

## **Report on the Study of the Preparation of Leaders for California Schools November 2010**

### **Overview of this Report**

A summary of the work to date on the Study of the Preparation of Leaders for California Schools is provided in this agenda item. At the August 2010 COA meeting background information on the history of Administrative Services credentialing in California was presented, <http://www.ctc.ca.gov/educator-prep/coa-agendas/2010-08/2010-08-item-09.pdf>.

### **Staff Recommendation**

This is an information item.

### **Background of the Administrative Services Credential (ASC)**

The current standards for preliminary administrative credential programs were adopted by the Commission in May, 2003. In October 2008, the Commission took action to modify the format of the Preliminary Administrative Services program standards to eliminate the use of the required elements and to reduce duplication of efforts in the preparation of program documents. The modified standards were adopted by the Commission at its August 2009 meeting.

Although some modifications have been made as described above, nonetheless, the current structure of administrator credentialing remains largely unchanged since the inception of the single administrative credential in 1970 and the two-tier requirement in 1984.

### **Background of the Study**

In 2009, legislation was proposed by Assembly Member Coto (AB 148) requesting the Commission to undertake a study of administrator preparation. The Commission adopted a support position on the bill, however, the bill did not make it out of the Legislature last year due to a decision by the Senate Rules Committee to not refer any study bills during last year's legislative session. Subsequently, the Executive Director received a letter from the President Pro Tempore of the California State Senate and the Speaker of the California State Assembly asking the Commission to consider conducting the study in accordance with the bill's intent, without specific legislation asking it to do so. The letter recognized that our schools are in need of systemic change and calls for examination of the content of preparation programs and the structure of the credential itself. This study may also serve as an important initial step in the reconsideration of program standards for the Administrative Services Credential scheduled for 2013.

### **Plan for a Study of the Preparation of Educational Leaders**

The purposes of the study, as described in the Commission's agenda item 2E (<http://www.ctc.ca.gov/commission/agendas/2010-01/2010-01-2E.pdf>) in January, 2010, are to

- 1) review the content, structure and requirements for administrator preparation to ensure that these remain appropriate to the needs of administrators serving in California schools

- 2) provide recommendations concerning how to effectively identify administrators who would be adept in providing instructional leadership and be able to effectively lead transformational change within California schools
- 3) determine whether or not a single administrative credential authorizing all types of administrative service is still an appropriate model to meet the complexity of the demands and expectations of administrators at this time in California
- 4) look at the range of role expectations for administrators and determine if these expectations can be met by a single individual regardless of credentialing structure
- 5) identify who should prepare administrators for California schools and which aspects of administrator preparation should be required during pre-service and which should be required during the administrator's beginning years of service

Staff members coordinated the selection process during May and June, sending recommendations for appointment of the advisory panel members to the Executive Director in mid-July. The Commission's policy on advisory panels was followed in the review and appointment of the members. The Advisory Panel members are as follows:

<b>Advisory Panel Member</b>	<b>Employer</b>	<b>Representing</b>
Danette Brown, Academic Coach	La Habra City School	CTA
Franca Dell'Olio, Director	Loyola Marymount University	AICCU
Patrick Godwin, Superintendent	Folsom Cordova USD	ACSA
Kristen Hardy, School Psychologist	Ventura COE	AFT
Beth Higbee, Assistant Superintendent	San Bernardino County	CCESSA
Gary Kinsey, Associate Dean	Cal Poly Pomona	CSU
Christopher Maricle, Senior Consultant		CSBA
Nancy Parachini, Principal Leadership Institute	UC, Los Angeles	UC
Richard Bray, Superintendent	Tustin Unified School District	
Chiae Byun-Kitayama, Principal	Los Angeles Unified School District	
Charlene Cato, Teacher	Lancaster Unified School District	
Joseph Davis, Deputy Superintendent	Rialto Unified School District	
Stephen Davis, Professor	Cal Poly Pomona	
Patrick Faverty, Director	UC, Santa Barbara	
Peggy Johnson, Assistant Professor	CSU, Northridge	
Karen Kearney, Director/Leadership Initiative	WestEd	
Randall Lindsey, Emeritus Professor	CSU, Los Angeles	
Judy Moe, Administrator/Special Education	Los Angeles Unified School District	
Viki Montera, Assistant Professor	Sonoma State University	
Thelma Moore-Steward, Professor	CSU, San Bernardino	
Cynthia Pilar, Director Assistant Center	Sonoma COE	
Olivia Sosa, Director/Multilingual Education	San Joaquin COE	
Doris Wilson, Associate Professor	CSU, San Bernardino	
L. Steven Winlock, Director/Leadership Institute	Sacramento COE	

The panel has met twice, in August and September, for a total of three days. The one-day meeting on August 12<sup>th</sup> was focused on deepening the panel members' engagement with the ASC-- the history of the credential, the charge to the panel, and the current challenges in California. The panel set meeting dates, discussed ways to include input from other practitioners, and received an extensive reading list to help prepare for the work of the second meeting on September 15 - 16, 2010.

At that second meeting, the group discussed the key points of the research articles, and discussed their implications. Additional information items were presented to the panel by the Commission staff. The panel spent the second day exploring the members' current thinking around the structure of the ASC, identifying areas where they had commonalities and areas that needed additional information and/or thinking. The panel concluded the meeting with a discussion around next steps, identifying areas where they would like more information. Commission staff is currently researching these areas to provide studies, articles or presentations on the topics the panel requested. In addition to the reading, each panel member is surveying colleagues around a common set of questions and a short survey is being planned to provide current thinking from the field. The panel's next meeting is November 15 - 16, 2010 in Sacramento.

### **Update on the Development of the CPACE**

After extensive research, development, review, and surveying, the Commission-appointed CPACE Examination Development Team brought the CPACE Content Specifications and the domain weighting to the June Commission meeting, where they were adopted: <http://www.ctc.ca.gov/commission/agendas/2010-06/2010-06-5C.pdf> and <http://www.ctc.ca.gov/commission/agendas/2010-06/2010-06-2C-insert.pdf>. The Evaluation Systems group of Pearson was awarded the contract for the development and administration of the CPACE. The Commission's steps in the process for examination development include:

- (1) clarifying the specific test format, including the scoring structure and the types and number of test items;
- (2) developing a CPACE item bank which allows sufficient operational items for testing through Spring 2014; and
- (3) conducting a standard setting study to help determine a recommended minimum passing score based on the initial CPACE administration in Spring 2011. The recommended passing score standard will be brought to the Commission for adoption following the initial CPACE administration.

The bias review and the item review have been completed by Evaluation Systems. An expert advisory panel of California educators is assisting Evaluation Systems in this work. The standard setting study is scheduled for spring 2011. Expected implementation is on schedule for July, 2011.

### **Next Steps**

Additional information will be brought to the COA as the Advisory Panel completes its work.