

Item 18:

Discussion of A+ Texas Teachers Educator Preparation Program's Agreed Order

DISCUSSION

SUMMARY: This item provides the State Board for Educator Certification (SBEC) an update on A+ Texas Teachers' (ATT) Agreed Order.

STATUTORY AUTHORITY: The continuing approval of EPPs is authorized by the Texas Education Code (TEC), §§21.0443, 21.041, 21.0452, and 21.061, closure of EPPs is authorized by TEC §21.0451, and the informal disposition of contested cases is authorized by the Texas Government Code (TGC) §2001.056.

FUTURE ACTION EXPECTED: The next steps for the ATT program will be dependent upon the parameters of the Agreed Order.

BACKGROUND INFORMATION AND JUSTIFICATION: At the July 22, 2022 SBEC meeting, the Board approved ATT's Agreed Order, included in Attachment I. At the September 30, 2022 SBEC meeting, TEA staff and the Board-appointed monitor, Mr. Calvin Stocker, provided an update regarding ATT's efforts to meet the minimum requirements set forth by the SBEC, as identified in the Agreed Order. The Board requested an update and status of the Agreed Order at the December 9, 2022 SBEC meeting.

The deadline for TEA staff to provide a final review of ATT's compliance with the Agreed Order is November 18, 2022. Given this date falls outside of when the SBEC meeting agenda will go to print, TEA staff will provide an update on the outcome of the evidence review to the SBEC at the December 9, 2022 meeting.

Update on ATT's Agreed Order

TEA staff and the assigned monitor, Mr. Calvin Stocker, have been in consistent communication and collaboration with ATT to carry out requirements identified in the Agreed Order and bring improvements to their program. Attachment II reflects TEA staff's support for the monitor and ATT; however, it should be noted that additional, ongoing communication (e.g., email) has and will continue to occur to support ATT. Attachment III reflects the plan for collecting evidence from ATT that they have corrected the outstanding deficiencies identified on the Agreed Order.

PUBLIC AND STUDENT BENEFIT: The public and student benefit anticipated as a result of the Agreed Order will be to ensure this educator preparation program is meeting minimum requirements set forth by the SBEC and is therefore adequately preparing educators for Texas classrooms.

Staff Member Responsible:

Lorrie Ayers, Manager, Educator Preparation

Attachments:

- I. A+ Texas Teachers' (ATT) Agreed Order
- II. Timeline of ATT Support
- III. Evidence Submission

Attachment I

IN THE MATTER	§	BEFORE THE STATE BOARD
	§	
OF	§	FOR
	§	
A+ TEXAS TEACHERS EDUCATOR PREPARATION PROGRAM	§	EDUCATOR CERTIFICATION

AGREED FINAL ORDER

On the 22nd day of July 2022, the State Board for Educator Certification ("Board" or "SBEC") considered the matter of the accreditation of the Respondent A+ Texas Teachers Educator Preparation Program ("ATT").

This Agreed Final Order is executed pursuant to the authority of the Administrative Procedure Act, Tex. Gov't. Code §2001.056, which authorizes the informal disposition of contested cases. In a desire to conclude this matter without further delay and expense, the Board and Respondent ATT ("Parties") agree to resolve this matter by this Agreed Final Order.

The Board makes the following Findings of Fact and Conclusions of Law:

FINDINGS OF FACT

1. On March 30-April 1, 2021, the Texas Education Agency ("TEA") staff conducted a five- year continuing approval review of the ATT.
2. The review report listed numerous deficiencies that TEA staff identified in the course of the continuing approval review and sets out requirements for ATT to meet in order to address those deficiencies. The evidence that ATT must submit to prove that it has corrected the deficiencies are attached hereto as Exhibit A and incorporated by reference as if set out in full herein.
3. On January 27, 2022, TEA staff provided notice to ATT that its proposed recommendation to the SBEC was revocation of approval to recommend candidates for educator certification.
4. On June 15, 2022, ATT and the TEA staff agreed to enter into this Agreed Final Order imposing conditions on the continuing approval of ATT.
5. The Parties agree that ATT will post a notice on the webpage <https://www.teachersoftomorrow.org/texas/> by July 23, 2022, with the title "Under

