

VSBE

Date: March 12, 2020

Item: UVM Diversified Workforce Working Group

ITEM: Shall the VSBE approve a working group to partner with the University of Vermont to consider potential strategies to attract under-represented populations to teaching by considering alternatives to assessments.

AGENCY RECOMMENDED ACTION:

That the VSBE approve a working group to partner with the University of Vermont to consider potential strategies to attract under-represented population to teaching by considering alternatives to established assessments.

Background:

UVM is envisioning a partnership with CCV and AOE to increase the diversity of our workforce in early childhood and early childhood special education. While several barriers exist, one of note is the use of a standardized assessment in an otherwise progressive educational system. Many studies indicate these assessments may pose a discriminatory function for individuals of color or non-traditional education backgrounds or individuals who are multi-lingual or culturally distinct from the normative populations (academic citations available as requested). Because the Praxis Core poses a barrier to professional certification and because the use of a standardized assessment is antithetical to the progressive system in Vermont, UVM would like to pilot and examine the outcomes of an alternative pathway to demonstrating competency in literacy and numeracy. They propose the following components:

1. A two-year pilot with AOE authorization
2. Two cohorts of 10 students each year (20 total)
3. Development of alternative measures to demonstrate competency with a reliable and validated quick-score rubric for scoring with criterion cut offs established.
 - a. Content validity with Praxis Core content (not score).
 - b. Concurrent validity with college level grades in English and mathematics
 - c. Face validity by experts in English and Mathematics (could be AOE determined or UVM faculty)
 - d. Predictive validity via follow up observation and or supervisory reporting on math/language abilities in the work setting
 - e. Score reliability reported for two independent assessors across all 20 exemplars.

For now, Board approval would create a workgroup to flesh out the alternative measures. Once developed, the workgroup would present a proposal to the Board for approval to move forward with the pilot implementation.