

Introduction to Educator Quality Survey

Over the last 20 years schools have shifted dramatically to become more student-centered, standards driven, and accountable. Vermont students, too, are more diverse, engaged by technology and eager to become global citizens. Years of research have consistently identified classroom teachers as one of the most significant influencing factors for student success.

The Vermont Standards Board for Professional Educators (VSBPE) has the legal responsibility for the development of Vermont Educator and Administrator Licensing Rules and Requirements. The VSBPE is a 13 member board appointed by the Governor. The VSBPE is a teacher majority board. There are seven teacher representatives from across the state. Additional members include school administrators, Vermont college faculty, a school board representative and a public/community member.

The Vermont Legislators have requested that the VSBPE submit a report on or before December 1, 2018. The report will address if current educator licensing requirements are appropriate or need to be updated.

Throughout the survey there are questions related to a Vermont educator license and endorsements. A Vermont educator license holds at least one endorsement. An endorsement is the specific subject area and grade range that the educator can teach (Example Kindergarten-Grade 6 Physical Education). This survey includes questions regarding an educator license as well as the requirements for endorsements. Many educators have multiple endorsement areas.

This survey will take you roughly 15 minutes to complete and will provide the VSBPE and the AOE with valuable information regarding educator licensing in Vermont. We appreciate your time in completing this survey.

The information in green is not on the survey. It is for VSBPE information in regards to the survey question “categories”

Demographic Information:

The purpose of collecting the demographic information is to know who is completing the survey. Parents are being included as they (their children are the true consumers).

1. Choose the county in which you most identify with:
 - a. Drop down menu of counties

2. Are you a licensed educator?
 - a. Yes
 - b. No

3. Did you graduate from a Vermont Teacher Preparation Program? **Work group**
 - a. Yes
 - b. No – Skip to question #5

4. Did your Vermont Teacher Preparation Program prepare you for current educational expectations in school settings? **Work group**
 - a. Yes
 - b. No

5. If you are an educator, where do you teach?
 - a. Public School
 - b. Publicly funded independent school or Private Pre-K provider (Independent schools and Private Pre-K providers in Vermont receive public funds by tuition from the sending schools) **Work group – AOE supports**
 - c. Private School (Tuition is entirely paid for by parents) **Work group – AOE supports**
 - d. Retired
 - e. Not an educator (skip to question 7)

6. How many years of experience do you have?
 - a. 0-2 years
 - b. 3-5 years
 - c. 6-9 years
 - d. 10+ years

7. Based on what you know, do you think the requirements for obtaining an educator license in VT is:
Based on your perception, is it too easy or too hard to become a Vermont educator? Work group
 - a. Appropriate
 - b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.
 - c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.
 - d. I am unaware of the licensing requirements.

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8. I currently hold the following endorsements on my VT educator license: (Only appear to those who answered question #2 with "a")
 - a. Drop down menu of endorsements (Check all that apply)

9. Are you Parent of a current PK-12 student **or have you had a child in school within the last 3-5 years? Work group**
 - a. Yes
 - b. No (If no, skip to question 11)

10. Does your child/children attend
 - a. Public School
 - b. Publicly funded independent school or Private Pre-K provider (Independent schools and Private Pre-K providers in Vermont receive public funds by tuition from the sending schools)
 - c. Private School (Tuition is entirely paid for by parents)
 - d. My child/children is/are homeschooled

Licensing Requirements:

These questions are designed to provide information on the requirements for licensure as well as find out if the individuals completing the survey believe the requirements are “appropriate”, or is it too easy or too hard to become an educator in Vermont. The bill language refers to if the requirements are “appropriate”.

11. For over a century, educator licenses have been issued to ensure students have qualified educators. ~~Do you believe educator licensing should be a requirement in Vermont?~~

Do you believe Vermont should continue to require licensing? Work group

- a. Yes
- b. No

12. ~~To ensure the safety of children, an applicant must meet the following requirements before any Vermont Educator License is issued:~~

- ~~• A fingerprint supported National Criminal Record Check~~
- ~~• Vermont Child Abuse Registry Check~~
- ~~• Vulnerable Adult Registry Check~~

~~Are these requirements:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated—Standards are too low, it is too easy to become an educator in Vermont.~~
- ~~c. Needs to be updated—Standards are too high, it is too difficult to become an educator in Vermont.~~

Work group does not think this is necessary to ask because it is State Law. (AOE recommends)

