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State Superintendent of Schools

TO: Members of the Maryland State Board of Education
FROM: Karen B. Salmon, Ph.D.
DATE: February 26, 2019
SUBJECT: Educator Certification: Out-of-State Pathways

PURPOSE:

The purpose of this item is to provide information to the State Board of Education (SBOE) members for discussion and ultimately, determination of which out-of-state pathways leading to initial Maryland Certification are aligned to the Maryland State Department of Education's (MSDE) comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland.

HISTORICAL BACKGROUND:

Current Code of Maryland Regulations (COMAR) define six (6) pathways by which an individual in Maryland may qualify for initial certification. These pathways include Maryland approved educator preparation programs, out of state approved educator preparation programs, experienced professionals, completion of requirements defined via a transcript analysis, National Board Certification, and Maryland approved alternative educator preparation programs. While developed to open the educator pipeline, new initiatives focused on increasing the rigor of educator preparation programs and educator certification have been identified by the SBOE, the Professional Standards and Teacher Education Board (PSTEB), the General Assembly, and the members of the Commission on Innovation and Education Excellence. This discussion is the first of many that will shape the future certification requirements.

EXECUTIVE SUMMARY:

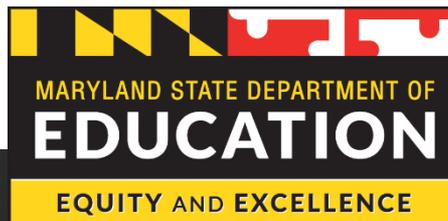
This item provides the necessary information for the SBOE members to engage in a discussion and ultimately, make decisions about what will be the future out-of-state pathways to obtain an educator certificate in Maryland. The presentation provides specific decision points that will assist the MSDE staff in developing policy and/or regulations related to the certification action plan. The action plan includes items identified by the MSDE, the SBOE, the PSTEB, and recommendations of the Commission on Innovation and Excellence in Education and the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup.

ACTION:

For discussion and approval.

Attachment: Educator Certification: Transforming Certification Out-of-State Pathways PowerPoint Presentation

Educator Certification: Transforming Certification Out-of-State Pathways



STATE BOARD MEETING
February 26, 2019

Out-of-State Pathways to Certification

All States have pathways for individuals who have out-of-state credentials that lead to Certification

Examples of out-of-state pathways

- Out-of-state approved programs
- Out-of-state certificates/licenses
- Reciprocity
 - Three (3) states offer 1:1 reciprocity (Arizona, Delaware, and Nevada)
- Transcript Analysis
 - Eleven (11) states offer transcript analysis (Arizona, California, Connecticut, Florida, Illinois, Iowa, Maryland, Missouri, Oklahoma, Rhode Island, and Vermont)
 - 12.4.18 and 12.6.18 the SBOE and PSTEB determined this should not continue to be a pathway in Maryland
- National Board Certification
 - Regulation went into effect 7.18.18

MSDE will be recommending five (5) out-of-state pathways

State Comparisons

| Pathways to Certification | Number of Candidates 17-18 | Maryland | Massachusetts | Delaware | Pennsylvania | New Jersey | Virginia |
|-------------------------------------------------------------------------------|----------------------------|------------------------------|---------------|----------|---------------|---------------|---------------|
| Out-of-state Approved Program + Out-of-state Certificate + Out-of-state tests | 1,460 | Yes | No | Yes | No | Yes | Yes |
| Out-of-state Approved Program + Employing State tests | | Yes | Yes | Yes | Yes | Yes | Yes |
| Out-of-state approved program + Expired Out-of-state Certificate + Experience | | Yes (2 years) | No | Yes | Yes (2 years) | Yes (2 years) | Yes (3 years) |
| Out-of-state Certificate + Experience | 463 | Yes (27 months w/in 7 years) | No | Yes | Yes (2 years) | Yes (2 years) | Yes (3 years) |
| Transcript Analysis | 558 | Yes | No | No | No | No | No |
| Out-of-state Certificate + Employing State Tests | ---- | No | Yes | Yes | No | No | Yes |
| National Board Certification | 3 (Since 7.16.18) | Yes | No | No | Yes | Yes | Yes |

