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## Action

### *Educator Preparation Committee*

### **Annual Report Card on California Teacher Preparation Programs for the Academic Year 2018-19**

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**Executive Summary:** This agenda item is the Annual Report Card on California Teacher Preparation Programs for the Academic Year 2018-19, as required by Title II of the 2008 Reauthorization of the Higher Education Act. It is the twentieth annual report and includes a description of credentialing requirements to teach in California public schools and qualitative and quantitative information on teacher preparation programs.

**Recommended Action:** Commission approval of the report. Upon approval, staff will reformat the report as necessary for transmission via the federal web-based reporting system of the U.S. Department of Education on or before October 31, 2020 as required by law.

**Presenter:** Marjorie Suckow, Consultant, Professional Services Division

#### **Strategic Plan Goal**

#### ***II. Program Quality and Accountability***

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

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# Annual Report Card on California Teacher Preparation Programs for the Academic Year 2018-19

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## **Introduction**

This agenda item presents the Annual Report Card on California Teacher Preparation Programs for the Academic Year 2018-19 as required by Title II of the 2008 Reauthorization of the Higher Education Act. It is the twentieth annual report and includes a description of credentialing requirements to teach in California public schools and qualitative and quantitative information on teacher preparation programs.

## **Background**

In 2008, the higher education law was reauthorized, and changes were made to the Title II data collection and reporting requirements. The 2008-09 reporting year was the pilot year in which states were asked to implement the changes and the 2009-10 reporting year started full implementation of the new requirements. Section 207 of Title II requires institutions to submit annual reports to state agencies on the quality of their teacher preparation programs. States are required to collect the information contained in these institutional reports and submit an annual report to the United States Department of Education that reports on the success of teacher preparation programs and describes efforts to improve teacher quality. These report cards are also intended to inform the public of the status of teacher preparation programs. The reporting requirements for Title II impact (1) the sponsors of all teacher preparation programs; (2) the state agencies that certify new teachers for service in public schools; and (3) the U.S. Secretary of Education.

## **Institutional and Program Report Cards for 2018-19**

Westat, the federal contractor, developed a web-based data entry tool called the Institutional and Program Report Card (IPRC). All California teacher preparation institutions that have approved Multiple Subject, Single Subject, and Education Specialist initial credential programs submitted their institutional and program report cards to Westat on or before April 30, 2020, in compliance with federal reporting deadlines set forth in Title II. Table 1 below lists the sections and contents that are reported in IPRCs. Most of the information from the IPRCs and additional statewide information are presented in the consolidated state report (see Table 2 for sections in the state report).

**Table 1: Institutional and Program Report Card's Sections and Content**

Section	Content
Section I	Program Information, Program Requirements (Admissions, Undergraduate requirements, Postgraduate requirements, Supervised Clinical Experience), Enrollment, Teachers Prepared by Subject Area, Teachers Prepared by Academic Major, and Program Completers
Section II	Annual Goals for mathematics, science, special education; Assurances
Section III	Assessment Pass Rates and Summary Pass Rates
Section IV	Low-Performing Teacher Preparation Institutions
Section V	Use of Technology
Section VI	Teacher Training (General Education and Special Education)
Section VII	Contextual Information (Optional)

### **The State Report Card for 2018-19**

Sections 205 through 208 of the Title II of the Higher Education Act, as amended in 2008 (PL 110-315), call for increased or different types of accountability for programs that prepare teachers. Section 205 of Title II requires annual reports from each institution of higher education (IHE) that conducts a traditional initial teacher preparation program or an alternative route program to state certification or that enrolls students receiving federal assistance under the Higher Education Act.

*Note: Title II specifically calls out the need for IHEs (and not non-IHE programs) to report through the IPRC in 205(a). However, in the State Report Cards (205(b)), Title II specifically requires states to report on all teacher preparation programs, and specifically mentions alternative routes not based at IHEs (205(b)(1)(E)). So, even though Title II doesn't specifically require an IPRC from non-IHE-based programs, it is still necessary for them to report through the IPRC so the required data are included in the State Report Card.*

States are responsible for coordinating the IHE traditional route, IHE-based alternative route, and LEA-based alternative route data collection. There are many common data reporting elements in the IPRC and state Title II data collection. Much of the data that teacher preparation institutions report to the state are included in the state report to the U.S. Department of Education. States report through a web-based reporting system called the State Report Card (SRC) system. The SRC is an online tool, developed and maintained by Westat, used by all states to meet the annual Title II reporting requirements.

Title II data is intended to inform students and aspiring teachers, the education community, institutions of higher education, Congress, researchers, policymakers, and the public about the quality of teacher preparation in the U.S. Title II reporting is intended to encourage transparency and accountability and to encourage a national conversation on teacher quality. The Title II report submitted by each state will be available at the federal Title II website. Table 2 below lists the sections and contents that are reported in the SRC and summarized in this agenda item.

**Table 2: State Report Card's Sections and Content**

<b>Section</b>	<b>Content</b>
Section I	Program Information, Program Requirements (Admissions requirements – Entry/Exit and Grade Point Average by Undergraduate and Postgraduate levels), Supervised Clinical Experience, Enrollment, Teachers Prepared by Subject Area, Teachers Prepared by Academic Major, Program Completers, and Initial teaching credentials issued
Section II	Annual Goals; Assurances
Section III	Credential Requirements
Section IV	Standards and Criteria
Section V	Assessment Information and Pass rate data by routes
Section VI	Alternative Routes
Section VII	Program Performance
Section VIII	Low Performing Teacher Preparation Programs
Section IX	Teacher Shortages
Section X	Use of Technology
Section XI	Statewide Improvement Efforts

Summary tables are provided in the agenda item and detailed information by individual teacher preparation institution are provided via the Title II data dashboards at the [Title II web page](#).

The final version of the report will be available on the Commission website for public access in accordance with federal reporting guidelines. In order to meet the federal reporting deadlines, submission of the report to the U.S. Department of Education will need to be completed via the web-based Title II Data Collection System by October 31, 2020.

**Staff Recommendation**

Staff recommends that the Commission approve the 2018-19 Annual Report Card on California Teacher Preparation Programs.

**Next Steps**

Staff will transmit the reformatted web-based version of the report to the U.S. Department of Education on or before October 31, 2020.

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## Section I: Program Information

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Section I of the state report includes information on the following topics – program information, admission requirements, enrollment, supervised clinical experience, teachers prepared by subject area, teachers prepared by academic major, program completers, and number of credentials issued. Every data element collected and reported in the Institution and Program Report Cards comes directly from the Higher Education Act (HEA) and the specific section of HEA is listed in *italics* with each section requirement.

In the academic year 2018-19, a total of [152 Institution and Program Report Cards](#) (IPRCs) were submitted to the U.S. Department of Education. Teacher preparation programs at institutions of higher education with alternative routes are required to submit two separate reports: one for the Traditional route only and a second report for the Alternative route only. There were 82 IHE Traditional route reports, 58 IHE-based Alternative route (University Intern) reports, and 12 not IHE-based Alternative route (District Intern, LEA) reports. Table 3 below displays the number of institutions and number of reports submitted by the four teacher preparation segments (California State University, University of California, Private/Independent Institutions, and Local Education Agency) and three different routes (Traditional, Alternative IHE-based, and Alternative LEA-based). Note these totals are of institutions sponsoring any combination of Multiple Subject, Single Subject, and/or Education Specialist preliminary programs. The table shows a total of institutions, not educator preparation programs.

**Table 3. Distribution of Title II Institutions and Reports, by Route**

Name of Higher Education Segment	Number of institutions	Number of IHE Traditional route reports	Number of Alternative, IHE-based route reports	Number of Alternative, LEA-based route reports	Total number of reports
California State University	23	23	22	Not applicable	<b>45</b>
University of California	9	9	3	Not applicable	<b>12</b>
Private/Independent institutions	50	50	33	Not applicable	<b>83</b>
Local Education Agency	12	Not applicable	Not applicable	12	<b>12</b>
<b>Statewide Total</b>	<b>94</b>	<b>82</b>	<b>58</b>	<b>12</b>	<b>152</b>

**Program Requirements: Admissions**

*Section I requires programs (institutions) to report the following information about the teacher preparation programs’ entry and exit requirements, at the undergraduate and postgraduate levels. (§205(a)(1)(C)(i))*

- Are there initial certification programs at the postgraduate level?  
If yes, for each element listed below, indicate if it is required for admission into or exit from any of your teacher preparation program(s) at the postgraduate level.
  - Transcript
  - Fingerprint check
  - Background check
  - Minimum number of courses/credits/semester hours completed
  - Minimum GPA
  - Minimum GPA in content area coursework
  - Minimum GPA in professional education coursework
  - Minimum ACT score
  - Minimum SAT score
  - Minimum basic skills test score
  - Subject area/academic content test or other subject matter verification
  - Recommendation(s)
  - Essay or personal statement
  - Interview
  - Other requirements
- What is the minimum GPA required for admission into the program?
- What is the minimum GPA required for completing the program?

Table 4a below presents the minimum GPA requirements for IHE Traditional, Alternative IHE-based, and Alternative LEA-based routes. The minimum GPA required for admission into the program (Entry) as well as completing the program (Exit) varied slightly by routes.

**Table 4a. Grade Point Average Requirements for Postgraduate Program, by Route, 2018-19**

Grade Point Average Requirements	IHE Traditional route	Alternative IHE-based route	Alternative LEA-based route
Minimum GPA required for admission into the program (Entry)	2.77	2.78	2.74
Minimum GPA required for completing the program (Exit)	2.95	2.98	2.88

Table 4b below presents GPA for postgraduate candidates by higher education segments. The minimum GPA required for admission into the programs (Entry) varied slightly by IHE segments - 2.70 for California State University to 3.00 for University of California. The minimum GPA required for completing the program (Exit) also showed slight variation by segments – 2.94 for Private/Independent Institution to 3.00 for University of California.

**Table 4b. Grade Point Average Distribution by Higher Education Segment, 2018-19**

Grade Point Average Requirements	California State University	University of California	Private/ Independent Institution
Minimum GPA required for admission into the program (Entry)	2.70	3.00	2.79
Minimum GPA required for completing the program (Exit)	2.99	3.00	2.94

**Program Requirements: Supervised Clinical Experience**

*Provide the following information about supervised clinical experience in 2018-19.*

*(§205(a)(1)(C)(iii), §205(a)(1)(C)(iv))*

- Number of clock hours of supervised clinical experience required prior to student teaching
- Number of clock hours required for student teaching
- Number of clock hours of supervised clinical experience required prior to teaching as the teacher of record in a classroom
- Years required for teaching as the teacher of record in a classroom
- Number of full-time equivalent faculty supervising clinical experience during this academic year (IHE staff)
- Number of adjunct faculty supervising clinical experience during this academic year (IHE staff)
- Number of cooperating teachers/K-12 staff supervising clinical experience during this academic year
- Number of students in supervised clinical experience during this academic year

Table 5a below presents data on supervised clinical experience requirements by routes. At the state level, the supervised clinical experience requirements differed by routes. For Traditional route, the average number of clock hours of supervised clinical experience required prior to student teaching was 114 hours and the average number of clock hours required for student teaching was 570 hours. The average number of clock hours of supervised clinical experience required prior to teaching as the teacher of record was 134 hours for Alternative IHE-based and 77 hours for Alternative LEA-based routes. The average number of years required for teaching as the teacher of record was two years for alternative routes.

For the Traditional route, more than 440 full-time equivalent faculty members, 2,300 adjunct faculty, and more than 15,000 K-12 staff provided supervised clinical experience. For the Alternative IHE-based route, about 290 full-time equivalent faculty, 1,400 adjunct faculty, and 6,000 K-12 staff provided supervised clinical experience. For the Alternative LEA-based route, 22 full-time faculty, 136 adjunct faculty, and 278 K-12 provided supervised clinical experience. Statewide, more than 22,000 candidates participated in supervised clinical experience during the 2018-29 academic year.

