



Changing Lives One
LUMBERJACK
at a Time!



JAMES I. PERKINS COLLEGE OF EDUCATION



**LUMBERJACKS
MAKE GREAT
TEACHERS**

Perkins College of Education Educator Preparation Program(EPP) Advisory Council

OCTOBER 26, 2017 11:30-1:00



WELCOME/LUNCH

DR. JUDY ABBOTT, DEAN

JAMES I. PERKINS COLLEGE OF EDUCATION



NATIONAL TEACHER SUPPLY POLICY— NEEDED!!

- THERE IS **NOT** AN OVERALL SHORTAGE OF TEACHERS IN THE US—THERE IS A MAL-DISTRIBUTION OF QUALIFIED TEACHERS ACROSS STATES AND DISTRICTS—WITH A SHORTAGE OF TEACHERS WILLING TO WORK FOR LOW WAGES UNDER POOR WORKING CONDITIONS
- THERE ARE SPECIFIC FIELDS, SUCH AS STEM, SPED, ESL, THAT HAVE REAL SHORTAGES AND WHERE STRATEGIC RECRUITMENT INCENTIVES ARE NEEDED; IT IS CRITICAL TO DEVELOP PROGRAMS THAT INCREASE THE PROBABILITY RECRUITS WILL SUCCEED AND STAY IN THE PLACES THEY ARE NEEDED, RATHER THAN ADDING TO THE REVOLVING DOOR OF IN-AND-OUT RECRUITS.
- **RETAINING TEACHERS IS A FAR LARGER PROBLEM THAN RECRUITING NEW ONES;** >30% LEAVING WITHIN FIVE YEARS AND HIGHER RATES OF TURNOVER IN LOWER-INCOME SCHOOLS; AN ADDITIONAL PROBLEM IS THE FLIGHT OF TEACHERS FROM LESS-AFFLUENT SCHOOLS TO MORE-AFFLUENT SCHOOLS; THE CONCERN—WORKING CONDITIONS: ADMINISTRATIVE SUPPORT, STRONG COLLEAGUES, TANGIBLE TEACHING CONDITIONS & SALARIES!

The costs of teacher attrition are very high—estimated at >\$15,000 per recruit who leaves.

WHAT CAN GOVERNMENT (STATE & FEDERAL) DO?

- INCREASE THE SUPPLY & QUALITY OF TEACHERS TARGETED TO HIGH-NEED FIELDS & LOCATIONS
 - SERVICE SCHOLARSHIPS FOR ENTERING TEACHERS
 - INCENTIVES FOR EXPERT, EXPERIENCED TEACHERS TO TEACH IN HIGH-NEED SCHOOLS
 - IMPROVED PREPARATION FOR TEACHING HIGH-NEED STUDENTS & FOR PROGRAMS IN HIGH-NEED AREAS
- IMPROVE RETENTION & MOBILITY OF WELL-QUALIFIED TEACHERS
 - MENTORING FOR ALL BEGINNING TEACHERS
 - HIGH-QUALITY, NATIONALLY AVAILABLE TEACHER PERFORMANCE ASSESSMENT

TEXAS PUBLIC SCHOOL STATISTICS

- TOTAL ENROLLMENT — ~5,000,470
- TOTAL TEACHERS — ~324,282 (~33% HAVE ≤ 5 YRS EXPERIENCE)
- TOTAL ISDS (INCLUDING CHARTERS) — ~1,247
- TOTAL SCHOOLS — ~9,317
- 2.2% OF STUDENTS ENROLLED IN 35% OF ISDS
- 78.2% OF ISDS ENROLL $< 3,000$
- 51% OF STUDENTS ENROLLED IN 4% OF ISDS (49 SUPERINTENDENTS FOR > 2.6 MILLION STUDENTS & 1,198 SUPERINTENDENTS FOR THE OTHER ~ 2.4 MILLION STUDENTS)