Import vs. Export

Credentials Issued In-State vs. Out-of-State

| | Maryland | Massachusetts | Delaware | Pennsylvania | New Jersey | Virginia |
|----------------------------------------------|--------------|---------------|--------------|--------------|---------------|--------------|
| In-State | 53% 2,952 | 94% 6,007 | 69% 1,176 | 85% 8,249 | 90% 12,275 | 64% 5,627 |
| Out-of-State | 47% 2,635 | 6% 357 | 31% 535 | 15% 1,402 | 10% 1,326 | 36% 3,234 |
| All data obtained from 2017 Title II Reports | | | | | | |

Committee Recommendations

SBOE Subcommittee Recommendations

- Require either the EdTPA and/or PPAT as an exit requirement from a Maryland educator preparation program and certification requirement
- MSDE to complete a comprehensive review of the educator certification regulations

Kirwan Commission Recommendations

- All new teachers will be required to pass a test of teaching ability to earn an initial Maryland license (e.g., PPAT, edTPA)
 - No later than 5-years after implementation of legislation
 - Out-of-state teachers must pass the EdTPA or PPAT within 18 months of being hired or hold an active National Board Certification
- Teachers must pass State-specific exams (reading instruction and content)
- Elementary teachers to take course in core subjects in educator preparation programs
- Career ladders based on earned National Board Certificate

Benefits of Recommendations

Increased Efficiency/Streamlines Certification Structure

- Streamlines pathways to obtain Maryland certificate
- Increases the rigor of certification requirements, while keeping the educator pipeline open
- Decreases the complexity of the regulatory process
- Provides both traditional and alternative preparation program pathways to certification
- Recognizes the uniqueness of Maryland's education community

Pathway 1: Out-of-State Approved Program + Valid Out-of-State Certificate + Maryland Equivalent Tests

Current Requirements

- Out-of-state approved program
- Valid out-of-state certificate
- Out-of-state tests

MSDE Recommendations:

- Complete an out-of-state approved educator preparation program in the certificate area being pursued
- Present a valid, professional certificate in the area (subject, grade band) being pursued
- Present Maryland equivalent tests

PSTEB granted permission for the MSDE to develop regulatory language that retained the current regulatory language on 12.7.18

SBOE: Grant MSDE permission to develop regulatory language

Pathway 2: Out-of-State Approved Program + Maryland Tests

Current Requirements:

- Out-of-state approved program
- Maryland tests

MSDE Recommendations

- Complete an out-of-state approved educator preparation program in the certificate area being pursued Present Maryland tests the certificate area (subject, grade band) being pursued

PSTEB granted permission for the MSDE to develop regulatory language on 12.7.18

SBOE: Grant MSDE permission to develop regulatory language

Pathway 3: Out-of-State Certificate + Experience

Current Requirements:

- Valid out-of-state (or country) certificate
- Experience
 - Verification of 27 months of satisfactory experience in the past 7 years in the certification area sought

MSDE Recommendations

- Valid, professional out-of-state certificate, in the certificate area(subject, grade band) being pursued
- Present 3 years of effective teaching experience, verified by employer, in the certification area being pursued

PSTEB granted permission for the MSDE to develop regulatory language on 12.7.18

SBOE: Grant MSDE permission to develop regulatory language

Pathway 4: Out-Of-State Certificate + Maryland Tests

Current Requirements:

- Not Applicable

MSDE Recommendations

- Present a valid, professional out-of-state certificate, in the certificate area (subject, grade band) being pursued
- Present Maryland tests in the area being pursued

PSTEB did not grant permission for the MSDE to develop regulatory language on 12.7.18.

SBOE: Grant MSDE permission to develop regulatory language

Pathway 5: National Board Certification

Current Requirements:

- Present a National Board Certificate from the National Board for Professional Teaching Standards, for which a comparable Maryland certificate exists
- Regulation Effective: July 16, 2018

MSDE Recommendations

- Keep current language

PSTEB agreed to keep the current language on 12.7.18

SBOE: Keep regulatory language as is currently written.

Certification Pathways not Recommended

Three (3) current pathways were not recommended for continuation

Out-of-state approved program + Out-of-state certificate + Out-of-state tests

Out-of-state approved program + Expired out-of-state certificate + Experience

Transcript Analysis

- Determined at the December SBOE and PSTEB meetings

Questions