
61	Finding teachers with the required 20 semester units of coursework across specified content areas could become challenging.	10/15/2015 3:36 PM
62	I think having a higher level of qualification is important but I think the additional hours of training required to renew is excessive for an annual renewal (how about 2 years)? Also, coming up with a training program to provide those additional hours is challenging for a district. Would a SELPA or COE have such a program?	10/15/2015 2:13 PM
63	Concern: vague language around "Completion of 45 hours of locally developed pre-service orientation and preparation aligned with specified content areas of study as defined in regulations"	10/15/2015 12:59 PM
64	<p>Proposed Teaching Permit for Statutory Leave (TPSL) Feedback Survey</p> <p>https://www.surveymonkey.com/r/ProposedTPSL 1. Please select the option below that best describes the organization you represent: County Office of Education School District Charter School Non-Public School or Agency Institution of Higher Education Other (please specify) 2. Does your Local Employment Agency experience any staffing issues related to teachers of record out on a Federal or State statutory leave? Yes No Does not Apply Additional Comments: Our university teacher education placement system is only slightly affected by long-term absences. However, our local schools, of course, are highly challenged regarding identifying substitutes of high quality. The TPSL proposal is a brilliant solution to maintain ONE TEACHER in the classroom during the regular teachers' absence. 3. How would you rate the level of difficulty in staffing classrooms for teachers of record out on statutory leave beyond 30 days (20 days for Special Education)? Substantial Moderate Mild Not an issue Does not apply Additional Comments: I know it is challenging for our local school districts. 4. When the teacher of record is out on a statutory leave beyond 30 days (20 days for Special Education), has it been necessary for your Local Employing Agency to use a series of rotating Emergency Substitute Permit holders to staff the classroom? Yes No Does not Apply Additional Comments: I have seen situations where even a kindergarten class in our local school district would have several consecutive substitute teachers . . . very poor for the learning environment. 5. Do you experience any of the following staffing issues in classrooms with teachers of record out on statutory leave(s)? More than one response may be selected. Difficulty in filling statutory leave assignments with appropriately credentialed teacher Rotation of Emergency Substitute Permit holders Tracking number of days served by Emergency Substitute Permit holder Providing necessary training for substitutes to support a safe and productive learning environment Does not apply Other (please specify) 6. How would you rate the educational impact on students when using a series of rotating Emergency Substitute Permit holders in classrooms where the teacher of record is out on statutory leave(s)? Substantial Moderate Minimal Not an issue Does not apply Additional Comments: Rotating several subs through a classroom provides a substantial negative impact on learning. 7. How well will the proposed Teaching Permit for Statutory Leave (TPSL), as described in the concept paper, provide a solution to the staffing issues addressed in this survey? Very Well Adequate Inadequate No Opinion Additional Comments: Please allow for additional university coursework, workshops, and conferences to fulfill "locally developed pre-service preparation" hours, in addition to the district. For example, 45 hours could equal a 3-unit preservice class in reading. Not only would it provide helpful training, it would also help the candidate to move towards a credential. 8. Are the proposed requirements for the initial issuance of the Teaching Permit for Statutory Leave (TPSL), as described in the concept paper, appropriate for an interim teacher of record beyond 30 days? Appropriate Somewhat Appropriate Not Appropriate No Opinion Additional Comments: Please allow for additional university coursework, workshops, and conferences to fulfill "locally developed pre-service preparation" hours, in addition to the district. For example, 45 hours could equal a 3-unit preservice class in reading. Not only would it provide helpful training, it would also help the candidate to move towards a credential. 9. Are the proposed renewal requirements for the Teaching Permit for Statutory Leave (TPSL), as described in the concept paper, appropriate for continued service as an interim teacher of record beyond 30 days? Appropriate Somewhat Appropriate Not Appropriate No Opinion Additional Comments: Please allow for additional university coursework, workshops, and conferences to fulfill "locally developed pre-service preparation" hours, in addition to the district. For example, 45 hours could equal a 3-unit preservice class in reading. Not only would it provide helpful training, it would also help the candidate to move towards a credential. 10. Please provide any additional feedback not already covered in the survey based on an overall review of the Proposed Teaching Permit for Statutory Leave (TPSL) concept paper.</p>	10/15/2015 11:32 AM
65	It would be a great solution to this ever-growing problem.	10/15/2015 11:21 AM
66	It will help alleviate finding subs to fill the position(s); however I'm concerned that the 45 hour yearly requirement may deter subs from agreeing to applying for this permit, especially since they will not procure the same benefits a regular employee receives.	10/15/2015 11:12 AM
67	Some question about the 20 semester units of coursework across specified content areas. What does that look like?	10/15/2015 8:35 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

68	I do agree that the proposal will help with the overall issue. The concern is developing, providing and funding the 45 hour locally designed training.	10/15/2015 8:28 AM
69	It will amplify the number of candidates that we can select from when filling a long-term vacancy.	10/15/2015 8:23 AM
70	It will not help as much as making it possible for Latinos and African-Americans to get into teaching. The most important thing is breaking down the barriers that keep people of color out of the profession, including tests and fees and the general requirement to work for year for free as a student teacher.	10/15/2015 6:24 AM
71	will allow for stability in 1 sub while teacher on leave	10/14/2015 9:34 PM
72	There should be a stipend built in for the mentor teacher at the school site.	10/14/2015 7:20 PM
73	Have not seen the concept paper. Where is it?	10/14/2015 7:07 PM
74	not sure	10/14/2015 4:09 PM
75	Depends on whether the subs qualify (units) and agree to the pre-service pd annually to renew. Cost of implementing and delivering pd as well as offer TPSL subs a higher rate of pay for their efforts and qualifications. Lots to work out ahead of time with no way of knowing who will actually qualify and be willing to participate in the pd. PD delivery would need to be online or continual in order for it meet pre-service requirement as new subs show up through the year.	10/14/2015 3:12 PM
76	The only thing keeping me from stating very well is the 45 hours requirement. I am not sure how this will be accomplished. As what happens if a sub is covering an assignment for one teacher first semester, then that teacher comes back and that sub covers another teacher for second semester? Will we need to apply for another TPSL and complete another 45 clock hours? Has multiple long term assignments within one calendar year been considered? Also will an individual be required to hold a 30 Day Sub permit and a TPSL at the same time?	10/14/2015 2:38 PM
77	The 45 hours of training could become an issue, but maybe surrounding districts could do this together? Would students in a credential program but who are not eligible for an intern be able to use those class hours towards or to fulfill the 45 hours? I know its for the LEA to provide but it could be helpful to use those subs in programs for this purpose since they would have some formal training and/or subject matter.????	10/14/2015 1:32 PM
78	I didn't choose "Very Well", because the teacher won't be as well prepared as a fully qualified credentialed teacher, but they are definitely more prepared than a rotation of sub permit holders.	10/14/2015 1:19 PM
79	This could provide more consistency for students	10/14/2015 10:48 AM
80	May also be necessary when a vacancy in a shortage field occurs.	10/14/2015 9:54 AM
81	Also, it will require the districts to provide needed Orientation/Professional Development that is not currently required	10/14/2015 9:52 AM
82	There are a lot of young teachers who hold a valid current CA credential who are not being hired and this would lessen their chances of getting a foot in the door.	10/14/2015 9:40 AM
83	This solution does not seem that practical. In addition to us developing our own curriculum to provide the 45 hours, which would be a big lift, my wondering is why someone would want to do this if they can just become an emergency teacher without doing it. If we would be able to put the teacher on the credentialed teacher salary schedule, then maybe it would be worth it for the teacher.	10/14/2015 9:38 AM
84	NCLB-subject matter compliance could still be an issue.	10/14/2015 9:33 AM
85	I think it should be longer than 5 months, that is just minimum and we have experienced longer periods taken by teachers	10/13/2015 3:48 PM
86	It would assist us with the need to find "qualified" permit holders.	10/13/2015 3:26 PM
87	This is so needed!!!! I have asked for years for help in this area. Please do something. PRETTY PLEASE!	10/13/2015 3:21 PM
88	However, we have never offered professional development to sub teachers and we do not know usually until a few weeks before a teacher is out who will be their sub so it's virtually impossible to know who needs to have those 45 hours of training. That is also an extreme amount of training that we would have subs out for full days of training, being paid and not covering classes where we need them.	10/13/2015 3:16 PM
89	I haven't read it. Is there a provision for experienced teachers? (I taught sp. ed. for five years, before NCLB. I have a MA in Sp. Ed., but no credential in Sp. Ed...my credential is in a Gen Ed subject). BCBA's and other professionals would serve as great Sp. ED teachers, so, are there provisions for experience and education?	10/13/2015 12:38 PM
90	I am a bit concerned about resource issues for providing the necessary hours of training as well as securing mentor teachers. The current intern credential requirements as well as placing student teachers has created a great strain on the number of mentor teachers available.	10/13/2015 12:32 PM
91	Depends on how and who will be required to provide the 45 hours of pre-service orientation.	10/13/2015 10:34 AM

