



1 National Life Drive, Davis 5  
Montpelier, VT 05620 (p) 802-828-3440

## **Responsiveness Summary**

### **VSBPE Rule:**

### **Public Comment:**

Mary Fran Holly

I don't understand how these two endorsements can count teaching experience to acquire an Administrative endorsement. I read that as an SLP and School Psychologist can take their teaching time and get an administrative endorsement. They are working with such a small population how can this be possible?

### **AOE Response:**

E-SLPS and School Psychologists have been previously eligible to apply for Director of Special Educator. E-SLPs and School Psychologists are now required to show competency within the Core Teaching Standards demonstrating a basic understanding of instructional knowledge, skills, and dispositions. Finally, we have always had endorsements for teachers who work with small groups of students who are eligible to apply for an administrative license. For example, special educators who work with low incidence populations.



1 National Life Drive, Davis 5  
Montpelier, VT 05620 (p) 802-828-3440

**VSBPE Rule:**

**Public Comment:**

Paty Laberge Hathaway

The revisions to the rules all make sense.

**AOE Response:**

Thank you for taking the time to review the Rules.

**VSBPE Rule:**

**Public Comment:**

Mike McRaith

Thank you for all of this work. I was able to read over a fair bit of it. I have two general comments

- 1) Your attention to as much responsible and reasonable flexibility for reciprocity and alternative paths to licensure is appreciated. We know we are already experiencing a work force supply issue.
- 2) I appreciate the existing language connected to "diversity" and some related language in given endorsement areas. I would encourage each of these to be looked at more closely with an equity lens for added language and higher standards on this front.

Thank you again for the work.

**AOE Response:**

- 1) Thank you for acknowledging the work to support work force supply challenges.
- 2) As the VSBPE continues to review individual endorsements, they will intentionally be considering standards addressing diversity and inclusivity. For example, the new ROPA standards include an entire new standard addressing these important concerns in educator preparation.



1 National Life Drive, Davis 5  
Montpelier, VT 05620 (p) 802-828-3440

**VSBPE Rule:**

iv. Education Speech Language Pathologists and School Psychologists will now count as teaching experience towards an Administrative endorsement.

**Public Comment:**

Dana Johnson

Are you saying those positions are giving credit toward internship? Coursework for administrators? The three-years of teaching experience prior to becoming an administrator? It is stated in a way that I believe it is strictly for years of teaching experience prior to being eligible for administrator's license. If that is all, then that's great (and I hope that nobody in these positions have been denied administrative roles due to this restriction). If it for additional purposes like internship or coursework, then I would want to learn more on this recommendation.

**AOE Response:**

The new Rules will allow E-SLPs and School Psych working under an active license to count their work as the teaching experience requirement needed as part of the application for an administrative license. Previously, educators with these endorsements had limited eligibility for administrative licenses.

**VSBPE Rule:**

**Public Comment:**

Mary Olson

I find it interesting that you are not including Special Educators and their years of experience to count towards an admin endorsement! Please explain that if possible.

**AOE Response:**

Years of experience with an active Special Educator license count as licensed experience towards an administrative endorsement for the length of the institutional memory of the Division.



1 National Life Drive, Davis 5  
Montpelier, VT 05620 (p) 802-828-3440

**VSBPE Rule:**

5150; 5236

**Public Comment:**

Tonya Rutkowski

In the Vermont Core Leadership Standards, are defined in a document separate from the licensing rules. However licensing rules indicate that applicants for an administrator's license include leadership coursework but does not specify that the coursework must be in an educational leadership course. There are many public administration leadership courses that cover the same content yet are not acceptable as evidence on a transcript review for an administrator's endorsement. This either needs to be clearly identified in the rules and/or in the Core Leadership Standards OR the licensing office needs to accept courses on leadership and finance that were not obtained through an educational leadership program. The administrator endorsement already requires 3 or more years of experience in a school system, passing score on a praxis test related to educational leadership and knowledge of school laws. Allowing some flexibility in accepting Master's of Public Administration courses in leadership will enable VT to increase the number of qualified applicants for administrator endorsements.