TEACHER PIPELINE

- PERCENTAGE OF INCOMING COLLEGE FRESHMAN LIKELY TO SELECT EDUCATION AS A CHOSEN FIELD OF STUDY
 - 2015 — 4.2%
 - 2010 — 7.2%
 - 2005 — 9.9%
 - 2000 — 11%
- >200 APPROVED TEACHER CERTIFICATION PROGRAMS IN TX
- TX PRODUCES 48% OF THE NATION'S ALT-CERT TEACHERS
- ~54% OF ALL NEW TEACHERS ARE PREPARED BY ALT-CERT PROVIDERS
- ~46% ARE PREPARED BY IHES

ASSUMPTIONS: OPTIMIZING RESOURCES & OPPORTUNITIES

- NEW TEACHER: \$40,000/187 DAY CONTRACT
- NEW PRINCIPAL: \$75,000/220 DAY CONTRACT
- CAREFUL USE OF RESOURCES REQUIRES PLANNING.
- PARTNERSHIPS BETWEEN LEAS AND IHES MAY STRENGTHEN PUBLIC SCHOOL EDUCATION AND EDUCATOR PREPARATION.
- OPTIMIZING RESOURCES & OPPORTUNITIES TO BETTER MEET THE LEARNING NEEDS OF STUDENTS IN CLASSROOMS:
 - COOPERATIVE TEAMS OF PROFESSIONALS MAY HAVE VALUE
 - CO-TEACHING, AS AN INSTRUCTIONAL MODEL, MAY HAVE VALUE

EDUCATOR PREPARATION: CLINICAL PRACTICE

TEA REQUIREMENTS

- STUDENT TEACHING (CLINICAL PRACTICE)
 - 14 WEEKS [5 DAYS/WK; 8 HRS/DAY=70 DAYS]
 - ESTIMATED PAY AT 75% OF CERTIFIED NEW TEACHER=\$20/HR [\$160/DAY]
 - VALUE=\$11,200

IHE REQUIREMENTS

- STUDENT TEACHING (CLINICAL PRACTICE)
 - 15 WEEKS [5 DAYS/WK; 8 HRS/DAY=75 DAYS]
 - ESTIMATED PAY AT 75% OF CERTIFIED NEW TEACHER=\$20/HR [\$160/DAY]
 - VALUE=\$12,000

Every student teacher contributes \$11,200 - \$12,000 to a teacher's classroom.

How can we better utilize this resource?

EDUCATOR PREPARATION: FIELD EXPERIENCE

TEA REQUIREMENT

IHE REQUIREMENT

- FIELD EXPERIENCE

- 30 HRS
- ESTIMATED PAY AT 50% OF CERTIFIED NEW TEACHER=\$11.75/HR
- VALUE=\$353

- FIELD EXPERIENCE

- PRE-FIELD: 45 HRS
 - ESTIMATED PAY AT 40% OF CERTIFIED NEW TEACHER=\$9.50/HR
 - VALUE=\$428
- FIELD I: 96 HRS
 - ESTIMATED PAY AT 50% OF CERTIFIED NEW TEACHER=\$11.75/HR
 - VALUE=\$1,128
- FIELD II: 120 HRS
 - ESTIMATED PAY AT 60% OF CERTIFIED NEW TEACHER=\$14/HR
 - VALUE=\$1,680
- TOTAL FIELD EXPERIENCE VALUE: \$3,236

Every field experience candidate contributes \$353 - \$3,236 to a teacher's classroom.

How can we better utilize this resource?

EDUCATOR PREPARATION: PRINCIPAL FIELD EXPERIENCE

TEA REQUIREMENT

- FIELD EXPERIENCE
 - 160 HRS
 - ESTIMATED PAY AT 70% OF CERTIFIED NEW PRINCIPAL=\$26/HR
 - VALUE=\$4,160

IHE REQUIREMENT

- FIELD EXPERIENCE
 - MED IN ED LEADERSHIP=175 HRS
 - VALUE=\$4,550
 - CERTIFICATION ONLY=160 HRS
 - VALUE=\$4,160

Every principal preparation candidate contributes \$4,160 - \$4,550 to a school or ISD.