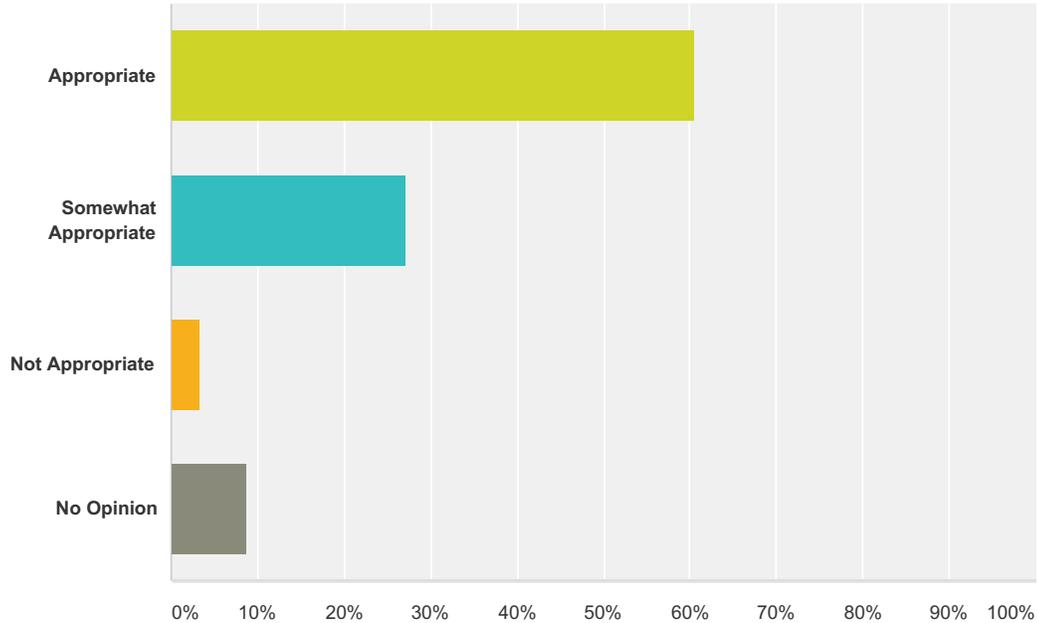
Proposed Teaching Permit for Statutory Leave (TPSL)

92	If allowed for middle/high school departmentalized assignments - the concept paper provided seems to be directed towards multiple subject (self-contained) settings which we do not have in our District. The concept paper mentioned 40 units across different subject areas but not 18 units in one subject area.	10/13/2015 10:25 AM
93	Necessity? There's the PIP and STSP.	10/13/2015 10:03 AM
94	We need a solution	10/13/2015 9:54 AM
95	As it is written this looks like it would help significantly however as a small district we would need to develop a more comprehensive and formal support program for these types of staff members. Our current orientation is about 10 hours before starting plus ongoing in class support by administrators in the beginning of the assignment. Each person is observed and support is developed for them and their individual needs rather than a standard support program.	10/13/2015 9:44 AM
96	However, because of the teacher shortage, we still may not be able to find people.	10/13/2015 9:13 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

Q8 Are the proposed requirements for the initial issuance of the Teaching Permit for Statutory Leave (TPSL), as described in the concept paper, appropriate for an interim teacher of record beyond 30 days?

Answered: 639 Skipped: 134



Answer Choices	Responses	
Appropriate	60.56%	387
Somewhat Appropriate	27.23%	174
Not Appropriate	3.44%	22
No Opinion	8.76%	56
Total		639

#	Additional Comments	Date
1	Will teacher be NCLB compliant also?	10/26/2015 9:54 PM
2	Would like to see the 45 hours of pre-training more clearly defined	10/26/2015 1:59 PM
3	I have not read the paper, only the blurb before the survey.	10/22/2015 2:27 PM
4	We still anticipate having difficulty meeting the requirement for 45 hours of orientation and preparation, due to the small size of our district and lack of resources available.	10/22/2015 10:58 AM
5	Concern: Will there be standards for the pre-service training and how will the training be locally available to all counties/districts? How will pre-service training be met for an unanticipated immediate need?	10/22/2015 9:53 AM
6	45 hours of training may be excessive	10/21/2015 9:44 PM
7	As an interim teacher, would he/she be adopting the lesson plans created by the teacher of record? If no, is 20 units of coursework and 45 hours of pre-service enough? IHEs are required by the CTC to have 120 hours of seat time (pre-service) before a student is considered intern eligible.	10/21/2015 4:44 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