**AOE Response:**

The Core Leadership Standards are included in Rule 5236. Any applicant seeking an educational administrative license through Transcript Review needs to show coursework that explicitly demonstrates competence with the Core Leadership Standards. Not all coursework has to necessarily be in an education leadership program, but it is incumbent upon the applicant to demonstrate that their courses have addressed the relevant Core Leadership Standards.



1 National Life Drive, Davis 5  
Montpelier, VT 05620 (p) 802-828-3440

**VSBE Rule:**

**Public Comment:**

Emily Therrien

In order to effectively and equitably serve all Vermont students and prepare them for the next stage of their lives, it is essential that teachers demonstrate competence in equity literacy, as well as demonstrate an understanding of how systemic injustice continues to impact our students and communities. There are currently no licensure requirements that ensure this education is happening in teacher education programs.

**AOE Response:**

The ROPA standards that educator prep programs need to meet were revised in 2019 by a group of educators in the field. A new standard was added specifically to strengthen equity training for pre-service teachers. [ROPA standards can be viewed on the Agency of Education website.](#)

The Core Teaching Standards embed principles of diversity and inclusion throughout, specifically, Standards 2, 7, and 8.

Additionally, the Agency is currently exploring the development of new standards that would define good practice for anti-bias teaching.



1 National Life Drive, Davis 5  
Montpelier, VT 05620 (p) 802-828-3440

**VSBPE Rule:**

5235

**Public Comment:**

Christopher Sheehan

We should add the requirement to demonstrate competency at understanding the principles of equity in both curriculum and the learning environment.

**AOE Response:**

The ROPA standards that educator prep programs need to meet were revised in 2019 by a group of educators in the field. A new standard was added specifically to strengthen equity training for pre-service teachers. [ROPA standards can be viewed on the Agency of Education website.](#)

The Core Teaching Standards embed principles of diversity and inclusion throughout, specifically, Standards 2, 7, and 8.

Additionally, the Agency is currently exploring the development of new standards that would define good practice for anti-bias teaching.

**VSBPE Rule:**

5523 Principle III: Responsibility to Students

**Public Comment:**

Yoko Kishishita

I am wondering if 'understanding of equity' would fit somewhere in this section. I think there is a growing demand for licensed educators to come into the teaching field with some level of understanding of equity.

**AOE Response:**

The ROPA standards that educator prep programs need to meet were revised in 2019 by a group of educators in the field. A new standard was added specifically to strengthen equity



1 National Life Drive, Davis 5

Montpelier, VT 05620 (p) 802-828-3440

training for pre-service teachers. [ROPA standards can be viewed on the Agency of Education website.](#)

The Core Teaching Standards embed principles of diversity and inclusion throughout, specifically, Standards 2, 7, and 8.

Additionally, the Agency is currently exploring the development of new standards that would define good practice for anti-bias teaching.



1 National Life Drive, Davis 5  
Montpelier, VT 05620 (p) 802-828-3440

**VSBE Rule:**

**Public Comment:**

Debra Stoleroff

The understanding of white supremacy, white privilege, intersectionality and practice of building anti-racist environments and curricula building should be inserted into all of the rules and endorsements.

**AOE Response:**

The ROPA standards that educator prep programs need to meet were revised in 2019 by a group of educators in the field. A new standard was added specifically to strengthen equity training for pre-service teachers. [ROPA standards can be viewed on the Agency of Education website.](#)

The Core Teaching Standards embed principles of diversity and inclusion throughout, specifically, Standards 2, 7, and 8.

Additionally, the Agency is currently exploring the development of new standards that would define good practice for anti-bias teaching.





1 National Life Drive, Davis 5  
Montpelier, VT 05620 (p) 802-828-3440

**VSBE Rule:**

5310

**Public Comment:**

Autumn Bangoura

All approved Vermont licensure programs must include Equity Literacy, Anti-Racism and Culturally Relevant Pedagogy.

**AOE Response:**

The ROPA standards that educator prep programs need to meet were revised in 2019 by a group of educators in the field. A new standard was added specifically to strengthen equity training for pre-service teachers. [ROPA standards can be viewed on the Agency of Education website.](#)

The Core Teaching Standards embed principles of diversity and inclusion throughout, specifically, Standards 2, 7, and 8.

Additionally, the Agency is currently exploring the development of new standards that would define good practice for anti-bias teaching.