

Wisconsin Quality Educator Initiative

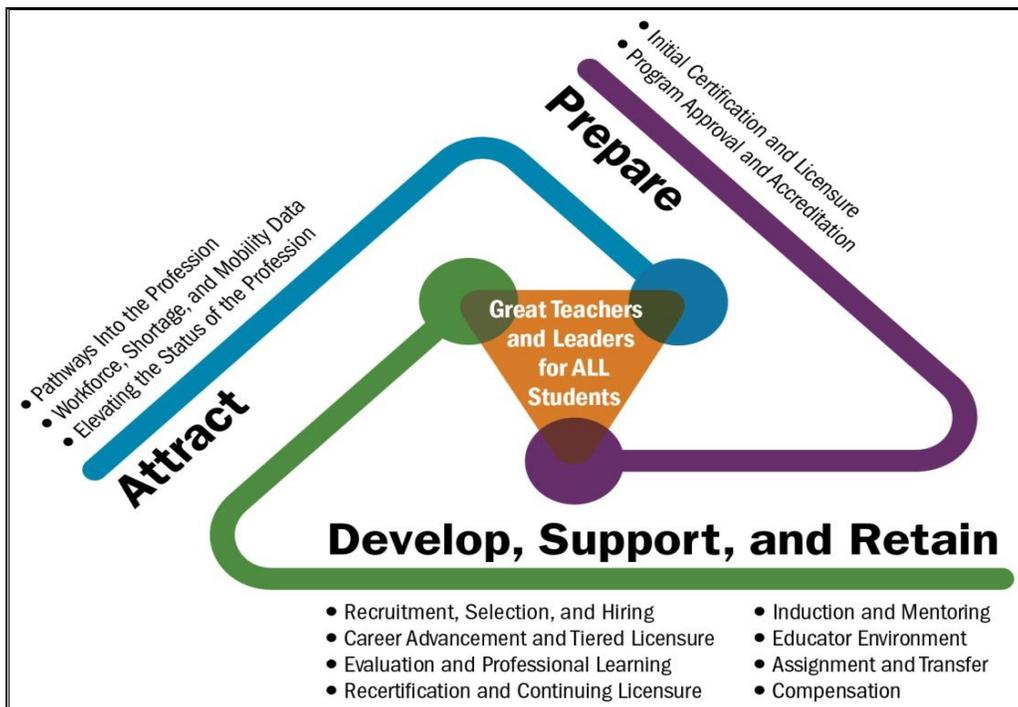
The Wisconsin Quality Educator Initiative (PI 34) was built on the premise that we would have a seamless system of educator development that began in preservice preparation and continued throughout an educator’s career. This would ensure a quality workforce to meet the human capital needs of our Wisconsin school districts. While much work has been accomplished since PI 34 rolled out, and with a forecasted national shortage of educators, it is time to take stock of where we are at now and strategically plan for our future.

The Wisconsin Professional Standards Council (PSC) was established through Wis. Stats. § 15.377 (8) and Wisconsin Administrative Code PI 34.36 in 1998 to provide advisory feedback to the state superintendent on licensure, program approval, and educator development. Beginning in April 2015 and continuing throughout the 2015-2016 year, the PSC will conduct a review and begin the development of a state strategic plan for the future. A resource that will guide the review process is the *Talent Development Framework for 21st Century Educators: Moving Toward State Policy Alignment and Coherence* developed by the Center on Great Teachers & Leaders at American Institutes for Research available at: http://www.gtlcenter.org/sites/default/files/14-2591_GTL_Talent_Dev_Framework-ed_110714.pdf.

