

2009-2010



Annual Report

Professional Standards Council

**Teacher Education, Professional Development
and Licensing Team**

Wisconsin Department of Public Instruction
Tony Evers, PhD, State Superintendent

2009 – 2010
Annual Report
of the
Professional Standards Council
and
Teacher Education, Professional
Development and Licensing Team



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Madison, Wisconsin, USA

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Foreword



Approximately 5,000 initial educators are certified and licensed annually under the Wisconsin Quality Educator Initiative, PI 34. Recognized nationally for our high-quality teachers, we are positioned to do even more, thanks to the collaboration of local school districts, teachers and administrators, higher education representatives, unions, professional and school board organizations, parent organizations, and the Wisconsin Department of Public Instruction (DPI).

I am proud of our commitment to student learning and strong teacher, pupil service, and administrator preparation programs. Strong teachers and school leaders are essential to the success of our students, schools, and communities. Educators must be supported in their efforts, and Wisconsin's requirement that new educators be provided mentors, orientation, and support seminars demonstrates DPI's dedication to educators and children alike. A license renewal process that is performance-based and linked to student learning provides further evidence of DPI's commitment to ensuring that every child in Wisconsin graduates ready for further education and the workforce.

As State Superintendent, I am pleased to offer the Professional Standards Council (PSC) and Teacher Education, Professional Development and Licensing (TEPDL) Annual Report for 2009-10. This report provides details on the status and activities related to the implementation of PI 34 and serves as an annual report of the Professional Standards Council to the Legislature, as required under PI 34.36(4)(1). I hope you will find this report to be an informative and useful document.

Tony Evers
State Superintendent

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Part 1:

The Professional Standards Council Report to the Legislature

A Message from the 2009–2010 Professional Standards Council Chair

*“The secret of education
is respecting the pupil.”*

—Ralph Waldo Emerson

In 1997, Wisconsin Act 298 created the Professional Standards Council (PSC) under the direction of the Department of Public Instruction (DPI). The Council consists of 19 members appointed by the State Superintendent of Public Instruction and confirmed by the State Senate. Professional associations or institutions nominate 17 members. Members serve a three-year term on the Council.

As noted in a 1998 Wisconsin Legislative communication:

The primary focus of the Council is classroom teaching. The purpose of the Council is to ensure the quality of the profession by recommending to the State Superintendent a set of high standards for licensing that maintains quality classroom teaching, addresses the changing needs of the instruction of pupils in the state and provides for the continual professional development of teachers.

In its role of advising the state superintendent on standards for the licensure of teachers, the Council made recommendations to the department resulting in improved teacher quality. The Council will continue to be a strong advocate for rigorous licensing requirements and quality professional development while recognizing the realities of local school district budgets.

With the recent adaptation of the common core standards, local school districts will need to embrace a new set of learning benchmarks and complete work to implement these standards. Wisconsin schools can do more to prepare students for the 21st century so they can be contributing members to our communities. In the future, the Council will continue to campaign for best practices and innovations that maintain the quality, rigor, and ingenuity of education in Wisconsin.

Consistent with statutory duties of the PSC to “report annually to the appropriate standing committees of the Legislature on the activities of the Council,” the Council respectfully submits this annual report.

Paula Hase, Chair
Professional Standards Council



2009–10 Professional Standards Council Members

Stephanie Armstrong, Teacher
Westside Elementary School
Sun Prairie School District

Paula Hase, Teacher
West High School
Wausau School District

Lisa Benz, Teacher
Ellsworth Middle School
Ellsworth Community School District

Katy Heyning, Higher Education
College of Education
University of Wisconsin-Whitewater

Alan Bitter, Teacher/Principal
St. John Lutheran School
Manitowoc

James Juergensen, Higher Education
School of Education
Concordia University

Frances Bohon, Board Member
Marshfield School District

Jeff McCabe, Board Member
Kaukauna School District

Michael Castaneda, Parent Representative
Milwaukee Public Schools

Thomas Mulligan, Teacher
Nathan Hale High School
West Allis School District

Ann Cattau, Pupil Services
Neenah School District

Terry Schoessow, Teacher
Wilson Elementary School
Mequon-Thiensville School District