13. ~~Under current Vermont law and VSBPE Rule, applicants for any Vermont Educator License (initial, renewing, reinstating, retired) must disclose the following: Break up requirements. If it is State law, remove from survey~~

- ~~• Tax compliance—In good standing with the Tax Department~~
- ~~• Child Support—Has met all required support obligations~~
- ~~• Criminal History~~
- ~~• Suspension, revocation of a license, or misconduct regarding their license.~~

~~Are these requirements:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated—Standards are too low, it is too easy to become an educator in Vermont.~~
- ~~c. Needs to be updated—Standards are too high, it is too difficult to become an educator in Vermont.~~

Work group does not think this is necessary to ask because it is State Law. (AOE recommends)

14. Under current VSBPE Rule, Career and Technical Education (CTE), JROTC, and Associate School Nurse do not require a Bachelor's Degree.
- ~~CTE Education – High School Diploma OR 4-6 years of work experience OR an Associate's Degree;~~
 - ~~JROTC – Current certification as a Junior Reserve Officer Training Corps Instructor by the federal Department of Defense;~~
 - ~~Associate School Nurse – Associate/RN Degree~~
- Are these requirements:
- a. ~~Appropriate~~
 - b. ~~Need to be updated – Standards are too high~~
 - c. ~~Need to be updated – Standards are too low~~

Work group recommended to break out each endorsement – AOE supports 15, 16, 17

15. Under current VSBPE Rule, you do not need a Bachelor's Degree to be licensed in Career and Technical Education (CTE).
For Career and Technical Education, a High School Diploma OR 4-6 years of work experience OR an Associate's Degree is required.
- Is this requirement:
- a. Appropriate
 - b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.
 - c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.
16. Under current VSBPE Rule, you do not need a Bachelor's Degree to be licensed as a Junior Reserve Officer Training Corps (JROTC) Instructor
To be a JROTC instructor, a current certification as a JROTC Instructor by the Federal Department of Defense is required.
- Is this requirement:
- a. Appropriate
 - b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.
 - c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.

17. Under current VSBPE Rule, you do not need a Bachelor's Degree to be licensed as an Associate School Nurse.

For an Associate School Nurse an Associate/RN Degree is required.

Is this requirement:

- a. Appropriate
- b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.
- c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.

18. Under current VSBPE Rule, the majority of educator licenses require a Bachelor's Degree.

~~Is this minimum requirement:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated – Standards are too low, all educators should be required to hold an advanced degree beyond a Bachelor's Degree to be licensed.~~
- ~~c. Needs to be updated – Standards are too high, educators should not be required to have a Bachelor's Degree to be licensed.~~

Should all educators be required to have a Bachelor's Degree? **Work Group**

- a. Yes
- b. No

19. Under current VSBPE Rule, Principal and Superintendent endorsements require a Master's Degree.

~~Is this requirement:~~

- ~~a. Appropriate~~
- ~~b. Need to be updated – Standards are too high~~
- ~~c. Need to be updated – Standards are too low~~

Work group recommended breaking out endorsements. AOE supports 20, 21

20. Under current VSBPE Rule, educators are required to hold a Master's Degree in order to be licensed as a Principal.

Is this requirement:

- a. Appropriate
- b. Needs to be updated – Standards are too low, principals should be required to hold an advanced degree beyond a Master's Degree
- c. Needs to be updated – Standards are too high, principals should not be required to have a Master's Degree

21. Under current VSBPE Rule, educators are required to hold a Master's Degree in order to be licensed as a Superintendent
- Is this requirement:
- Appropriate
 - Needs to be updated – Standards are too low, superintendents should be required to hold an advanced degree beyond a Master's Degree
 - Needs to be updated – Standards are too high, Superintendents should not be required to hold a Master's Degree.
22. Under current VSBPE Rule, the majority of endorsements are granted, based on a recommendation from a nationally accredited or Vermont approved Educator Preparation Program (College) for a Vermont initial educator license. **Readability concerns**
- Is this minimum requirement:
- Appropriate
 - Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.
 - Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.
23. Currently, there is not an approved Vermont Educator Preparation Program for the endorsements listed below. Under current VSBPE Rule, an applicant can receive an endorsement by submitting their college transcript to receive “an AOE recommendation” (Transcript Review) that is parallel to the endorsement offered by other colleges. **Work group - Remove list of endorsements, link to list**
- 20 Assistant Director for Adult Education
 - 65A Associate School Nurse
 - 03 Business Education
 - 92 Career Technical Education Director
 - 87 Career Technical Education Special Needs Coordinator
 - 10 Design Technology Education
 - 30 Driver and Traffic Safety Education (In-vehicle and Full endorsement)
 - 84 Educational Speech Language Pathologist
 - 42 Educational Technology Specialist
 - 09 Family and Consumer Sciences
 - 16 Junior ROTC Instructor
 - 61 School Librarian
 - 65 School Nurse
 - 66 School Psychologist
 - 54 School Social Worker