How can we better utilize this resource?

CASE STUDY: INTENSIVE PARTNERSHIP

TEA REQUIREMENT

- FIELD EXPERIENCE
 - 30 HRS; \$353
 - $200 \times \$353 = \$70,600$
- CLINICAL PRACTICE
 - 14 WKS; \$11,200
 - $39 \times \$8,400 = \$436,800$
- TOTAL: ~\$507,400

IHE REQUIREMENT

- FIELD EXPERIENCE
 - PRE-FIELD (45 HRS; \$428)
 - $120 \times \$428 = \$51,360$
 - FIELD 1 (96 HRS; \$1,128)
 - $120 \times \$1,128 = \$135,360$
 - FIELD 2 (120 HRS; \$1,680)
 - $120 \times \$1,680 = \$201,600$
- CLINICAL PRACTICE
 - 15 WKS; \$12,000
 - $39 \times \$12,000 = \$468,000$
- TOTAL: ~\$797,820

How can we better utilize this resource?

PURPOSE OF THE EPP ADVISORY COUNCIL

- TO ASSURE THAT APPROPRIATE STAKEHOLDERS INCLUDING SCHOOL AND COMMUNITY PARTNERS ARE INVOLVED IN PROGRAM EVALUATION, IMPROVEMENT, AND IDENTIFICATION OF MODELS OF EXCELLENCE.



QUESTION

[HTTPS://POLLEV.COM/CHRISTINASIN221](https://pollev.com/christinasin221)

ARE THERE TOPICS OR QUESTIONS
YOU CAME HERE HOPING TO DISCUSS
AND/OR LEARN
MORE ABOUT TODAY?

**FALL TEACHER JOB EXPO
DECEMBER 8TH**

BRANDI DEROUEN

**ASSISTANT DIRECTOR OF CAREER
SERVICES, STUDENT AFFAIRS**



PCOE Educator Preparation Candidate Data



CLINICAL TEACHER DATA FALL 2017

- 158 CLINICAL TEACHING CANDIDATES
- CANDIDATES ASSIGNED TO LOCAL ISDS-25
 - NACOGDOCHES
 - CENTRAL HEIGHTS
 - LUFKIN
- GREATER EAST TX-70
- DALLAS AREA – 27
- HOUSTON AREA – 26
- OUT OF AREA -10



CERTIFICATION DATA

KATIE MARTIN

Changing Lives
One LUMBERJACK at a Time!

CERTIFICATION RECOMMENDATIONS FROM

9/1/2016 – 8-31/2017

Elementary and Middle Level Grades	
Core Subjects EC-6	149
Core Subjects 4-8	3
English Language Arts and Reading 4-8	7
Generalist EC-6	12
Mathematics 4-8	15
Science 4-8	2
Social Studies 4-8	4
Total	192

Secondary and All-Level	
Agricultural Science and Technology/Ag Food and Natural Resources 6-12	8
Art EC-12	7
Dance 8-12	1
Deaf and Hard of Hearing EC-12	11
English Language Arts and Reading 7-12	7
History 7-12	6
Hospitality, Nutrition, and Food Sciences 8-12	1
Life Science 7-12	4
Mathematics 7-12	5
Music EC-12	31
Physical Education EC-12	30
Social Studies 7-12	4
Special Education EC-12	31
Teacher of Students with Visual Impairments	19
Theatre EC-12	7
Total	172

Professional	
Educational Diagnostician	43
Master Reading Teacher	3
Principal	179
Reading Specialist	10
School Counselor	4
Superintendent	21
Total	260