**Table 5a. Supervised Clinical Experience Requirements, by Route, 2018-19**

Requirements	IHE Traditional route	Alternative IHE-based route	Alternative LEA-based route
Number of clock hours of supervised clinical experience required prior to student teaching (student teaching model)	114 hours	Not applicable	Not applicable
Number of clock hours required for student teaching (student teaching model)	570 hours	Not applicable	Not applicable
Number of clock hours of supervised clinical experience required prior to teaching as the teacher of record in a classroom (intern model)	Not applicable	134 hours	77 hours
Years required for teaching as the teacher of record in a classroom (intern model)	Not applicable	2 years	2 years
Number of full-time equivalent faculty supervising clinical experience during this academic year (IHE staff)	441.2	286.1	21.5
Number of adjunct faculty supervising clinical experience during this academic year (IHE staff)	2,303	1,385	136
Number of cooperating teachers/K-12 staff supervising clinical experience during this academic year	15,554	6,042	278
Number of candidates in supervised clinical experience during this academic year	14,653	6,920	628

*Note – Data are reported by individual institution by route and the summary data are provided here. Definitions for Supervised Clinical Experience and questions to collect data for Supervised Clinical Experience come directly from the Title II Higher Education Act. The Title II federal contractor made some revisions to the IPRC forms for the 2018-19 reporting year.*

Table 5b below displays the distribution of teacher preparation institutions by total clinical experience hours. At the statewide level, there were nine institutions that reported total clinical hours in the range of 500 to 599 hours. More than half of the institutions (60 percent) reported total clinical hours in the range of 600 to 699 hours. About one-third (29 percent) of the institutions reported more than 700 hours of total clinical hours.

**Table 5b. Distribution of Total Clinical Hours Reported by Higher Education Segment, 2018-19**

Total Hours of Clinical Experience	IHE Traditional route	California State University	University of California	Private/ Independent Institution
500 to 599 hours	9	3	0	6
600 to 699 hours	49	15	7	27
700 to 799 hours	14	2	1	11
800 to 899 hours	6	2	0	4
Above 900 hours	4	1	1	2

Note – Total number of clinical experience hours include hours required for prior to student teaching and for student teaching. Total clinical hours are reported for Traditional route only; candidates in the Alternative routes are considered teacher of record so the student teaching hours are not reported.

**Program Information: Enrollment**

Provide the total number of individuals enrolled in teacher preparation programs for an initial teaching credential and the subset of individuals enrolled who also completed the program during the academic year. (§205(a)(1)(C)(ii)(H))

Tables 6a through 6h provide demographic information for enrolled candidates and for program completers. Data on gender and race/ethnicity distribution are presented by routes as well as by higher education segments. Data presented in Table 6a indicate that the Alternative LEA-based route had more male candidates enrolled (31.6 percent) compared to the Traditional route and Alternative IHE-based routes (26.7 percent and 30.7 percent, respectively). There were variations in the ethnic distribution of enrolled candidates by route as well. Hispanic candidates consisted of about one-third enrollment – 30.7 percent for Traditional route, 30.2 percent for Alternative IHE-based route, and 31 percent for Alternative LEA-based route. The proportion of candidates who identified themselves as White was less than half the total enrolled candidates for all three routes – 43.2 percent for Traditional route, 44.3 percent for Alternative IHE-based route, and 46.8 percent for Alternative LEA-based route. The proportion of Asian candidates was higher in the Traditional route compared to Alternative routes, while the proportion of Black or African American candidates was higher in the Alternative routes (by about one to two percentage points) compared to the Traditional route.

**Table 6a. Demographic information of Enrolled Candidates by Route, 2018-19**

Gender/Ethnicity/Race	IHE Traditional route (n=26,761)	Alternative IHE-based route (n=6,312)	Alternative LEA-based route (n=1,395)
Female	71.9%	68.7%	67.7%
Male	26.7%	30.7%	31.6%
Non-binary/other	0.0%	0.0%	0.1%
Gender not reported	1.4%	0.6%	0.6%
American Indian or Alaska Native	0.6%	0.5%	1.0%
Asian	8.2%	6.3%	5.2%
Black or African American	3.7%	4.8%	5.2%
Hispanic/Latino of any race	30.7%	30.2%	31.0%

Gender/Ethnicity/Race	IHE Traditional route (n=26,761)	Alternative IHE-based route (n=6,312)	Alternative LEA-based route (n=1,395)
Native Hawaiian or Pacific Islander	0.5%	0.5%	1.6%
White	43.2%	44.3%	46.8%
Two or more races	4.6%	4.6%	3.2%
Race/Ethnicity not reported	8.5%	8.8%	6.0%

*Note – For the purpose of Title II reporting, an enrolled candidate is defined as a candidate who has been admitted to a teacher preparation program, but who has not yet completed the program during the academic year being reported. An individual who completed the program during the academic year being reported is counted as a program completer and not an enrolled candidate. Programs must report on the number of candidates by ethnicity and race separately. Individuals who are non-Hispanic/Latino will be reported in one of the race categories. Individuals can belong to one or more racial groups, so the sum of the members of each racial category may not add up to the total number of candidates enrolled.*

Table 6b below provides gender and race/ethnicity distribution by higher education segments. Of the total candidates enrolled in California State University segment, more than one-third (34.9 percent) were Hispanic candidates and less than two-fifths (38.9 percent) were White candidates. Of the total candidates enrolled in University of California segment, one-fourth (25.2 percent) were Hispanic candidates, and about one-fifth (18.9 percent) were Asian candidates. Of the total candidates enrolled in Private/Independent Institutions, more than one-fourth (27.7 percent) were Hispanic candidates. Overall, all three higher education segments had more than half (53 to 60 percent) of non-White candidates enrolled in their teacher preparation programs in the academic year 2018-19.

**Table 6b. Demographic information of Enrolled Candidates by Higher Education Segment, 2018-19**

Gender/Ethnicity/Race	California State University (n=13,496)	University of California (n=911)	Private/Independent Institution (n=18,649)
Female	72.9%	74.6%	70.0%
Male	26.9%	24.8%	28.0%
Non-binary/other	0.0%	0.1%	0.0%
Gender not reported	0.2%	0.5%	2.0%
American Indian or Alaska Native	0.5%	0.8%	0.6%
Asian	9.5%	18.9%	6.1%
Black or African American	3.0%	2.7%	4.6%
Hispanic/Latino of any race	34.9%	25.2%	27.7%
Native Hawaiian or Pacific Islander	0.4%	1.1%	0.6%
White	38.9%	41.9%	46.7%
Two or more races	4.7%	6.4%	4.4%
Race/Ethnicity not reported	8.1%	3.0%	9.3%

*Local Education Agency (LEA) refers to the Alternative LEA-based route presented in Table 6a above.*

Table 6c below presents data on gender and race/ethnicity distribution for program completers by route. More than one-fourth of program completers were male. The proportion of program completers who identified themselves as Hispanic was also more than one-fourth of the total program completers. The proportion of program completers who identified themselves as White was less than half of total program completers for all three routes – 48.1 percent for Traditional route, 46.6 percent for Alternative IHE-based route, and 46.8 percent for Alternative LEA-based route. The proportion of program completers who identified themselves as Asian was higher in the Traditional route (by about four percent) whereas the proportion of program completers who identified themselves as Black or African American was higher (by two to four percent) in the Alternative routes.

**Table 6c. Demographic information of Program Completers by Route, 2018-19**

Gender/Ethnicity/Race	IHE Traditional route (n=9,054)	Alternative IHE-based route (n=3,069)	Alternative LEA-based route (n=591)
Female	73.4%	70.3%	65.8%
Male	26.0%	29.3%	33.8%
Non-binary/other	0.0%	0.0%	0.0%
Gender not reported	0.6%	0.4%	0.4%
American Indian or Alaska Native	0.4%	0.5%	1.2%
Asian	10.1%	5.9%	5.7%
Black or African American	2.0%	4.1%	5.6%
Hispanic/Latino of any race	26.2%	29.6%	28.4%
Native Hawaiian or Pacific Islander	0.4%	0.4%	1.6%
White	48.1%	46.6%	46.8%
Two or more races	5.1%	3.9%	3.7%
Race/Ethnicity not reported	7.7%	9.0%	7.0%

Table 6d below presents data on gender and race/ethnicity distribution for program completers by higher education segment. The proportion of program completers who identified themselves as Hispanic was about one-third (30.4 percent) for California State University and about one-fourth for University of California and Private/Independent Institution segments (24.6 percent and 23.6 percent, respectively). Both public higher education segments had less than half of their program completers who identified themselves as White (44.3 percent for California State University, 43.8 percent for University of California, respectively). The proportion of program completers who identified themselves as White accounted for more than half the total (52.1 percent) for the Private/Independent Institution segment.

**Table 6d. Demographic information of Program Completers by Higher Education Segment, 2018-19**

Gender/Ethnicity/Race	California State University (n=5,972)	University of California (n=753)	Private/Independent Institution (n=5,382)
Female	73.2%	74.5%	71.6%
Male	26.7%	25.0%	27.3%
Non-binary/other	0.0%	0.1%	0.0%
Gender not reported	0.1%	0.4%	1.1%
American Indian or Alaska Native	0.5%	0.7%	0.4%
Asian	9.2%	18.5%	7.5%
Black or African American	2.1%	2.4%	3.2%
Hispanic/Latino of any race	30.4%	24.6%	23.6%
Native Hawaiian or Pacific Islander	0.3%	1.3%	0.4%
White	44.3%	43.8%	52.1%
Two or more races	5.2%	6.2%	4.1%
Race/Ethnicity not reported	8.0%	2.5%	8.7%

*Local Education Agency (LEA) refers to the Alternative LEA-based route presented in Table 6c above.*

Table 6e below displays the number of total teacher candidates enrolled in the teacher preparation programs for the past five years. Total enrollment data includes both new enrolled candidates as well as program completers in the same academic year to provide a full picture of the teacher preparation programs' enrollment. There has been an increase for both alternative routes – 68 percent for Alternative IHE-based and 100 percent for Alternative LEA-based. However, there has been a small decline (by one percent) for the Traditional route between 2014-15 and 2018-19.

**Table 6e. Total Enrollment (Enrolled Candidates plus Program Completers) Trend by Route, 2014-15 to 2018-19**

Academic Year	IHE Traditional route	Alternative IHE-based route	Alternative LEA-based route
2014-15	27,021	3,761	696
2015-16	27,061	4,616	896
2016-17	28,118	6,555	1,207
2017-18	28,606	7,453	1,498
2018-19	26,761	6,312	1,395
Number change in 5 years	-260	2,551	699
Percent change in 5 years	-1%	68%	100%

Table 6f below displays total enrollment (enrolled candidates and program completers) by higher education segments for the past five years. California State University showed an increase of eight percent between 2014-15 and 2018-19 and Private/Independent Institution

also showed an increase of eight percent. However, University of California showed a decline of 20 percent in the total enrollment between 2014-15 and 2018-19.

**Table 6f. Total Enrollment (Enrolled Candidates plus Program Completers) Trend by Higher Education Segment, 2014-15 to 2018-19**

Academic Year	California State University	University of California	Private/Independent Institution
2014-15	12,453	1,136	17,193
2015-16	12,745	1,119	17,813
2016-17	14,074	1,252	19,347
2017-18	14,212	1,130	20,717
2018-19	13,496	911	18,649
Number change in 5 years	1,043	-225	1,456
Percent change in 5 years	8%	-20%	8%

Local Education Agency (LEA) refers to the Alternative LEA-based route presented in Table 6e above.

**Program Information: Program Completers**

Table 6g below provides data for program completers by route for five years. There has been a steady upward trend in the number of program completers for all three routes in the past five years: by three (30 percent for Traditional route, 102 percent for Alternative IHE-based route, and 115 percent for Alternative LEA-based route. Overall, the number of program completers more than doubled for candidates who completed their programs via alternative routes between 2014-15 and 2018-19. When all three routes are combined, there has been an increase of 20 percent in the number of program completers between 2014-15 and 2018-19.