8	On a single subject credential requiring the teacher to have 12 semester units in the subject area.	10/21/2015 4:35 PM
9	I feel the requirements meet a standard that would allow the teacher to become better over time and prepared from the onset of the assignment.	10/21/2015 4:15 PM
10	Appropriate for Gen Ed assignments but not appropriate for SPED assignments.	10/21/2015 3:02 PM
11	Coursework minimums should vary depending on assignment. Non-remedial 20 units across various subjects wouldn't be appropriate for a math or science teacher who should have more units.	10/21/2015 2:50 PM
12	45 hour class is too stringent. We will likely have very few willing subs, and often not enough time.	10/21/2015 2:45 PM
13	Still may be difficult to recruit, but would at least allow some relief.	10/20/2015 4:45 PM
14	Why not use short-term, temporary contracts with substitute teachers that have the appropriate valid credential?	10/20/2015 12:26 PM
15	The requirement for 45 hours of training will propose a burden and cause delays in filling the a vacancy which may or may not be planned well in advance.	10/20/2015 9:15 AM
16	This problem is simply about the restricted number of days that the law imposes. This is not about the requirements for the substitute teacher. If they are not performing well, they can be quickly and easily released to find another that will perform satisfactorily. There is no demonstrated need for more requirements to be placed on the substitute teachers. Simply extend the time period during which substitute teacher may serve in these specific situations.	10/20/2015 8:30 AM
17	Again, not sure of LEA impact both professional development wise and fiscally in our small district. In concept, seems very adequate.	10/19/2015 6:55 PM
18	I think its more time consuming for the sub desk and unknown if its really necessary. Most subs will not want to pay an additional fee for an additional permit to do a long-term assignment.	10/19/2015 4:24 PM
19	the option of passage of the appropriate CSETs in lieu of the 20 semester units.	10/19/2015 4:00 PM
20	referencing previous comment, might be hard for small district to provide this	10/19/2015 3:22 PM
21	Why would they need a course in PE or visual and performing arts if long-term subbing as a single subject person. Also, not sure if one course in every subject is necessary to long-term sub at the elementary level.	10/19/2015 3:15 PM
22	But not sure how the 45 hour training will be done.	10/19/2015 2:58 PM
23	Not always, but a step in the right direction.	10/19/2015 2:42 PM
24	Completion of 45 hours of locally developed pre-service orientation may be too difficult to meet and/or pay for.	10/19/2015 2:13 PM
25	45 hours of training should be concurrent with position	10/19/2015 1:38 PM
26	Although this proposed permit is exciting and will give us the opportunity to employ a consistent educator in the classroom to give the students a better opportunity to achieve their learning and behavioral goals, there is an area in the proposed permit requirements that will create some challenges. I foresee the challenge will be in providing 45 hours of PRE-SERVICE orientation and preparation. In the proposal, it is mentioned that statutory leaves are unpredictable and can begin at any time. We encounter this frequently. With that in mind, the 45 hours of pre-service that would be required may create an unmanageable obstacle, delaying the educator from beginning the assignment in a timely manner, thereby continuing with the current process of rotating in substitutes while the TPSL educator completes the initial requirements. I hope the Commission would consider a less restrictive initial pre-service requirement. Such as 7 hours of pre-service orientation/training, followed by the remainder of said requirement to be completed over the course of the employment. A total of 45 hours may be too heavy for a shorter assignment that may only last for more than 20 or 30 days but not the 5 months. It would be ideal if there were a certain number of hours required proportionate for each month of employment rather than the total of 45 being required for what may be a short assignment. This consideration would allow the educator to begin the assignment in a timely manner to provide students with little to no interruption for a successful learning environment and provide ongoing training that would be proportionate to the assignment.	10/19/2015 12:21 PM
27	Still a very small number of teachers that will be affected.	10/19/2015 10:11 AM
28	As proposed the replacement teacher would have too many prerequisite requirements.	10/19/2015 7:40 AM
29	for special education teachers, additional training regarding the requirements of IDEA should be required.	10/18/2015 6:07 PM
30	Having the local agency provide the training puts an additional requirement on districts and great difficulty for small rural districts.	10/16/2015 10:08 PM
31	Again, more paperwork for another emergency permit that doesn't make the person any more qualified.	10/16/2015 4:17 PM
32	The 45 hours of training is going to be highly problematic	10/16/2015 3:37 PM
33	45 hours for PD for the initial issuance seems too high. I think this should be lower or be just a renewal requirement.	10/16/2015 2:34 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