- 68 Teacher of the Deaf and Hard of Hearing
- 67 Teacher of the Visually Impaired
- 60 Work-Based Learning Coordinator

Is the Transcript Review process for an initial license:

- a. Appropriate
- b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.
- c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.

24. Under current VSBPE Rule, all educators are required to pass a basic skills test in reading, writing, and math in order to get a Vermont initial educator license.

Is this requirement:

- a. Appropriate
- b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.
- c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.

25. Do you think it is appropriate to measure basic skills by way of an exam?

- a. Yes
- b. No

26. Under current VSBPE Rule, the Agency Of Education accepts the following exams to document educator mastery of basic skills in reading, writing and math:

Test	Passing Scores Accepted
American College Testing (ACT)	English score 22, Math Score 22.
Graduate Record Examinations (GRE)	Taken prior to August 1, 2011 – Verbal 500, Quantitative 500 ; 1100 Combined. Taken on or after August 1, 2011 – Verbal 153, Quantitative 144; 300 combined.
Scholastic Assessment Test (SAT)	Taken prior to April 1, 1995 – Verbal 420, Math 470; 1000 Combined. Taken between April 1, 1995 and August 31, 2014 – Critical Reading 500, Math 500; 1100 Combined.
Praxis Core	Reading: 156, Writing: 162, Mathematics: 150

Are these cut scores:

- a. ~~Appropriate~~
 - b. ~~Needs to be updated—Standards are too low, it is too easy to become an educator in Vermont.~~
 - c. ~~Needs to be updated—Standards are too high, it is too difficult to become an educator in Vermont.~~
- (AOE recommends)**

27. Do you think that the Smarter Balanced Assessment exams that current Vermont 8th and 9th grade students take, would be an appropriate exam to measure basic skills of potential educators?

- a. Yes
- b. No

28. ~~If an individual/applicant is willing to purchase an alternative assessment such as an evaluation by peers to demonstrate basic skills instead of the currently required tests, would that be appropriate?~~ **(AOE recommends)**

- a. ~~Yes~~
- b. ~~No~~

29. ~~If an individual/applicant would like to take an alternative assessment to demonstrate basic skills instead of the currently required tests, would that be appropriate?~~ **Work group**

- a. Yes
- b. No

30. ~~Current VSBPE Rule requires some, but not all, of individual endorsements to have a Praxis subject area exam. (Praxis II) These assessments validate that educator preparation program coursework is appropriate and has prepared the educator for instructing the specific subject area. Certain exemptions apply for individuals who hold an educator license in another state and for individuals who have achieved National Board Certification. The following endorsements require the Praxis II subject exam:~~ **(AOE recommends)**

- 02 Art
- 36 Early Childhood Education
- 76 Reading English Language Arts Specialist
- 78 Reading English Language Arts Coordinator
- 11 Math
- 15 Social Studies
- 13 Science
 - General Science, Biology, Chemistry, Earth Science, Physics
- 05 English

- 40 English Language Learner
- 31 Health
- 19A Middle Grades English
- 19B Middle Grades Math
- 19C Middle Grades Science
- 19D Middle Grades Social Studies
- 06 Modern and Classical Language (including American Sign Language)
- 08 Physical Education
- 66 School Psychologist
- Administrator Endorsements
 - 20 Assistant Director of Adult Education
 - 92 Career Technical Center Director
 - 93 Director of Curriculum
 - 86 Director of Special Education
 - 91 Principal
 - 90 Superintendent

Do you think there should be subject area exams for specific endorsements?