Total Certifications Recommended = 624

POST-BACCALAUREATE **INITIAL CERTIFICATION INTERNS**

*FALL 2017 – 18 PBIC
INTERNS*

ALTO ISD

HENDERSON ISD

BRYAN ISD

HOUSTON ISD

CENTER ISD

LOCKHART ISD

CENTRAL ISD

NACOGDOCHES ISD

COLDSPRING-OAKHURST ISD

SHELBYVILLE ISD

FERRIS ISD

SHERMAN ISD

HAMSHIRE-FANNETT ISD

SPLENDORA ISD

LEGISLATIVE BUDGET BOARD (LBB) FY17 PERFORMANCE MEASURES

- **TOTAL TEACHER EDUCATOR - GRADUATED**
 - 318
- **TOTAL GRADUATED CERTIFIED**
 - 308
- **CERTIFICATION RATE**
 - **96.9% - (HIGHEST SFA % IN 9 YEARS)**
- **NOT RECOMMENDED BUT TESTED**
 - 10 (3.1%)
- **FY18 PROJECTIONS**
 - **TOTAL TEACHER EDUCATION GRADUATES**
 - APPROX. 350



CERTIFICATION TEST PASS RATES

Julie Stadler



TEXES EXAM PASS RATES

Acceptable:  80%

All:  99%

Female:  100%

Male:  98%

African American:  98%

Hispanic:  99%

Other:  100%

White:  100%

QUESTIONS?





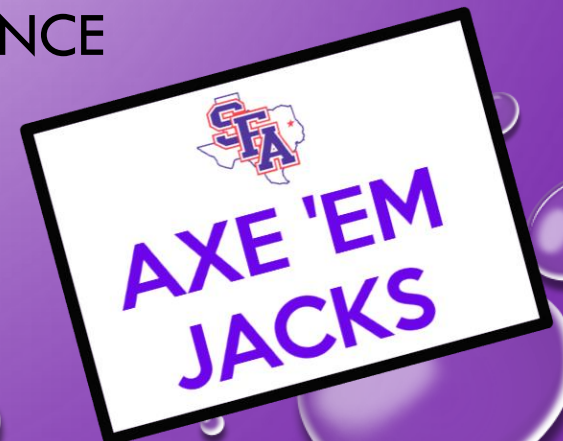
CARRIE BAKER
UPDATES FROM
State Board of Educator Certification
(SBEC)

PROPOSED EDUCATOR CERTIFICATION STRUCTURE

- **EC-3 STAND-ALONE CERTIFICATE (ANTICIPATED ADOPTION BY SBEC 12/17)**
 - CREATE EC-3 PPR
 - CREATE A SCIENCE OF TEACHING READING EXAM
- **EC-6 CORE SUBJECTS AND EC-6 PPR EXAM**
 - MAINTAIN EXISTING CERTIFICATE
- **4-8 CONTENT AREAS**
 - ADD 4-8 PPR EXAM (ANTICIPATED ADOPTION BY SBEC 12/17)
- **4-8 CORE SUBJECTS CERTIFICATE**
 - EXPLORE ELIMINATING 4-8 CORE SUBJECTS CERTIFICATE
- **7-12 CERTIFICATES**
 - ADD 7-12 PPR EXAM (ANTICIPATED ADOPTION BY SBEC 12/17)
- **EC-12 CERTIFICATES**
 - MAINTAIN EXISTING PPR

T-TESS OBSERVATION TRAINING

- FIELD SUPERVISOR OBSERVATION TRAINING (INITIAL TEACHER CANDIDATES)
 - PROVIDED BY DRS. GEORGE WILLEY AND SCOTT BAILEY
 - 26 FIELD SUPERVISORS IN ATTENDANCE
- FIELD SUPERVISOR COACHING TRAINING (ADVANCED PROGRAM CANDIDATES)
 - PROVIDED BY DR. GEORGE WILLEY
 - EIGHT FIELD SUPERVISORS IN ATTENDANCE



RECRUITMENT OF EDUCATOR PREP STUDENTS

- DO YOU HAVE READY, SET, TEACH PROGRAMS OR SOMETHING SIMILAR?
 - IF SO CAN WE BE INVOLVED/HOW?
- DO YOU HAVE CAREER DAYS?
 - CAN WE BE INVOLVED? IF SO HOW?



