Educator Certification Reform

November 15, 2021
### Continuum of Educator Development and Support

| Rigorous subject matter and pedagogical preservice education | A supportive, responsive, and efficient certification process | In-service mentoring, continuing education, and professional learning |

**Educator Certification and Development Policy Goals**

- Rigorous subject matter and pedagogical preservice education
- A supportive, responsive, and efficient certification process
- In-service mentoring, continuing education, and professional learning
New York State schools, districts, charter schools, and BOCES during the 2020-2021 school year employed approximately:

- 215,000 teachers
- 7,500 counselors
- 5,400 school psychologists
- 4,900 principals

<table>
<thead>
<tr>
<th>School Year (July 1-June 30)</th>
<th>Number of Educator Certificate Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020-2021</td>
<td>129,346</td>
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<tr>
<td>2019-2020</td>
<td>99,272</td>
</tr>
<tr>
<td>2018-2019</td>
<td>91,289</td>
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</tbody>
</table>
The Office of Teaching Initiatives (OTI) processes many different educator certificate applications, making the review process very complex:

**Areas**
- Teacher
- Educational leader
- Pupil personnel service
- Teaching assistant
- Coaching
- Adult education
- Other areas

**Types**
- Initial/Provisional
- Professional/Permanent
- Initial Reissuance/Provisional Renewal
- Conditional Initial
- Emergency COVID-19
- Extension
- Internship
- Residency
- Statement of Continued Eligibility (SOCE)
- Supplementary
- Transitional (e.g., college professors, career changers)
- Other types
## Current Certificate Pathways

<table>
<thead>
<tr>
<th>Pathway</th>
<th>Applicants</th>
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<tbody>
<tr>
<td>Approved Educator Preparation Program</td>
<td>Candidates who completed a New York State registered educator preparation program.</td>
</tr>
<tr>
<td>Completion of a Comparable Educator Program in Another U.S. State</td>
<td>Candidates who complete an acceptable, comparable educator preparation program in another state.</td>
</tr>
<tr>
<td>Endorsement of a Certificate</td>
<td>Candidates who hold a valid, comparable out-of-state certificate and complete at least three years of acceptable experience within the past seven years in public schools in another state.</td>
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<tr>
<td>Individual Evaluation</td>
<td>Candidates who complete appropriate college coursework and experience (e.g., student teaching/internship, paid experience), and do not meet the requirements in the above pathways.</td>
</tr>
<tr>
<td>Additional Teaching Certificate</td>
<td>New York State certified teachers who seek an additional certificate.</td>
</tr>
<tr>
<td>Certificate Progression</td>
<td>Initial/Provisional certificate holders who seek the Professional/Permanent certificate.</td>
</tr>
</tbody>
</table>

There are several other pathways, such as the Institution of Higher Education (IHE) Professor Experience pathway, National Board Certification pathway, and Option A-J pathways for career and technical education certification.
Teacher Shortages

• Current statewide teacher shortage areas are listed at: [https://tsa.ed.gov/#/reports](https://tsa.ed.gov/#/reports).

• The Department received feedback from the field about teacher shortages prior to and during the COVID-19 pandemic.

• Teacher shortage areas in schools and districts vary based on local need.

2021-2022 Statewide Shortage Areas

<table>
<thead>
<tr>
<th>Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bilingual Education</td>
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<tr>
<td>Bilingual Special Education</td>
</tr>
<tr>
<td>Career and Technical Education</td>
</tr>
<tr>
<td>English Language Arts</td>
</tr>
<tr>
<td>Health Education</td>
</tr>
<tr>
<td>Literacy</td>
</tr>
<tr>
<td>Sciences</td>
</tr>
<tr>
<td>Social Studies</td>
</tr>
<tr>
<td>Special Education (all grades)</td>
</tr>
<tr>
<td>World Languages other than English</td>
</tr>
</tbody>
</table>
The Board of Regents adopted several measures to respond to teacher shortages and the pandemic:

- Emergency COVID-19 certificate;
- edTPA Safety Net;
- Substitute Teaching;
- Incidental Teaching; and
- Special Education Teaching Assignments in Grades 7-12.
The Department plans to complete a comprehensive review of educator certification:

- Board of Regents Policy Goals
- Commissioner’s Regulations
- Department Policies and Procedures to Implement Regulations
Recent Department Policy and Procedure Changes

Department policy changes already implemented:

- Reciprocity
- Coursework requirements for the Individual Evaluation pathway

Procedure changes already implemented:

- Certificate application backlog
- Professional certificate experience requirement
- TEACH system
- Digital transcript solutions
Based on feedback from the field, there are many Department certification policies and procedures under review:

- Acceptable coursework
- Acceptable experiences documentation
- Acceptable documentation
- Processing of transcripts
- Processing of applications in the TEACH system
Next Steps

• Make certification changes driven by Board of Regents policy goals, which will also inform budget priorities.
• Invest in a supportive, responsive and efficient certification process for applicants (2022 budget request).
• Continue stakeholder engagement.
• Reduce certification complexity to achieve policy goals while maintaining rigorous standards.
• Propose regulatory changes to the Board of Regents at future meetings, as necessary.