- a. Yes
- b. No

31. ~~Current VSBPE Rule requires additional certification and/or verification for some endorsements for an initial or retired Vermont educator license and when renewing or reinstating a license:~~

- ~~• 65 School Nurse: Current CPR/AED, Clinical License~~
- ~~• 65A Associate School Nurse: Current CPR/AED, First Aid, Clinical License~~
- ~~• 84 Speech Language Pathologists: Clinical License~~
- ~~• 17 H Cosmetologist: Professional License~~
- ~~• 30 Driver and Traffic Safety Education: Valid Driver's License, Certified DMV copy of Driver's License History~~
- ~~• 08 Physical Educator: CPR/AED, First Aid~~
- ~~• 31 Health Educator: CPR/AED~~

~~Are these requirements:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated—Standards are too high, it is too difficult to become an educator in Vermont.~~
- ~~c. Needs to be updated—Standards are too low, it is too easy to become an educator in Vermont.~~

(AOE recommends)

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32. ~~Current VSBPE Rule requires practical experience in the endorsement area for a Vermont initial educator license. This is usually done under the supervision of a mentor who is an experienced educator and holds a license in the same endorsement. Depending on the endorsement area, this is documented through~~
- ~~• Student teaching experience: A minimum of thirteen consecutive weeks of supervised, concentrated field experience under the supervision of an experienced educator who holds a license in the same endorsement area; is normally coordinated and supervised by the college faculty in which the individual is enrolled.~~
 - ~~• Practicum: A minimum of 60 clock hours of supervised field experience which need not be consecutive.~~
 - ~~• Internship: A graduate experience where the individual is supervised by both an onsite supervisor and qualified faculty of a college.~~
 - ~~• Work hours: Based on endorsement, the individual is required to meet a specified number of hours worked in the subject area.~~
 - ~~○ 65 School Nurse: 6,000 hours of clinical nursing experience~~
 - ~~○ 65A Associate School Nurse: 800 hours of clinical nursing experience~~
 - ~~○ Career and Technical Education: 12,000 hours of field experience~~

~~Are these requirements:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated—Standards are too low, it is too easy to become an educator in Vermont.~~
- ~~c. Needs to be updated—Standards are too high, it is too difficult to become an educator in Vermont.~~

(AOE recommends)

33. ~~The Agency Of Education has multiple ways to receive a Vermont initial educator license if the individual has demonstrated that they have met all of the knowledge and skills required:~~
- ~~• Traditional Route—The individual has graduated from a nationally accredited college with an Educator Preparation Program or a Vermont approved Educator Preparation Program who has recommended licensure.~~
 - ~~• Transcript Review—When an Educator Preparation Program does not exist in Vermont, a transcript analysis is done to verify the individual has met the knowledge and skills required for Vermont educator licensure.~~
 - ~~• Peer Review—When an individual has not completed an Educator Preparation Program, they submit documentation of required knowledge and skills met through a combination of coursework and life experiences which are reviewed by current licensed educators.~~
 - ~~• Reciprocity—Using a current license from another State to get a comparable Vermont license.~~
- ~~Do you believe all pathways should be maintained?~~

- a. ~~Yes, maintain current pathways to licensure~~
- b. ~~No, reduce the number of current pathways to licensure — skip to #26~~
- c. ~~Increase number of current pathways to licensure — Skip to #27~~

(AOE recommends)

34. ~~Which pathway to licensure would you eliminate and why? — Skip to #28~~
- a. ~~Comment box~~

(AOE recommends)

35. ~~What type of pathway do you think should be added?~~
- a. ~~Comment box~~

(AOE recommends)

36. Current Vermont law does not require Independent Schools that collect public funds to hire licensed educators.

Should Vermont pursue licensing requirements for Independent School educators?

- a. Yes
- b. No

37. ~~Under VSBPE Rules, educators are required to renew their license at different intervals. To renew a license including a retired educator license, educators must show that they have completed continuing education specific to their endorsement. (AOE recommends)~~

Do you think continuing education should be required to renew a license? Work group

- a. Yes
- b. No

38. To renew or reinstate an educator license, ~~documentation of continuing education is required. Educators can fulfill the continuing education hours through:~~

- ~~• College coursework, trainings~~
- ~~• Workshops/Seminars/Professional Conferences sponsored by credible and recognizable professional organizations~~
- ~~• Designing, Developing and Teaching Courses and Workshops to adult learners~~
- ~~• Applied Experience in subject area through employment in a related non-educational setting or internship, or through related educational travel~~
- ~~• Local School/District activities or action research/reform projects~~
- ~~• State/National education activities or reform projects/committees~~
- ~~• Institution of Higher Education reform activities — partnerships with K-12 schools~~
- ~~• Educational research and publication~~
- ~~• National Board for Teaching Standards Certification~~

