

DEPARTMENT OF EDUCATION
PROFESSIONAL STANDARDS BOARD

Statutory Authority: 14 Delaware Code, Section 1205(b) (14 **Del.C.** §1205(b))
14 **DE Admin. Code**1507

PROPOSED

Educational Impact Analysis Pursuant To 14 Del.C. Section 122(D)

1507 Alternative Routes to Teacher Licensure and Certification Program

A. Type of Regulatory Action Requested

Amendment to Existing Regulation

B. Synopsis Of Subject Matter Of Regulation

The Professional Standards Board, acting in cooperation and collaboration with the Department of Education, seeks the consent of the State Board of Education to amend regulation 14 **DE Admin. Code** 1507 Alternative Routes to Teacher Licensure and Certification Program. With changes by the General Assembly in 14 **Del.C.** §1260 during the spring of 2009, it was imperative to amend the regulation to reflect current language in Code.

Persons wishing to present their views regarding this matter may do so in writing by the close of business on Thursday, October 1, 2009 to Mr. Charlie Michels, Executive Director, Delaware Professional Standards Board, The Townsend Building, 401 Federal Street, Dover, Delaware 19901. Copies of this regulation are available from the above address or may be viewed at the Professional Standards Board Business Office.

C. Impact Criteria

1. Will the amended regulation help improve student achievement as measured against state achievement standards? The amended regulation addresses student achievement by establishing standards for the issuance of a standard certificate to educators who have acquired the prescribed knowledge, skill and/or education to practice in a particular area, to teach a particular subject or to instruct a particular category of students to help ensure that students are instructed by educators who are highly qualified.

2. Will the amended regulation help ensure that all students receive an equitable education? The amended regulation helps to ensure that all teachers employed to teach students meet high standards and have acquired the prescribed knowledge, skill and/or education to practice in a particular area, to teach a particular subject or to instruct a particular category of students.

3. Will the amended regulation help to ensure that all students' health and safety are adequately protected? The amended regulation addresses educator certification, not students' health and safety.

4. Will the amended regulation help to ensure that all students' legal rights are respected? The amended regulation addresses educator certification, not students' legal rights.

5. Will the amended regulation preserve the necessary authority and flexibility of decision-makers at the local board and school level? The amended regulation will preserve the necessary authority and flexibility of decision makers at the local board and school level.

6. Will the amended regulation place unnecessary reporting or administrative requirements or mandates upon decision makers at the local board and school levels? The amended regulation will not place unnecessary reporting or administrative requirements or mandates upon decision makers at the local board and school levels.

7. Will decision making authority and accountability for addressing the subject to be regulated be placed in the same entity? The decision-making authority and accountability for addressing the subject to be regulated rests with the Professional Standards Board, in collaboration with the Department of Education, and with the consent of the State Board of Education.

8. Will the amended regulation be consistent with and not an impediment to the implementation of other state educational policies, in particular to state educational policies addressing achievement in the core academic subjects of mathematics, science, language arts and social studies? The amended regulation will be consistent with, and not an impediment to, the implementation of other state educational policies, in particular to state educational policies addressing achievement in the core academic subjects of mathematics, science, language

arts and social studies.

9. Is there a less burdensome method for addressing the purpose of the amended regulation? 14 **Del. C.** requires that we promulgate this regulation.

10. What is the cost to the state and to the local school boards of compliance with the adopted regulation? There is no additional cost to local school boards for compliance with the regulation.

1507 Alternative Routes to Teacher Licensure and Certification Program

1.0 Content

This regulation shall apply to the Alternative Routes for Teacher Licensure and Certification Program, pursuant to 14 **Del.C.** §§1260 through 1264.

2.0 Definitions

The following words and terms, when used in this regulation, shall have the following meaning unless the context clearly indicates otherwise:

“Coherent Major” means a major in an area appropriate to the instructional field.

“Department” means the Delaware Department of Education.

“Educator” means a person licensed and certified by the State under Chapter 12 of 14 **Del.C.** to engage in the practice of instruction, administration or other related professional support services in Delaware public schools, including charter schools, pursuant to rules and regulations promulgated by the Standards Board and approved by the State Board, ~~but~~ For purposes of 14 **Del.C.** Chapter 12, the term 'educator' does not include substitute teachers.

“Emergency Certificate” means ~~a certificate issued to an educator who holds a valid Delaware Initial, Continuing, or Advanced License, but lacks necessary skills and knowledge to meet certification requirements in a specific content area~~ a temporary credential issued pursuant to 14 **DE Admin. Code** 1506 Emergency Certificate.

“Examination of Content Knowledge” means a standardized State test of subject matter knowledge which measures knowledge in a specific content area, such as PRAXIS™ II.