**Table 6g. Program Completers Trend by Route, 2014-15 to 2018-19**

Academic Year	IHE Traditional route	Alternative IHE-based route	Alternative LEA-based route
2014-15	8,800	1,522	275
2015-16	8,875	2,014	319
2016-17	8,979	2,699	370
2017-18	8,996	3,165	442
2018-19	9,054	3,069	591
Number change in 5 years	254	1,547	316
Percent change in 5 years	3%	102%	115%

Table 6h presents the number of program completers for the past five years by higher education segment. Both California State University and Private/Independent Institutions showed an increase (16 percent and 23 percent, respectively) while the University of California showed a decline of seven percent between 2014-15 and 2018-19.

**Table 6h. Program Completers Trend by Higher Education Segment, 2014-15 to 2018-19**

Academic Year	California State University	University of California	Private/Independent Institution
2014-15	5,137	814	4,371
2015-16	5,547	833	4,509
2016-17	6,094	843	4,741
2017-18	6,252	756	5,153
2018-19	5,972	753	5,382
Number change in 5 years	835	-61	1,011
Percent change in 5 years	16%	-7%	23%

*Local Education Agency (LEA) refers to the Alternative LEA-based route presented in Table 6g above.*

### Program Information: Teachers Prepared by Subject Area

*Provide the number of teachers prepared by subject area. "Subject area" refers to the subject area category in which the program completer is prepared to teach. An individual can be counted in more than one subject area. (§205(a)(1)(C)(v))*

Table 7a below presents the percentage of program completers (prepared teachers) by subject area and route. For the Traditional route, about half (48.7 percent) of the program completers were prepared in elementary education. Program completers prepared in Mathematics and Science constituted more than one-tenth (12.3 percent), followed by another one-tenth (11 percent) in English and World Languages. For the Alternative IHE-based route, about two-fifths (37.2 percent) were prepared in elementary education, followed by about one-third (31.6 percent) in special education. For the Alternative LEA-based route, about one-fifth of the program completers were spread among elementary education, special education, English and World languages, Mathematics and Science, and low incidence subject areas (Agriculture, Art, Business, Industrial and Technology Education [ITE], Music, Physical Education [PE]).

**Table 7a. Teachers Prepared by Subject Area by Route, 2018-19**

Subject Area	IHE Traditional route	Alternative IHE-based route	Alternative LEA-based route
Multiple Subject (Elementary education)	48.7%	37.2%	23.2%
Special Education	9.5%	31.6%	20.0%
Single Subject-Mathematics and Science	12.3%	11.4%	13.8%
SS-Social Science	10.1%	5.9%	9.8%
SS-English and World Languages	11.0%	7.3%	17.4%
SS-Agriculture, Art, Business, ITE, Music, PE	8.4%	6.7%	15.8%

Table 7b below presents teachers prepared by subject area data by higher education segment. California State University prepared more than half (53 percent) in elementary education followed by more than one-tenth (11.1 percent) in special education and another one-tenth (10.6 percent) in Math/Science subject area. By contrast, University of California prepared more than one-third (35.6 percent) in elementary education followed by more than one-fourth (27 percent) in Math/Science subject area. Private/Independent Institutions prepared about two-

fifths (38 percent) in elementary education followed by about one-fourth (23.8 percent) in special education. Overall, the proportion of program completers by subject area differed by higher education segment. University of California prepared more candidates in single subject while both California State University and Private/Independent Institutions prepared nearly two-thirds in elementary education and special education combined (64.1 percent and 61.8 percent, respectively).

**Table 7b. Teachers Prepared by Subject Area by Higher Education Segment, 2018-19**

Subject Area	California State University	University of California	Private/Independent Institution
Multiple Subject (Elementary education)	53.0%	35.6%	38.0%
Special Education	11.1%	1.6%	23.8%
Single Subject-Mathematics and Science	10.6%	27.0%	11.3%
SS-Social Science	7.2%	12.2%	10.3%
SS-English and World Languages	9.1%	20.6%	9.2%
SS-Agriculture, Art, Business, ITE, Music, PE	9.0%	3.0%	7.4%

Local Education Agency (LEA) refers to the Alternative LEA-based route presented in Table 7a above.

**Program Information: Teachers Prepared by Academic Major**

Provide the number of teachers prepared by academic major. “Academic major” refers to the actual major(s) declared by the program completer. An individual can be counted in more than one academic major. (§205(b)(1)(H)(ii))

Table 7c below presents teachers prepared by their academic major. This section asks for teacher preparation programs who offered an undergraduate degree, so this section is not applicable to the Alternative LEA-based route. Only a few teacher preparation programs offer a degree at the end of the programs, most of them offer credentials. About half (49 percent) of the teachers prepared had an academic major in Social Science followed by “Other” (21.3 percent) for the Traditional route. More than half (56.2 percent) of the teachers prepared had academic majors in Social Science followed by 17 percent in “Other” academic majors for Alternative IHE-based route.

**Table 7c. Teachers Prepared by Academic Major by Route, 2018-19**

Academic Major	IHE Traditional route	Alternative IHE-based route
Social Science	49.0%	56.2%
Other	21.3%	17.0%
English and World Languages	10.1%	5.3%
Mathematics and Science	7.8%	7.8%
Liberal Arts	7.3%	8.4%
Agriculture, Art, Business, ITE, Music, PE	4.3%	5.2%
Career Technical Education	0.2%	0%

Note: Local Education Agencies do not offer undergraduate degree; no academic major data to report.

Table 7d below displays teachers prepared by academic major by higher education segments. Nearly half (49.9 percent) of California State University’s teachers prepared had academic major in Social Science followed by one-sixth (15.5 percent) in Liberal Arts. For University of California, almost all (92.5 percent) reported academic majors in “Other” subjects and the remainder (7.1 percent) in Mathematics and Science academic majors. Private/Independent Institutions reported that more than half (56.5 percent) in Social Science and another one-fifth (20.1 percent) in Liberal Arts and “Other” academic major combined.

**Table 7d. Teachers Prepared by Academic Major by Higher Education Segment, 2018-19**

Academic Major	California State University	University of California	Private/Independent Institution
Social Science	49.9%	0%	56.5%
Liberal Arts	15.5%	0.0%	6.7%
Other	14.4%	92.5%	13.4%
English and World Languages	10.3%	0.0%	9.8%
Mathematics and Science	5.3%	7.1%	8.4%
Agriculture, Art, Business, ITE, Music, PE	4.6%	0.0%	5.0%
Career Technical Education	0%	0.4%	0.2%

### Program Information: Teaching Credentials Issued for 2018-19

The federal regulations mandate that the states report on the total number of initial credentials issued in 2018-19 as part of the state report. For Title II purposes, only initial teaching credentials are reported; secondary authorizations or additional credentials earned are not included. The Commission’s annual [Teacher Supply Report](#) has detailed data on credentials issued for the 2018-19 academic year.

Table 8 below provides summary data on the total number of initial credentials earned in the state and individuals who completed their teacher preparation outside of California during the 2018-19 academic year. Out of the 17,019 new teaching credentials issued in 2018-19, more than three-fourths of the teaching credentials were issued to candidates who were prepared in-state while about one-fourth of the teaching credentials were issued to teachers who were trained out-of-state/out-of-country. More than half (53.1 percent) of the new credential holders came through the IHE Traditional route, 22 percent through the Alternative IHE-based route, 3.3 percent via the Alternative LEA-based route, and the remaining 21.6 percent were issued to teachers who were prepared out-of-state/out-of-country. When analyzed by the type of teaching credentials, 41.9 percent were issued in Multiple Subject (elementary education), another 39 percent were issued in Single Subject and the remaining 19.1 percent were issued in Education Specialist (special education) credentials.

**Table 8. Number of Initial Teaching Credentials Issued, by Route, 2018-19**

Credential Type	IHE Traditional route	Alternative IHE-based route	Alternative LEA-based route	Out-of-state/Out-of-country Prepared	Total credentials
Multiple Subject	4,349	1,104	154	1,518	7,125
Single Subject	3,868	1,185	150	1,435	6,638
Education Specialist	819	1,462	249	726	3,256
Total	9,036	3,751	553	3,679	17,019

Source: Teacher Supply Report, 2018-19

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## Section II: Annual Goals

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*Each institution of higher education (IHE) that conducts a traditional teacher preparation program (including programs that offer any ongoing professional development programs) or alternative route to the state credential program, and that enrolls students receiving Federal assistance under this Act, shall set annual quantifiable goals for increasing the number of prospective teachers trained in teacher shortage areas designated by the Secretary or by the state educational agency, including mathematics, science, special education, and instruction of limited English proficient students. (§205(a)(1)(A) (i), (§205(a)(1)(A) (ii), (§206(a))*

*Provide information about your program's goals to increase the number of prospective teachers in mathematics, science, and special education:*

- Did your institution offer a program in this subject?
- Describe your goals.
- Did your program meet the annual goal set for this subject?
- Description of strategies used to achieve goal.
- Description of steps to improve performance in meeting goal or lessons learned in meeting goal.

All teacher preparation programs were asked to answer the questions listed above for mathematics, science, special education and limited English proficient students (LEP). Data for LEP is not included here because all Commission-approved teacher preparation programs embed English Learner (EL) authorization preparation in their initial teaching credential programs. Hence all current program completers and future program completers will be authorized to teach -English learners. In other words, for LEP, one hundred percent of the annual goals will be met for all institutions.

Tables 9a and 9b below summarize the annual goals data from the individual IPRC reports for all three subjects (mathematics, science, and special education) by route and by higher education segment. The annual goals section requires that institutions offering teaching credentials in mathematics, science, and special education indicate whether or not goals to increase prospective teachers in shortage areas are set, if goals are met, and which strategies were used to meet annual goals.

When data were analyzed by route, the Traditional route programs indicated that for mathematics, 58 percent of the programs met their goals, 65 percent for science, and 76 percent for special education programs. For Alternative IHE-based programs, 56 percent of the programs met goals for mathematics, 76 percent for science, and 72 percent for special education. For the Alternative LEA-based route, 88 percent of the programs met goals for mathematics, 75 percent for science, and 91 percent for special education. In summary, Alternative route programs reported meeting the goals at a higher rate for all three subject areas in the academic year 2018-19.

**Table 9a. Annual Goals to Increase Number of Prospective Teachers in Mathematics, Science, Special Education, by route, 2018-19**

Program	Subject Area	IHE Traditional route	Alternative IHE-based route	Alternative LEA-based route
Number of current programs	Mathematics	69	43	8
Number met goals	Mathematics	40	24	7
Percent met goals	Mathematics	58%	56%	88%
Number of current programs	Science	66	45	8
Number met goals	Science	43	34	6
Percent met goals	Science	65%	76%	75%
Number of current programs	Special Education	54	47	11
Number met goals	Special Education	41	34	10
Percent met goals	Special Education	76%	72%	91%

When data were analyzed by higher education segments, California State University indicated that 45 percent of the programs met goals for mathematics, 69 percent met goals for science, and 64 percent met goals for special education. For University of California segment, 27 percent met goals for mathematics, 50 percent for science, and 75 percent for special education. For Private/Independent Institutions, 71 percent of mathematics programs met goals, 73 percent for science, and 82 percent met goals for special education. When looking at the subject area, special education programs were able to meet their goals at a higher percentage compared to mathematics and science. When looking at higher education segments, both California State University and Private/Independent intuitions were able to meet the goals at a higher rate compared to University of California.

**Table 9b. Annual Goals to Increase Number of Prospective Teachers in Mathematics, Science, Special Education, by Higher Education Segment, 2018-19**

Program	Subject Area	California State University	University of California	Private/Independent Institution
Number of current programs <sup>1</sup>	Mathematics	42	11	59
Number met goals	Mathematics	19	3	42
Percent met goals	Mathematics	45%	27%	71%
Number of current programs	Science	42	10	59
Number met goals	Science	29	5	43
Percent met goals	Science	69%	50%	73%
Number of current programs	Special Education	42	4	55
Number met goals	Special Education	27	3	45

Program	Subject Area	California State University	University of California	Private/ Independent Institution
Percent met goals	Special Education	64%	75%	82%

<sup>1</sup> an IHE is identified as having 2 programs when both a traditional and alternative (Intern) are offered.