Draft Survey Questions for Legislative Report

- ~~• Industry credentials~~
 - ~~• Peace Corps/AmeriCorps experience~~
 - ~~• School Business/Industry or School Community partnership initiatives~~
 - ~~• Participation in Mentoring Program as a mentor or a mentee of education professionals~~
- (AOE recommends)**

Should continuing education hours be required to renew or reinstate a Vermont Educator license? **Work Group**

- a. Yes
- b. No

39. ~~What types of continuing education hours would you delete and/or add?~~
~~Comment box~~ **(AOE recommends)**

40. ~~What types of continuing education hours would you eliminate?~~
~~Comment box~~ **(AOE recommends)**

41. ~~To renew a three year license, 45 hours of continuing education is required within the three year license period.~~

~~This requirement is:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated—Standards are too low, it is too easy to become an educator in Vermont.~~
- ~~c. Needs to be updated—Standards are too high, it is too difficult to become an educator in Vermont~~

42. ~~To renew a five year license, 90 hours of continuing education is required within the five year license period.~~

~~This requirement is:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated—Standards are too low, it is too easy to become an educator in Vermont.~~
- ~~c. Needs to be updated—Standards are too high, it is too difficult to become an educator in Vermont.~~

43. **To renew a license, an average of 15 hours of continuing education is required per year of the license period.**

This requirement is: (AOE supports)

- a. Appropriate

Draft Survey Questions for Legislative Report

- b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.
- c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.

44. ~~When renewing, reinstating or applying for a retired educator license, an educator who has not worked in a Vermont Public School for the past year or more must meet the following requirements:~~

- ~~• A fingerprint supported National Criminal Record Check~~
- ~~• Vermont Child Abuse Registry Check~~
- ~~• Vulnerable Adult Registry Check~~

~~Are these requirements:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.~~
- ~~c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.~~

(AOE recommends)

45. ~~Educators who are retiring from their school positions and would like to keep a current license may apply for a retired educator license. A retired educator license is valid for five years. Requirements for a retired educator license include a~~

- ~~• current educator license~~
- ~~• minimum of fifteen years of experience as a licensed educator,~~
- ~~• verification the educator has withdrawn from active service~~
- ~~• verification of receiving a pension from The Vermont State Teachers Retirement System.~~

~~These requirements are:~~

- ~~a. Appropriate~~
- ~~b. Needs to be updated – Standards are too low, it is too easy to become an educator in Vermont.~~
- ~~c. Needs to be updated – Standards are too high, it is too difficult to become an educator in Vermont.~~

(AOE recommends)

Professional Standards for Educators:

The purpose of the following questions is to inform survey participants the process for establishing professional standards for educators (dispositions, skills, abilities, content knowledge).

46. A Vermont educator license holds at least one endorsement. An endorsement is the specific subject area and instructional range that the educator can teach (Examples Physical Education Kindergarten-Grade 6, Math Grade 7-12). Endorsements are on a five-year revision cycle to evaluate if the skills, abilities and content knowledge that is required of an educator in that subject area continue to be appropriate. When an endorsement is due for revision, the Agency engages in the following steps:

- Researches current National Standards for any changes since the endorsement was last revised
- Researches other state's licensing requirements for this endorsement
- Convenes a panel of currently licensed educators who hold the endorsement that is under revision, and teacher faculty representatives from Vermont colleges with Educator Preparation Programs who teach that content.
- The panel reviews the research gathered and makes recommendations to the VSBPE to either revise some or all of the endorsement requirements or continue with the current endorsement requirements.

Is the endorsement revision process:

- a. Appropriate
- b. Needs to be updated—Standards are too low, endorsements should be revised more frequently.
- c. Needs to be updated—Standards are too high, endorsements should be revised less frequently.

(AOE recommends both process and timeline questions)

47. All endorsements are on a five year revision cycle.

Do you think this timeline is:

- a. Appropriate
- b. Needs to be updated—Standards are too low, it is too easy to become an educator in Vermont.
- c. Needs to be updated—Standards are too high, it is too difficult to become an educator in Vermont.

(AOE recommends both process and timeline questions)

48. The VSBPE currently revises endorsements every 5 years. Is this timeline: **Work Group**

- a. Appropriate
- b. Needs to be updated – Standards are too low, a 5 year revision cycle is not frequent enough.
- c. Needs to be updated – Standards are too high, a 5 year revision cycle is too frequent.

Other information participants want to share:

We included a comment box at the end of the survey to give survey completers an opportunity to include additional information that may not have been addressed in the questions

- a. Comment box