**VSBPE**

**Date: Jan. 12, 2022**

**Item:** **UVM Request for Approval of New Alternate Route Program for Recommendation of International Candidates**

**ITEM:** Shall the VSBPE approve of UVM’s proposed alternate route new program to recommend candidates for licensure?

**AGENCY RECOMMENDED ACTION:**

**That the VSBPE grant approval of a pilot program, to be in effect once the Office receives satisfactory answers to the questions about the program that are listed below, as well as any others that emerge from the Board’s discussion of the proposal. The pilot program would then have approval for one year, at which time it would be reviewed by a ROPA team.**

**BACKGROUND:** UVM has been consulting with local school districts to find a way to support educators who would like to get their educator licenses and would otherwise go through Peer Review. UVM has submitted a proposal that would allow them to conduct their own review process and then recommend these candidates for licensure. This is different than UVM’s current approval to recommend for licensure, as these candidates will not have completed one of UVM’s approved programs.

**RATIONALE:** The Office supports UVM’s initiative and desire to expand the diversity of the teaching workforce. We believe there are a few questions that still need to be answered before UVM moves forward with the program:

* What is the process for reviewing the candidates’ applications for entry into the program? Who will be responsible for assessing evidence of an undergraduate degree in cases where the degree can’t be verified?
* Who specifically will be reviewing the portfolios and the candidates’ transcripts? Does UVM have buy-in from these faculty members? What kind of training will these reviewers receive?
* Will UVM agree to have a ROPA review of this program in a year? Since they are not making money from this program, will they consider it a worthwhile investment to pay the ROPA fees for it?
* What evidence is there that UVM has the resources to run this program successfully? We are specifically asking about personnel. Will there be a limit to the number of candidates that can be accepted into the program? If not, will UVM support adding additional personnel to support this program?

**DOCUMENTATION:** UVM Proposal, Professional Attributes and Distribution Document



University of Vermont Alternative Pathway to Licensure Program

Goal for this program:

* Assist international, diverse, and non UVM applicants to navigate the process to obtain a provisional or initial license to teach in the state of Vermont.

Key Features:

* Create a Peer Review Program through supports provided by a UVM process and eventual recommendation for licensure
* Work initially with the Burlington and Winooski School districts for the purpose of assisting in the diversification of the education workforce (this pilot program will be reviewed in 12 months for interest, outcomes, participation and satisfaction of participants)
* Help in fulfilling current teacher shortages
* Maintain a strong and reciprocal professional relationship with these districts
* Onsite in school or virtual informational workshops for interested candidates
* **Individual Assistance** to individuals and small groups of staff that may currently qualify for teacher licensure and need assistance navigating the alternate licensure processes
* Vermont Licensure Portfolio support for candidates who will be applying through UVM Peer Review Process
* Recommendations for resources/coursework for candidates who require additional knowledge or courses
* Work with applicants who have acquired knowledge and skills needed to meet the Vermont Core Teaching Standards, the requirements and competencies for the endorsement that they seek through workshops, coursework and experiences without having attended a teacher preparation program
* Ensure that candidates who are seeking initial endorsement have completed a 13-week student teaching or concentrated field experience (520 hours) where they eventually “gradually assume the full professional roles and responsibilities of an educator in the initial area being sought”, as required by the Vermont Standards Board for Professional Educators.
* Ensure that candidates who are seeking to add an additional endorsement complete a minimum of a 60-hour supervised field experience in the area being sought.

Alignment with the State of Vermont Peer Review Pathway:

* Follow the mission of the Vermont Department of Education Peer Review Mission:
  + *PEER REVIEW’S MISSION STATEMENT: Peer review provides a non-traditional licensure process for candidates who demonstrate proficiency in meeting the standards for Vermont educators. Peer review guides prospective candidates through this unique and rigorous process of licensure by evaluating and ultimately recommending licensure to qualified candidates. The peer review process recognizes that rich life experiences and diverse backgrounds, gained outside of formal teacher education programs, to demonstrate the requirements for Vermont educators. This process encourages highly qualified and passionate individuals to pursue licensure to benefit all Vermont student.*

Requirements for entry into the UVM Peer Review Process

* Evidence\* of BA, BS or BFA degree
  + Refugee populations, fallen governments, and other notable challenges to documentation will be addressed individually to identify robust solutions for evidence. All data will be collected and reported to AOE annually. Consultation with AOE and standards board may also occur for specific conditions.
* Complete application
* Attendance at 1 or 2 Clinics
* Current Resume
* Transcript
* Official PRAXIS Test Scores (CORE or equivalent, PRAXIS II)

Requirements for Completion of the Process

* Submission the Vermont Licensure Portfolio and Endorsement Competency Evidence
* Successful Interview with the Panel (if necessary, a Plan of Action will be created to successfully complete this process)
  + 3 Panelists will be comprised of the Director of Educator Licensure Programs and 2 full time faculty members from the Preparation Program for which the endorsement is being sought
  + Panelists will be trained by the Director of Educator Licensure Program to ensure that there is consistency when interviewing candidates
  + A meeting will take place each semester with perspective panelists to review the process ( all panelists have scored Vermont Licensure Portfolios for many years)
* Student Teaching Internship Verification
  + Letter from Supervisor attesting to the completion of a full 13-week internship
  + Satisfactory Midterm and Final Professional Attributes and Disposition Assessment (PADA) Scores

Application for UVM Peer Review Process (this will be available on Microsoft Forms)

Personal Information

First Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Last Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Middle Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact Information

Preferred email address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Alternate email address\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone number\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Alternate Phone Number\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Endorsement

Endorsement that you are seeking\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Education Details:

University or College\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_City\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_State\_\_\_\_\_\_\_\_\_ Country\_\_\_\_\_\_

Degree Granted\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date degree awarded

Testing Information

Test taken\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date Passed\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Pending\_\_\_\_\_\_\_\_\_\_\_\_