



Georgia Professional Standards Commission

Protecting Georgia's Higher Standard of Learning

Educator Preparation Updates

**Penney McRoy, Assistant Division Director
Educator Preparation**



Ed Prep Updates

- Preparation Program Changes
- Important Rule Changes
- GaTAPP
- GACE -- Testing Program
- New Tools: ICP and GS3

2013-14 Program & Rule Changes

Georgia Professional Standards Commission



Prep Program Changes

- GaPSC is focused on *raising the bar*, improving the preparation of educators
- Programs are being changed this year to meet new rule requirements
- A few of the changes you should notice...



Prep Program Changes

- Programs must be based upon the 2011 InTASC Model Core Teaching Standards
 - The new standards include elements associated with performances, essential knowledge, and critical dispositions
 - Focused on the learner, as opposed to the teacher
- These standards are also reflected in the TAPS standards
- Thus, an alignment between preparation and practice



Prep Program Changes

- Field experiences emphasize practice/demonstration of KSD over observation
- Student teaching/internship must last a minimum of one full semester
 - *one full school year is the ideal*
- The rule defines partnerships between program providers and P-12 schools as...

Partnerships



Collaborative relationships between program providers and P-12 schools ... formalized and focused on continuous school improvement and student achievement through the preparation of candidates and professional development of P-20 educators.

- *Reciprocal relationship*
- *School Improvement*
- *Student achievement*
- *P-20*

Partnerships



Effective partnerships can bring about:

- More “hands on deck” in the classroom
- Opportunities for job-embedded professional learning
- A “ready pool” of new hires; therefore, reduced costs associated with recruiting new teachers
- New teachers who are ready for YOUR classrooms on day one
- Improvements in student achievement...how??

Partnerships



- A co-teaching model for student teaching is being implemented in Georgia
- This model has been used successfully in other states
- St. Cloud State University (MN) conducted a study to compare the impact of the co-teaching model to the traditional model of student teaching
- The results are remarkable...

Partnerships



St. Cloud State University research project

- 2004-05 through 2007-08
- Compared standardized test (MCA) scores of elementary students in reading and math across three types of settings:
 1. Classrooms w/ a student teacher using the Co-Teaching model
 2. Classrooms w/ a student teacher but no co-teaching
 3. Classrooms with one licensed teacher—no student teacher

Student Achievement Data-- Reading



MCA Reading Proficiency	Co-Taught	One Licensed Teacher	Not Co-Taught
2004-2005	82.1% N=318	75.7% N=934	65.3% N=101
2005-2006	78.7% N=484	73.5% N=1597	65.0% N=160
2006-2007	Insufficient Data to Analyze		
2007-2008	80.8% N=261	61.4% N=1977	62.1% N=269

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Student Achievement Data- Math



MCA Math Proficiency	Co-Taught	One Licensed Teacher	Not Co-Taught
2004-2005	82.3% N=317	75.8% N=927	70.5% N=105
*2005-2006	68.9% N=524	64.7% N=1660	57.9% N=171
2006-2007	Insufficient Data to Analyze		
2007-2008	74.5% N=314	59.5% N=1939	62.6% N=278

*Statewide changes in the test reduced overall proficiency for all participants.
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Student Achievement Data - Cumulative

MCA Reading Proficiency	Co-Taught	One Licensed Teacher	Not Co-Taught
Overall (Four-Year Cumulative)	78.8% N=1461	67.2% N=6403	64.0% N=572
Free/Reduced Lunch Eligible	65.0% N=477	53.1% N=2684	49.5% N=222
Special Education Eligible	74.4% N=433	52.9% N=1945	46.4% N=179
English Language Learners (ELL)	44.7% N=76	30.7% N=515	25.8% N=31

Data compiled from 2004-08
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Student Achievement Data-Cumulative

MCA Math Proficiency	Co-Taught	One Licensed Teacher	Not Co-Taught
Overall (Four-Year Cumulative)	72.9% N=1519	63.7% N=6467	63.7% N=7064
Free/Reduced Lunch Eligible	54.2% N=513	47.3% N=2778	47.2% N=3010
Special Education Eligible	72.0% N=472	54.7% N=1906	54.2% N=2086
English Language Learners (ELL)	30.5% N=118	28.8% N=671	28.7% N=712

Data compiled from 2004-08
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Partnerships



- Effective Partnerships = win/win
 - Co-teaching produces positive effects!
 - Students in classrooms with a student teacher where the co-teaching model is used outperform their peers in classrooms without a student teacher.
 - Similar results are beginning to emerge in Georgia.
- For more information:
 - Google “St. Cloud State University Teacher Quality Enhancement Center”
 - For a St. Cloud Co-Teaching Fact Sheet, go to http://www.renaissancegroup.org/documents/co_teaching_project/co_teaching_fact_sheet_6_2011.pdf