SBEC Board Order," including a link to this executed Agreed Final Order and the text "A+ Texas Teachers (d/b/a Texas Teachers of Tomorrow) has entered into a settlement with the State Board for Educator Certification to address areas of noncompliance with state requirements for educator preparation programs. ATT is working in collaboration with the Texas Education Agency to bring new improvements to its program and is committed to serving the needs of our aspiring teachers through continuous improvements." After TEA staff has completed its review and approval of the evidence of compliance, TEA staff will inform ATT that ATT may remove the post "Under SBEC Board Order" and the link to this Agreed Final Order from its website.

6. The Parties agree that on or before October 21, 2022, ATT must correct all identified deficiencies. A summary of the deficiencies and the required evidence that ATT must submit is attached hereto as Exhibit A and incorporated by reference as if set out in full herein. ATT must submit all required documentary evidence as set out in Exhibit A for approval by October 21, 2022.
7. The Parties agree that Calvin Stocker will serve as a monitor for ATT (hereinafter, "Monitor"). ATT will pay all costs associated with the Monitor.
8. The Parties agree that ATT will submit all required documentary evidence as set out in the "Agreed Order Requirements" column of Exhibit A to the Monitor for approval within one business day of the Monitor's request for specific designated candidates. The Monitor will review the evidence for proof of compliance as described in Exhibit A. The Monitor will report the results of his review to TEA staff. TEA staff will determine whether ATT has complied with the requirements of Exhibit A based on the information the Monitor reports and TEA staffs assessment of the documentary evidence as appropriate.
9. The Parties agree to communicate on a monthly basis during the pendency of this Agreed Final Order in order to facilitate and support ATT's efforts to correct the deficiencies identified in Exhibit A.
10. The Parties agree that TEA staff will inform ATT of whether the submitted documentary evidence is approved by November 18, 2022.
11. The Parties agree that ATT's accreditation status for the 2021-2022 accreditation year will be "Accredited-Probation." If ATT successfully corrects all identified deficiencies by October 21, 2022, and the submitted documentary evidence is approved by TEA staff, ATT's accreditation status will revert to "Not Rated-Declared State of Disaster" for the remainder of the 2021-2022 accreditation year. If ATT fails to correct all deficiencies and TEA staff does not approve the submitted documentary evidence, ATT will retain the status of "Accredited-Probation" during the pendency of a contested case proceeding to determine ATT's compliance with the terms of this Agreed Final Order, even if the contested case proceeding continues into the 2022-2023 accreditation year or beyond and regardless of ATT's performance on the accountability performance indicators in 19 Texas Administrative Code §229.4(a).
12. If any deficiency in Exhibit A is not corrected by ATT and approved by TEA staff, the Parties will go to a contested case proceeding before the State Office of Administrative Hearings ("SOAH") in accordance with Texas Government Code Chapter 2001 and 19 Tex.

Admin. Code § 229.8 in accordance with the contested case procedures set out in 19 Tex. Admin. Code §§ 249.19-249.40. The Parties agree SBEC may, under the procedures set forth at 19 Tex. Admin. Code § 249.39, assign an accreditation status of "Not Accredited-Revoked" and revoke ATT's continuing approval to certify candidates if the SBEC determines that ATT has failed to comply with the terms of this agreement.

13. ATT agrees to waive all rights to a hearing on any issue other than its compliance with the terms of the Agreed Final Order, any right to seek removal or modification of the sanctions and conditions imposed by this Agreed Final Order, and any right to seek judicial review of this Agreed Final Order.

CONCLUSIONS OF LAW

1. ATT is subject to the jurisdiction of the SBEC and is required to comply with 19 Texas Administrative Code, Chapters 227, 228, 229, 230, 231, 234, 241, and 247 and Texas Education Code §§21.044, 21.0441, 21.0443, 21.045, 21.0451, 21.0452, 21.0454, 21.0455, 21.046, 21.048, and 21.049.
2. The Board is authorized pursuant to 19 Texas Administrative Code Chapter 229 and Texas Education Code §21.0443 to revoke or refuse to renew its approval of an educator preparation program, and to put conditions on the continuing approval of a program.
3. The SBEC and ATT agree to the actions set forth herein in order to avoid the time and burden of further litigation.