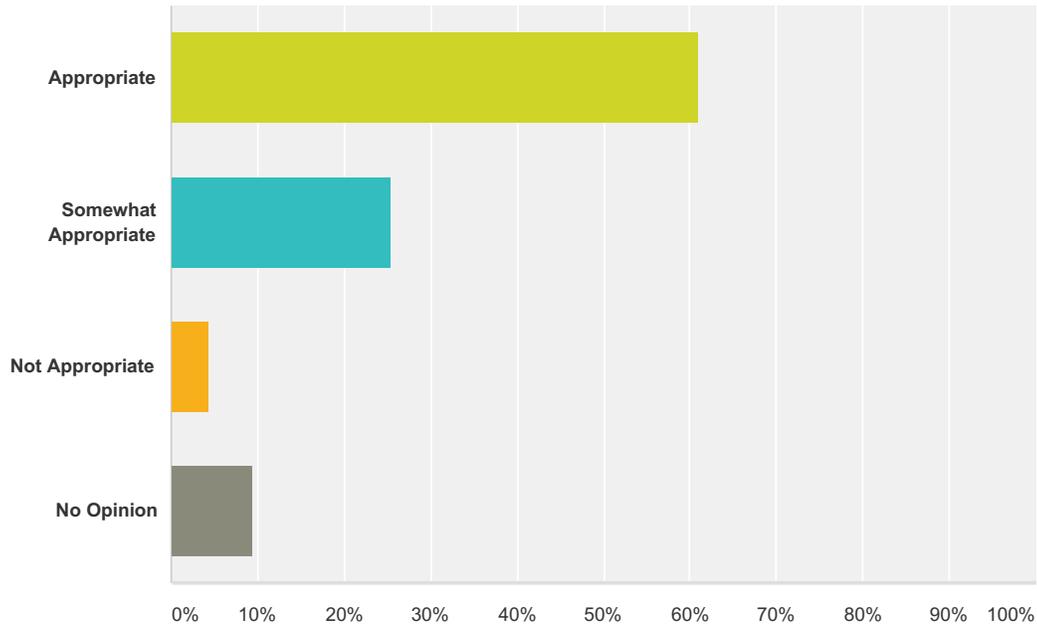
34	A plan for the 45 hours required pre-service training will have to be implemented.	10/16/2015 1:43 PM
35	45 hours of pre-staffing training is excessive and almost impossible	10/16/2015 12:48 PM
36	I'm concerned about the 45 hours of pre-service orientation.	10/16/2015 11:30 AM
37	Coursework should include behavior management & special ed. coursework since those are the hardest to fill positions.	10/16/2015 11:25 AM
38	Developing 45 hours of locally developed pre-services orientation is not realistic. Our district does not have the capacity to do this.	10/16/2015 11:17 AM
39	How are all of the requirements going to be met? Who is going to have the time to look into all of this on top of everything else that is already being done. It is difficult to even ask questions to the CTC due to the lack of customer service available to the california school districts.	10/16/2015 9:33 AM
40	How does the candidate for the TPSL complete 45 pre-service hours prior to filling the position if the teacher on record begins the leave without adequate advance notice?	10/16/2015 8:58 AM
41	Again, more guidelines are needed to determine the impact on districts to provide easy access to candidates to quicken hiring of these teachers.	10/15/2015 6:39 PM
42	The 45 hour training component would be difficult for a small district.	10/15/2015 5:42 PM
43	Concern: 45 hours of locally developed pre-service orientation and preparation aligned with specified content areas of study as defined in regulations. How will district's achieve this requirement and will it be required for ANY days beyond the 30 day permit (i.e. 31)?	10/15/2015 1:01 PM
44	45 hours of proposed training still places a significant fiscal burden on districts. Typically long term substitutes implement lessons and conduct teaching with a peer or mentor assisting (department chair, for example) or the teacher on leave is providing the planning. This proposal is a significant financial and time issue.	10/15/2015 12:44 PM
45	Please allow additional university coursework or education workshops offered at local universities to fulfill "locally developed pre-service preparation".	10/15/2015 11:35 AM
46	I don't know what completion of 45 hours of locally developed pre-service orientation (etc.) would look like? Would commission provide examples?	10/15/2015 10:27 AM
47	I am concerned about the 45-hour training and the verification of mentoring. I would want to know more about that.	10/15/2015 10:12 AM
48	see response to #7	10/15/2015 8:35 AM
49	The 45 hours of pre-service training may be difficult for the renewal process and it may not be as necessary because the teacher on TPSL would have already fulfilled a long-term assignment and the initial training. Ten to twelve hours on subsequent renewals may seem more appropriate. In addition, teachers on TPSL would naturally be expected to also participate in other ongoing professional development offered at the site or district level.	10/15/2015 8:26 AM
50	Too many hours.	10/15/2015 8:18 AM
51	Concerned about the required coursework - doesn't reference anything specific to special ed. Will comparable special ed. experience count in place of some of the 20 units?	10/15/2015 7:12 AM
52	Have not seen concept paper.	10/14/2015 7:07 PM
53	The 45 hours of training will be a challenge initially.	10/14/2015 5:35 PM
54	The requirements seem a bit intense for the terms of the TPSL and may be difficult to meet.	10/14/2015 4:24 PM
55	However, I am not sure how the 45 clock hours will be accomplished. Also, what happens if a sub is covering an assignment for one teacher first semester, then that teacher comes back and that sub covers another teacher for second semester? Will we need to apply for another TPSL and complete another 45 clock hours? Has multiple long term assignments within one calendar year been considered? Also will an individual be required to hold a 30 Day Sub permit and a TPSL at the same time?	10/14/2015 2:39 PM
56	They seem appropriate. Like other new initiatives, an option for improvement as we proceed would make things even better.	10/14/2015 1:01 PM
57	Number of hours may exceed what districts can reasonably provide	10/14/2015 11:26 AM
58	I'm not entirely clear what the 45 hours of prep involves.	10/14/2015 10:50 AM
59	If course work is taken concurrently with teaching	10/14/2015 10:05 AM
60	The 45 hours of pre-service orientation could create a problem for small districts/COEs	10/14/2015 8:32 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

61	Providing the professional development hours for "substitute teachers" who come and go could be a challenge but it would be worth trying.	10/13/2015 3:27 PM
62	Completion of 45 hours of orientation would be problematic for small school districts with limited resources	10/13/2015 1:00 PM
63	We would probably require more specific definition of the 45 hours pre-service requirements.	10/13/2015 10:29 AM
64	More needs to be known about the 45 hr requirement for pre-service development	10/13/2015 9:59 AM
65	depending on what the 45 hours of training will require and entail	10/13/2015 9:12 AM

Q9 Are the proposed renewal requirements for the Teaching Permit for Statutory Leave (TPSL), as described in the concept paper, appropriate for continued service as an interim teacher of record beyond 30 days?

Answered: 630 Skipped: 143



Answer Choices	Responses	
Appropriate	60.95%	384
Somewhat Appropriate	25.40%	160
Not Appropriate	4.29%	27
No Opinion	9.37%	59
Total		630

#	Additional Comments	Date
1	It is a significant amount of additional training each year . . . if mentoring during the interim teaching counts toward the 45 hours, then it is "doable," but if it is meant to be outside of classroom hours, it is creating a challenge.	10/22/2015 1:49 PM
2	See previous comments.	10/22/2015 10:59 AM
3	With the training, mentorship and comittment to a district or Co, perhaps the renewal could be every 2 or 3 yrs, rather than annual.	10/22/2015 9:55 AM
4	Another 45 hours of training for 2nd year may be excessive	10/21/2015 9:45 PM
5	I think further education in the particular area of assignment would also help.	10/21/2015 4:16 PM
6	I feel as though we would need guidance as to what to provide for an additional pre-service preparation beyond the initial 45 hours. Could we use units the applicant has acquired through basic credentialing courses in lieu of hours provided by the employer?	10/21/2015 3:33 PM
7	Who is responsible for the "45 hours locally developed pre-service preparation"? County Offices or School Districts?	10/21/2015 3:07 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