Wisconsin Talent Development Framework Project

Using the framework as a model, the first step will be to develop a document called The Wisconsin Talent Development Framework Scan to get the “lay of the land” in Wisconsin. Next, the PSC will solicit information from school districts, educator preparation programs, professional organizations, and educators. This will include a focus on learning the statewide needs in attracting, recruiting and developing/retaining educators. The Wisconsin Talent Development Framework Scan will then be utilized by the Wisconsin Professional Standards Council and the DPI Teacher Education, Professional Development and Licensing Team to:

- Review current policy and practices;
- Collaborate with stakeholders to identify gaps and strategies for consideration;
- Develop a strategic plan for ensuring ongoing talent development within Wisconsin; and
- Develop resources, technical assistance, and guidance for Wisconsin educators, school districts, educator preparation programs, and professional organizations.



Talent Development Framework for 21st Century Educators: Moving Toward State Policy Alignment and Coherence developed by the Center on Great Teachers & Leaders at American Institutes for Research

Charge to the Professional Standards Council (PSC):

Create a strategic plan for the ongoing talent development within Wisconsin including strategies to identify and recruit talented candidates into teacher and administrator preparation programs.

<i>From a “lay of the land” to a Strategic Plan</i>	<i>Target Completion Date</i>
Contextualize the project and learn about the Talent Development Framework	April 2015-October 2015
<ul style="list-style-type: none"> • Provide information on SAAs <i>PK-12 Pathway to World-Class Student Success</i>; Wisconsin Educator Preparation Program Annual Report 2013; Wisconsin Equity Plan Strategies; and Review a first draft of the <i>Attracting Section</i> of the Wisconsin Talent Development Framework Scan including workforce data. Who: DPI and PSC • Solicit support from American Institute for Research (AIR) and the Midwest Comprehensive Center (MWCC) in the data collection, facilitation and support. Who: DPI and MWCC. • Provide information on changing landscape in Wisconsin, Preparation Pathways, Wisconsin Equity Plan, and Talent Development Framework; Conduct initial brainstorm of information we would like in a survey from stakeholders. Who: DPI and PSC 	<ul style="list-style-type: none"> • PSC meeting April 13, 2015 • Conf. Call Meetings and Scope Statement with MWCC September 2015 • PSC meeting October 5, 2015
Develop Wisconsin Talent Development Framework Scan	October 2015-March 2016
<ul style="list-style-type: none"> • Utilize the <i>Talent Development Framework for 21st Century Educators: Moving Toward State Policy Alignment and Coherence</i> to develop a document called the Wisconsin Talent Development Framework Scan to get the “lay of the land” in Wisconsin from the perspective of the state. Who: DPI • Review current information on licensing pathways, workforce data, known statewide recruitment strategies, educator preparation data, licensing data, and other policies and practices from the state level for inclusion in drafts. 	<ul style="list-style-type: none"> • Draft “Attracting” April, 2015; Update April/May, 2016 • Draft “Preparing” April/May, 2016 • Draft “Develop/Support/Retain” April/May, 2016
<ul style="list-style-type: none"> • Develop Needs Assessment/Survey tools to gather information on workforce shortages, attracting, recruiting and retaining efforts from statewide stakeholders including school districts and educator preparation programs, professional organizations, and educators. Who: MWCC, PSC, and DPI with input from SAA 	<ul style="list-style-type: none"> • PSC meeting October 5, 2015 • PSC meeting Nov. 10, 2015 • Target- School District Survey Ready April 11, 2016 • Target – EPP Survey Ready April, 2016 • Target-prof. organization and educators April/May, 2016 • Target Educators May/June, 2016
<ul style="list-style-type: none"> • Convene Professional Standards Council to review progress 	<ul style="list-style-type: none"> • PSC Meeting April 11, 2016
<ul style="list-style-type: none"> • Collect Survey data from School districts Who: MWCC, DPI, and SAA • Collect Survey data from Educator Preparation Programs. Who: MWCC and DPI • Collect information from Prof. Organizations and Educators. Who: MWCC and DPI 	<ul style="list-style-type: none"> • Target-April 11-26, 2016 • Target-April 18-29, 2016 • Target April/May, 2016
<ul style="list-style-type: none"> • Compile data from Surveys. Who: MWCC and DPI 	<ul style="list-style-type: none"> • April/May 2016