Other Changes

- Tiered Certification will impact a large number of certification and some preparation rules
 - Rules were adopted April 10, 2014
 - Phased implementation begins July 2014
- Preparation Program Effectiveness Measures (PPEM)
- Annual Performance Evaluation



Other Changes

- Prep. program rules slated for revision this year:
 - Career & Technical Programs and Endorsements
 - Educational Leadership
 - English Education
 - Mathematics Programs and K-5 Endorsement
 - Special Education Programs and Endorsements
- Program changes will take effect by 2015-16



Ed Leadership Changes

- M.Ed. For asst. principal level certification & some district positions
- Ed.S/doctorate for principal, superintendent, & supervisors of principals
- Program admission
- Partnership agreements
- Diversity of field placements
- Simplifying certification rules



New Certificate Fields

- Three fields: teacher leadership, instructional technology, & curriculum and instruction
- Programs are up and running
- New GACE assessments are being developed, expected by Fall 2014
- Certification will be available spring 2015
- Consider in light of Tiered Certification

The Georgia Teacher Academy for Preparation and Pedagogy (GaTAPP)

Georgia Professional Standards Commission



GaTAPP Rule Change

- Upcoming changes to the GaTAPP rule
 - Elimination of four GaTAPP certifications; GaTAPP candidates will hold Induction certificates
 - CTAE opportunities in GaTAPP expanded to include those below the Associate Degree level if degree is finished before program completion



GaTAPP Production

- GaTAPP is one of Georgia's largest producers of teachers
- In fall 2013 almost 1150 candidates were enrolled in GaTAPP
- Economic cutbacks resulted in smaller numbers, but with the improving economy, numbers are rebounding



Honors and Recognitions

Surveys from Eight Providers (range of reporting varied):

- 1 Georgia Teacher of the Year
- 2 Finalist Georgia Teacher of the Year
- 50+ School-based Teachers of the Year
- 17 Sallie Mae or New Teacher of the Year

- 1 Superintendent
- 1 GaPSC Commissioner /District Administrator
- 18 + Lead Teachers, Instructional Coaches (District and School levels)
- 91 GaTAPP Ambassadors
- 2 National Scholarship Winners/National Conference Presenters



GaTAPP Ambassadors

Ninety-one (91) GaTAPP Ambassadors Statewide

GaPSC Website: www.gapsc.com

Access the Educator Preparation at the top of the page in the burgundy strip. On the left side of the page, find GaTAPP on the menu.

GaTAPP Ambassadors 2014 and Providers:

<http://www.gapsc.com/EducatorPreparation/GaTAPP/Ambassador.aspx>

Video of Ambassadors:

<http://www.gapsc.com/EducatorPreparation/GaTAPP/experience.aspx>



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GaPSC Program Approval

Georgia Professional Standards Commission



Program Approval

- Reviews and monitors all programs leading to GA certification
- IHEs, LEAs, RESAs, and organizations
- Currently 78 approved program providers
- Average approximately 10 reviews per semester
- Reviews conducted by volunteers



Volunteers are Board of Examiners

- BOE teams are diverse in:
 - Educational positions IHEs, LEAs and RESAs
 - Gender
 - Geographic Location
 - Experience
- GaPSC provides in-depth training for BOE
- Focused on ensuring programs meet state and national standards
- We need more BOE members
- Next new member training Spring 2015



Council for the Accreditation of Educator Preparation (CAEP)

- July 1, 2013 - NCATE and TEAC became CAEP
- August 29 - CAEP Board adopted new standards
- April 2014 – GaPSC formally adopted the standards
- Current standards remain in effect for reviews scheduled through Spring 2015
- Spring 2016 - New Standards will become effective for all reviews



New Standards

- Described as “fewer, higher, clearer”
- Emphasis on performing at higher levels
- Expectations extend beyond programs continuously collecting data on candidate performance
- Emphasis on improving the quality of data and increasing the effective use of data by all programs



CAEP Standards

3 Key Points:

1. Build partnerships and strong clinical experiences
2. Raise and assure educator-candidate quality
3. Preparation judged by outcomes and impact on P-12 student learning



CAEP Standards

1. Standard 1: Content and Pedagogical Knowledge
2. Standard 2: Clinical Partnerships and Practice
3. Standard 3: Candidate Quality, Recruitment, and Selectivity
4. Standard 4: Program Impact
5. Standard 5: Provider Quality Assurance and Continuous Improvement



Contact Information

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Educator Assessment

Georgia Professional Standards Commission

Educator Testing Program



New Program (ETS)

- Launched in October 2013, all tests are offered via computer only, except for the performance portion of American Sign Language.
- Due to new technologies, most tests (not all) will contain selected response items only with immediate feedback.
- All tests are customized for Georgia and aligned with state and national standards for educator preparation and with state standards for the P-12 student curriculum.