8	Why would they need to do an additional 45 hours of training for the renewal? If they get a good review, could that be waived?	10/21/2015 12:26 PM
9	I get it. We need some people to stand in our classrooms and apparently we're willing to take almost anyone. It's a sad day for our children.	10/20/2015 5:46 PM
10	Concerns with added costs to the District to provide mentors and training.	10/20/2015 12:32 PM
11	No. This is a simple problem of limiting the number of days a substitute teacher may serve in one of these assignments. There has been no problem with identifying capable substitutes to perform the service. There is no need to complicate this process by requiring more bureaucratic red tape. This is creating multiple new problems where there was only one previously. Simply allow the substitute teacher to serve for a period up to the duration of the statutory absence in these specific situations.	10/20/2015 8:31 AM
12	Most subs will not want to do the required hours or fees to renew.	10/19/2015 4:24 PM
13	same as previous comment	10/19/2015 3:23 PM
14	It just seems like there is more tracking now. Yearly tracking of 45 hours seems to be bureaucratic and again more red tape.	10/19/2015 3:17 PM
15	Again, not sure what the 45 hour requirement entails.	10/19/2015 2:59 PM
16	The additional hours of preparation may be burdensome.	10/19/2015 2:19 PM
17	If they are supposed to be filling in for a teacher out on a leave; who is going to fill in for the interim teacher to obtain the required training? Seems a bit extreme.	10/19/2015 1:23 PM
18	Again, I suggest a proportionate amount of training to coincide with the employment duration.	10/19/2015 12:23 PM
19	It would be appropriate if the requirements did not fall on the district.	10/16/2015 10:08 PM
20	Subs that only want to sub will not be interested in the additional 45 hours to renew...it will put back in the place we are now.	10/16/2015 2:15 PM
21	Coursework should include behavior management & special ed. coursework since those are the hardest to fill positions.	10/16/2015 11:25 AM
22	Again, 45 hours of additional "locally developed" training isn't possible in our district. It is unlikely we would use the TPSL option if it is left to our district to develop the training.	10/16/2015 11:19 AM
23	I think the additional 45 hours each year could be difficult for small school districts to handle as well as the very small pool of potential substitutes in rural, remote areas.	10/16/2015 10:23 AM
24	The 45 hour training component would be difficult for a small district.	10/15/2015 5:42 PM
25	I think an additional 45 hours is excessive for the 2nd year unless staff meetings and such count. I think the first year should require the 45 hours and then perhaps 2nd year requires somewhere between 12-24 hours	10/15/2015 4:46 PM
26	45 hours of locally developed preparation aligned with specific content areas of study could be a deterrent for teachers each subsequent year for 2 renewals.	10/15/2015 3:39 PM
27	Again, the training issue needs to be addressed. What types of training would be required - what would count - who would provide?	10/15/2015 2:14 PM
28	Again, concerned about the Completion of ADDITIONAL 45 hours of locally developed pre-service orientation and preparation aligned with specified content areas of study as defined in regulations, especially since the additional 45 hours must be beyond what was already received in the initial hours.	10/15/2015 1:02 PM
29	See previous notes...	10/15/2015 11:13 AM
30	Have a concern about the consistency and content of the 45 hours renewal requirement.	10/15/2015 10:28 AM
31	Again, I am concerned about the 45-hour requirement. Who delivers that? What is it?	10/15/2015 10:12 AM
32	The 45 hours required for first and second renewals would place more burden on the employing agency. It is wise to invest at the initial hiring, but the subsequent years would not require the same intensity of support.	10/15/2015 8:30 AM
33	40 hours of PD may be more appropriate--could be five full days of PD versus 45 hours.	10/15/2015 8:26 AM
34	Not sure what the preparation training requirements would be	10/15/2015 7:13 AM
35	It only works if there is no delay in being issued the TPSL.	10/14/2015 4:35 PM
36	Could be very hard to get additional hours and coursework done depending on local university cycles and when need first arose.	10/14/2015 4:14 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

37	While not ideal in terms of preparation, this is a far better option than the rotating subs. And with stability in the classroom, it will be easier for Districts to support and mentor the teacher.	10/14/2015 4:11 PM
38	My assumption is that it will be difficult to provide a different offering of 45 hr pd for second renewal. Still concerned that sub rates of pay won't be enough to entice a qualified (extra units) sub to continue to complete these pd hours.	10/14/2015 3:15 PM
39	However, clarity is needed in regards to what the TPSL covers? Is it valid for a year and allow the sub to cover multiple statutory leave assignments within that year or just one per TPSL?	10/14/2015 2:41 PM
40	The pre 45 hours might not be in a specific content area and might not be available to get the TPSL in an emergency leave situation for any school district in California, COE's and Districts will need to develop content ASAP for this to be valid.	10/14/2015 2:02 PM
41	Not sure how realistic they are	10/14/2015 1:34 PM
42	Number of hours may exceed what districts can reasonably provide	10/14/2015 11:26 AM
43	Again, not clear what the preparation is.	10/14/2015 10:50 AM
44	45 hours seems a little excessive	10/14/2015 10:04 AM
45	Again, 45 hours of training could create a problem for small districts/COEs	10/14/2015 8:33 AM
46	For renewal, will multiple options exist to meet the 45 hour or 12 hour requirement? For example, the LEA training could be an option, but what about those individuals who elect to enroll in part-time programs to work toward obtaining a credential, perhaps the program hours could count toward the 45 hours? Could approved programs then, in turn, use some of the hours worked under the TPSL toward meeting the student teaching/practicum requirement?	10/13/2015 4:49 PM
47	Again, we would be paying for subs to have 45 additional hours of training and not be in classrooms covering where we desperately need them to be. You figure 6 hours of training per day. That's over 7 full days we would be paying for a full day sub who wouldn't actually be in the classroom because how can we require this of them unless we pay them?	10/13/2015 3:17 PM
48	Additional 45 hours problematic for small school districts with limited resources	10/13/2015 1:07 PM
49	Proposal was not attached to survey	10/13/2015 12:38 PM
50	Unsure - need some context - how many subs are currently used in CA? How is this impacting student outcomes?	10/13/2015 12:34 PM
51	depends on cost and availability of adtl. hours and who will be required to provide to interim teacher.	10/13/2015 10:36 AM
52	We would probably require more specific definition of the 45-hour requirement.	10/13/2015 10:29 AM
53	Additional 45 hours, if the assignment is in the same subject/area, is excessive. Perhaps a stipulation can be made that, for subsequent renewals in a similar assignment, the additional pre-service hours can be a lesser number. 8 would be great!	10/13/2015 10:02 AM
54	Not sure the additional 45 hrs of training would be totally necessary as these subs are working throughout the school year.	10/13/2015 10:00 AM
55	We have many substitutes that are still in program .just not done with requirements	10/13/2015 9:55 AM
56	However, I feel there should be even more hours of continued service and maybe force the interim teacher to enroll and complete a credential program. It will be a win/win situation because then the interim teacher will be certified to teach once the teacher of record who is on leave returns if the interim teacher does not possess a previous teaching credential.	10/13/2015 9:50 AM
57	They seem appropriate but I would like more content on what would be expected to be included in the various renewal support hours. 45 hours for the 2nd year seems a little high if they have already had 45 hours and a successful period of teaching in the classroom covering a leave.	10/13/2015 9:46 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

Q10 Please provide any additional feedback not already covered in the survey based on an overall review of the Proposed Teaching Permit for Statutory Leave (TPSL) concept paper.