William Dallas, Teacher
Medford Area High School
Medford Area School District

Katherine F. Staff, Pupil Services
Milwaukee Public Schools

Karin Exo, Principal
Portage High School
Portage Community School District

Katherine Swain, Teacher
Newark Elementary School
Parkview School District

John Gaier, Administrator
Neillsville School District

Dwight Watson, Associate Dean
College of Education
UW-Eau Claire

Stephanie Hanson, Student Representative
University of Wisconsin-Madison

Synopsis of 2009–10 Professional Standards Council Activities

October 19, 2009 Meeting Highlights

“From kindergarten to graduation, I went to public schools, and I know that they are a key to being sure that every child has a chance to succeed and to rise in the world.”

—Dick Cheney

- PSC members discussed the Supply and Demand Report which had been produced by the Teacher Education, Professional Development and Licensing Team.
- PSC members examined the 2009-10 schedule for program reviews of Institutions of Higher Education (IHEs) and Alternative Route Programs. This schedule represents the first five-year cycle under PI 34. Every program at every institution will be reviewed during the first five-year cycle.
- PSC members examined the revised and updated Professional Development Plan Initial Educator Toolkit

January 11, 2010 Meeting Highlights

- PSC members reviewed proposed standards and guidelines for Wisconsin principal preparation programs. The Principal Content Guidelines were developed to be standards and performance-based. Resources were used to assist in the development of these content guidelines. The draft guidelines and the PSC feedback will be sent to the state superintendent for final approval.
- Staff from Great Lakes West Comprehensive Center shared information about their role in assisting state education agencies with research-based resources and best practices.
- Staff from Great Lakes West Comprehensive Center reported on the 2009 Wisconsin Teacher Quality Research Seminar. The 2009 Seminar featured presentations of studies, evaluations, and ongoing projects aimed at improving the quality of teaching, student services, and leadership in Wisconsin schools. Plans are being made for future seminars focusing on educator quality.

April 12, 2010 Meeting Highlights

- PSC members discussed the issue of more flexibility in licensing. A number of examples were shared where flexibility can be implemented in specific licensing areas.
- PSC members discussed the document, “Professional Development Plan (PDP) Team Member Survey Preliminary Findings.” This document was based on the data collected from surveying PDP team members in August 2009.
- PSC members brainstormed on the issues related to quality, consistency, and rigor of the PDP process and possible solutions.
- PSC members discussed the upcoming U.S. Department of Education ESEA, Title II audit to be conducted at the department on April 20-21, 2010.

July 19, 2010 Meeting Highlights

- The PSC convened on Monday, July 19, 2010, using MS Live technology.
- PSC members reviewed the proposed PI 34 rule changes related to educator preparation and licensing flexibility with members of the PSC, providing them the opportunity to ask questions. Two public hearings were held on these proposed changes.



Part II:

The Quality Educator Initiative, PI 34 – Career Long Professional Development and Licensing

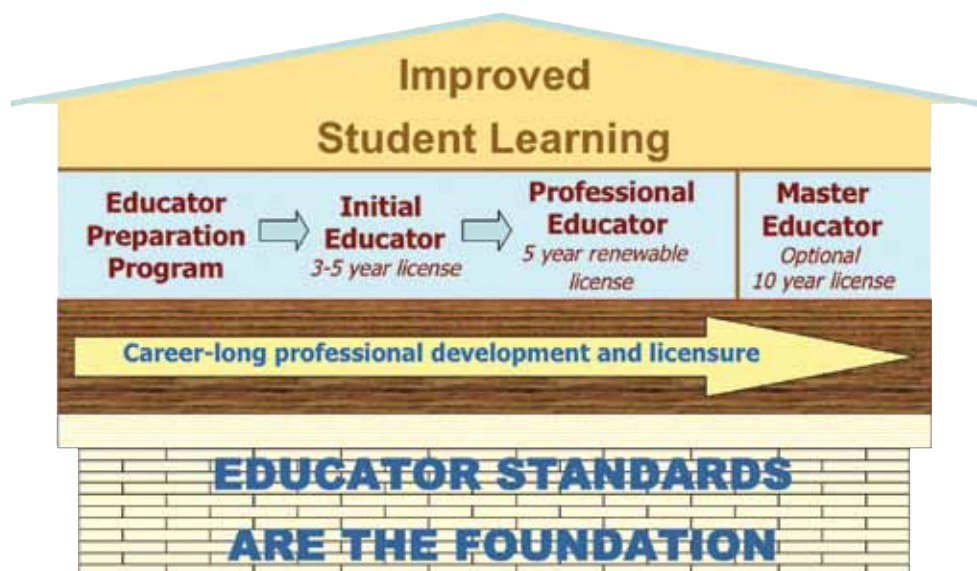
The Framework for Career-Long Professional Development

