

## Suggestions Regarding the Relicensure Proposal

After examining the comments from educators who were in favor of changing relicensure and those who were not in favor of changing relicensure, the Office looked for some common themes to build suggestions on for the T/A Relicensing Committee to reflect on, discuss, and build upon.

### Suggestions:

- **Consistency** – continue to work for consistency with the Boards
  - Continued and active support from the DOE – example Board visits, summer conferences, consultant
  - Mandate the same forms for all Boards
  
- **IPDPs** – look at IPDP process and current Regulations
  - Mandate use of SMART goals – with for example two forms that all Boards and educators would use
  - Simplify the IPDP – only follow what current Regulations require
  - Mandate the number of goals in an IPDP, example three (3) goals per IPDP
  - Narrative after each professional development activity:
    - Is it necessary?
    - Keep it brief to express only; how activity relates to one's IPDP goal, improve teaching practice and student learning or is expected to improve practice and student learning
  
- **Portfolios** – look at portfolio process and current Regulations
  - Simplify/revise/streamline the portfolio process
  - Eliminate reflective piece
  - Demonstration of growth in Five Standards – what does that mean?
  - Eliminate the portfolio

**5420 Level II Professional Educator’s License**

A Level II License is valid for seven (7) years, shall expire on June 30 of the seventh school year for which it was issued, and may be renewed subject to the provisions of Section 5430 of these rules.

5421 A Level II Professional Educator’s License shall be issued, upon recommendation of a local or regional standards board, or the Office if the educator is not employed by an entity served by a local or regional standards board, to educators who have:

- a. practiced in Vermont in an endorsement area for three (3) years under a Level I License
- b. provided evidence of three (3) relicensing credits, at least one (1) of which shall address the specific knowledge and performance standards of the endorsement being moved to Level II.
- c. submitted an approved Individual Professional Development Plan (IPDP) that was developed through analysis of professional practice and classroom data, and that articulates the educator's professional development goals for the ensuing licensure period. The IPDP goals shall address the knowledge and performance standards in effect at the time of renewal for each endorsement being moved to Level II, each of the *Five Standards for Vermont Educators*, and the action plan or improvement initiatives of the school where the educator is employed, as appropriate;
- d. provided verification from an administrator who has supervised the educator's work that the educator is performing at a professional level. The Office shall provide a signature form for administrators to use for this purpose;
- e. provided documentation of any valid licenses or credentials that are required by the endorsement(s) sought.

**5431 Level I License Renewal**

5431.1 Educators Who Have Worked In Vermont Under the Level I Endorsement for Three (3) Years

5431.1.1 Level I endorsement holders who have practiced in an endorsement area for three (3) years shall seek a recommendation from their local or regional standards board, or from the Office if the educator is employed by an entity not served by a local or regional board, for a Level II endorsement pursuant to section 5421 of these rules.

5431.1.2 An educator who does not receive a recommendation to move his/her Level I endorsement to a Level II license upon initial application, shall renew the Level I endorsement for three (3) years and re-apply to move the endorsement to a Level II license prior to the expiration of the renewal.

5431.1.3 The Level I endorsement of an educator who does not receive a recommendation to move the endorsement to a Level II license after the second application shall become lapsed and may not be reinstated.

**5431.2 Educators Who Have Not Worked in Vermont under the Level I Endorsement for Three (3) Years**

- 5431.2.1 Level I license holders who have not practiced in a particular endorsement area for three (3) years, shall seek a recommendation for renewal of that Level I endorsement through their local or regional standards board or from the Office if the educator is employed by an entity not served by a local or regional board.
- 5431.2.2 To receive a three (3) year renewal of a Level I endorsement under which the educator has not practiced for three (3) years, the educator shall show professional growth through completion of a minimum of three (3) relicensing credits in the endorsement area. At least one (1) of these credits shall address the specific knowledge and performance standards of the endorsement being renewed.
- 5431.2.3 The holder of a Level I endorsement that has been renewed shall continue to seek renewal of that endorsement in accord with Rule 5431.1 until such time as the educator qualifies to apply for renewal of the endorsement as a Level II endorsement.

**5432 Level II License Renewal**

- A. Level II license holders shall seek a recommendation for renewal of their Level II license and endorsement(s) from their local or regional standards board or from the Office if the educator is employed by an entity not served by a local or regional board.
- B. A Level II license holder employed by a Vermont independent school shall seek a recommendation for renewal from a local standards board designated by the Standards Board to serve independent schools, or may seek a recommendation for renewal from the local standards board for the school district in which the independent school is located if that board agrees to serve that independent school or educator.
- C. The local or regional standards board or the Office shall recommend renewal of a Level II endorsement if the applicant presents a professional portfolio that includes:
1. the current Individual Professional Development Plan (IPDP);
  2. documentation of professional growth pursuant to the IPDP goals including:
    - a. reflection upon new learning and its impact upon professional practice;
    - b. reflection upon how changes in professional practice have impacted student performance;
    - c. linkages between individual professional development goals and activities, and school action plans or improvement initiatives, as appropriate;

- d. demonstration of growth in each of the *Five Standards for Vermont Educators* which are in effect at the time the IPDP is approved or amended; and
  - e. documentation of a minimum of nine (9) relicensing credits per endorsement recommended for renewal. Relicensure credits should be related to the educator's IPDP goals. Certain professional development activities may apply to more than one endorsement. However, at least three (3) relicensing credits must address the specific knowledge and performance standards of each endorsement recommended for renewal. In accordance with Standards Board policy, the local or regional standards board or the Office will determine the applicability of professional development activities and grant approval for relicensing credits based upon a presentation by the license holder of the rationale for applying certain credits and activities to particular endorsement areas and IPDP goals.
- 3. evidence of any required additional licenses or credentials specific to a particular endorsement.
  - 4. an approved IPDP that is developed through analysis of professional practice and classroom data, and that articulates the educator's professional development goals for the ensuing licensure period. The IPDP goals shall address the knowledge and performance standards in effect at the time the endorsements are renewed, each of the *Five Standards for Vermont Educators*, and the action plan or improvement initiatives of the school where the educator is employed, as appropriate.
  - 5. A portfolio submitted by an educator for National Board Certification shall be considered as equivalent to a relicensure portfolio for renewing the comparable endorsement.
- D. Upon employment in a Vermont educational entity that has an approved local or regional standards board, the educator shall develop and file an approved IPDP within six months of employment with the appropriate local or regional standards board.
  - E. Approved IPDPs and approved corresponding professional development activities shall be accepted on a reciprocal basis by local and regional standards boards and by the Office when the educator is not under the jurisdiction of a local or regional standards board.