“Examination of General Knowledge” means a standardized test which measures general knowledge and essential skills in mathematics or quantitative and verbal skills, including reading and writing, such as PRAXIS™ I, which for the purposes of this regulation, means the State Basic Skills Test.

“Initial License” means the first license issued to an educator that allows an educator to work in a position requiring a license in a Delaware public school.

“Major or Its Equivalent” means no fewer than thirty (30) credit hours in a content area.

“Secretary” means the Secretary of the Delaware Department of Education.

“Standard Certificate” means a credential issued to verify that an educator has the prescribed knowledge, skill or education to practice in a particular area, teach a particular subject, or teach a category of students.

“Standards Board” means the Professional Standards Board established pursuant to 14 **Del.C.** §1201.

“State Board” means the State Board of Education of the State pursuant to 14 **Del.C.** §104.

“Teach For America” means the nationally established program consisting of recent college graduates and professionals of all academic majors and career interests who commit to a minimum of two (2) consecutive years of classroom teaching in either a low-income urban or rural public school.

“Teacher Residency Program” means a teacher preparation program meeting the minimum criteria of this regulation and approved pursuant to this regulation and any Department regulation. Such a program is typically sponsored by a regionally accredited college or university in partnership with one or more State Education Agencies and/or an established Organization/Foundation, where the participant is paired with a mentor and veteran teacher in a classroom for their initial school year experience.

3.0 Alternative Routes to Teacher Licensure and Certification

Qualified Candidates meeting all conditions and seeking participation in the an Alternative Routes to Teacher Licensure and Certification program shall be issued an Initial License of no more than three (3) years duration conditioned on continued enrollment in the an Alternative Routes for Teacher Licensure and Certification Program and an Emergency Certificate or certificates of no more than three years duration. Candidates ~~must~~ shall meet the following minimum qualifications:

- 3.1 Successfully completed one of the following education requirements:
 - 3.1.1 Hold a bachelor's degree from a regionally accredited college or university in a coherent major, or its equivalent, in appropriate to the instructional field they desire to will teach; or
 - 3.1.2 Hold a Bachelor's Degree from a regionally accredited college or university in any content area and are enrolled in the Teach For America program and have completed all pre-service requirements for such program; or
 - 3.1.3 Hold a Bachelor's Degree from a regionally accredited college or university in any content area and are enrolled in an approved teacher residency program and have completed all pre-service requirements for such program; and
- 3.2 Pass an examination of general knowledge, such as PRAXIS™ I, or provide an acceptable alternative to the PRAXIS™ I test scores, as set forth in 14 DE Admin. §1510, within the period of time from the date of hire to the end of the next consecutive fiscal year; and
- 3.3 Obtain acceptance into an approved alternative routes to licensure and certification program.
 - 3.3.1 Notwithstanding any other provisions to the contrary, candidates enrolled in the Teach For America program shall not be limited to teaching in areas identified as critical curricular areas.
 - 3.3.2 Notwithstanding any other provisions to the contrary, candidates enrolled in an approved teacher residency program shall not be limited to teaching in areas identified as critical curricular areas; and
- 3.34 Demonstrate the prescribed knowledge and skills for a particular content area by completing the following:
 - 3.4.1 Pass an examination of content knowledge, such as PRAXIS™ II, in the instructional field they desire to teach, if applicable and available, within the period of time from the date of hire to the end of the next fiscal year.
 - 3.4.2 Notwithstanding any other provisions to the contrary, candidates enrolled in the Teach For America program shall, where applicable and available, have achieved a passing score on an examination of content knowledge, such as Praxis II, for the area in which such candidate will be teaching, prior to taking full responsibility for teaching a classroom; or
 - 3.4.3 Notwithstanding any other provisions to the contrary, candidates enrolled in a teacher residency program shall, where applicable and available, have achieved a passing score on an examination of content knowledge, such as Praxis II, for the area in which such candidate will be teaching, prior to taking full responsibility for teaching a classroom; and
- 3.45 Obtain an acceptable health clearance and an acceptable criminal background check clearance; and
- 3.56 Obtain a teaching position by one of the following:
 - 3.6.1 Obtain and accept an offer of employment in a position that requires licensure and certification; or
 - 3.6.2 In the case of a teacher residency program, obtain and accept an offer for a position that if paid would require licensure and certification.

4.0 Components of the Program

The An Alternative Routes for Teacher Licensure and Certification Program shall consist of be approved by the Secretary of Education and meet the following minimum criteria:

- 4.1 Incorporate one of the following prerequisite options:
 - 4.1.1 A summer institute of approximately 120 instructional (clock) hours completed by the candidate prior to the beginning of his/her teaching assignment. This includes an orientation to the policies,

organization and curriculum of the employing school district or charter school, instructional strategies and classroom management and child or adolescent development.