Wisconsin’s Quality Educator Initiative features three licensure stages: initial educator, professional educator, and master educator. The three stages are founded on the principle that a renewal system framed by performance-based standards will best assure the public that educators will engage in continuous professional growth. It further assures that growth includes acquisition of knowledge and skills, both in the educator’s area of licensure, and the improvement of student learning.

“It is the supreme art of the teacher to awaken joy in creative expression and knowledge.”

—Albert Einstein

Figure 1: The Framework for Career-Long Professional Development and Licensure



Program Approval and Educator Preparation

The DPI conducts program approval reviews of each Wisconsin educator preparation program every five years, using the program standards identified in PI 34. There are currently 13 public universities, 19 private universities/colleges and 10 alternative programs that offer an educator preparation program. Under the program approval approach to educator licensing, graduates of these programs are granted a license by the department based on the recommendation of the certifying officer of the institution at which they have successfully completed an approved program.

The 10 alternative programs are designed and offered in a more flexible way for those who already have an undergraduate degree. The programs are designed to meet staffing needs in shortage areas and are often developed in partnership with a school district, college or university, or CESA agency.

In 2009-10 program approval reviews were held for Lawrence University, Silver Lake College, UW-Stout, UW-Green Bay, UW-Milwaukee, Concordia University, St. Norbert College, UW-River Falls, Edgewood College, and Ripon College. New Leaders for New Schools was the only alternative route educator preparation program reviewed in 2009-10.



Licensure Stages

Initial Educator Stage

An initial educator is an individual who has successfully completed an approved educator preparation program after August 31, 2004, and who is issued a five-year Initial Educator License by the department for the first time in a particular category. After completion of a Professional Development Plan and at least three-five years of experience in the license category, an initial educator can advance to the Professional Educator License Stage. Figure 2 shows growth over the past four years for employment of initial educators in Wisconsin.

*“Only the educated
are free.”*

—Epictetus

Figure 2: Initial Educators Employed by Public Schools*

Educator Type	2006-07	2007-08	2008-09	2009-10
Administrators	266	413	644	835
Pupil Services	169	298	413	501
Teachers	3,835	6,043	8,403	10,092
Totals	4,270	6,754	9,460	11,428

**Note: This chart represents all initial educator licenses held by individuals employed in Wisconsin public schools, regardless of whether that individual is employed in that initial educator category.*

Professional Educator Stage

An initial educator who successfully advances his or her license to a five-year Professional Educator license must renew this license throughout their career by successful completion of a Professional Development Plan (PDP). An educator who completed an approved program before August 31, 2004, (Implementation of PI 34) may continue to renew their license by completing six credits at the university level or by completing a PDP. As of July 1, 2010, the PDP process was used by 345 professional educators to renew their licenses, and 1,430 initial educators advanced to the Professional Educator stage through the PDP process.

Master Educator Stage

The Master Educator license is a voluntary 10-year license. There are two pathways to the Master Educator license in Wisconsin. The National Board for Professional Teacher Standards (NBPTS) route allows teachers to participate in a rigorous assessment process to receive NBPTS Certification. This option is available to teachers in most subject areas.

The Wisconsin Master Educator Assessment Process (WMEAP) is currently targeted toward administrators, pupil service personnel, and teachers licensed in subjects not available through NBPTS. Educators complete a portfolio over a two-year period that is assessed by DPI-trained assessors.

As of June 30, 2010, there were 667 Wisconsin National Board Certified Teachers. There were also 21 educators who completed the Wisconsin Master Educator Assessment. Another group earned their Wisconsin Master Educator license through their successful completion of the Wisconsin Urban Schools Leadership Project (Wallace Fellows).