Detailed responses by each teacher preparation program to annual goals for shortage areas such as mathematics, science, and special education are presented via the Title II data dashboards at [Title II webpage](#).

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## Section II: Assurances

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*Please certify that your institution is in compliance with the following assurances. (§205(a)(1)(A) (iii)), (§206(b)) Note: Be prepared to provide documentation and evidence for your responses, when requested, to support the following assurances.*

- Preparation responds to the identified needs of the local educational agencies or states where the program completers are likely to teach, based on past hiring and recruitment trends.
- Preparation is closely linked with the needs of schools and the instructional decisions new teachers face in the classroom.
- Prospective special education teachers are prepared in core academic subjects and to instruct in core academic subjects.
- Prospective general education teachers are prepared to provide instruction to students with disabilities.
- Prospective general education teachers are prepared to provide instruction to limited English proficient students.
- Prospective general education teachers are prepared to provide instruction to students from low-income families.
- Prospective teachers are prepared to effectively teach in urban and rural schools, if applicable.
- Describe your institution's most successful strategies in meeting the assurances listed above.

Detailed responses by each teacher preparation program to Section II: Assurances are presented via the Title II data dashboards at [Title II web page](#).

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## Section III: Credential Requirements

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*List each teaching credential (certificate, license or other) currently issued by the state and answer the questions about each. Include all teaching credentials including initial, emergency, temporary, provisional, permanent, professional and master teacher licenses as well as any credentials given specifically to those participating in or completing alternative routes to certification or licensure. Do not include credentials for principals, administrators, social workers, guidance counselors, speech/language pathologists or any other school support personnel. (§205(b)(1)(A))*

In order to be employed in a California public school district, teachers must hold a credential issued by the Commission. California's credential structure is organized by subject matter and classroom setting. Within this structure, the state has established certification requirements that ensure candidates are prepared for their initial teaching credential and that each candidate must satisfy additional requirements, complete Teacher Induction, before advancing to the second level or Clear teaching credential.

There are four basic credentials that authorize individuals to teach in TK-12 public school settings: the Multiple Subject teaching credential, the Single Subject teaching credential, the Education Specialist Instruction credential, and the Designated Subjects teaching credential. The Commission also issues credentials for other educational service occupations requiring state certification, such as school counselors, psychologists, nurses, librarians, and administrators. But the Title II legislation does not require reporting of data related to Designated Subjects credentials, child development permits, or the services credentials. In addition, for general education (Multiple Subject and Single Subject) and special education (Education Specialist Instruction) the Title II report requires reporting only the initial teaching credential.

### **Subject Matter and Classroom Setting**

California's teaching credential structure emphasizes both content knowledge, pedagogical competence, and the TK-12 students' developmental status. Candidates earning a Multiple Subject, Single Subject, or Education Specialist credential must hold a bachelor's degree from a regionally accredited college or university. Candidates must also acquire knowledge and demonstrate preparation to teach by completing a Commission-approved teacher preparation program. A formal recommendation to the Commission from the Commission-approved college, university, or local educational agency where candidates completed the teacher preparation program is made. The State offers multiple routes to teaching certification, including traditional one-year post baccalaureate programs at institutions of higher education, district or university sponsored intern programs, and four-to five-year "blended" programs that allow for the concurrent completion of a baccalaureate degree (including subject matter requirements) and professional preparation. All credential programs, ***no matter the delivery mode***, are held to the same standards of quality and effectiveness, and all programs include instruction in pedagogy, as well as a supervised teaching experience.

The credential most often held by those teaching in an elementary school classroom is the Multiple Subject teaching credential. This credential authorizes individuals to teach all subjects in a self-contained classroom in kindergarten, grades 1 through 12, and classes organized primarily for adults.

The appropriate credential to teach a specific subject such as mathematics or English in a departmentalized (single subject) classroom at the middle or high school level is the Single Subject teaching credential. This credential authorizes public school teaching in a departmentalized classroom in kindergarten, grades 1 through 12, and classes organized primarily for adults. A Single Subject teaching credential authorizes an individual to teach in one of the specific content areas listed on Table 10.

**Table 10: List of Subject Content Areas for Single Subject teaching credential**

Agriculture	Art
Business	Chemistry
Earth and Space Sciences	English
General Science - Foundational Level	Health Science
Home Economics	Industrial and Technology Education
Life Sciences	Mathematics
Mathematics – Foundational Level	Music
Physical Education	Physics
Social Science	World Languages*

\* *World Languages include American Sign Language, Arabic, Armenian, Cantonese, Farsi, Filipino, French, German, Hebrew, Hmong, Italian, Japanese, Khmer, Korean, Latin, Mandarin, Portuguese, Punjabi, Russian, Spanish, and Vietnamese.*

The Education Specialist Instruction credential authorizes individuals to teach students with disabilities. This credential is currently organized in seven distinct authorizations: Mild/Moderate Disabilities, Moderate/Severe Disabilities, Visual Impairments, Deaf and Hard-of-Hearing, Physical and Health Impairments, Early Childhood Special Education, and Language and Academic Development. Individuals seeking the Education Specialist Instruction credential complete a special education preparation program that includes student teaching in the area of their chosen specialization plus verification of subject matter competency.

### **Requirements for Initial Certification**

Multiple Subject, Single Subject, and Education Specialist Instruction initial credentials, known as Preliminary credentials in California, are issued to beginning teachers for a maximum of five years and are non-renewable. Candidates are expected to complete Teacher Induction to earn the Clear credential within the five-year period of the initial credential.

### **Teaching Permits and Waivers**

In addition to the teaching credentials (Multiple Subject, Single Subject, and Education Specialist), there are teaching permits and waivers that allow individuals to teach in California's K-12 classrooms. The requirements are different for permits and waivers. Detailed information on teaching permits and waivers are displayed in [Teacher Supply data dashboards](#).

### ***Short-Term Staff Permit***

A Short-Term Staff Permit (STSPs) may be requested by an employing agency when there is an acute staffing need. An “acute staffing need” exists when an employer needs to fill a classroom immediately based on an unforeseen need. STSPs are restricted to service in the employing agency that requests issuance of the permit, are valid for one school year and are not renewable. In 2018-19, more than 3,600 STSPs were issued. Detailed information on the requirements is available in credential information leaflet CL-858: [STSP leaflet](#).

### ***Provisional Internship Permit***

Provisional Internship Permits (PIPs) may be requested by an employing agency when there is an anticipated need. An “anticipated staffing need” exist when a district is aware that an opening is going to occur and conducts a diligent search for a credentialed teacher, but is unable to recruit one. PIPs are restricted to service within the employing agency that requests issuance of the permit and are issued for one calendar year. In 2018-19, more than 2,500 PIPs were issued. Detailed information on the requirements is available in credential information leaflet CL-856: [PIP leaflet](#).

### ***Limited Assignment Teaching Permit***

Limited Assignment Teaching Permits are designed to allow fully credentialed teachers to teach outside their authorized areas while completing the requirements to earn an added authorization, supplementary authorization, or subject matter authorization. Limited Assignment Teaching Permits are issued at the request of, and are restricted to service with, a California public school employer to fill vacancies. These permits allow employing agencies flexibility, especially in rural and remote areas of the state, to assign individuals to teach in more than one subject area. The Commission issues General Education Limited Assignment Teaching Permits (GELAPs) in any statutory subject area available on a Single Subject or Multiple Subject teaching credential. The Special Education Limited Assignment Teaching Permit (SELAP) was added to Title 5 Regulations effective July 3, 2009. A SELAP may be issued in any of the seven Education Specialist Instruction Credential specialty areas while the holder completes the requirements for an added authorization in special education or a full education specialist authorization. In 2018-19, more than 1,700 GELAPs and 400 SELAPs were issued. Detailed information on the requirements of GELAP is available in credential information leaflet CL-828: [GELAP leaflet](#) and requirements of SELAP is available in credential information leaflet CL-889: [SELAP leaflet](#).

### ***Variable Term Waivers***

Waivers are the final option for public school employers within the hiring priority. Waivers give the employer the ability to meet the staffing needs when a suitable fully qualified credentialed employee cannot be found. Employing agencies must complete a diligent search for a suitable credentialed teacher or qualified intern teacher before requesting a credential waiver. In 2018-19, more than 400 new waivers were issued.

### ***Teaching Permit for Statutory Leave***

In spring 2016, the Commission developed the Teaching Permit for Statutory Leave (TPSL) to address the teacher shortage. The TPSL allows an employing agency to fill a position where the

teacher of record is unable to teach due to a statutory leave (medical or otherwise) with a temporary teacher of record for the duration of the leave. TPSL may be issued with one or more authorizations in the areas of Multiple Subject, Single Subject, and Special Education, depending on an individual's qualifications. The permit is renewable upon verification from the employing agency that specific requirements have been completed. In 2018-19, more than 850 TPSLs were issued. Detailed information on the requirements is available in credential information leaflet CL-902: [TPSL Leaflet](#).

Detailed data on interns, permits, and waivers are available at the following dashboard [Intern Permit Waivers Dashboard](#).

### ***Specific Assessment Requirements***

California uses a variety of examinations to assess candidates' competencies in basic skills, subject matter proficiency, and professional knowledge. California law required candidates to demonstrate subject matter knowledge by passage of a Commission-approved subject-matter assessment or by completing a Commission-approved subject-matter program of coursework in the field in which they will be teaching. For initial teacher certification or licensure, California uses the following written tests or performance assessments:

- Assessment of Basic Skills (CBEST, other options; see [Basic Skills Requirement](#))
- Assessment of Subject Matter Knowledge (CSET)
- Assessment of the Methods for Teaching Reading (RICA)
- Assessment of Teaching Performance (TPA)

Multiple Subject, Single Subject, and Education Specialist teacher candidates are required to satisfy the basic skills requirement in order to obtain an initial teaching credential. The California Basic Educational Skills Test (CBEST) provides an assessment of a candidate's basic knowledge and skills in reading, writing, and mathematics. While California Education Code §44252(f) requires candidates to take CBEST prior to admission to a program of professional preparation for diagnostic purposes, if the candidate has not yet met the basic skills requirement, programs are required to assure that candidates demonstrate proficiency in basic skills before advancing them to daily student teaching responsibilities. Candidates admitted to university or district intern programs are required to satisfy the basic skills requirement prior to assuming their teaching responsibilities. All candidates must pass the CBEST, or the equivalent, before recommended for teaching credentials.

Since the Ryan Act of 1970, California has required candidates to demonstrate competency in the content area they will teach. Historically, candidates have had two options to demonstrate subject matter competence - passage of a subject matter examination or completion of a Commission-approved subject matter preparation program. Candidates are required to demonstrate subject matter competency in the specific content area(s) they plan to teach. Content knowledge is typically assessed prior to a candidate's entry into a program of professional preparation, and verification of subject matter competency is required prior to the commencement of student teaching. Multiple Subject candidates can fulfill the subject matter requirement either by passing CSET Multiple Subjects exams (Exam route) or by completing a Commission-approved elementary subject matter program (Program route). From 2004 to

2017, the exam route was the only option for Multiple Subject credential candidates to fulfill subject matter before obtaining a Multiple Subject credential. Recent Commission action to approve institutions to offer elementary subject matter programs now provides candidates the option of fulfilling subject matter requirement through a Commission-approved program. Educational Specialist candidates have the option of passing the CSET Multiple Subject or a core content area in the CSET Single Subject exam. They also have an option to complete the elementary subject matter program or a core area in the Single Subject subject matter program. In 2018-19, 76 percent of Single Subject credential candidates and 93 percent of Multiple Subject credential candidates used the CSET examination option to demonstrate subject matter requirement. All other candidates satisfied this requirement by completion of a Commission-approved subject matter program. All teacher candidates satisfying subject matter requirements for California certification by examination are required to take the California Subject Examination for Teachers (CSET).