Answered: 141 Skipped: 632

#	Responses	Date
1	We need this!!!	10/26/2015 4:54 PM
2	Thank you for taking this into consideration! Our special needs students suffer the most from 19 day rotating subs!	10/26/2015 10:00 AM
3	thank you for looking into a solution for a problem that directly effect students	10/26/2015 8:25 AM
4	Please approve TPSL's without delay, this can only help to benefit all our children. It is a "band aid" to the issues, however it is a necessary start to fixing a severe problem.	10/26/2015 8:17 AM
5	Any effort to allow districts to utilize our small substitute pools beyond the 30 days is most appreciated and will positively impact our students.	10/26/2015 7:57 AM
6	This is a huge issue. Continuity in a classroom is vitally important for students, paraeducators, and the administrators responsible for training staff.	10/24/2015 2:35 PM
7	Much needed. Thank you.	10/23/2015 2:05 PM
8	In regards to the 45 hours of training, would it all need to be completed prior to beginning the assignment, and is there any consideration for reducing that number? Also, how long would this certification be valid for?	10/23/2015 10:59 AM
9	We need help now!!! Get this passed to help our students	10/23/2015 7:54 AM
10	Your survey addressed the educational needs of the students, but not their emotional needs. A series of subs over time can wreak havok with the emotional needs of middle school students, as we experienced last year when one of our teachers was in cancer treatment for 3/4ths of the year.	10/22/2015 4:23 PM
11	Historically, we have had significant difficulties filling positions when staff has been on sick leave or other statutory leave. Admin has consistently violated CTC rules by leaving non-credentialed teachers or 30-day permit holders in classrooms for entire semesters or even entire school years. Additionally, admin has attempted to co-opt the CTC rules by moving a permit holder for 1 day and then moving him or her back into the same classroom for another 30 days.	10/22/2015 3:36 PM
12	While it is appreciated that this is being looked into as the need has existed for quite a long time now, the concern is the "45-hours of locally developed preservice orientation and preparation" with an additional 45 hours needing to be completed for renewal. It will place a large burden on the Special Education environment as the classrooms are quite unique in a County Office - while there are some over-arching issues to be discussed, it would be difficult to "prepare" teachers in any type of group past the first few hours - what a teacher in an ED program would need to know would vary considerably from a teacher in the Autism program, etc. It will create a large added burden unless some if the hours they would receive from a mentor would count. Peer training is the most beneficial way of handling many of our classrooms.	10/22/2015 1:52 PM
13	Please help! This is a significant issue for districts right now.	10/22/2015 11:42 AM
14	We urge the CTC to adopt this Permit to help alleviate the burden on districts to meet the current requirement to rotate substitutes during leaves. Every district would prefer to have fully credentialed teachers on their substitute lists who could cover absences. However, the reality is that we are unable to find enough fully credentialed teachers to fill our vacancies, let alone work as substitutes.	10/22/2015 11:03 AM
15	Perhaps this could be a county restriction, and people interested in holding these could be pre-service trained, certified and available for these types of needs. The document should also authorize day to day subbing throughout the county/district when not serving to cover a teacher on long term leave, since Bach and BS required.	10/22/2015 9:59 AM
16	Aren't most of these issues covered by the EMERGENCY CAREER SUBSTITUTE TEACHING PERMIT - or by hiring a substitute that is a retired (or non employed) teacher?	10/22/2015 9:37 AM
17	This permit is very much needed	10/21/2015 7:18 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

18	Would the proposal consider including an initial search for credentialed teachers since they are able to substitute teach beyond the 20/30 day restriction?	10/21/2015 5:09 PM
19	What happened to the simple emergency credential???? That was set up for a 5 year period, where you could take classes each year	10/21/2015 4:30 PM
20	Good idea with the shortage of being able to find a credentialed teacher for long term leaves but will not be a feasible long-term solution.	10/21/2015 4:20 PM
21	It is a good compromise. Allowing teachers to remain in the position for time beyond the 30/20 days in certain circumstances will help a lot. Requiring detailed documentation on the reasoning behind the statutory leave will also aid in assuring compliance and limit abuse.	10/21/2015 4:18 PM
22	n/a	10/21/2015 4:14 PM
23	It would be helpful for the TPSL to be issued for one calendar year allowing the substitute to work multiple long term assignments during the year. And hopefully, they would be allowed to do day-to-day subbing when not in a long term assignment.	10/21/2015 4:09 PM
24	Good move!	10/21/2015 3:54 PM
25	My concern surrounds the possible liability associated with a parent finding non-credentialed teacher in a Special Education setting for an extended period of time.	10/21/2015 3:40 PM
26	This permit is a WONDERFUL idea!	10/21/2015 3:37 PM
27	This will be a tremendous help to our district which is remote and has a difficult time finding subs.	10/21/2015 3:24 PM
28	I still believe that it is in the best interest of our students to provide a fully credentialed teacher for assignments of more than 30 instructional days.	10/21/2015 3:11 PM
29	I believe the required training will be beneficial. This option will benefit schools, particularly in this time of teacher shortage.	10/21/2015 3:07 PM
30	The proposed permit would be helpful especially considering there is a shortage of qualified teachers in California.	10/21/2015 3:04 PM
31	I appreciate the effort to move this proposal forward. With the shortage of qualified teachers and substitutes we will continue to experience for the next few years, it makes sense to all a 30 day sub without a regular credential to stay in the classroom where they have developed relationships with students and staff, learned the curriculum and unique needs of students. It has been damaging to students to remove a 30 day sub only to replace them with another 30 day sub. We cannot control the length of leave a teacher may need to take, and always strive to hire the most qualified teacher in these situations, but we have not been able to find fully credentialed teachers who are not under contract and available for unknown periods of time. Thank you for your efforts to support students!	10/21/2015 2:56 PM
32	Please define 45 hours of pre-service orientation and preparation. This could be cumbersome when we have an immediate need to fill a leave such as a unexpected medical leave.	10/21/2015 2:51 PM
33	We have a shortage of credentialed teachers as well as subs, so it would still be hard to staff with a TPSL if we can't find subs who are interested in taking more units because of costs for the program.	10/21/2015 2:47 PM
34	This would benefit the school districts.	10/21/2015 2:47 PM
35	NA	10/21/2015 2:44 PM
36	Thank you for listening to the acute staffing needs of school districts!	10/21/2015 2:44 PM
37	With this proposed TPSL, we are definitely going in the right direction to receive help in these hard to fill "sub" positions	10/21/2015 2:42 PM
38	This proposal would really assist my district and improve the educational outcomes for students.	10/21/2015 12:19 AM
39	I am ecstatic that a change is being considered. We currently struggle to find qualified staff and struggle to provide conk out support for our rotating substitutes. This in turn creates a terrible learning environment for our students. Unfortunately, it impacts our most needy population with our special education students.	10/20/2015 7:19 PM
40	This is a simple problem of limiting the number of days a substitute teacher may serve in one of these assignments. There has been no problem with identifying capable substitutes to perform the service. There is no need to complicate this process by requiring more bureaucratic red tape. This is creating multiple new problems where there was only one previously. Simply allow the substitute teacher to serve for a period up to the duration of the statutory absence in these specific situations.	10/20/2015 8:31 AM
41	I think this could be a good solution for providing substitutes for teachers on statutory leave. The current rotation of substitutes every 30 days is difficult for the students and this would be very helpful in terms of continuity.	10/20/2015 8:19 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