Figure 3: Master Educator Licenses Issued as of June 30, 2010

Category	Number of Licenses	Percentage of Total
Teachers-NBPTS	476	85.6
Administrators-WMEAP	12	2.16
Teachers-WMEAP	7	1.26
Pupil Services-NBPTS	11	2.0
Pupil Services-WMEAP	2	.35
Wallace Fellows Admin.	48	8.63
Totals	556	100%

Educator License Data Applications Received/Processed

The chart below shows the total number of applications received and processed at the department for educator licenses for the 2009-10 school year:

License Type	Total Number	Percentage of Total
Five Year Renewal	16,777	52%
Initial Educator	5,202	16%
Special Education Aide	3,281	10%
Substitute Permit	2,489	8%
Emergency License/Permit	1,883	6%
Out-of-State	1,540	5%
Administrator	868	3%
Totals	32,040	100%

“One’s work may be finished some day, but one’s education never.”

—Alexander Dumas



Emergency Licenses/Permits

The number of emergency licenses/permit applications that are received by the department are approximately six percent of the total number of applications received. The chart below details the most frequently issued emergency licenses/permits.

License Application Type	License (10)*	Permit (09)*	Charter School (19)
Elementary	67	133	8
Elementary Bilingual	129	88	0
Reading	134	3	0
English as a Second Language	70	16	0
World Languages	32	37	0
Math	25	38	4
Science	85	80	4
K-12 Special Education	253	277	0
Early Childhood Special Ed.	53	18	0
Library Media	46	7	0
Music	20	7	1
Totals	914	704	17

**An emergency license is issued to a teacher who holds a teaching license but is teaching outside the license area. An emergency permit is issued to a candidate who holds a bachelor's degree but has not completed a licensure program.*

Wisconsin Educators Employed in 2009-10

In 2009-10, there were 70,975 licensed educators employed in Wisconsin Public Schools. The chart below shows the categories and license stage at which these educators were employed:

Category	Initial Educator*	Professional Educator	Master Educator	Life License
Teachers	9,824	46,719	421	7,330
Pupil Services	492	2,124	9	44
Administrators	793	3,117	43	59
Totals	11,109	51,960	473	7,433

**Note: Chart represents initial educator licenses actually in use for 2009-10.*

Part III:

Programs and Resources

Urban Teacher World

The Urban Teacher World (UTW) Program encourages diverse PK-12 students to consider careers in education. The program is intended to create a comprehensive system to recruit, develop, and support a pool of diverse educators with the focus on potential educators currently attending high need schools. The program offers students opportunities to understand the preparation needed to become a teacher, exposing them to campus life and connecting them to pre-professional pathways into professional careers.

Future Educators Association

Future Educators Association (FEA) is a national program for middle and high school students interested in exploring careers in education by providing them with a realistic understanding of the nature of education and the role of the teacher. The department is working to increase the number of FEA charter chapters. Information regarding FEA can be found at: <http://dpi.wi.gov.tepd/futureed.html>.

Wisconsin Induction Model: Promising School District Programs

Each school district in the state is required by PI-34 to provide a support system for initial educators. The key components of this support system include ongoing orientation, support seminars, and a qualified mentor for each initial educator.

The Department of Public Instruction has developed the Wisconsin Induction Guidelines so school districts around the state have a clear understanding of the specific components of a comprehensive induction program. In addition, the department has identified a number of school districts that have developed induction programs that can be defined as “promising programs.” These districts represent small, medium, and large student enrollment districts, with geographical distribution across all CESAs. Contact information for these school districts that have “promising programs” may be found at: <http://dpi.wi.gov/tepd/wimprograms.html>.

“Our progress as a nation can be no swifter than our progress in education.”

—John F. Kennedy

Mentoring Funds for Initial Educators Grant

As provided for under 115.405(2m)(b), Wisc. Stats., the Mentoring Funds for Initial Educators Grant provides up to \$375 per initial educator to support mentoring and retention of quality initial educators. The money may be used to hire mentors, to provide release time for initial educators to attend training, and to pay for initial educator consultant services and other support systems.

The grant application requires three assurances from PI 34.17(2):

- The initial educator must receive ongoing orientation from the employing school district that is collaboratively developed and delivered by school boards, administrators, teachers, support staff, and parents.
- The initial educator must be provided support seminars by the employing school district that reflect the standards in subchapter II and the mission and goals of the school district.
- The initial educator must be provided with a qualified mentor by the employing school district. The mentor period may be less than five years.