The Reading Instruction Competence Assessment (RICA) is designed specifically for testing professional knowledge in the area of teaching reading. This knowledge is typically acquired by candidates through a program of professional preparation. All Multiple Subject and Education Specialist preparation programs are required to include instruction in the teaching of reading in their methodology courses. Their candidates must pass the RICA to obtain certification. These candidates must pass the RICA before they can be recommended for an initial credential, but passage is not required for candidates to complete a teacher preparation program. The Title II reports require institutions to provide pass rate information on all program completers. An individual may be a 'program completer' but may not yet have passed the RICA examination. California Education Code Section 44283 requires that candidates for an initial Multiple Subject Teaching Credential and candidates for the initial Education Specialist Instruction Credential must pass the RICA prior to receiving their credential. Passage of this assessment is not a requirement for the Single Subject teaching credential or for the Education Specialist in Early Childhood Special Education (ECSE).

Pursuant to SB 1209 (Chap. 517, Stats. 2006), Multiple Subject and Single Subject preparation programs were required to embed a Teaching Performance Assessment (TPA) in their preparation program by July 1, 2008. Candidates enrolled in the program on or after July 1, 2008 are required to satisfy this requirement. This law requires that the initial Multiple Subject and Single Subject teacher preparation programs include a performance assessment of each credential candidate's teaching ability. The Education Code allows for multiple models of a TPA to be used, including both the Commission-developed TPA and other TPA models that meet the Commission's Assessment Design Standards. Preparation for the TPA, regardless of TPA model selected by the program, must be embedded into the teacher preparation program. All TPA models include both formative assessment as well as summative assessment for each credential candidate.

There are three commission-approved models used by the teacher preparation programs. They are listed below:

- California Teaching Performance Assessment (CalTPA) originally developed by Educational Testing Service (ETS) and owned by the Commission, revised by a Design Team with a contractor (Evaluation Systems group of Pearson)
- edTPA is a national model owned by Stanford University, with a contractor (Evaluation Systems group of Pearson)
- Fresno Assessment of Student Teachers (FAST), owned and operated by California State University, Fresno

Table 11 below displays the distribution of teacher preparation institutions by TPA models. More than two-thirds of teacher preparation institutions use CalTPA and about one-third use edTPA. California State University, Fresno uses its own model called FAST.

**Table 11. Distribution of Institution by TPA models**

TPA Model	California State University	University of California	Private/Independent Institution	Local Education Agency	Total	Percent of Total
CalTPA	14	4	38	8	<b>64</b>	68%
edTPA	8	5	13	3	<b>29</b>	31%
FAST	1	-	-	-	<b>1</b>	1%
Total	23	9	51	11	<b>94</b>	100%

*Note – a few institutions use more than one TPA model.*

The Commission’s model, **CalTPA**, was redeveloped based on discussion of the CalTPA Design Team between 2015-18. The newly redeveloped CalTPA has a task-based structure with two cycles of instruction.

*Cycle 1: Learning about Students and Planning Instruction*

Cycle 1 focuses on getting to know students’ assets and needs and using this information for instructional planning. Candidates demonstrate their knowledge of student and instructional strategies including developing academic language, monitoring student learning, and making appropriate accommodations and/or modifications during the teaching of a lesson to meet individual student needs. They establish a positive learning environment and provide social and emotional supports through interactions with students. Candidates reflect on their teaching and on what students learned and apply insights to future instructional planning.

*Cycle 2: Assessment-Driven Instruction*

Cycle 2 focuses on assessing student learning during instruction using outcomes from multiple assessments to plan for and promote learning for all students. Candidates use what they know about students and the learning context to enact the plan, teach and assess sequence based on California content standards for students. They must also demonstrate how their students use educational technology to enhance their learning. Candidates provide feedback to students about their performance from both informal and

formal assessments. Based on what the candidate learns about their students' skills and competencies and/or content knowledge, candidates either reteach or develop a connecting, extension activity to build on the instruction provided.

The redeveloped CalTPA field test was conducted in the spring of 2018. A standard setting panel concluded its work by recommending a passing score at the June 2019 Commission meeting: [Passing Score Standards for the Redeveloped California Teaching Performance Assessment](#).

**edTPA's** common architecture consists of three interconnected tasks embedded in clinical practice – Planning, Instruction, and Assessment. Each task has five rubrics, and there are three different types of handbooks used (a 15 rubric, a 13 rubric and a 18 rubric).

A majority of the content fields use the 15-rubric handbooks. The 13-rubric handbooks are used by World Language and Classical language as they do not have the two academic language rubrics. The 18-rubric handbooks are used by Elementary education and have one additional task for either Mathematics or Literacy so that the candidate is assessed in both Mathematics and Literacy on the assessment. A candidate completes all tasks for the edTPA in one submission and can then retake by task(s) or as a whole.

Detailed information on edTPA for California including passing scores can be found at: [edTPA webpage](#).

General information on edTPA is available at: [Why edTPA](#) and [Using edTPA](#).

**FAST** assesses the pedagogical competence of teacher candidates, including interns, with respect to the Teaching Performance Expectations (TPEs). FAST consists of two projects:

- *Site Visitation Project*: This task assesses teacher candidates' ability to plan, implement, and evaluate instruction. The three parts of the project include:
  - (1) Planning: planning documentation for a single lesson incorporating state-adopted content standards and English language development,
  - (2) implementation: an in-person observation and videotaping of the teaching of the lesson, and
  - (3) Reflection: a review of the entire video, selection of a 3- to 5-minute video segment, and a written evaluation of the lesson. Single Subject and Multiple Subject candidates complete the Site Visitation Sample Project during their initial student teaching placements.
- *Teaching Sample Project*: This task assesses teacher candidates' ability to:
  - (a) identify the context of the classroom,
  - (b) plan and teach a series of at least five cohesive lessons with a focus on content knowledge and literacy,
  - (c) assess students' learning related to the unit, and
  - (d) document their teaching and their students' learning and reflect on the effectiveness of their teaching.

Candidates and interns complete the Teaching Sample Project during final student teaching (including internship).

Each assessment evaluates multiple TPEs using a task-specific rubric for each section of the task. The tasks are scored by trained faculty and supervisors using a task-specific four-point rubric. Candidates must earn a minimum score of “2” on each of the three sections evaluated in the Site Visitation project and the seven sections evaluated in the Teaching Sample Project. Detailed information about FAST can be found at [FAST webpage](#)

Detailed information about TPA models are available on the Commission’s [TPA web page](#).

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## Section IV: Standards and Criteria

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*Provide a brief background of California's recent teacher preparation reform efforts including a description of state standards for programs and teachers. (§205(b)(1)(B), §205(b)(1)(C))*

### **Standards and Criteria for General Education Teacher Certification**

After extensive input from California educators, administrators, and policymakers, the Commission adopted three sets of standards<sup>1</sup> consistent with the provisions of SB 2042. These sets of standards are the:

- [Standards of Quality and Effectiveness for Teacher Preparation Programs](#), adopted December 2015, TPEs adopted June 2016, Handbook revised June 2017
- [Standards of Quality and Effectiveness for Teacher Induction Programs](#), adopted October 2016, Handbook revised June 2017
- [Standards of Quality and Effectiveness for Elementary Subject Matter Preparation Programs](#), adopted October 2016

Through its accreditation review process the Commission holds institutions accountable for ensuring that programs meet standards of quality and effectiveness and for ensuring that candidates meet prescribed competence standards. In addition to the requirements identified in the *Teacher Certification in California* section of this report, the Commission established Teaching Performance Expectations (TPEs) that described what beginning teachers should know and be able to do regardless of pupil level or content area. These expectations defined the levels of pedagogical competence and performance the Commission expects all candidates to attain as a condition of earning an initial teaching credential. The Commission expects institutions preparing prospective teachers to verify individual attainment of the performance expectations prior to recommending a candidate for a teaching credential. In June 2016, the Commission adopted updated TPEs. The TPEs are organized in two sections, as outlined below. The first includes six broad areas, aligned with the California Standards for the Teaching Profession (CSTP), and the second section relates to subject specific pedagogy.

### **The Teaching Performance Expectations (TPEs) 2016**

TPE 1: Engaging and Supporting All Students in Learning

TPE 2: Creating and Maintaining Effective Environments for Student Learning

TPE 3: Understanding and Organizing Subject Matter for Student Learning

TPE 4: Planning Instruction and Designing Learning Experiences for All Students

TPE 5: Assessing Student Learning

TPE 6: Developing as a Professional Educator

In addition to the six TPEs, there are additional sections of the TPEs that apply to all teachers but is viewed through the lens of the teacher's content area:

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<sup>1</sup> Information about the Commission's program standards are found at [Commission Program Standards](#).

- Content Specific Pedagogy
- Literacy Teaching Performance Expectations
  - All Candidates
  - Multiple Subject and Education Specialist Candidates
  - Single Subject English Candidates
- Developmentally Appropriate Practices in Relation to Subject-Specific Pedagogy
- English Language Development in Relation to Subject-Specific Pedagogy
- Subject-Specific Pedagogical Skills for Multiple Subject Teaching Assignments
- Subject-Specific Pedagogical Skills for Single Subject Teaching Assignments

### **Standards and Criteria for Special Education Teacher Certification**

A Standards Design Team was appointed by the Executive Director of the Commission in 2016 to review the credential requirements and program standards for preparing special education teachers. Draft program standards, TPEs, and a revised credential structure were developed by the Design Team and were adopted by the Commission in [June 2018](#) and [August 2018](#).

Education Specialist (2018) – Preliminary Education Specialist Teaching Credential Program Standards and Teaching Performance Expectation are found at the following URL: [Commission Educator Preparation Program Standards](#)

### **Standards and Criteria for Subject Matter Preparation Programs**

The [Standards of Program Quality and Effectiveness for the Subject Matter Requirement for the Multiple Subject Teaching Credential](#) includes standards related to the substance of subject matter program curriculum, qualities of the subject matter program curriculum, leadership and implementation of the subject matter programs, and content specifications for the Subject Matter Requirement (SMR) for the Multiple Subject teaching credential. Completion of this (SMR) prepares Multiple Subject candidates for the CSET: Multiple Subject examination and effective April 2017 completing a Commission-approved subject matter program waives candidates from the requirement to pass the examination.

In June 2002, the Commission adopted new SMRs for mathematics, science, social science, and English. In January 2004, the Commission adopted new SMRs and standards in four additional subject areas: art, languages other than English (now called World Languages), music, and physical education. The requirements for these eight subject matter areas were aligned with the state student content standards and consistent with standards established by national teacher associations in each subject area (i.e., National Council of Teachers of Mathematics, National Council for the Social Sciences, National Art Education Association, and American Council on the Teaching of Foreign Language.) In addition, the Commission developed new SMRs and standards in five additional subject areas: agriculture, business, health science, home economics, and industrial and technology education. Subsequently, based on legislation, SMRs were developed for six additional world languages, and following that, for American Sign Language (ASL).

In 2013, SMRs were updated to align with the Common Core State Standards (CCSS) in Multiple Subjects, Mathematics, and English. In 2017, the SMRs for prospective elementary teachers and science teachers were revised to ensure alignment with the Next Generation Science Standards (NGSS).

**Alignment of Teacher Credential Standards with California Student Content Standards**

Pursuant to subdivision (a) of California Education Code §60605, California requires that each candidate recommended for a credential demonstrates satisfactory ability to assist students to meet or exceed state content and performance standards for pupils. The standards-based credential system is intended to hold programs and candidates accountable for teaching and learning and reflect congruence with California’s K-12 academic content standards. Each of the various pathways for earning an initial credential (integrated programs of subject matter preparation and professional preparation, post baccalaureate programs of professional preparation, and intern programs of professional preparation) reflect this requirement. Induction programs continue to support candidates as they work with their mentor to refine practice with respect to teaching the K-12 student content standards.

