



2016-17

Professional Standards Council Annual Report

July, 2020

**Wisconsin Department of Public Instruction
Carolyn Stanford Taylor, State Superintendent**

Professional Standards Council Annual Report

Developed by
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Wisconsin Department of Public Instruction
Carolyn Stanford Taylor, State Superintendent
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Wisconsin Department of Public Instruction

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Professional Standards Council History and Purpose

Professional Standards Council History

In 1997, Wisconsin Act 298 was passed by the state legislature and signed by the governor which created the statutory Professional Standards Council (PSC) to assist and advise the state superintendent in improving teacher preparation, licensure and regulation. Wis. Stat. 15.377(8). Specific information regarding the framework of the Professional Standards Council can be found at Wis. Admin Code PI 34.108.

The Purpose of the Professional Standards Council

The council was established with the primary focus on classroom teaching. The purpose of the council, acting in an advisory capacity, is to ensure the quality of the profession of teaching by recommending to the state superintendent a set of standards regarding licensure and evaluation of teachers, evaluation and approval of teacher education programs, the status of teaching in Wisconsin, school board practices to develop effective teaching, and peer mentoring programs. The original legislative act that created the council provides a statutory mechanism to review, propose, or revise teacher preparation policies. Any policy recommendations or proposals made by the council are advisory only and subject to approval by the State Superintendent. Statutory responsibilities also require an annual report to the appropriate standing legislative committees on the activities and effectiveness of the council.

Professional Standards Council Members 2016-17

Brian McAlister
Director
School of Education
University of Wisconsin-Stout

Kimberly Marsolek
Special Education Teacher
Wausaukee Elementary
Wausaukee School District

Diana Callope
Whitewater Middle School
Whitewater School District

Wendy Ripp
Elementary Teacher
21st Century eSchool
Middleton-Cross Plains School District

Margaret Doering
Private School Director
Teacher/Director of Instruction
Marquette University High School

Gary Williams
School Board Member
Brown Deer School District

Lisa Benz
Middle School Teacher
Ellsworth Middle School
Ellsworth Community School District

Andrea Pasqualucci
School Social Worker
Ashwaubenon School District

Heather Strayer
School Social Worker
Minoka-Hill School
Green Bay Area School District

Kristin Mally
Assistant Professor
School of Education
University of Wisconsin-La Crosse

Brad Peck
Principal
Wausau East High School
Wausau School District

Peggy Hill Breuning
School Board Member
Waunakee School District

Gus Knitt
District Administrator
Pardeeville School District

Debra Dosemagen, Chair
School of Education
Mount Mary University

Margaret Hessel
Student Representative
University of Wisconsin-Madison

Joanna Rizzotto
High School Teacher
South Milwaukee High School
South Milwaukee School District

Amy Traynor
Middle School Teacher
DeLong Middle School
Eau Claire Area School District

Michael Uden
School of Education
Concordia University

Synopsis of Professional Standards Council Activities 2016-17

August 11, 2016

- The PSC reviewed the final report of the State Superintendent's Work Group on Staffing Challenges. The office of the state superintendent has put forward an emergency rule package as a result of the work group's proposed strategies for addressing staffing short falls. Also reviewed were DPI's planned revisions to licensure program content guidelines for library media specialists.

September 30, 2016 Meeting Highlights

- Tammy Huth, Director of Teacher Education, Professional Development and Licensing presented the PSC with a report on the progress of the Wisconsin Talent Development Framework Project, a continuous, short and long-range strategy to attract, prepare, recruit, and retain educators in Wisconsin. The Council continues to gather data from stakeholders such as educator preparation programs, educators, and professional organizations as the first phase of this project nears completion.

October 2016 Meeting Highlights

- State Superintendent Dr. Tony Ever addressed the PSC emphasizing the importance of the Council's efforts in developing the Talent Development Framework Project in light of the current climate around education and the declining number of prospective educators enrolling in Educator Preparation Programs. Dr. Evers asked each PSC member for their top priority as Talent Development Framework Project moves forward.
- The PSC reviewed the Leadership Group on School Staffing Challenges' report detailing its plan to address staffing shortfalls by retaining and attracting retired and retirement eligible educators, creating new opportunities and pathways for educators to take on new roles, by updating policies, practices, and rules related to licensing and reducing the time, cost, and efforts to obtain and renew a license.

November 15, 2016

- The PSC continued developing key components of the Talent Development Framework such as incorporating student debt relief and loan forgiveness, as well as expanding the Educators Rising initiative. Further topics were workforce priorities and mobility, along with strategies for elevating teaching and the status of the profession. Also addressed was new data identifying licensed Special Education teachers as the state's the largest shortage area.

Work continued on creating the Educator Survey which will provide the data necessary for Talent Development Framework.