During the 2009-10 school year, 3,000 grants were issued to school districts and agencies that provided the required induction support for licensed initial educators in this program.



Peer Review and Mentoring Grant

The Wisconsin Peer Review and Mentoring Grant program is aimed at supporting educators in addressing the requirements of PI 34 relative to induction support for initial educators. Funds are available on a competitive basis for consortiums of school districts as well as school districts and CESAs.

Administrator Content Guideline Development

On November 3, 2009 principal preparation program providers, principals, and professional organizations gathered to begin drafting new Wisconsin Content Guidelines for Principal Licensure. The process moved through several feedback and review stages. A draft was presented to the PSC on January 11, 2010, for review and feedback and, in March 2010, the new principal guidelines were approved by the State Superintendent.

*“A teacher affects
eternity; he can
never tell where his
influence stops.”*

—Henry B. Adams

We are grateful for the generous support of the Wallace Foundation to begin this work developing our leadership continuum. The content guidelines are used by educator preparation programs to design their programs and to gather evidence of candidate proficiency in these standards and performances. The guidelines may also be used as a part of the leadership continuum developing induction programs and professional development plans.

With the generous support of the Wallace Foundation, we were able to extend this process and begin drafting content guidelines for four additional administrator licenses. On May 25, 2010, two work groups began drafting the guidelines for Superintendent and Director of Instruction licensure. On May 26, 2010, a work group met to draft content guidelines for Director of Special Education and Pupil Services licensure. On June 9, 2010, a work group met to draft content guidelines for School Business Administrator licensure. Again, the process moved forward through several feedback and review stages. Drafts for each of these were presented to the PSC on October 25, 2010 for review and feedback, and, in November 2010, these new content guidelines were approved by the State Superintendent. Wisconsin Content Guidelines are available at: <http://dpi/wi/gov/tepd/iheguidelines.html>



PDP/Licensing Resources

Trained Professional Development Plan (PDP) Team Members

Since the implementation of PI-34 in 2004, a number of training opportunities have been provided to train educators to be members of PDP teams. The chart below shows the total number of educators, by category, that have been trained.

Category	Total	Percentage
Teachers	7,444	60
Administrators	3,504	28
Pupil Services	600	5
Inst. Higher Ed.	851	7
Totals	12,399	100%

PDP Support Models – Promising Programs

The requirement of completing a Professional Development Plan for license renewal is a complex and demanding process. Implementing this process in a manner that will result in professional growth and improved student learning requires significant support of the educator by local school districts, professional organizations, and the DPI. The DPI has identified a number of school districts and organizations that are doing exemplary work in providing this PDP support. Our hope is that the identified school districts/organizations can serve as a model and resource in terms of the types of support that are necessary for educators involved in the PDP process. Information about the types of support that are being provided may be found at:

<http://www.dpi.wi.gov/tepd/pdpprogsupport.html>

*“Education costs
money, but then so
does ignorance.”*

—Sir Claus Moser

PDP/Educator Licensing Website Resources

- Initial Educator Toolkit:
<http://dpi.wi.gov/tepd/pdf/pdpinitialeducatortoolkit.pdf>
- PDP writing form template:
<http://dpi.wi.gov/tepd/pdpintro.html> | [<http://dpi.wi.gov/tepd/pdp.html>](http://dpi.wi.gov/tepd/pdp.html)
- PDP Goal Approval Form:
<http://dpi.wi.gov/tepd/initialed.html>
- PDP Verification Form: <http://dpi.wi.gov/tepd/initialed.html>
- Potential PDP team members to approve or verify plans:
<http://dpi.wi.gov/tepd/pdp/teammembers.html>
- Resources for PDP team members:
<http://dpi.wi.gov/tepd/pdp/resources.html>
- PI 34 Frequently Asked Questions (FAQ):
<http://dpi.wi.gov/tepd/fq/pdp.html>
- Other resources and support systems for the PDP process, including License Renewal Support Centers, ePDP, QEI, and WI PDP:
<http://dpi.wi.gov/tepd/pdp/resources.html>