TX ED AGENCY PRINCIPAL SURVEY

- ACCREDITATION
 - TEA
 - COUNCIL FOR THE ACCREDITATION OF EDUCATOR PREPARATION (CAEP)
- USED TO MAKE DATA INFORMED DECISIONS FOR THE PURPOSE OF CONTINUOUS PROGRAM IMPROVEMENT



TX ED AGENCY PRINCIPAL SURVEY

76 % OF SFA INITIAL LICENSURE CANDIDATES WERE RATED AS
“SUFFICIENTLY PREPARED”

AREAS FOR GROWTH

- **CLASSROOM ENVIRONMENT**

4. effectively implement discipline management procedures?

5. communicate clear expectations for achievement and behavior that promote and encourage self-discipline and self-directed learning?

- **STUDENTS W DISABILITIES**

18. differentiate instruction to meet the academic needs of students with disabilities?

19. differentiate instruction to meet the behavioral needs of students with disabilities?

TX ED AGENCY PRINCIPAL SURVEY

AREAS FOR GROWTH

- ENGLISH LANGUAGE LEARNERS

29. support LEP-ELL students in mastering the Texas Essential Knowledge and Skills (TEKS), including the English Language Proficiency Standards (ELPS)?

30. model and teach the forms and functions of academic English in content areas?

TX ED AGENCY PRINCIPAL SURVEY

STRENGTHS/HIGHEST RATINGS

- TECHNOLOGY INTEGRATION

31. use technology available on the campus to integrate curriculum to support student learning?

32. provide technology-based classroom learning opportunities that allow students to interact with real-time and/or online content?

33. teach students developmentally appropriate technology skills?

34. use technology to make learning more active and engaging for students?



TX ED AGENCY PRINCIPAL SURVEY

7 = MEAN SCORE FOR SFA

40. How would you rate this teacher's influence on student achievement? Select your answer from the following 10 point scale.

	Score - Meaning
<input type="radio"/>	10 - The teacher is exceptional, in the top 2% of teachers I've supervised.
<input type="radio"/>	9 - The teacher is excellent, in the top 5% of teachers I've supervised.
<input type="radio"/>	8 - The teacher is very good.
<input type="radio"/>	7 - The teacher is good.
<input type="radio"/>	6 - The teacher is average.
<input type="radio"/>	5 - The teacher is below average but will likely improve in time.
<input type="radio"/>	4 - The teacher is below average and will need significant professional development to improve.
<input type="radio"/>	3 - The teacher is well below average.
<input type="radio"/>	2 - The teacher is poor.
<input type="radio"/>	1 - The teacher is unacceptable.

CO-TEACH PILOT PROJECT

- TWO CLINICAL TEACHERS
CURRENTLY
- DRS. ADAM AKERSON AND MARK
MONTGOMERY



CO-TEACH PILOT PROJECT

- WOULD YOU LIKE TO BE PART OF CO-TEACHING PROJECT BY HOSTING CLINICAL TEACHERS?



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QUESTIONS

- HOW CAN WE BE A BETTER PARTNER TO YOU?
- FUTURE AGENDA ITEMS?



STEPHEN F.
AUSTIN
STATE UNIVERSITY

LUMBERJACKS
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TEACHERS

IMPORTANT DATES

- TEACHER JOB EXPO – DEC 8
- CLINICAL TEACHERS –
 - LAST DAY DEC 7
 - FIRST DAY JAN 8
- NEXT MEETING –FEB 7TH



STEPHEN F.
AUSTIN
STATE UNIVERSITY

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OTHER ITEMS



ADJOURN

NEXT MEETING: FEBRUARY 7, 11:30-1:00

THANK YOU!



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ASSESSMENT & ACCOUNTABILITY

- TEA EDUCATOR ETHICS TRAINING

[HTTPS://D18N8R6T2IITWF.CLOUDFRONT.NET/ETHICS/CSOVERVIEW.MP4](https://d18n8r6t2iitwf.cloudfront.net/ethics/CSOVERVIEW.MP4)

