

OFFICE OF CHIEF ACCOUNTABILITY OFFICER
Summary of State Board of Education Agenda Item
Consent Agenda
May 18, 2023

DIVISION OF EDUCATOR LICENSURE
DIVISION OF EDUCATOR TALENT ACQUISITION AND EFFECTIVENESS

- J. Approval of a temporary rule and to begin the Administrative Procedures Act process: to revise Miss. Admin. Code 7 – 4: Part 4: *Licensure Guidelines K-12* to establish Performance-Based Teacher License criteria as recommended by the Commission on Teacher and Administrator Education, Certification and Licensure and Development

Background Information: On May 5, 2023, the Commission on Teacher and Administrator Education, Certification and Licensure and Development granted approval to establish Performance-Based Teacher License criteria as recommended by the Division of Educator Licensure and the Division of Educator Talent Acquisition and Effectiveness.

On June 13, 2019, the Mississippi State Board of Education granted approval to establish a Special, Non-renewable Performance-Based License for Prospective Teachers for those candidates accepted into the Performance-Based License (PBL) pilot study. The PBL pilot study was approved to be conducted during school years 2019-2020, 2020-2021, and 2021-2022. The study findings were then presented during both the Mississippi State Board of Education’s regularly scheduled meeting on January 19, 2023, and the Commission on Teacher and Administrator Education, Certification and Licensure and Development’s regularly scheduled meeting on March 3, 2023. As conducted by researchers at Harvard University, the study found that students assigned to PBL candidates perform about the same on required state assessments as students assigned to comparable teachers, across all years and comparison groups. The study also found several marginally statistically significant positive impacts on student attendance when assigned to a PBL candidate. Following each presentation, the study subsequently found statistically significant positive differences in educator effectiveness through Professional Growth System scores for PBL candidates as compared to other non-renewable licensed educators.

As a result of the study findings, recent stakeholder feedback, and a review of requirements related to PBL programming, the Division of Educator Licensure in collaboration with the Division of Educator Talent Acquisition and Effectiveness is seeking approval to include a Performance-Based Teacher License within the *Licensure Guidelines K-12*. Currently, the pathway would focus on Mississippi

Academic Assessment Program (MAAP) growth component subject areas in grades 5-8 even as the Office of Teaching and Learning continues to review all guidelines pertaining to the issuance, renewal, and reinstatement of an educator license to ensure that all requirements remain relevant to the contextual framework of present day.

The Performance-Based Teacher License will provide a statewide structure to organize procedures related to PBL candidates. Such procedures are designed to:

- I. Protect the health, safety, and general welfare of students and educators;
- II. Require attainment of all requirements therein for anyone receiving the Performance-Based License;
- III. Recognize PBL candidates' demonstration of the knowledge and skills necessary to positively impact student outcomes;
- IV. Ensure PBL teachers' access to effective and ongoing professional learning opportunities;
- V. Hold PBL teachers accountable under the Mississippi Educator Code of Ethics, Standards of Conduct; and
- VI. Standardize the criminal background check process across the state for performance-based licensure candidates thus eliminating those who are not eligible or suited to the profession.

The temporary rule and final action are necessary to implement the policy revisions immediately upon its filing with the Secretary of State in accordance with Miss. Code Ann. § 25-43-3.113(2)(b)(ii). See also Miss. Code Ann. § 25-43-3.108. For a rule to become effective immediately upon its filing, the Board is required to make a finding that the rule only confers a benefit or removes a restriction on the public or some segment thereof.

Recommendation: Approval

Back-up material attached

MISSISSIPPI DEPARTMENT OF EDUCATION PERFORMANCE-BASED TEACHER LICENSE

The Performance-Based Teacher License provides a statewide structure to organize procedures related to Performance-Based License (PBL) candidates. Such procedures are designed to:

- (a) Protect the health, safety, and general welfare of students and educators;
- (b) Require attainment of all requirements therein for anyone receiving the Performance-Based License;
- (c) Recognize PBL candidates' demonstration of the knowledge and skills necessary to positively impact student outcomes;
- (d) Ensure PBL teachers' access to effective and ongoing professional learning opportunities;
- (e) Hold PBL teachers accountable under the Mississippi Educator Code of Ethics, Standards of Conduct; and
- (f) Standardize the criminal background check process across the state for performance-based licensure candidates thus eliminating those who are not eligible or suited to the profession.

Requirements.

