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TO: Members of the Maryland State Board of Education

FROM: Karen B. Salmon, Ph.D.

DATE: December 5, 2017

SUBJECT: The Maryland State Department of Education Proposed Action Plan for Educator Preparation Programs, Certification, Incentives, and Professional Development and Induction

PURPOSE:

The purpose of this item is to provide a proposed action plan to address the recommendations from the Teacher Induction, Retention, and Advancement Act of 2016, as well as the Maryland State Department of Education's action plan to provide a comprehensive plan to increase the rigor and accountability of educator preparation programs and certification.

HISTORICAL BACKGROUND:

In the 2016 Maryland General Assembly, legislation was passed concerning teacher retention and induction. Chapter 740 (Senate Bill 493) - Teacher Induction, Retention and Incentive Act of 2016 altered incentives provided for teachers and created a new voluntary pilot program for first-year teachers to allow more time for planning, peer observation, and mentoring. Additionally, the Act required the Maryland State Department of Education (MSDE) to facilitate a workgroup of stakeholders, including representatives of primary and secondary education, higher education, and education policy experts, to determine effective ways to recruit, retain, and promote quality educators at all levels. The workgroup was required to deliver an interim report to the Governor and the General Assembly on November 1, 2016, and to submit a final report on November 1, 2017.

On October 24, 2017, the MSDE provided State Board of Education members an overview of the workgroup's final report. The Maryland State Department of Education's proposed action items include, but are not limited to:

- Promulgating new, and amending existing, certification regulations to include initial certification options, types of certificates, and the requirements to advance to an advanced professional certificate, specific requirements for trades and industry and advanced technology educators, and reviewing the requirements of the conditional certificate used when qualified individuals cannot be hired by local schools systems;
- Creating, promulgating, and implementing new regulations pertaining to the approval of educator preparation programs leading to certification in Maryland;
- Reviewing all testing requirements pertaining to the issuance of Maryland educator certificates;
- Identifying meaningful incentives to attract and retain high quality teachers to Maryland;
- Implementing individualized professional development aimed at improving teacher effectiveness; and
- Exploring avenues for elevating the teaching profession.

EXECUTIVE SUMMARY:

This update provides the proposed action for completing the necessary steps to develop policy and/or regulations as they relate to the activities identified by the MSDE and recommendations of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup aimed at increasing educator effectiveness in Maryland.

ACTION:

For discussion only.

Attachments (5)

KBS: sds

**Maryland State Department of Education
Proposed Educator Preparation Action Plan
January 2018– June 2019**

Adoption of the Maryland Educator Preparation Standards to replace the Institutional Performance Criteria																		
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Formation of SBOE subcommittee	10/24/17																	
Formation of PSTEB subcommittee	11/3/17																	
Formation of stakeholder workgroup																		
Convene workgroup																		
Finalize Standards																		
Promulgate Regulations																		
SBOE to grant permission for publication																		
PSTEB to grant permission for publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		
Regulation in Effect																		
Establish Educator Preparation Guide Based on Standards and Regulation																		
IHEs amend programs to meet regulatory requirements																		
Pilot Program Approval Standards																		7/1/19 6/30/20
MSDE Begins Program Reviews																		7/1/19
Amend and Approve Program Approval Standards																		7/1/20 1/1/21
Align Maryland Approved Alternative Preparation (MAAPP) Standards to Educator Preparation Program Standards																		

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Convene workgroup																		
Establish Regulations																		
Establish Standards																		
SBOE to grant permission for publication																		
PSTEB to grant permission for publication																		
PSTEB to adopt regulation																		
SBOE to adopt regulation																		
Regulation in Effect																		
Establish MAAPP Guide																		
Pilot MAAPP Standards																		7/1/19 6/30/20
Amend & Approve MAAPP Standards																		7/1/20 1/1/21

Revise the Professional Development School Standards, Implementation Manual, and Framework

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Form SBOE subcommittee																		
Form PSTEB subcommittee																		
Form stakeholder workgroup																		
Convene workgroup																		
Revise Standards, Manual, and Framework																		
SBOE to approve Standards Manual and Framework																		
PSTEB to approve Standards Manual and Framework																		
Pilot PDS Standards																		7/1/19 6/30/20
Amend & Approve PDS Standards																		7/1/20 1/1/21

Develop Educator Preparation Program Report and Dashboard

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
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**Maryland State Department of Education
Proposed Incentives Action Plan
January 2018– June 2019**

Loan Forgiveness for all public school teachers in all certificate areas. \$25,000 for in-state prepared and \$17,500 out-of-state-prepared

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
SBOE to determine if they wish to support the workgroup recommendation																		
YES: Submit letter to the General assembly indicating their support																		

Amend Quality Teacher Incentive Act (Education Article §6-306. County grants for national certification)

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Formation of SBOE subcommittee																		
Convene subcommittee																		
Develop MSDE sponsored Bill for the 2019 Session																		
Submit Proposed Bill																		
Track Bill through Session																		

Amend Alternative Teaching Opportunity Act (education Article §6-120. Alternative Teaching Opportunity)

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Formation of SBOE subcommittee																		
Convene subcommittee																		
Develop MSDE sponsored Bill for the 2019 Session																		
Submit Proposed Bill																		
Track Bill through Session																		

**Maryland State Department of Education
Proposed Induction and Mentoring Action Plan
January 2018– June 2019**

Create statewide and equitable professional development pathways, with career-wide learning opportunities, for educators across the state.

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.

Micro Credentials: Build capacities and establish protocols for development and implementation of innovative educational approaches to strengthen teaching effectiveness and career advancement.

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.

Cultural Competencies and Ethics: Establish meaningful professional development to in regards to cultural proficiency and educator ethics.

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Amend regulation to require professional development in cultural competencies for new educators recruited from out of state																		
Amend regulation to require professional development in educator ethics for new educators recruited from out of state																		

Strengthen Mentor Requirements

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
Amend regulation (COMAR 13A.07.01.06) to strengthen the requirements for mentor teachers																		

Mentor Networks: Create state-wide and equitable mentoring training pathways among IHEs, LEAs and regulatory agencies to support teacher