42	This is desperately needed!	10/20/2015 7:20 AM
43	Getting subs is difficult, this proposal would make it worse.	10/20/2015 7:12 AM
44	Thank you for looking at this heavily needed relief. As a small rural school district this can be of significant assistance to us.	10/19/2015 6:19 PM
45	Finally! Thanks for attending to this problem.	10/19/2015 5:40 PM
46	Although its a thought, I think what would be best is just extending the "30" days into a larger number. The district itself can control if a sub is suitable for the "long-term" position or not, since subs are not contracted to their position. An additional permit can make the sub think they are "tied" to the long-term position because of an additional permit they "had" to apply for. Other legal issues can arise.	10/19/2015 4:27 PM
47	This would go a long way in helping with our staffing needs for long term subs	10/19/2015 4:04 PM
48	Please rush this, we have some core subject teachers out which impact our students greatly.	10/19/2015 4:01 PM
49	With the teacher shortage (which I believe will get much worse over the next several years), we must be able to staff the classes with some consistency.	10/19/2015 3:54 PM
50	Please do this asap!	10/19/2015 3:45 PM
51	Having to meet the additional requirements for this credential will possibly limit the amount of subs that could fulfill the leave vacancy.	10/19/2015 3:30 PM
52	Just need to figure out how to provide this 45 hours of preparation.	10/19/2015 3:23 PM
53	It is not like we have a lot of option in this limited sub pool. It seems like it is getting harder to fill a sub and now they must have a special credential (TPSL) if they are to sub in a long-term sub position. I think on paper is sounds great, but in reality I do not think it will actually solve the problem and may make it more burdensome.	10/19/2015 3:18 PM
54	Please make process of applying and obtaining as simple as possible. Thank you	10/19/2015 3:18 PM
55	Thanks for consideration in changing the legislation.	10/19/2015 2:43 PM
56	Thank you for addressing this much needed concern.	10/19/2015 2:15 PM
57	Thank you for finally understanding and attempting to solve the substitute issue.	10/19/2015 1:23 PM
58	Thank you for the consideration.	10/19/2015 12:23 PM
59	I don't believe it is necessary to have 1 course in each subject. All students had to complete general education requirements in the lower undergrad year. Having a Bachelor's degree ensures that they completed their general education. Do the 45 hours have to be completed before the sub starts the assignment?	10/19/2015 11:26 AM
60	none	10/19/2015 11:00 AM
61	This has been a need for way too long.	10/19/2015 9:18 AM
62	The 45 hour training may be difficult to achieve unless there is support at the COE level.	10/19/2015 8:58 AM
63	I am wondering what would motivate a 30 day substitute to become a substitute for longer leaves. It seems it would then be up to the district to provide incentives and the locally based training etc would be at district expense. I believe the idea has great merit, and would solve the rotating 30 day teacher problem we now have, but if I were a 30 day substitute I am not sure if I would be motivated to complete the additional requirements. Also to ask districts to provide training and/or mentors seems like another unfunded mandate.	10/19/2015 8:46 AM
64	I am heartened and optimistic to see substantial efforts made to ensure regularity for students whose teacher is out on statutory leave. I ask that the CTC please revisit the requirements for initial issuance of this permit so that the TPSL is a more attainable permit; perhaps a requirement of taking two university level courses in specified areas would be a realistic and yet expectation, and also one that increases the rigor and overall level of pedagogy that can be provided by our substitute teachers.	10/19/2015 8:44 AM
65	Career Subs and teachers on temporary contracts already fill this need and are provided the support needed to successfully fill the position until the teacher of record returns.	10/19/2015 7:42 AM
66	Please make this happen as soon as possible!	10/18/2015 6:08 PM
67	Again this will provide a burden on small rural districts. The state needs to address the issues that small rural districts face.	10/16/2015 10:09 PM
68	Happy to learn this issue is being addressed.	10/16/2015 7:16 PM

Proposed Teaching Permit for Statutory Leave (TPSL)

69	CTC to provide resource and opportunities/options for the district's to ensure success in completing the 45 hours of locally developed pre-service orientation and preparation aligned with specified content areas of study as defined in regulations Verification of Orientation, Guidance, Assistance, Mentoring, and Staff Development by the employing agency.	10/16/2015 4:08 PM
70	I can't stress enough how difficult it is to find subs with credentials in specific areas when we have teachers out for more than 30 (or 20 Sped) days.	10/16/2015 3:39 PM
71	There is a great need for this type of permit. With the creation of this new type of permit, it will allow us to serve our students when their teacher is out on leave.	10/16/2015 3:34 PM
72	This would help alleviate the struggle our District has, and reduce stress on our students.	10/16/2015 2:51 PM
73	Thank you for listening to the field to address this issue!	10/16/2015 2:35 PM
74	The idea is a good one but the requirements may be too much.	10/16/2015 2:15 PM
75	We really need this new type of credential!	10/16/2015 12:37 PM
76	THANK YOU!	10/16/2015 11:47 AM
77	I do hope this is considered and put into affect soon.	10/16/2015 11:32 AM
78	Coursework should include behavior management & special ed. coursework since those are the hardest to fill positions.	10/16/2015 11:25 AM
79	Great idea. Unrealistic preparation expectations.	10/16/2015 11:19 AM
80	Every year new types of leave seem to come into play so this issue is likely to continue to worsen if we can't implement a solution like the TPSL.	10/16/2015 10:27 AM
81	The TPSL will assist greatly within our County and provide consistency for our special education students.	10/16/2015 10:08 AM
82	I work at an IHE and am not involved in any hiring at the districts.	10/16/2015 9:57 AM
83	Its nice this is being considered but how is all of this even going to work...Tracking the hours and coursework units needed for initial permit	10/16/2015 9:33 AM
84	Please keep in mind the Governor just signed a new law granting 16 weeks of maternity leave for teachers, so this has a MAJOR impact on school districts and staffing classrooms while teachers are on FMLA/CFRA leave.	10/16/2015 9:25 AM
85	Our district is supportive of this proposal.	10/16/2015 9:24 AM
86	this is a good proposal and much needed. Timing is important, the sooner the better	10/15/2015 6:40 PM
87	Thank you for addressing this acute need. Beyond the impact to students, our parents become very upset with the revolving door. Since many credentialed candidates have full time positions, we rely increasingly on 30 day subs.	10/15/2015 5:00 PM
88	The concept of this TPSL would definitely assist school districts and slow the revolving door of subs in these positions which is detrimental to the education of our students. Great idea.	10/15/2015 3:41 PM
89	Please Approve	10/15/2015 3:14 PM
90	I think making it a two year permit good within a county would be helpful. Many subs work for more than one district . If one district used someone for the whole fall semester and another district needed this person in the spring they'd have to apply for another permit and wouldn't qualify for a renewal so quickly.	10/15/2015 2:16 PM
91	Good idea, now create something for classified.	10/15/2015 12:58 PM
92	This is a great idea, especially for covering classes in Special Education.	10/15/2015 11:43 AM
93	Long overdue reform!	10/15/2015 11:03 AM
94	Proposed action will help districts greatly	10/15/2015 10:31 AM
95	I am concerned about the 45 hours of local professional development required of the TPSL teacher. Unless the county office does this training for potential teacher candidates, I am not sure there will be local teachers who have fulfilled all of the requirements.	10/15/2015 10:22 AM
96	I support this initiative	10/15/2015 9:38 AM
97	We need legislation that would allow an exception to the 180 CalSTRS employment rule. If we could use retirees specifically to sub during this teacher shortage it would provide additional, prepared teachers. I know this is off the subject of the survey but it is a related option.	10/15/2015 8:46 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