To qualify for the Performance-Based Teacher License:

- (a) An applicant shall meet the following requirements:
 - 1. Standard Mississippi Licensure Application; and
 - 2. Local District Request; and
 - 3. Letter of Request and Justification; and
 - 4. Vita or résumé; and
 - 5. Official, sealed transcript(s) showing completion of at least bachelor's degree from an institution of higher education that was regionally/nationally accredited at the time the degree was conferred; and
 - 6. Documentation verifying at least three (3) years lead teaching experience (possibly as a long-term substitute, emergency, special non-renewable licensed teacher, or licensed out-of-content teacher) OR six (6) years of classroom experience (possibly as a teacher assistant) in an accredited public, private, elementary, or secondary (N-12) school; and

Note: Documentation may verify a combination of lead teaching and classroom experience provided that the total equals at least three (3) years with two (2) years of classroom experience (possibly as a teacher assistant) equating to one (1) year of lead teaching experience.

7. District assurance of previous positive student learning impact on existing pre-/post-assessments offered in the district.

(b) An applicant shall submit appropriate documentation indicating cleared criminal background check.

Validity. The Performance-Based Teacher License is valid for three (3) years, with the following exceptions:

(a) Obtainment of a standard five (5)-year renewable license;

(b) Rescinded if an individual withdraws, transfers or is removed as a Performance-Based Licensure Candidate.

Requirements for a Three-Year Performance-Based Teacher License.

1. Standard Mississippi Licensure Application; and

2. Local District Request; and

3. Letter of Request and Justification; and

4. Official, sealed transcript(s) showing completion of at least bachelor's degree from an institution of higher education that was regionally/nationally accredited at the time the degree was conferred; and

5. Documentation verifying at least three (3) years lead teaching experience (possibly as a long-term substitute, emergency, special non-renewable licensed teacher, or licensed out-of-content teacher) OR six (6) years of classroom experience (possibly as a teacher assistant) in an accredited public, private, elementary, or secondary (N-12) school; and

Note: Documentation may verify a combination of lead teaching and classroom experience provided that the total equals at least three (3) years with two (2) years of classroom experience (possibly as a teacher assistant) equating to one (1) year of lead teaching experience.

6. Evidence of previous positive student learning impact on existing pre-/post-assessments via district assurance; and

7. Placement within a Mississippi Academic Assessment Program (MAAP) growth component subject area in grades 5-8; and

8. Opportunities for PBL teachers to engage in ongoing professional learning experiences as aligned to the area of endorsement via district assurance; and

9. Training on the Mississippi Educator Code of Ethics, Standards of Conduct and hold Performance-Based Licensure candidates accountable under the Code throughout local school district placement via district assurance.

Note: The Three-Year Performance Based Teacher License is non-renewable but may be converted at any time during the three (3) year period once all requirements are met for the Five-Year Performance-Based Teacher License.

Requirements for Converting to a Five-Year Performance-Based Teacher License.

1. Standard Mississippi Licensure Application; and
2. Local District Request; and
3. Three-Year Performance-Based Teacher License; and
4. Evidence of teacher effectiveness as demonstrated by a summative Professional Growth System observation rating of 3.00 or higher during the Three-Year Performance-Based Teacher License; and
5. Evidence of teacher performance as demonstrated by the candidate meeting or exceeding the statewide average percentage of assigned students that have a growth score greater than zero in a MAAP assessed 5-8 subject area during the Three-Year Performance-Based Teacher License; and
6. District recommendation documenting completion of all requirements.

Special Note: Obtainment of a State Board of Education-approved Special, Non-Renewable Performance-Based License (PBL) for Prospective Teachers and evidence of positive student outcomes within the results of the PBL pilot shall meet the requirements for conversion to a Five-Year Performance Based Teacher License for those candidates in cohorts one (1), two (2), and three (3) who completed the PBL pilot study. The district shall only recommend the PBL candidate for the Five-Year Performance-Based Teacher License in the Special, Non-Renewable Performance-Based License (PBL) for Prospective Teachers licensure endorsement area if the individual completed the PBL pilot study.

Specific restrictions apply:

- The license is not transferable between Districts or eligible nonpublic schools, and a candidate shall be employed one (1) year with the local school district prior to transferring. If a candidate is employed one (1) year and wishes to transfer to another school district, the license is no longer valid, unless a new Local District Request is received by the Division of Educator Licensure from the local district to which the candidate is transferring. If the educator is nonrenewed by the local school district during the three-year license, the educator will not be issued a license for another district for the remaining years.
- The completed application packet shall be received by the Division of Educator Licensure within six (6) months of the PBL candidate meeting all requirements for the Five-Year Performance-Based Teacher License.
- Additional endorsements that may be added to the Performance-Based Teacher License by way of the acceptable coursework credit hours option or obtaining a qualifying passing score on an MDE-approved licensure subject assessment shall be requested by the candidate only.