## Section V: Assessment Information

This section of the report provides statewide information about the number of individuals who completed programs of professional preparation in the 2018-19 academic year along with information about the performance of those candidates who took any assessments required for initial certification in California. The performance data are based on the institutional report card data submitted by more than 90 postsecondary institutions and school districts approved by the Commission to offer Multiple Subject, Single Subject, and/or Education Specialist teacher preparation programs in California for the 2018-19 academic year.

### Statewide Assessments Used for Certification

In accordance with the federal reporting guidelines of the Higher Education Act, this report provides pass rates for the basic skills, subject matter content examinations, and the RICA. Table 12 below indicates the specific California examinations used in the reporting of the assessment categories and a description of the state requirements for those examinations.

**Table 12: Description of the Assessments Used**

Assessment Categories	Description of the Examination	Who must take the Examination	When passage of the Examination is required
Basic Skills*	Assessment of basic skills in reading, writing, and math	Multiple Subject, Single Subject, and Education Specialist credential candidates	Before recommendation for the credential or prior to teacher placement for intern positions
Content Knowledge*	Assessment of subject matter content knowledge for subject area taught in grades K-12	Multiple Subject, Single Subject and Education Specialist credential candidates who choose the examination option in the specified content areas to fulfill the subject matter requirement for teachers	Before advancement to the supervised classroom teaching portion of the teacher preparation program or teacher placement for intern positions
Professional Knowledge/Pedagogy**	RICA: The assessment of the skills and knowledge necessary for the effective teaching of K-8 reading	Multiple Subject and Education Specialist credential candidates	Before recommendation for the credential
Pedagogical Knowledge***	TPA: assessment of the pedagogical performance of	Multiple and Single Subject credential candidates	Before recommendation for the credential

Assessment Categories	Description of the Examination	Who must take the Examination	When passage of the Examination is required
	prospective teachers.		

*\*The knowledge assessed by the basic skills and subject matter examinations is not typically acquired through the teacher preparation program. Verification of basic skills is required prior to beginning supervised teaching for the credential while subject matter knowledge is required before advancement to the supervised classroom-teaching portion of a teacher preparation program.*

*\*\*RICA is required for certification that is designed to test a portion of the professional knowledge acquired through a program of professional preparation. Since passage of this exam is not a requirement for the Single Subject Teaching Credential, the RICA performance data in this report are specific to candidates completing Multiple Subject or Education Specialist credential programs only.*

*\*\*\*TPA is a program completion requirement.*

### **Institutional Pass-Rate Data for Academic Year 2018-19**

For purposes of Title II reporting, the federal law makes a distinction between candidates who completed programs of teacher preparation and those recommended for credentials. Program completers are defined as candidates who completed all the academic requirements of a Commission-approved teacher preparation program. These program requirements do not include any of the following legislated California credential requirements:

- Possession of a baccalaureate degree or higher degree from a regionally-accredited institution of postsecondary education;
- Passage of a basic skills examination before student teaching;
- Completion of subject matter requirement either by passing a subject matter examination or completing an approved program, as applicable to the particular credential;
- Completion of a course or passage of an examination in the principles and provisions of the United States Constitution;
- A criminal background clearance as specified by the Commission; and
- Passage of the RICA as a state requirement for the Multiple Subject Teaching Credential and the Education Specialist Instruction Credential.

Pass rate information represents aggregate data for candidates who have completed a teacher preparation program in California and have taken any examination to fulfill any of their credential requirements. Although California considers California's University and District intern programs to be equivalent to Traditional programs associated with institutions of higher education, Title II reporting requirements mandate that pass rate data for Alternative (Intern) routes to certification be reported separately from those of Traditional routes. Pass rate information for programs and subject areas with less than ten program completers is not reported.

**Table 13. Assessments Used and Reported for 2018-19**

Assessment Name	State Passing Score Standard	Score Range
Basic Skills - CBEST <ul style="list-style-type: none"> <li>• Reading</li> <li>• Mathematics</li> <li>• Writing</li> </ul>	A scaled score of 41 in each of the three sections (a score as low as 37 on any section is acceptable if the minimum total score is 123)	20 – 80 for each section
Basic Skills - CSET: Multiple Subjects plus Writing	220 on the CSET Multiple Subjects examination and 220 on the Writing Skills examination	100 - 300
Content Knowledge – CSET for all Single Subjects	220	100 - 300
Professional Knowledge - RICA <ul style="list-style-type: none"> <li>• Written Exam</li> <li>• Video Performance Assessment</li> </ul>	220	100 - 300
California Teaching Performance Assessment (CalTPA)	Cycle One includes 8 rubrics Cycle Two includes 9 rubrics	Minimum score of 2 across all rubrics and no more than one rubric with a score of 1 on each cycle
edTPA	Multiple Subject has 18 rubrics Single Subject has 15 rubrics	Multiple Subject - overall score of 49 across 18 rubrics Single Subject - overall score of 41 across 15 rubrics
Fresno Assessment of Student Teachers (FAST)	Site Visitation Project – 3 sections Teaching Sample Project – 7 sections	Minimum score of 2 on each of 10 rubrics

Table 14a below summarizes the overall pass rate for all assessments by route. The pass rates for program completers for the 2018-19 academic year varied slightly by routes. For Traditional route, for CSET Multiple Subject, the pass rate ranged from 73 percent to 100 percent and for CSET Single Subject, the pass rate ranged from 94 percent to 100 percent. RICA pass rate ranged from 65 percent to 100 percent. For Alternative IHE-based route, the CSET Multiple Subject pass rate ranged from 97 percent to 100 percent, CSET Single Subjects pass rate was 100 percent, and RICA pass rate ranged from 30 percent to 100 percent. For Alternative LEA-based route, the pass rate for all CSET exams was 100 percent, and RICA pass rate ranged from 74 percent to 100 percent. For CalTPA, the pass rate ranged from 91 percent to 100 percent. For edTPA the pass rate ranged from 64 percent to 100 percent. For FAST all program completers passed at a pass rate of 100 percent.

**Table 14a. Pass Rate of all assessments taken by Program Completers, by Route, 2018-19**

Assessment	Traditional route	Alternative IHE-based route	Alternative LEA-based route
CBEST	100%	100%	100%
CSET – Writing only	89% to 100%	-	-
CSET – Multiple Subject only	73% to 100%	97% to 100%	100%
CSET – all Single Subjects	94% to 100%	100%	100%
RICA	65% to 100%	30% to 100%	74% to 100%
CalTPA	91% to 100%	92% to 100%	100%
edTPA	64% to 100%	100%	-
FAST	100%	100%	-

*Note – Pass rates at or near 100 percent are not uncommon as assessments used in the reporting are requirements for “program completers.” TPA pass rates are reported for the first time in 2018-19.*

Table 14b below summarizes the overall pass rate for all assessments by higher education segment. The pass rate varied by higher education segment as well. For California State University the pass rate ranged from 30 percent (for RICA) to 64 percent for edTPA to 90-percent range for CBEST, CSET, and CalTPA. FAST is used by only one CSU campus and they reported 100 percent pass rate for their 2018-19 program completers. For University of California, the pass rate ranged from 95 percent for RICA to 100 percent for CBEST, CSET, and edTPA. For Private/Independent institution, the pass rate ranged from 65 percent for RICA to 73 percent for CSET, 84 percent for edTPA to 92 percent for CalTPA, and 97 percent for CBEST.

**Table 14b. Pass Rate of all assessments taken by Program Completers, by Higher Education Segment, 2018-19**

Assessment	California State University	University of California	Private/Independent Institution
CBEST	98% to 100%	100%	97% to 100%
CSET – Writing only	89% to 100%	-	100%
CSET – Multiple Subject only	91% to 100%	99% to 100%	73% to 100%
CSET – all Single Subjects	100%	100%	94% to 100%
RICA	30% to 100%	95% to 100%	65% to 100%
CalTPA	91% to 100%	100%	92% to 100%
edTPA	64% to 100%	100%	84% to 100%
FAST	100%	-	-

*Local Education Agency (LEA) refers to the Alternative LEA-based route presented in Table 14a above.*

*Note – TPA pass rate data are reported for the first time in 2018-19.*

Detailed information on all other Commission-approved assessments, the structure, cut score, and total volume are presented in the annual exams pass rate report at [Annual Passing Rate Report](#).

Detailed pass rate data are published via the Title II data dashboards: [Title web page](#).

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## Section VI: Alternative Routes

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*For all state-approved Alternative routes, list each Alternative route and answer the questions about each route. (§205(b)(1)(E))*

Within the California context, it is critical to distinguish between alternative certification and Alternative routes to certification. While California has *Alternative routes* to the teaching credential, it does not have *alternative credentials*. As previously discussed, there are four types of teaching credentials in California: (1) Multiple Subject (2) Single Subject (3) Education Specialist and (4) Designated Subjects credentials. Title II reports information for Multiple Subject, Single Subject, and Education Specialist credentials only and candidates obtain one of these teaching credentials through alternative (intern) route. Regardless of whether an individual has met all the necessary requirements for one of the four types of teaching credentials through Traditional means, such as a one-year post-baccalaureate program at an institution of higher education, or a four- to five-year “blended” program that allows for the concurrent completion of subject matter and professional preparation, or through alternative means such as a district or university sponsored intern program, the resulting credentials issued are the same. Further, all programs, including intern programs, are required to meet uniform standards of program quality and effectiveness established by the Commission. All programs include instruction in pedagogy and supervised teaching experiences. All programs are required to ensure that prospective teachers meet the *Teaching Performance Expectations* prior to completing the program.

The most frequently used Alternative route to teaching in California is enrollment in an intern preparation program. Intern programs are designed to provide formal teacher preparation to qualifying individuals who concurrently serve as the teacher of record and are paid a salary by the district. Intern programs may be up to three years in length. Interns benefit from a close linkage between their teacher preparation and classroom experience, as they apply newly acquired skills and knowledge into practice in the classroom immediately. California allows two types of intern programs, those offered by universities and those offered by local education agencies.

University intern programs provide one- or two-year internships leading to basic teaching credentials, specialist teaching credentials, and/or service credentials. University intern programs must meet the same standards of program quality and effectiveness as traditional university teacher preparation programs. School districts and county offices of education collaborate with local universities in the planning and implementation of professional instruction, support, supervision, and assessment of interns.

District intern programs are two or three-year programs operated by local school districts, charter organizations, or county offices of education in consultation with accredited colleges and universities. District intern programs must meet the same standards of program quality and

effectiveness as university sponsored intern programs. All intern programs are required to provide each intern with the support and assistance of a mentor teacher or other experienced educator, and to create and fulfill a professional development plan for the interns in the program.

In December 2007, the Commission took action to require confirmation that Multiple Subject, Single Subject, and Education Specialist interns completed 120 clock hours (or the semester and quarter unit equivalent) of initial teacher preparation prior to issuance of an Intern credential. This pre-service component must include foundational preparation in pedagogy, including classroom management and planning, reading/language arts, content-specific pedagogy, human development, and teaching English learners.

At its April 2013 meeting, the Commission took action to identify the range of content that is required to be included in the preservice portion of the Intern program related to the teaching of English learners. The content is a subset of the Commission's program standard addressing the teaching of English learners, which must be addressed comprehensively in the full Intern [Program Sponsor Alerts \(see PSA-13-06\)](#).

In addition, the Commission acted in 2014 to enhance the support and supervision provided to interns. Regulations took effect April 1, 2014 mandating that all interns be provided with an annual minimum of 144 hours of general support and supervision and 45 hours of support and supervision specific to teaching English learners (California Code of Regulations §80033).

