

**Tennessee State Board of Education Agenda
April 25, 2008 First Reading Item: III. C.**

Alternative Teacher Licensure. Rule

The Background:

Tennessee, like many other states, is seeking ways to attract quality individuals to the teaching profession. Many creative initiatives have occurred over the years, and these initiatives have been brought forward to the State Board of Education for consideration with additions, deletions, or amendments to the rules necessary to begin and sustain these programs. In the past, some of these program proposals have proposed a teacher training program that is independent of an institution of higher education. Current State Board of Education rules do not allow for such programs. These proposed rule changes allow for the creation of stand-alone teacher education programs which are approved by the State Board of Education.

These proposed changes create a new teaching license - the Fellowship License. This license is for those who are enrolled in a State Board of Education approved teacher education program and allows these candidates to serve as the teacher of record during their classroom placement. The rule change also clarifies issues regarding program approval, candidate induction, progress toward other licensure options, and teaching experience as it relates to the salary scale.

The proposed changes have come about through the work of a group representing long standing and successful independent teacher education programs such as Teach Tennessee, The New Teacher Project, Teach for America, and Distinguished Professionals. Other valuable input has come from the Governor's Office of Policy and Planning, Tennessee's community colleges and the Tennessee Education Association.

The Master Plan Connection:

This item supports the SBE's Master Plan by providing for effective teachers for all students.

The Recommendation:

The State Board of Education staff recommends the proposed alternative licensure rule be accepted on first reading.

0520-2-3-.01 LICENSURE, GENERAL REQUIREMENTS

(5) All programs of teacher education, both undergraduate and graduate, must be approved by the State Board of Education. This shall be done according to the standards and guidelines established by the State Board of Education.

(6) Teacher candidates seeking initial licensure must be recommended by an institution of higher education or an approved program of teacher education; the institution or program shall indicate the area(s) of endorsement for which the candidate has successfully completed requirements.

(9) Licensed teachers candidates seeking to add endorsements to a teacher license shall complete the State Board approved requirements for additional endorsement. Institutions and programs which offer endorsements shall submit to the State Department of Education a list of specialty areas in which the additional endorsements are offered. (section continues without changes)

0520-2-3-.11 INDUCTION

(1) General Requirements

Teacher candidates shall successfully complete an induction program consisting of a student teaching semester, an internship year, or a fellowship year.

(2) Internships and Fellowships

- (a) Both the internship and the fellowship are a full school year experience following the completion of a baccalaureate degree whereby teacher candidates are inducted into the teaching profession.
- (b) The internship experience shall be planned jointly by the institutions of higher education in which the interns are enrolled and the school system(s) in which the interns are placed with significant input from principals and teachers in the school system(s) and shall be approved by the State Board of Education.
- (c) The fellowship experience shall be planned jointly by the teacher education program in which the fellows are enrolled and the school system(s) in which the fellows are placed with significant input from principals and teachers in the school system(s) and shall be approved by the State Board of Education.
- (d) An approved internship and fellowship classroom experience shall include classroom teaching, and may, to varying degrees, include observation, course work, seminars, and planning and shall occur primarily in the school setting; both internship and fellowship experiences may occur in either public school or other state approved schools.

- (e) Interns and fellows shall spend more than half of the school year in direct teaching activities.
- (f) Interns and fellows shall have regular and frequent contact with a team of mentors assigned for this purpose throughout the school year in fulfillment of the State Board approved plan. Mentoring teams may consist of K-12 teachers, higher education faculty, and appropriate others as approved by the State Board of Education.
- (g) K-12 teachers shall assume mentoring roles for interns and fellows and, in cooperation with institutions of higher education and teacher education programs, provide direct and meaningful support to interns and fellows in the classroom.
- (h) Interns and fellows shall have direct teaching experiences with students with diverse learning needs and varied backgrounds.
- (i) Interns shall be supplemental to the existing staff in the schools in which they are located.
- (j) The performance of interns shall be evaluated by the internship team composed of teacher mentors, higher education faculty mentors, and principals or their designee.
- (k) Interns and fellows shall be evaluated by the supervising principals or designees to determine apprentice licensure status using the state approved evaluation model and by either the institution of higher education to award college credit, or by the teacher education program in accordance with the plan approved by the State Board of Education.
- (l) Fellows may serve as the teacher of record in classrooms in which they are placed.
- (m) The performance of fellows shall be evaluated by both principal or designee, and the teacher education program. The teacher education program has the right to remove the fellow from the program in accordance with the State Board of Education approved plan.
- (n) Teacher candidates who successfully complete a full school year internship or fellowship experience shall have the year count as the first year of

apprentice licensure; the licensure shall count as one full school year (10 months) on the state pay scale. The salary or stipend paid to an intern, if any, may be less than the salary of a first year teacher as indicated on the state salary schedule.