Cost for the GACE

Previous Program:

- No price increase in past 7 years (except one \$5 registration fee increase)
- Previous CBT fee was \$30 with ES
- Content assessment: \$125 (one test); \$195 (assessment)

New Program:

- No price increase in next 7 years; price goes down \$5.00 over time
- New CBT is \$28 with ETS
- Content assessment: \$123 (one test); \$193 (assessment)



MyPSC Account

- To be able to register for any GACE (except Paraprofessional), all candidates must have a MyPSC Account (<http://mypsc.gapsc.org>).
- The examinee's name in MyPSC must match exactly as it appears on the photo ID that will be used when seeking admission to the test center to take a GACE assessment. If not, the examinee will not be admitted.



Reasons for Testing

- At MyPSC the examinee will need to assert the “Reason for Testing.”
- Automatic Eligibility to test is given for all educators except for Reason #2, which triggers program provider eligibility.
- Reason #2: “I am enrolled in a Georgia-approved program in an undergraduate teaching field, or in Educational Leadership, Media, School Psychology, or Counseling.”

If an examinee selects an incorrect reason for testing, the examinee may have to retest!



Help for Examinees

GACE assistance

- GACE Website: www.gace.ets.org
- Calls about any aspect of GACE
1-855-225-7178 (M-F, 7am – 6pm)
- Emails from all test takers about the new testing program: gaceinquiries@ets.org

GaPSC assistance (regarding certification or MyPSC): mail@gapsc.com



Ed Leadership GACE

- For year 2013-2014 continues to be offered by Pearson
- New ETS assessment is under development; offered for the first time in summer 2014
- If Georgia goes to a tiered system of leadership certification, the GACE assessment will be used for Level 5 (M.ED.) certification
- Currently examining a performance leadership assessment used by Missouri; such an assessment could be required for Level 6 certification (Ed.S.)

edTPA



- The Teacher Performance Assessment (edTPA) developed by Stanford University & scored by Pearson becomes a requirement for certification in Georgia with implementation of the tiered certification system
- edTPA is a content pedagogy assessment consisting of a portfolio and a video of classroom teaching

edTPA



- Scoring is across 15 rubrics covering five dimensions of teaching
 - Planning
 - Instruction
 - Assessment
 - Analysis of teaching
 - Academic language
- Externally scored

edTPA



- A certification requirement for Georgia educators
- Student teachers in the year 2015-2016 will be required to pass to become certified
- Part of the program approval process for program providers – PPEM uses edTPA scores as one of several measures
- Early career teachers enter the profession with an edTPA “roadmap” to guide support for the new teacher

edTPA



- A statewide edTPA advisory committee meets periodically to help make policy decisions and plan implementation support
- Eight Georgia providers field tested edTPA in 2011- 2012
- 2013-2014 – initial pilot for most providers
- 2014-2015 - extended pilot
- 2015-2016 - consequential

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If Questions, Suggestions, Comments:

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GaPSC Educator Workforce Talent Acquisition and Development

Georgia Professional Standards Commission

New Data Analysis Tools: ICP and GS3



New PSC Tools

- Designed specifically for educator workforce analysis and planning
- Instructional Capital Planner (ICP)
 - Online, real-time, updated daily
 - Georgia School Staffing Survey of Certified Personnel Vacancies (GS3)
 - gapsc.org Semi-annual educator position vacancy data collections from all school districts by school



Instructional Capital Planner

- ICP is an educator workforce information and planning tool
- Statewide task force provided guidance for ICP concept and development
- Shows all current core content teachers by building, certification, HiQ, and other data
- Includes core content areas, special education and CTAE fields

ICP



- Estimates attrition risk by teacher by school
- Provides recruiting assistance via a “Supply” pool of available traditional and non-traditional candidates - by field and source
- Allows searchable, differentiated access
 - Superintendents, Human Resources, Principals and RESAs and educator preparation programs



Georgia School Staffing Survey

- GS3 Spring 2014 vacancy collection dates
 - Opened Monday, March 10, 2014
 - Closed Friday, March 28, 2014
 - **March 10, 2014 is the “Certified Personnel Vacancies As Of” Report Date**
- Go to gapsc.org for GS3 collection portal

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Thank you!

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