California statutes allow qualified individuals to become Multiple and Single Subject teachers through an Early Completion Option (ECO). Within this option, candidates who successfully complete a Commission-approved teaching foundations exam in their field, which includes teaching methods, learning development, diagnosis and intervention, classroom management and reading instruction (currently the National Evaluation Series (NES) Assessment of Professional Knowledge) and pass the Teaching Performance Assessment in their first attempt within the academic year may be granted an initial credential. Under SB 57, credential candidates still need to meet the existing legislated requirements of a bachelor's degree, subject matter competence, U.S. Constitution, computer technology, basic skills, and character fitness to qualify for a credential. Those seeking the Multiple Subject credential, or Education Specialist credential, also need to pass the RICA.

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## Section VII: Program Performance

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*Criteria for assessing the performance of teacher preparation programs in the state.  
 (§205(b)(1)(F), §207(a))*

Since the Ryan Act of 1970, the Commission has been responsible for oversight of programs that prepare future educators. The Commission's accreditation system holds all educator preparation programs to its standards of quality and effectiveness. Since the adoption of the first *Accreditation Framework* in 1993, the Commission has maintained, with the exception of two temporary suspensions due to lean budget years, a comprehensive accreditation system that includes regular, rigorous reviews of the colleges and universities, school districts, county offices of education, and other entities that prepare educators for California's public schools.

The Commission spent 2014-15 reviewing its accreditation system and adopted a revised *Accreditation Framework* in 2015. The revised system increases the focus on program outcomes, including performance assessment data, more streamlined accreditation processes, enhanced clinical experiences for most candidates, clearer expectations for mentors and master teachers, and requires all programs to submit data annually. A major focus of 2016-17 was to provide the institutions with extensive technical assistance to ensure that new expectations and requirements would be implemented in accordance with state policy. Accreditation site visits resumed in 2017-18. Other new and revised aspects of the accreditation system were also implemented in 2017-18 such as annual data submission, program review, Common Standards review, and preconditions review. In addition, the Commission modified its process to review and approve institutions not previously approved to sponsor educator preparation programs in California. The revised process has five (5) stages an entity must complete including a two or three-year Provisional Approval stage prior to full approval and inclusion in the Commission's seven-year accreditation cycle.

Having implemented the revised system for four years, the Commission adopted refinements to the Accreditation Framework in 2020. Although minor changes were made to the Framework, the major aspects of the system created in 2014-16 remains largely intact.

### **Procedures for Assessing the Performance of Educator Preparation Programs**

Under the Commission's accreditation system, institutions are required to meet Common Standards that apply to all educator preparation programs, as well as specific program standards of quality and effectiveness that apply to each educator preparation program offered by the institution.

In order to determine the quality of educator preparation programs, several different activities provide insight into the accreditation decision. These include annual data submission, the collection and use of survey data, Program Review, Common Standards review, and a site visit. Each of the activities is explained below.

### **Annual Data Submission**

For a number of years, programs have been required to collect, analyze, and use data for program improvement purposes as part of the accreditation system. Data must have included both candidate assessment and program effectiveness data. This expectation continues in the current system. The Commission is seeking to provide transparency, to enhance the use of data in accreditation decisions, and to make the types of data collected be more consistent across programs. In 2016-17, the Commission established the infrastructure for the Accreditation Data System (ADS). In addition, staff worked with representatives from educator preparation programs to identify some of the data elements that will be submitted on an annual basis. In fall 2017, the Commission began implementation of this system with institutions submitting some limited data such as enrollment and completion data, number and types of pathways offered by the institution, admissions requirements, and candidate demographic information. The Commission built upon this system in 2018-19 with examination pass rates and survey data results as well as the inclusion of data visualizations that are used by accreditation teams and institutions. The Commission anticipates continuing to improve this system over time by include additional outcomes data including candidate performance assessment data.

### ***Survey Data***

As part of the effort to obtain more outcomes data about program quality, the Commission has significantly enhanced its survey information with input from stakeholders for the teaching and services credential programs. In addition, there are a couple of surveys – Master Teacher survey and Employer survey – that receive feedback from master teachers and employers who worked with new teachers. After several years of piloting the surveys, the response rates were in the 90 percent range for the program completer surveys. Because of the high response rate, the Commission can provide survey information to institutions for program improvement purposes and to accreditation review teams to inform their work. This data was used for the first time in a significant manner starting with the 2017-18 accreditation site visits.

### ***Use by Review Teams***

The Commission's current accreditation system is intended to be less focused on institutional and programmatic inputs and more on outcomes data that indicate that the program is effectively preparing competent and effective educators. Data submitted by programs are used by both program review teams as well as site visit teams to provide them with a more comprehensive representation of the institution's activities over time. Reports are used by these review teams as another source of information upon which standards findings and accreditation recommendations are based.

### **Program Review**

Program Review takes place in year five of the accreditation cycle and examines each approved educator preparation program individually. The purpose of this activity is to evaluate whether an institution's approved program meets the standards, either the approved California program standards, experimental program standards, or national or professional program standards. The Commission's new accreditation system is focused on specific types of evidence, including syllabi, advising materials, and assessments. Program Review informs the Site Visit, which takes place in year six of the accreditation cycle. All programs, regardless of credential area, must

provide course matrices that identify where specific required competencies are introduced, practiced, and assessed. These matrices must be linked to course syllabi and assessments to ensure that the program is providing candidates with the opportunity to learn, practice, and be assessed on the required competencies.

### ***Review Process***

Teams of two trained content area experts read each Program Review document to determine if the standard can be deemed initially aligned prior to collecting additional evidence at the Site Visit. To ensure alignment with credential program standards, the evidence submitted by the program is reviewed by trained educators who have expertise in the specific program area. In addition, the reviewers have access to the annual data submitted by the program. Programs receive feedback on the review and, if the standard has not been deemed to be preliminarily aligned, the program must submit additional information for the Site Visit. If reviewers identify issues that warrant further review or if questions remain unanswered at the conclusion of the Program Review, the sixth year Site Visit may include a more detailed review of such programs.

### **Common Standards Review**

The Commission's Common Standards ensure that institutions have the capacity and resources to effectively operate its educator preparation programs. The Common Standards address the institutional Infrastructure of the educator preparation unit, the implementation and monitoring of the candidate recruitment and support mechanisms, the course of study and its integration with clinical practice, the continuous improvement process at the program and institution level, and the program impact the institution is having on TK-12 education.

### ***Review Process***

The review of Common Standards mirror the Program Review process with teams of trained experts reviewing materials such as organizational charts, faculty vitae, documents demonstrating the type of resources devoted to support the credential program, and determine whether the Common Standards are preliminarily aligned or whether the institution must submit additional information prior to the Site Visit.

### **Site Visits**

An accreditation team visits each institution in the sixth year of the accreditation cycle. The results of the Program Review process and Common Standards review, annual data, survey data and any available evidence are made available to the Site Review team. The Site Visit results in an accreditation recommendation for consideration and action by the Committee on Accreditation (COA).

### ***Review Process***

The accreditation Site Visit team is composed of three to seven Board of Institutional (BIR) members, responsible for reviewing all programs at an institution. The site team examines evidence that substantiates and confirms, or contradicts, the initial findings of Program Review. The team also reviews evidence to determine if the educational unit meets the Common Standards. Evidence comes from a variety of sources representing the full range of stakeholders, including written documents and interviews with representative samples of

significant stakeholders. Each program in operation participates fully in the interview schedule. The COA may include additional members on the team with expertise in specific program areas(s) identified as needing additional study during the Site Visit. The Site Visit team makes an accreditation recommendation to the COA, which has the responsibility for making the accreditation decision, as described below.

### **Procedures for Determining Educator Preparation Program Accreditation**

After reviewing the recommendation of a Site Visit team that includes information from all the accreditation activities, the COA makes a decision about the accreditation of educator preparation programs at an institution. The [Accreditation Framework](#), which guides the accreditation process, calls for three categories of accreditation decisions: Accreditation, Accreditation with Stipulations, and Denial of Accreditation. Within that rubric, the COA makes one of five decisions pertaining to each institution:

- *Accreditation* – The institution has demonstrated that, when judged as a whole, it meets or exceeds the Common and Program Standards. The institution is judged to be effective in preparing educators and demonstrates overall quality in its programs and general operations.
- *Accreditation with Stipulations* – The institution has been found to have some Common Standards or Program Standards not met or not fully met. The deficiencies are primarily technical in nature and generally relate to operational, administrative, or procedural concerns. The institution is judged to be effective overall in preparing educators and general operations.
- *Accreditation with Major Stipulations* – The institution has been found to have significant deficiencies in Common Standards or Program Standards. Areas of concern are tied to matters of curriculum, field experience, or candidate competence. The institution demonstrates quality and effectiveness in some of its credential programs and general operations, but effectiveness is reduced by the identified areas of concern.
- *Accreditation with Probationary Stipulations* – The institution has been found to have serious deficiencies in Common Standards or Program Standards. Significant areas of concern have been identified and tied to matters of curriculum, field experience, or candidate competence in one or more programs. A probationary stipulation may require that severely deficient programs be discontinued. The institution may demonstrate quality and effectiveness in some of its credential programs and general operations, but the effectiveness is overshadowed by the identified areas of concern.
- *Denial of Accreditation* – The COA can deny accreditation upon either an initial visit or a revisit to an institution. Although a recommendation of Denial of Accreditation typically comes after a finding of probationary status at an initial visit and after the institution has been provided with an opportunity to institute improvements a review team can recommend Denial of Accreditation at any time if the situation warrants the finding in accordance with this section of the Accreditation Framework.

#### *a) Initial Visits*

A COA decision of Denial of Accreditation upon an accreditation site visit means that extremely serious and pervasive issues exist at an institution. In these instances, the COA has determined that it is highly unlikely that the issues and concerns identified by a

review team and COA can be successfully addressed and rectified in a timely manner. The particular facts, the leadership and/or the infrastructure indicate that a significant amount of time and work must be devoted should the institution choose to address the identified issues, during which time it is not prudent to have candidates enrolled in the credential program.

*b) Revisits*

If an accreditation team, upon conducting a revisit to an institution that received major or probationary stipulations, finds that the stipulations have not been adequately addressed or remediated, or determines that significant and sufficient progress has not been made towards addressing the stipulations, a revisit would be required. If an accreditation team finds that: (a) sufficient progress has been made, and/or (b) special circumstances described by the institution justify a delay, the COA may, if requested by the institution, permit an additional period of time for the institution to remedy its severe deficiencies. If the COA votes to deny accreditation, all credential programs must close at the end of the semester or quarter in which the decision has taken place. In addition, the institution's institutional approval ceases to be valid at that time and the institution will no longer be a CTC approved credential program sponsor.

Institutions accredited with stipulations are required to address the stipulations within one calendar year. Institutions are required to prepare a written report with appropriate documentation that they have taken action to address the stipulations. In the case of major or probationary stipulations, institutions are also required to prepare for a revisit that focuses on the areas of concern noted by the accreditation team during the original visit and progress reports are often required within months, sometimes weeks, from when the COA has taken action. Throughout this process, institutions receive technical assistance from Commission staff in developing responses and preparing for revisits.

In 2016, the COA changed its policy such that it could close individual programs within an accredited institution rather than having to close down the entire institution. This action could be taken when an institution operates multiple programs and an accreditation team has identified one program with extensive and significant issues, but the remainder of the programs have been otherwise deemed to meet standards. This new policy provides greater flexibility for the accreditation teams and COA to address problematic programs.

An institution receiving Denial of Accreditation is required to take immediate steps to close all credential programs at the end of the semester or quarter in which the COA decision took place. The institution is prohibited from re-applying for accreditation for two years. Denial of Accreditation is an option for accreditation teams and the COA upon an initial visit or after a revisit.

***Commission Review***

Summary information about each of the accreditation activities is included in the Annual Report on Accreditation submitted by the COA to the Commission. The accreditation reports can be found at [COA Reports](#).

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## Section VIII: Low Performing

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*Please provide the following information about low performing teacher preparation programs in your state. (§207(a))*

### **Criteria Used to Classify Low Performing Preparation Programs**

The Commission monitors the quality of educator preparation programs through its accreditation system. Accreditation is granted to those institutions that meet the Commission's standards of quality and effectiveness. Institutions that do not meet Commission standards are precluded from offering educator preparation programs in California.

