

# Educator Preparation and Licensing

## WASSA

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April 26, 2019



## Some background data...



## Fewer Program Completers

| Year    | WISC enrollment | WISC completers | MINN enrollment | MINN completers | ILL enrollment | ILL completers |
|---------|-----------------|-----------------|-----------------|-----------------|----------------|----------------|
| 2016    | 7,956           | 3426            | 7,871           | 2952            | 13,797         | 5520           |
| 2015    | 8,867           | 3741            | 7,549           | 3057            | 14,699         | 6454           |
| 2014    | 9,561           | 3965            | 7,300           | 2927            | 17,934         | 8534           |
| 2013    | 10,998          | 4075            | 8,856           | 3594            | 26,045         | 9690           |
| 2012    | 11,780          | 4306            | 10,403          | 3396            | 32,433         | 10,436         |
| 2011    | 12,624          | 5437            | 11,565          | 4334            | 34,103         | 20,298         |
| 2010    | 12,323          | 4749            | 12,172          | 4572            | 34,184         | 18,121         |
| Decline |                 | -28%            |                 | -35%            |                | -70%           |



## Emergency Licenses & Permits

| Wisconsin Emergency Licenses and<br>Emergency Permits Data – | 2012-<br>2013 | 2013-<br>2014 | 2014-<br>2015 | 2015-<br>2016 | 2016-<br>2017 | 2017-<br>2018 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
| Cross Categorical Special Education                          | 236           | 228           | 461           | 500           | 652           | 649           |
| Bilingual-Bicultural   | 96            | 103           | 248           | 244           | 242           | 203           |
| Reading Teacher  | 81            | 80            | 143           | 136           | 137           | 110           |
| English as a Second Language                                 | 63            | 37            | 72            | 104           | 114           | 107           |
| Instructional Library Media Specialist                       | 48            | 26            | 60            | 70            | 76            | 93            |
| Early Childhood Special Education                            | 24            | 28            | 62            | 68            | 77            | 77            |
| Math   | 27            | 19            | 49            | 55            | 73            | 61            |
| Spanish  | 31            | 23            | 36            | 44            | 59            | 66            |
| Total Issued   | 1,126         | 1,075         | 1,913         | 2,158         | 2,659         | 2,248         |



## Turnover and Attrition Issues

### Changes from 2015-16 to 2016-17 school years

| Years Experience | Turnover    | Attrition   |
|------------------|-------------|-------------|
| 0-1 years        | 405         | 377         |
| 0-2 years        | 868         | 705         |
| 0-3 years        | 1224        | 967         |
| 3.1-5 years      | 634         | 480         |
| 5-10 years       | 1189        | 801         |
| 10-15 years      | 856         | 660         |
| 15+ years        | 1732        | 2123        |
| <b>Total:</b>    | <b>5635</b> | <b>5031</b> |

Turnover=moved from one school/district to another

Attrition=not reported in any school/district



## Simple Math

**3,426 New Teachers – 5,031 Teachers who Left =**

**Net Loss of -1,605 Teachers in one year**

**(and that assumes all completers stay in WI)**



## But is there a shortage?

**Approximately 120,000 Teachers hold valid WI licenses.**

**Almost 60,000 are employed in WI Public Schools.**

**Can we call it a shortage if there are another 60,000 licensed teachers who are not working in WI public schools?**



## UW System Task Force

- **How can UW System work collaboratively with key stakeholders to develop financial incentive programs for students**
- **How can the UW System engage with key stakeholders to raise public esteem for the teaching profession in the State of Wisconsin?**
- **Three Public Listening Sessions were held**
- **Report due to Board of Regents in June**



## Background Checks

- **DPI must run new background check every five years (\$45 fee)**
- **Any educator whose last background check was before 1/1/2015 must apply**
- **License Lookup now shows “Year of Last Background Check”**
- **Already received over 9000 applications**
- **We will be sending districts a list**
- **Licenses remain valid unless educator does not provide needed documents or background check finds immoral conduct**



## 1-year License with Stipulations

### **This is now our most backlogged application type**

- District Request forms are not filled out correctly
- On a large majority we need to contact districts for additional information, signatures, etc.
- Last day to submit applications is May 23, 2019
- What could we do differently for next year?



## 3-year License with Stipulations

### District-sponsored pathway

- Available for any teacher license
- Must already hold Tier II or higher and have at least one year of experience in the district
- We are working on rubrics for evaluating portfolios
- Investigating additional options for passing content tests
- Very difficult to develop a process that is valid and reliable yet not overly burdensome to either educators or the department



## Experience-based Licenses

- **Technical and Vocational subjects**
- **Districts decide what professional development is required**
- **Districts decide if plan has been met**
- **After 3 years apply for Professional Experience-based license**
- **Teacher only submits verification from district**



## American Board

- **Wis. Stat. sec. 118.197 requires us to issue a Provisional license to educators who**
  - Hold a bachelor's degree
  - Complete the American Board program
- **No other requirements (e.g., tests, statutory stipulations)**
- **Same license as those who complete approved programs**



## Changes to Educator Preparation Coming

- **Replace Developmental Levels with grade levels**
  - Birth to Grade 3 (Early Childhood Regular and Special Education)
  - Grades K-9 (Elementary Regular Education)
  - Grades 4-12 (Middle & High School Subjects)
  - Grades PK-12 (Arts, CTE, PE, etc.)
  - Grades K-12 Special Education
- **Collapse subject area licenses**
  - English Language Arts
  - Music
  - Science
  - Social Studies

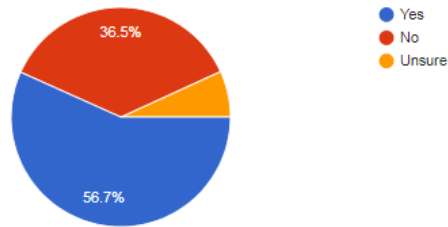


# Final Thoughts

- Retention of current educators should be top priority

Have you given serious thought to leaving the profession?

20,822 responses

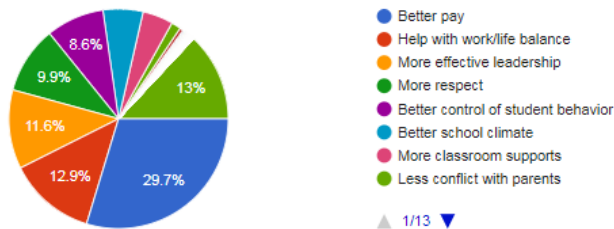


# Final Thoughts

- It's not all about money

If you answered "Yes" to the previous question, what would be most likely to convince you to stay?

13,185 responses





## Final Thoughts

- Consider your current PK-12 students (and their parents) as potential teachers – they are already tied to the district
- Chapters of Educators Rising (CTSO for education) are growing around the state
- Developing official Teacher career pathways



## Educators Rising 2019



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<https://dpi.wi.gov/tepd/News>



**QUESTIONS?**

