

February 14, 2018  
Item 1 LC

**To:** VSBPE Licensure Committee

**Submitted by:** Deb Giles, Ron Ryan

**Items for Discussion:** Self-Assessment based on Core Teaching/  
Leadership Standards as part of the re-  
licensure/reinstatement process.

### **Self-Assessment History:**

To support educators in working with the Core Teaching Standards the VSBPE adopted the InTASC Learning Progressions in October 2013. The Learning Progressions provide a continuum of the three developmental levels of the Core Teaching Standards. The three levels:

1. Directive (teacher “directs” learners)
2. Facilitative (teacher guides learners with some choice and independence)
3. Collaborative (teacher works side by side with learners who set direction for their own work)

The Progressions, aligned with the Core Teaching Standards, describe a formative and supportive professional self-improvement process. The purpose of the Progressions was to:

- Describe the increasing complexity and sophistication of teaching practice for each standard,
- Be a support tool for teacher development,
- Describe effective teaching with more specificity than the standards,
- Provide Guidance about how practice might improve, and
- Outline possible professional learning experiences to bring about improvements.

The self-assessment associated with the Progressions and Core Teaching Standards was introduced to the VSBPE in the winter of 2014 as a tool for relicensure to help guide professional learning. In April of 2014, the VSBPE moved to include a completed self-assessment as part of the relicensure, reinstatement, and Retired Educator application (only pertaining to an endorsement under which an educator is teaching/practicing). (C. Phillips put forth the passing motion.)

During the spring and summer of 2014, the then Coordinator of Professional Standards developed a self-assessment based on the Leadership Standards due to the importance of the self-assessment addressing the actual work of educational leaders.

Then in October of 2014, J. Hoffman put forth a passing motion that directed the AOE to confirm that all Rules pertaining to the renewal of a license included reference to the need to

complete a self-assessment prior to L/RSB recommending a renewal. This motion was amended by P. Coultas to also include reinstatements.

Also, at the October 2014 meeting, a passing motion was put forth by R. Baker for the VSBPE to approve and adopt the Leadership self-assessment that is currently in use.

In November of 2014, R. Baker again put forth a passing motion that the VSPE approve and adopt the self-assessment based on teaching practice. What was included in the self-assessment was "this is a tool for your use only and you will verify that the self-assessment has been completed". The version of the self-assessment and verification form based on the added sentence regarding the self-assessment being a tool for educators only is still in use.

In December of 2016, the VSBPE approved the revised *Relicensure Handbook*, which states: "The Progressions, aligned with the Core Teaching Standards, describe a formative and supportive professional self-improvement process to help teachers become more effective. The Progressions include a self-assessment (approved by the VSBPE) that practicing teachers will complete as part of the renewal process. A similar self-assessment aligned with the Core Leadership Standards (approved by the VSBPE) will be completed by practicing administrators as part of the renewal process."

#### **CURRENTLY:**

At the October 26, 2017, the VSBPE requested that a survey on the value of the self-assessment be conducted of all Local and Regional Boards via the Board Chair/ Co- Chairs. In December 2017 a survey was distributed that included the following questions for response.

#### **Survey Questions:**

- 1) Do you see value in the educators completing the self-assessment as part of the renewal process?
- 2) If yes, what value?
- 3) If no, why?
- 4) Based on your response above should the self-assessment be removed as a re-licensure requirement?
- 5) If your answer to question four is to remove the self-assessment (a YES response) as a re-licensure requirement, should another component replace the self-assessment? If yes, please describe.

## **Responses:**

### **Regional Standards Boards:**

- 4/5 responded
- 4/4- No value as part of the re-licensure process
- 4/4- Remove as a component from the re-licensure process without replacing it

### **Local Standards Boards:**

- 50/63 Responded

### **No Value:**

- 30/50 - No value as part of the re-licensure process
  - 26/30 saw no value and responded to remove the self-assessment without replacing it
  - 4/30 saw no value with the self-assessment, but suggested replacing it with another component:
    - A) Use a checkbox question such as: In which area(s) do you feel you have the greatest weakness in your practice as a focus for credit hours in your next license cycle?
    - B) A goal would be a better option
    - C) Something that shows educators have reviewed the Core Teaching Standards and their endorsement, and thought about it
    - D) Bring back a self-reflection component
- Reasons for no value:
  - Busy work, completing without much thought, no follow-up
  - Done at SU/SD level
  - Educators know strengths and weaknesses
  - Professional learning and responses are enough for relicensure

### **Value:**

- 19/20 – Saw value in the self-assessment as part of the licensure process
- 1/20 - Saw value in the self-assessment, but not as a relicensure component, but at a district level.
- Reasons for value:
  - Reflect on practice
  - To foster growth as an educator
  - Gives ideas for professional learning and areas to address for next licensure cycle
  - Requires educators to look at the standards for teachers and be reminded of effective practice

**Questions for Discussion:**

- 1) After review of the Self-Assessment history and supporting documents regarding the Progressions and the self-assessment, does the Board still support the original intent of the self-assessment process or no longer believe that a self-assessment is necessary?
- 2) What are the benefits and challenges associated with continuing the self-assessment for the relicensure/reinstatement process?
- 3) Should the self-assessment be revised in some way?
- 4) Should the self-assessment be removed as a relicensure/reinstatement component, but replaced with another component? If yes, what component?
- 5) Should the self-assessment be removed as a relicensure/reinstatement component and not replaced?