The state uses its accreditation procedures to identify and assist low-performing institutions and those at risk of becoming low performing programs of teacher preparation. California revised its definitions of Low Performing and At Risk of Becoming Low Performing in 2011. For the purpose of meeting the requirements of Title II, section 208(a) of the Higher Education Act, California uses the following procedures and criteria concerning low-performing institutions:

### ***Low Performing Institutions***

An institution that is determined by an Accreditation Review team and the COA to have failed to meet a significant number of the Commission's standards of quality and effectiveness and receives an accreditation decision of ***Probationary Stipulations*** would be designated as low performing. Such an institution would be required to respond to the stipulations and provide evidence within one calendar year that the concerns noted by the review team have been addressed. Institutions receiving Accreditation with Probationary Stipulations are required to have a revisit that focuses on the areas of concern noted by the Accreditation team during the original visit. If the institution does not address the stipulations, the COA would deny accreditation.

### ***At Risk of Becoming Low Performing***

An institution that is determined by an accreditation team and the COA to receive ***Accreditation with Major Stipulations*** is at risk of becoming a low-performing institution. Such an institution is required to respond to the stipulations and provide evidence within one calendar year that the concerns noted by the review team have been addressed. Institutions receiving Accreditation with Major Stipulations are required to have a revisit that focuses on the areas of concern noted by the accreditation team during the original visit.

For 2019-20, the University of La Verne have been designated as "low performing institution."

For detailed information about the accreditation status including most recent accreditation reports, next Site Visit, etc. please see the following link: [Accreditation Reports](#)

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## Section IX: Teacher Shortage

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The reauthorization of the Higher Education Act in 2008 included new provisions addressing teacher shortage.

The 2008 Reauthorized Higher Education Act states the following:

*Each institution of higher education (IHE) that conducts a traditional teacher preparation program (including programs that offer any ongoing professional development programs) or alternative route to state credential program, and that enrolls students receiving Federal assistance under this Act, shall set annual quantifiable goals for increasing the number of prospective teachers trained in teacher shortage areas designated by the Secretary or by the state educational agency, including mathematics, science, special education, and instruction of limited English proficient students. (§205(a)(1)(A)(ii)), (§206(a)).*

Tables 9a and 9b on Page 18 provides data of annual goals to increase the number of prospective teachers in mathematics, science, and special education by teacher preparation programs for 2018-19. Detailed responses by each program sponsor to annual goals for shortage areas such as mathematics, science, and special education are presented via the Title II data dashboards at [Title II web page](#).

### **State Grants to Recruit New Teachers**

The Commission administers four state-funded grant programs—the Classified School Employee Teacher Credentialing Program, the Integrated Undergraduate Teacher Preparation Grants, Local Solutions to the Shortage of Special Education Teachers, and the Teacher Residency Grant Program. Together, these grant programs help to recruit, prepare, support, and retain more individuals into the teaching profession, provide expanded and streamlined options for earning a California teaching credential, support induction of teachers and principals into the profession, and support the continued professional learning of teachers, principals and other school leaders.

The 2018-19 state budget provided \$125 million to the Commission to administer in the form of grants to address teacher shortages. \$75 million in grants was provided to support teacher residency programs to prepare new special education, science, mathematics, and/or bilingual teachers. An additional \$50 million is available to recruit, prepare, and retain special education teachers. These funds were awarded to LEAs in 2018-19.

Information on the state-funded grant programs are available at: [Grants webpage](#).

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## Section X: Use of Technology

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The reauthorization of the Higher Education Act in 2008 included new provisions addressing the use of technology. Beginning with the 2008-09 reporting year, all preparation programs and each state are required to respond to these new provisions. This section addresses these new requirements. (§205(b)(1)(K))

*Provide the following information about the use of technology in your teacher preparation program. Please note that choosing “yes” indicates that your teacher preparation program would be able to provide evidence upon request.*

Does your program prepare teachers to:

- Integrate technology effectively into curricula and instruction?
- Use technology effectively to collect data to improve teaching and learning?
- Use technology effectively to manage data to improve teaching and learning?
- Use technology effectively to analyze data to improve teaching and learning?

*Provide a description of the evidence that your program uses to show that it prepares teachers to integrate technology effectively into curricula and instruction, and to use technology effectively to collect, manage, and analyze data in order to improve teaching and learning for the purpose of increasing student academic achievement. Include a description of the evidence your program uses to show that it prepares teachers to use the principles of universal design for learning, as applicable. Include planning activities and a timeline if any of the four elements listed above are not currently in place.*

The Commission’s standards require all programs to address the use of technology to support instruction. In addition, the Commission’s newly adopted TPEs enhance and update California expectations for candidates to be able to effectively use instructional technology in their classrooms.

Detailed responses to the Technology questions by each teacher preparation program are available at the data dashboards: [Title II web page](#).

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## Section XI: Statewide Improvement Efforts

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*List and describe any steps taken by the state during the past year to improve the quality of the current and future teaching force. (§205(d)(2)(A)).*

### **Development of CSET Examinations for Theatre and Dance for Single Subject credentials**

A new Single Subject credential in Theatre and single subject credential in Dance were added to existing Single Subject authorizations in 2019-20. Subject Matter Requirements (SMRs) and Teaching Performance Expectations (TPEs) were developed. The first statewide administration of both examinations would be in January-early March 2021. A standard setting study will be conducted in May 2021 and a recommended passing standard would be presented to the Commission at the June 2021 meeting.

### **Improving Teacher Preparation in Special Education**

The Commission on Teacher Credentialing and the California Department of Education jointly convened a Statewide Special Education Task Force comprised of a broad base of constituencies such as parents, teachers, school and district administrators, university professors, and members of policy community. The Task Force met on several occasions and released a report with recommendations for improving outcomes for students with disabilities, including for teacher preparation in March 2015.

From 2016 to 2018, Education Specialist Preliminary Credential Work Groups met to examine the program standards, Teaching Performance Expectations and the credential structure for special education teachers in California. The purpose of these groups was to make recommendations to the Commission regarding new Education Specialist program standards and TPEs in the specialty areas of Mild to Moderate Support Needs, Extensive Support Needs, Early Childhood Special Education, Deaf and Hard-of-Hearing, and Visual Impairments.

In 2018, the Commission adopted a new credential structure for special education. As part of that adoption, the Commission reduced the number of preliminary Education Specialist credentials it issues from seven to five.

- Education Specialist: Mild to Moderate Support Needs
- Education Specialist: Extensive Support Needs
- Education Specialist: Deaf and Hard of Hearing
- Education Specialist: Early Childhood Special Education
- Education Specialist: Visual Impairments

New program standards for Education Specialist educator preparation programs were adopted as well as a set of Teaching Performance Expectations for each of the preliminary credentials to be issued. The Commission determined that the subject matter competency requirements for Education Specialist teachers were sufficient and kept the requirements that were in place prior

to the new adoption. All educator preparation programs are expected to transition to the 2018 Education Specialist program standards by fall 2022.

Currently, the Commission is working with experts in the field to design a Teaching Performance Assessment for teachers seeking an Education Specialist credential. Education Specialist credential programs will be implementing this TPA as part of the new standards beginning in the summer or fall 2022.

### **Improving Teacher Preparation to Teach English Learners**

In 2020, the Commission convened a panel to review and update the Bilingual Authorization program standards. The work is currently in progress and includes bilingual experts from across the state. The panel will review a statewide district survey to better understand how LEAs are building and implementing their K-12 bilingual programs since Prop 58 passed. The survey results will be used by the panel as they consider updates to the standards. Draft program standards are planned for December 2020.

### **Recent Legislation Impacting Teacher Preparation**

In the 2019-20 legislative session, the legislature passed, and the governor signed into law, several bills impacting teacher preparation.

- AB 525 (Chap. 427, Stats. 2019) makes a series of minor and technical policy changes including opening special education and services credentials to education majors, strengthening the Commission's authority to conduct workforce research, and updating outdated terminology.
- AB 988 (Chap. 103, Stats. 2019) authorizes the Commission to allow an applicant for an Education Specialist credential to demonstrate the area of concentration based on two years of experience in California, while the candidate holds the preliminary credential.
- AB 1219 (Chap. 782, Stats. 2019) requires the Commission to administer a State Assignment Accountability System for assignment monitoring and authorizes annual monitoring of all teacher assignments each year, and further requires this information to be made publicly available in a searchable format. Each local educational agency must identify the monitoring authority and that monitoring authority is required to review and determine any potential misassignments reported in and identified through the system.
- AB 1505 (Chap. 486, Stats. 2019) requires teachers in charter schools to hold the Commission on Teacher Credentialing certificate, permit, or other document required for the teacher's certificated assignment. Individuals employed as a teacher in a charter school during the 2019–20 school year have until July 1, 2025 to obtain that certificate, permit, or other document. All teachers in charter schools must satisfy specified professional fitness requirements by July 1, 2020. By June 30, 2022, the Commission must conduct a comprehensive study to examine whether existing certificates, permits, or other documents adequately address the needs for noncore, non-college preparatory courses in all schools and, if necessary, to make recommendations to appropriate policy committees of the Legislature.
- SB 98 (Chap. 24, Stats. 2020) provides temporary flexibility to the Commission to mitigate certain challenges facing candidates in meeting credentialing requirements due to COVID-19 testing center closures, school site closures and external paperwork

processing delays. The measure makes the following changes: 1) extends the exam validity period from 10 to 11 years for examination scores used to satisfy a requirement for the issuance of a credential, certificate, permit, or waiver; 2) extends the application/credential fee validity period from 60 to 120 days for a candidate to submit certain paper application materials, and 3) changes the field practice requirements for those earning Pupil Personnel Services credentials to allow the requirements to be completed in a single school setting instead of the previous requirement of two or more settings. These changes are effect from March 19, 2020 to June 30, 2021, inclusive.

- SB 820 (Chap. 110, Stats. 2020) extends, by one additional year through August 31, 2021, the temporary flexibilities adopted as part of Executive Order N-66-20 signed by the Governor in May 2020. These include:
  - Postpones Assessments Required for a Preliminary Credential – RICA, TPA, and CalAPA.
  - Suspends Requirement to Complete CBEST Prior to Enrollment in a Preparation Program; requires passage for the Preliminary Credential.
  - Waives Subject Matter Requirement to teach as an Intern; requires passage for the Preliminary Credential.

### **Annual Data Collection System**

The Commission developed an annual data system, the Accreditation Data System (ADS) in spring 2017. The purpose of the ADS is to collect detailed data from all 250 program sponsors each year and to make that information available for program improvement purposes as well as to inform the accreditation team. This annual data collection system will help to collect and analyze data in a timely manner. ADS was piloted in the 2017-18 academic year with full implementation in the 2018-19 year. Commission staff made revisions of the data elements collected as well as made the definitions clearer. Commission staff continue to provide technical assistance to all approved programs via assigned office hours specifically designated to answer questions related to ADS. The goal is to make the ADS user-friendly based on the feedback from the approved programs. Staff are also beginning to analyze the data collected during the first implementation year. Data elements collected via ADS will be displaced in the form of data dashboards. Commission staff developed a comprehensive set of data dashboards that were-tested during the 2019-20 accreditation site visits and will continue with all accreditation visits going forward. More details about the ADS are available at [ADS webpage](#)

### **Data Dashboards**

Commission staff continue to develop and publish data in the form of dashboards so the data are transparent and easily accessible. The 2018-19 Title II dashboards are available on the Commission's [Title II web page](#).

### **Statewide Data Groups**

Commission staff continue to collaborate with staff from other state agencies to provide data for various statewide data projects (e.g., California Statewide Assignment Accountability System). Commission's Executive Director, Chair and Division Directors are actively involved in the statewide data system ([Cradle-to-Career](#)) that is in the development stage in 2020.