IT IS THEREFORE ORDERED, ADJUDGED AND DECREED THAT:

1. On or before October 21, 2022, ATT must correct all deficiencies identified in Exhibit A. A summary of the deficiencies and the required evidence that ATT must submit is attached hereto as Exhibit A and incorporated by reference as if set out in full herein.
2. Calvin Stocker is appointed as a monitor for ATT (hereinafter, "Monitor"). ATT will pay all costs associated with the Monitor.
3. ATT will submit all required documentary evidence as set out in the "Agreed Order Requirements" column of Exhibit A to the Monitor, who will review it for proof of compliance as described in Exhibit A. The Monitor will report the results of his review to TEA staff. TEA staff will determine whether ATT has complied with the requirements of Exhibit A based on the information the Monitor reports and TEA staffs assessment of the documentary evidence as appropriate.
4. ATT must submit all required documentary evidence as set out in Exhibit A to the Monitor for approval within one business day of the Monitor's request for specific designated candidates, and no later than by October 21, 2022.
5. TEA staff will inform ATT of whether the submitted documentary evidence is approved by November 18, 2022.
6. ATT will post a notice on the webpage <https://www.teachersoftomorrow.org/texas/> by July

23, 2022, with the title "Under SBEC Board Order," including a link to this executed Agreed Final Order and the text "A+ Texas Teachers (d/b/a Texas Teachers of Tomorrow) has entered into a settlement with the State Board for Educator Certification to address areas of noncompliance with state requirements for educator preparation programs. ATT is working in collaboration with the Texas Education Agency to bring new improvements to its program and is committed to serving the needs of our aspiring teachers through continuous improvements." After TEA staff has completed its review and approval of the evidence of compliance, TEA staff will inform ATT that ATT may remove the post "Under SBEC Board Order" and the link to this Agreed Final Order from its website.

7. ATT's accreditation status for the 2021-2022 accreditation year will be "Accredited-Probation." If ATT successfully corrects all identified deficiencies by October 21, 2022, and the submitted documentary evidence is approved by TEA staff, ATT's accreditation status will revert to "Not Rated-Declared State of Disaster" for the remainder of the 2021-2022 accreditation year. ATT will retain the status of "Accredited-Probation" during the pendency of a contested case proceeding to determine ATT's compliance with the terms of this Agreed Final Order, even if the contested case proceeding continues into the 2022-2023 accreditation year or beyond and regardless ATT's performance on the accountability performance indicators in 19 Texas Administrative Code §229.4(a).
8. If any deficiency in Exhibit A is not corrected by ATT and approved by TEA staff, the Parties will go to a contested case proceeding before SOAH in accordance with Texas Government Code Chapter 2001 and 19 Tex. Admin. Code § 229.8 in accordance with the contested case procedures set out in 19 Tex. Admin. Code §§ 249.19-249.40. SBEC may, under the procedures set forth at 19 Tex. Admin. Code § 249.39, assign an accreditation status of "Not Accredited-Revoked" and revoke ATT's continuing approval to certify candidates if the SBEC determines that ATT has failed to comply with the terms of this agreement.
9. ATT waives all rights to a hearing on any issue other than its compliance with the terms of the Agreed Final Order, any right to seek removal or modification of the sanctions and conditions imposed by this Agreed Final Order, and any right to seek judicial review of this Agreed Final Order.
10. Each of the undersigned representatives of a party to this Agreed Final Order certifies that he or she is fully authorized to enter into the terms and conditions of the order and to legally execute and bind that party to this order.