98	Approval of an alternative option to increase the options for LEAs is of urgent nature. The daily sub shortage presents a crisis at our sites, further compounded by the inability to secure qualified candidates to fill positions longer than the 20 or 30 day limit.	10/15/2015 8:32 AM
99	I would like it to cover leaves for completion of credentialing requirements also.	10/15/2015 8:27 AM
100	Something needs to happen to address this area of need. This sounds like a great start.	10/15/2015 7:13 AM
101	Thank you...staffing is an on-going issue. Having to rotate staff every 20 days has a negative impact on our students.	10/14/2015 11:05 PM
102	We are in a crisis that has no end in sight. We understand that the current 30 day situation has created additional problems when credentialed teachers cannot be located when they have to leave the classroom as soon as they become acclimated. The revision would be welcome.	10/14/2015 7:41 PM
103	It is essential that the substitute be matched for content area competency and that the district prioritized the importance of a mentor.	10/14/2015 7:22 PM
104	Please make it easier for us so that our students are not hindered in their educational and IEP process.	10/14/2015 6:31 PM
105	I am very thankful solutions for this are being looked at- I encourage the commission to move forward on this quickly.	10/14/2015 5:36 PM
106	I have not seen the proposed teaching permit for statutory leave concept paper.	10/14/2015 4:31 PM
107	Why not allow more flexibility for 2042 1 year appeals for fully credentialed staff instead of creating yet another permit? Why make them enroll into a into a univ induction pgm in order to be granted another appeal? These are not folks that did not complete course work, these are fully credentialed teachers that due to the economy could not find jobs. I would prefer to give them another appeal so that we can use these teachers in instances for leaves instead of hiring teachers on the TPSL. Most staff get job offers after taking on long term assignments. These teachers want to work. They are unemployed; they can't afford the pgm. Not every person who screens apps for interviews understand that a 2 year extension is an option. These people are being overlooked.	10/14/2015 4:21 PM
108	Like the idea.	10/14/2015 4:16 PM
109	I am very much in favor of this.	10/14/2015 4:11 PM
110	its always a challenge to fill vacancies due to leaves. This permit will allow for counties to fill this need.	10/14/2015 3:45 PM
111	Question: Referring to "employer" to establish and provide the pd requirement. In our County the COE processes sub permits and as such the sub is the "employee" of the COE, not our District. We are the largest by far of all 6 Districts within our County and our COE is very small and has not be able to provide trainings etc for our District. Given this situation who would be responsible for designing and providing the pd for these type of subs?	10/14/2015 3:18 PM
112	Great idea	10/14/2015 3:06 PM
113	We vet our substitutes and it is important to keep the continuity for our students. A new teacher every 30 days is not best for our students.	10/14/2015 2:58 PM
114	I have left several comments throughout the survey.	10/14/2015 2:42 PM
115	Great idea, thanks	10/14/2015 1:34 PM
116	"Musical substitutes" is not good for students or staff; just as someone is getting to know a program s/he is yanked out, and we start all over. This sends the message that learning is not our primary goal. It also demoralizes staff.	10/14/2015 1:03 PM
117	Providing services for all special education staff who go out on leave is a major obstacle to providing students services.	10/14/2015 12:45 PM
118	Could the SPED TPSL have training within 45 hours so that they could complete annual IEP paperwork and conduct annual meetings?	10/14/2015 11:49 AM
119	A terrific idea, solution, and remedy.	10/14/2015 10:51 AM
120	Thank you for working on making productive changes	10/14/2015 10:48 AM
121	Appreciate the survey and hopefully this can be put into place sooner than later!	10/14/2015 10:06 AM
122	sounds like a great concept to alleviate inconsistency in the classroom	10/14/2015 10:05 AM
123	Is this the best we can do-- districts are in crisis trying to find qualified regular, sped, and sub teachers.	10/14/2015 9:58 AM
124	Thank you so much for proposing a solution that has the potential of positively impacting student outcomes, especially for special education students.	10/14/2015 9:54 AM

Proposed Teaching Permit for Statutory Leave (TPSL)

125	While this would certainly help, we will still be short for Substitutes as we have an overall shortage in general, but this helps and makes more sense for students by providing for more continuity of services for a long-term absence when an appropriately credentialed teacher cannot be found.	10/14/2015 9:53 AM
126	I am concerned about the 45 hours of orientation / training to be provided by the requesting district. Will this be monitored somehow? Will the districts need to submit their plan for orientation / training to the CTC (or someone) and have it approved as appropriate? I have small districts that I can just see saying, "Oh yeah, they did orientation..." as they're looking sideways with their fingers crossed. And just because their superintendent has to sign off that it happened doesn't hold much weight.	10/14/2015 8:10 AM
127	Excellent idea!	10/13/2015 5:34 PM
128	look at potential for longer than 5 months	10/13/2015 3:50 PM
129	This is a great idea to have a document to cover long-term coverage in classrooms when the teacher is out for long periods of time due to illness. Thank you.	10/13/2015 3:25 PM
130	The amount of PD hours is excessive. It would do more harm than good to our District because we already have a shortage of subs.	10/13/2015 3:18 PM
131	We are experiencing problems with getting fully credentialed substitutes - this new permit is an answer to a very difficult situation	10/13/2015 1:41 PM
132	I am very glad someone is finally looking at this. Rotating 20-day subs is the worst environment for our students, especially if you find an excellent sub who can do the job on a semi-permanent basis.	10/13/2015 1:02 PM
133	A big assumption in the concept paper is that the leave will be planned with ample lesson plans, materials etc. planned. Is this the reality in CA? Additionally, will this permit increase in the rise in programs such as TFA? I realize CA is in crisis mode - but not sure a stop gap measure is the real answer.	10/13/2015 12:36 PM
134	There is definitely a dire need for an alternative to fully credentialed teachers in an interim spot. However, it should be relatively accessible or the good substitutes who we would want to put in those spots, would not have the time resources to commit to obtaining the TPSL. In addition, we would not want them to take time from the classrooms as we are very low on daily substitutes.	10/13/2015 10:41 AM
135	Would the proposed TPSL be for Multiple Subject settings or would Single Subject settings be allowed also?	10/13/2015 10:31 AM
136	It would be helpful if the pre-service hours could be aligned with typical work-days/weeks, Rather than 45 hours, require 40 hours (five 8-hour work days). Looking forward to the availability of this option. Thanks for all of the work that has gone into development of the TPSL.	10/13/2015 10:09 AM
137	We appreciate that this problem is being looked at. This is a problem that affects the students!	10/13/2015 9:56 AM
138	I think this is something that would help greatly as we, school districts, work to offer the best qualified substitutes for the longer period of teacher leaves. I hope something comes to fruition soon!	10/13/2015 9:47 AM
139	I am all for any document that allows employers more flexibility in staffing classrooms. Changing the credential hierarchy to allow only one pip/stsp has severely tied employers hands and made it more difficult to staff leaves of absences. Most subs do not meet career sub reqts and taking away multiple emergency type permits has created a hardship at a time like this when fully credentialed teachers are hard to find. In theory it was a good idea but not always practical for the sake of the students or employers.	10/13/2015 9:22 AM
140	Thank you for considering this issue and trying to find other solutions to serve CA districts and students.	10/13/2015 9:14 AM
141	In order to more accurately answer these questions, a more detailed list of what the 45 hours would require is ideal.	10/13/2015 9:12 AM