0520-2-3-.12 POST-BACCALAUREATE PROGRAM.

(1) Institutions of higher education or teacher education programs must apply to the State Board of Education to offer post-baccalaureate licensure or endorsement programs in accordance with standards and procedures adopted by the State Board of Education.

(2) Post-baccalaureate teacher education programs shall include an internship, fellowship, or student teaching experience planned jointly by the institution of higher education or teacher education program in which the interns or fellows are enrolled and the school system(s) in which the fellows are placed with significant input from principals and teachers in the school system(s) and shall be approved by the State Board of Education.

(3) Institutions and programs shall require candidates to address any deficiencies in their undergraduate education to ensure the attainment of the knowledge and skills required in general education, professional education, and the major for the teaching field; additional course work may be required based upon assessment of the knowledge and skills demonstrated by the candidate when admitted to the program or through assessment of performance during the induction experience.

(4) Prior to entering an induction experience, teacher candidates in post-baccalaureate programs shall complete training at the institution of higher education or teacher education program in accordance with the plan approved by the State Board of Education.

(5) The induction experience shall be approved by the State Board of Education and shall be structured in accordance with the guidelines for internships, fellowships, and student teaching.

(6) Additional course work to meet other knowledge and skills required in general education, professional education, or the teaching area constituting a major shall be completed in accordance with the program plan approved by the State Board of Education.

(7) Teacher candidates who successfully complete an internship or fellowship shall have that time count toward full licensure; each year of an internship shall count as one full school year (10 months) on the state pay scale.

(8) Candidates who complete student teaching are eligible for beginning teacher (apprentice) licensure and for a beginning teacher program during their first year of teaching in Tennessee.

0520-2-4-.01 GENERAL INFORMATION AND REGULATIONS.

(1) Approval of Teacher Education Programs. All programs of teacher education must be approved by the State Board of Education. This shall be done according to standards and procedures established by the State Board of Education.

(2) Institutions of higher education and others may develop programs leading to teacher licensure. Such programs must be approved by the State Board of Education

0520-2-4-.02 TYPES OF LICENSES AND CERTIFICATES

(w) Fellowship License. A one-year license issued to applicant's with a bachelor's degree who have verified knowledge of the teaching content area in accordance with policies of the State Board of Education and have completed the pre-service portion of an approved licensure program. Renewable two times upon satisfactory progress toward completion of the program, consistent with State Board of Education policies.

0520-2-4-.03 ALTERNATIVE LICENSES, INTERIM LICENSES, AND PERMITS.

(1)

(i) Fellowship License *

1. The applicant must have been granted at least a bachelor's degree from a regionally accredited institution of higher education. The applicant must meet the content knowledge requirements for the desired area of endorsement by one of the following: (a) documentation of at least 24 semester hours in the content area or (b) successful completions of the required specialty examination.

2. The applicant must have been admitted to a teacher education program approved by the State Board of Education. In order to renew the license the applicant must complete the pre-service and in-service portions of the State Board of Education approved plan.

3. A Tennessee director of schools must state intent to employ the applicant and provide the requisite support in accordance with the State Board of Education approved teacher education program plan.

4. School systems shall assess the effectiveness of the teacher using the evaluation procedures approved by the State Board of Education.

5. Applicants are eligible to teach only in grades and subject areas served in the teacher education program plan approved by the State Board of Education.

6. Each year of teaching on a fellowship license shall count as one year on the state salary schedule.

7. One year of successful teaching shall substitute for the student teaching requirement if the candidate has successfully met all requirements of the approved teacher education program. If the approved program requires additional time or work for completion then the student teaching requirement shall be satisfied at the successful completion of the approved program.

8. The fellowship license may be reissued two times, provided that the teacher has received successful evaluations and is making adequate progress in completing the requirements of the State Board of Education approved program.