- 4.1.1.1 Candidates employed too late to participate in the summer institute will complete the practicum experience and seminars on teaching during the first school year and will participate in the summer institute following their first year of teaching; or
- 4.1.2 A teacher entering a Delaware public school through the Teach For America program shall complete the two hundred (200) hours of pre-service training provided by Teach for America; or
- 4.1.3 A teacher entering a Delaware public school through a teacher residency program shall complete a minimum of one hundred and twenty (120) hours of pre-service training provided by the approved teacher residency program; and
- 4.2 A Require a one year, full time practicum experience which includes a period of intensive on-the-job mentoring and supervision beginning the first day in which the candidate assumes full responsibility for a classroom and continuing for a period of thirty (30) weeks.
- 4.3 Require Sseminars on teaching that provide Alternative Routes to Licensure and Certification teachers with approximately 200 instructional (clock) hours or equivalent professional development during the first year of their teaching assignment and during an intensive seminar the following summer. Content shall include curriculum, student development and learning, and the classroom and the school, as required in 14 Del.C. §1261.
- 4.4 Receive any required approvals under the Department's regulation 14 DE Admin. Code 290 Approval of Educator Preparation Programs.

5.0 Mentoring Support

Mentoring support shall be carried out in accordance with 14 **DE Admin. Code** 1503. No mentor shall participate in any way in decisions which might have a bearing on the licensure, certification or employment of teachers participating in ~~the~~ an Alternative Routes for Teacher Licensure and Certification Program.

6.0 Supervision and Evaluation

Teachers enrolled in ~~the~~ an Alternative Routes for Teacher Licensure and Certification Program shall be observed and formally evaluated by a certified evaluator using the state approved evaluation system at least once during the first ten (10) weeks in the classroom, and a minimum of two (2) additional times within the next twenty (20) weeks. Evaluations shall be no more than two (2) months apart.

7.0 Recommendation for Licensure and Certification

Upon completion of ~~the~~ an Alternative Routes for Teacher Licensure and Certification Program, the certified evaluator shall prepare a summative evaluation report for the teacher participating in the Program. The evaluation report shall include a recommendation as to whether or not a license shall be issued. The evaluation report and license recommendation shall be submitted to the Department. A copy of the evaluation report and license recommendation should be issued to the candidate twenty (20) days before submission to the Department.

8.0 Issuance of License

If the evaluation report recommends approval of the candidate for licensure, provided the candidate is otherwise qualified, the Department shall issue an Initial License valid for the balance of the three (3) year term, if the participant has completed the Program in less than three (3) years, or a Continuing License, if the three (3) year term of the Initial License has expired, and shall issue the appropriate Standard Certificate or Certificates.

Candidates who receive a recommendation of 'disapproved' shall not be issued an Initial

License and Standard Certificate by the Department, and may not continue in ~~the~~ an Alternative Routes for Licensure and Certification Program.

9.0 Recommendation of “Disapproved”

Candidates who receive a recommendation of “disapproved” may petition the Department for approval of additional opportunities to participate in ~~the~~ an Alternative Routes for Teacher Licensure and Certification Program. Within fifteen (15) days of receipt of the evaluation report and the certification recommendation, a candidate disagreeing with the recommendation may submit to the evaluator written materials documenting the reasons that the candidate believes a license should be awarded. The evaluator shall forward all documentation submitted by the candidate, along with the evaluation report and recommendation concerning licensure and certification to the Secretary of Education. The Secretary or his or her designee shall review the evaluation report, the licensure and certification recommendation, and any documentation supplied by the candidate and make a determination with respect to licensure and certification.

10.0 Right to a Hearing

A teacher participating in ~~the~~ an Alternative Routes for Teacher Licensure and Certification Program who is denied a license and certificate may appeal the decision, and is entitled to a full and fair hearing before the Standards Board. Hearings shall be conducted in accordance with the Standard Board’s Hearing Procedures and Rules.

11.0 Program Evaluation

Those responsible for Alternative Routes to Certification Programs approved by the Standards Board and the State Board shall develop a program evaluation process. The focus of the program evaluation ~~must~~ shall be to demonstrate the degree to which teachers who complete the program are effective in the classroom.

7 DE Reg. 161 (8/1/03)

12.0 ~~Other~~ Approval of Alternative Routes Programs

The Secretary may approve for implementation ~~other~~ Alternative Routes to Teacher Licensure and Certification Programs, provided the programs meet the minimum criteria set forth in this regulation and in any applicable laws.

7 DE Reg. 161 (8/01/03)

9 DE Reg. 971 (12/01/05)

13 DE Reg. 354 (09/01/09) (Prop.)

Renumbered effective 6/1/07 - see Conversion Table