January 23, 2017 Meeting Highlights

- The Leadership Group on School Staffing Challenges introduced recommendations for changes to the current educator licensing system. Their proposals included the replacement of the five currently licensed developmental levels into two: PK-9 and PK-12. The Leadership Group further called for a change in administrative rules for current subject area licenses with multiple subcategories (e.g. Broad field Science, Physical Science, Chemistry, Physics, Earth and Space Science) into single subject area licenses (e.g. Science). These recommendations included changes to administrative code to create a simplified, tiered licensing system; creating new opportunities to use interns, residents, and others who are pursuing but have not yet completed full licensure as teachers on a limited term basis; and eliminate barriers in the licensing system to encourage greater use of retired educators in part-time or short term roles and investigate new pathways allowing experienced, licensed educators to teach and acquire licensure in additional subjects or developmental levels.

David DeGuire, Assistant Director of Teacher Education, Professional Development and Licensing at DPI, reviewed the strategic plan draft for the Talent Development Framework and presented key findings of the plan's Educator Preparation Program Survey. This data identified barriers the programs perceived in their work.

February 24, 2017 Meeting Highlights

- The Professional Standards Council performed an in depth review of the plan presented by the Leadership Group on School Staffing Challenges in January. After considering the entirety of the proposal the Council crafted recommendations for changes to the proposal. PSC's complete recommended changes can be found in the published minutes of the February meeting.

April 3, 2017 Meeting Highlights

- David DeGuire, Director of Teacher Education, Professional Development and Licensing for DPI, presented an update on the Leadership Group's recommendations which were discussed in the PSC's previous meeting, noting that the emergency rule process is being considered to implement these changes before the end of the hiring season for the next school year.
- The PSC continues to plan for the Educator Survey element of the Talent Development Framework. Discussed was the best methodology to reach the largest number of educators and pupil service license holders in the field as well as insuring that the chosen method of contact encourages candid and accurate survey data.
- Dr. Shandowlyon Hendricks-Williams, Assistant Director of Teacher Director of Teacher Education, Professional Development and Licensing (TEPDL) presented to group with updated information on licensing data. Her presentation included data outlining trends in requests for Emergency Licensure issued between fiscal years 2012 – 2017. The data demonstrated a steady increase in the total number of Emergency Licenses issued with the number doubling from 2012 to 2017. Data showed that 1/3 of Emergency licenses issued this year were for Cross-Categorical Special Education and Early Childhood Special Education. The other top categories were Cross Bilingual, Reading Teacher, Early Childhood, ESL, Library Media Specialist, Regular Education, and Spanish. In 2017 there was a tremendous spike in the number of Emergency licenses issued within Regular Education with more being issued than in all other fiscal years combined. According to data presented the largest number of Emergency licenses issued in Regular Education are requested by Milwaukee Public Schools and rural school districts.

May 2, 2017 Meeting Highlights

- Mike Thompson, Deputy State Superintendent addressed the PSC on the recommendations of the Leadership Group on School Staffing before the planned release of the final report, May 4th. He began by revisiting the Leadership Group's goals of attracting people to the profession and retaining current teachers, preparing future teachers and leaders, collecting data, and reviewing the states licensing rules and practices. He noted that the Leadership Group convened in 2016 to address the concerns raised by education stakeholders and began with the creation of a strategic plan, which the PSC worked on. The first strategy the Leadership group recommended was to consolidate the licensing categories. The recommendation is to offer three categories: Birth – grade 3, Kindergarten – grade 9, and subject level licenses grades 4-12. Special Education licenses would be slightly different: Birth to grade 3, grades 4-12, and Early Childhood to Adolescence. Also recommended was the consolidation of subject licenses, meaning rather than having specific subjects, such as Biology, Chemistry, Physics, there would just be one license that covers Science. The goal of this recommendation is to allow school districts to be more flexible with assignments and allow candidates to have a broader preparation. The leadership group further proposed simplifying the current

licensing structure by breaking it into tiers, offering options for endorsement other than testing requirements, allowing the educators to gain licensure in additional subject areas through content testing, allowing educators to expand pedagogical levels through school district supervision, permitting EPPs to establish their own policies for admission, and eliminating the “double dipping” rule for retired teachers.

June 16, 2017 Meeting Highlights

- David DeGuire, Director, Teacher Education, Professional Development and Licensing (TEPDL), and Mike Thompson, Deputy State Superintendent, reintroduced the topic of the Emergency Rule set to be released on June 17, 2017. The Emergency Rule was based on the recommendations of the Superintendent’s Leadership Group, which used elements of the Talent Development Framework the PSC assisted in developing. Prior to the meeting, the PSC had been provided with the final draft final and the PSC was invited to share further questions or concerns.