Review the data and Wisconsin Talent Development Framework Scan	March 2016-April 2016
<ul style="list-style-type: none"> • Create facilitation guide to use during statewide, regional, small group input sessions. Who: MWCC • Prepare information to review during statewide, regional, small group input sessions. Who: MWCC and DPI 	<ul style="list-style-type: none"> • February, 2016 • April/May, 2016
<ul style="list-style-type: none"> • Convene statewide input sessions from school districts (superintendents, principals, personnel directors, and teachers) and using the environmental scan results engage in dialogue on strategies, policies and practices necessary at the state and local level to recruit, prepare, retain and support teachers and leaders. Who: MWCC, PSC, DPI, and SAA 	<ul style="list-style-type: none"> • Target-May, 2016
<ul style="list-style-type: none"> • Compile feedback from statewide input sessions. Who: MWCC and DPI 	<ul style="list-style-type: none"> • May, 2016
<ul style="list-style-type: none"> • Convene Professional Standards Council to review data and Wisconsin scan. Who: DPI, PSC, and MWCC 	<ul style="list-style-type: none"> • PSC Meeting – June, 2016
Develop Strategic Plan	May 2016-June 2016
<ul style="list-style-type: none"> • Utilizing the results of the Wisconsin framework scan, the state needs assessment, and the information from statewide input session develop a strategic plan on policies, and practices and legislation necessary to recruit, prepare and retain excellent teachers and school leaders. Who: PSC, facilitated by AIR/MWCC. • Once the PSC has completed their work, the State Superintendent will convene a group of high level decision making education stakeholders (i.e. SAA, WEAC, AFT, IHE, WASB, Legislators, etc.) to review the work that has been done. This group will look at the recommendation for the strategic plan to determine if there is anything missing, and what the feasibility is of the plan. This group will make final determinations to be recommended to the State Superintendent, and they will include a strategy for collectively moving the work forward in the possible areas of policy, best practice and legislation to ensure that Wisconsin improves the attraction, preparation, and retention of quality educators. Who: DPI and high level stakeholders 	<ul style="list-style-type: none"> • June 2016 • June 2016
Publish strategic plan	

Timeline and project overview as of 4/4/2016.

This project is also being used by PSC and the DPI TEPDL Team to complete the following strategies and activities within the Wisconsin Equity Plan

Strategy IV: TEACHER PREPARATION

10. Identifying High Quality Teachers

a. DPI will work with the Professional Standards Council for Teachers to establish a state-wide initiative to identify and recruit talented candidates into teacher preparation programs with an emphasis on diversity.

--The TEPDL Director will be responsible for overseeing these activities. Work with the Professional Standards Council for Teachers will start in 2016 and be completed in 2017.

12. Enhanced Regulation of Educator Preparation Programs

b. DPI will work with the Professional Standards Council for Teachers to conduct a review of teacher preparation programs to make recommendations on how to best prepare and support educators with a particular focus on urban environments.

--The TEPDL Director will be responsible for managing this activity. Work with the Professional Standards Council should be completed by 2017.

14. Shortage Report to Educator Preparation Programs

a. DPI will alter the PI 1202 Fall Staff Report, required of every school district, to include identification of which subjects/grades/specialists are hard to staff for school districts.

b. DPI will prepare a report on these shortages and require educator preparation programs to distribute this report to their students annually when students are deciding on their specialty.

c. Persistent shortage areas will be identified and DPI will work with preparation programs to identify incentives to recruit students into these hard-to-staff areas in the nine school districts identified.

--The TEPDL Director will be responsible for managing these activities. The following timelines apply:

The changes to the 1202 will begin the fall of 2016.

The report on shortages will be done by January 2018.

The work on persistent shortage areas will begin in 2018 and will be ongoing.