



Reform Support Network

BUILDING LEADERSHIP FOR RIGOROUS INSTRUCTION
REDESIGNING LICENSURE SYSTEMS

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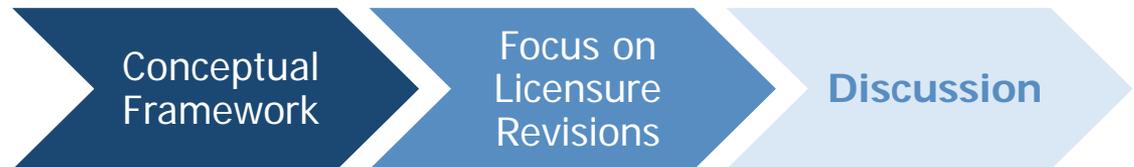
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REDESIGNING THE PATHWAY TO TEACHING IN TENNESSEE

- Ensure that all TN students have access to an excellent education
- Focus on improving those policies, procedures and programs that generate the pipeline of educators licensed to teach in TN





PRIORITY 1: EXPAND KIDS' ACCESS TO EFFECTIVE TEACHERS AND LEADERS

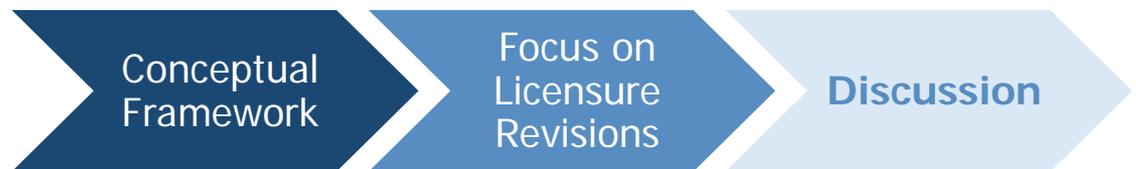
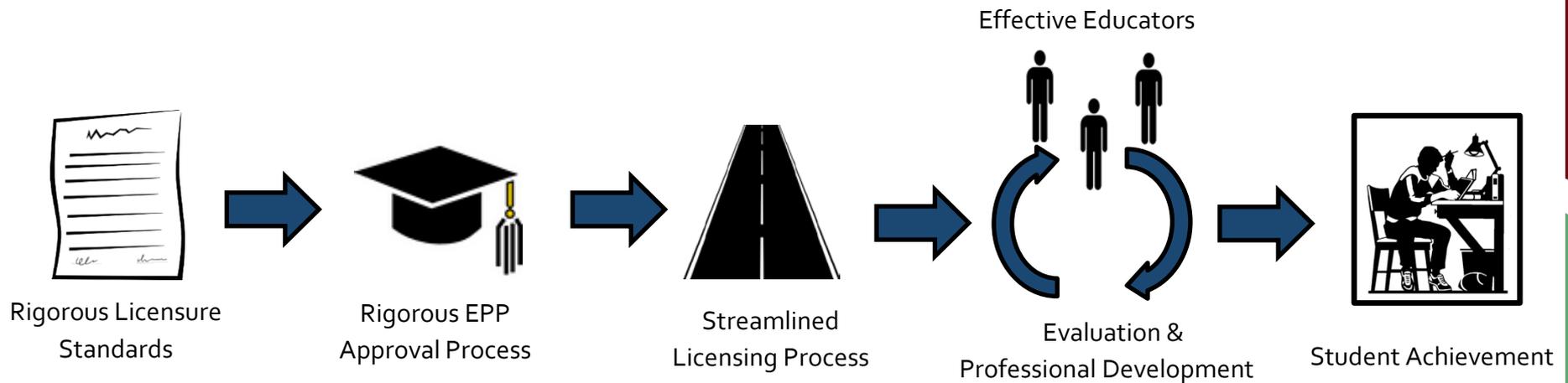
Driving belief: Tennessee students need great teachers and leaders, focused on preparing their students for college and careers. Our best teachers and leaders should reach as many kids as possible.

Key Strategies

- Create marketplaces and supports for districts to hire the most effective teachers
- Strengthen the links between effectiveness, licensure and program approval
- Expand recruitment and supports for districts to hire effective principals
- Support superintendent searches where desired
- Expand the reach of our most effective teachers and leaders to access more kids



THEORY OF ACTION





PURPOSE OF LICENSURE STANDARDS

Provide checkpoints for recognizing effective leadership at all phases of an educator's career

- **State Licensure**

- Define critical competencies (KSAs) teachers and leaders need to foster and support student learning

- **Program Quality**

- Education Preparation Providers (EPPs) use standards for program improvement and enhancement

- **Program Approval**

- TDOE use standards to evaluate and recommend EPPs for State approval



LEADER LICENSURE GOAL, STRATEGIES AND OUTCOMES

Align licensure standards to TILS and to outcomes.

Tennessee will do this by:

- Examining cut scores and establishing baselines on licensure assessments, including review of existing assessments for entry into the principalship
- Researching and analyzing data around all proposed changes (including a process to ensure that licenses are advanced appropriately)
- Basing renewal on performance by incorporating evaluation results (including student achievement data as a major factor into the licensure advancement process)
- Considering tiers of licenses and/or endorsements to include various leader designations, such as teacher leaders
- Examining out-of-state licensure requirements to allow for granting licenses to high-quality out-of-state candidates



TIMELINE

- **Phase 1** – Design, Development and Approval
 - Now through April 2013
 - Milestones include:
 - Draft standards – TDOE, SBE, educator teams and ETS
 - Revisions to program approval polices and procedures
 - Revisions to architecture and accountability policies and procedures
- **Phase 2- Implementation**
 - SBE approval anticipated by summer 2013
 - Program approval changes over several years, exact dates TBD
 - Licensure policy and procedure changes over several years; new vs. existing licenses



KEY DECISIONS AND CONSIDERATIONS

■ Redefining leadership

- Key shifts
 - **WAS:** building manager
 - **NOW:** instructional leader and talent development

■ Teacher Leader

- **WAS:** loosely defined and varied widely across the State
- **WILL BE:** Two possible trajectories for teacher leaders, both with meaningful distinction and responsibilities - remain classroom based or school leader pipeline

■ Streamlining licensing for teachers and leaders

- **WAS:** many tiers and types of licenses for teachers and leaders, not meaningful method for differentiating, little incentive for advancement
- **WILL BE:** appropriate bar for entry, reduced levels, advancement and renewal informed by effectiveness data



QUESTIONS FOR DISCUSSION

- How to define teacher leaders?
- What is the appropriate bar of entry for teacher and leader licensing? Renewal and advancement?
- What is the ideal timeline for renewal and advancement windows?
- How specifically to use effectiveness data for renewal and advancement?
- How to transition to new structures, policies and processes? Exact timeline for implementation?
- How to ensure capacity for executing new policies (i.e. licensing database must speak to evaluation database)?



QUESTIONS?



THANK YOU