SIGNED this 24 day of June, 2022

Deserie Dulaney

ATT Legal Authority

On behalf of the State Board for Educator Certification:

SIGNED this 22 day of July, 2022


Board Chair
State Board for Educator Certification

Exhibit A
Summary of Deficiencies and Required
Evidence

Discrepancy	Action Item-Agreed	Requested/ Expected Deliverable	Delivered Item	Agreed Order Requirements
Governance 19 TAC §228.10				
Action Completed as Required				
Admission 19 Chapter 227				
<p>Requirement 19 TAC §227.17 Formal Admission</p> <p>(b) For an applicant to be formally admitted to an EPP, the EPP must notify the applicant of the <u>offer of formal admission in writing</u> by mail, personal delivery, facsimile, email, or an electronic notification.</p> <p>(c) For an applicant to be considered formally admitted to the EPP, the applicant must <u>accept the offer of formal admission in writing</u> by mail, personal delivery, facsimile, email, or an electronic notification.</p> <p>(d) The <u>effective date</u> of formal admission was included in the offer of formal admission.</p> <p>(e) An EPP must notify the Texas Education Agency within <u>seven calendar days</u> of a candidate's formal admission.</p> <p>Note: Similar requirements in 19 TAC §227.15 related to Contingency Admission</p>	<p>Review Finding: The offer letter provided to applicants does not include the effective date of admission and admission records are not consistently created for new candidates within 7 days of the admission date.</p> <p>Action Needed: Update the admission process for formal and contingency admission so that the offer letter sent to applicants includes the date of admission (such as “the date you sign this acceptance is your formal date of admission” or something similar).</p>	<p>Provide a screen shot of the updated offer letter and acceptance for one candidate.</p> <p>The information will be compared with the ECOS admission record.</p>	<p>Screen shots of portals for 6 candidates reflected an admission date; however, no offer letter reflecting the admission date was submitted to support the admission date recorded in each candidate’s record in the portal.</p>	<p>1) TEA staff will identify a random sampling of 350 candidates admitted after the effective date of the Agreed Order. ATT will provide the Monitor with the selected candidates’ written admission offer letters to verify embedded admission effective dates.</p> <p>2) The Monitor will review the selected candidates’ acceptance letters compared with date stamps in the ECOS for Entities audit trail to verify that ATT has created the admission records necessary to inform TEA of the candidates’ formal admission within the 7-day window following the candidates’ formal admission.</p> <p>Evidence for 90% of sampled candidates must meet or exceed TAC requirements.</p>

Discrepancy	Action Item-Agreed	Requested/ Expected Deliverable	Delivered Item	Agreed Order Requirements
	Update the process for uploading new admits into ECOS so that an admission record for each is created within 7 days of the effective date of admission in the offer letter.			
<p>Requirement 19 TAC §227.10(a)(4) Admission Requirements: Minimum Subject-Specific Content Hours</p> <p>For an applicant who will be seeking an initial certificate in the classroom teacher class of certificate, the applicant shall have successfully completed, prior to admission, at least:</p> <ul style="list-style-type: none"> • a minimum of <u>12 semester credit hours</u> in the subject-specific content area for the certification sought... or • <u>15 semester credit hours</u> in the subject-specific content area for the certification sought if the certification sought is for <u>mathematics or science at or above Grade 7</u>; or • a <u>passing score on the appropriate content certification examination</u> ...The applicant will not be required to successfully complete a passing score on the appropriate content certification 	<p>Review Finding: Subject-specific content hours required for admission could not be verified or did not match the certificate area in which the candidate was presumed to be admitted.</p> <p>Action Needed: Update the admission process to qualify an applicant for admission into one or more certificate area(s) and then collect all requirements, including related subject-specific content hours from the transcript and report as applicable for each admission area.</p>	Submit admission records, including university transcripts, for one recently admitted candidate. Information will be reviewed and then compared with records in ECOS.	Transcripts were submitted for 6 candidates. Subject-area hours were captured accurately from the transcripts from the documented admission area; however, for 3 of the 6 candidates, the candidates were provided an active test approval for an unrelated subject area within the same day the admission record was created. This is a consistent pattern of admission that circumnavigates the requirement to qualify a candidate for "the certificate sought".	<p>1) TEA staff will identify a random sampling of 350 candidates admitted after the effective date of the Agreed Order. ATT will provide the Monitor with the selected candidates' transcripts or PACT scores for comparison with admission information reported for those candidates in ECOS for Entities to confirm that admissions decisions comport with transcript requirements in TAC.</p> <p>2) For any selected candidates who are given test approval for tests unrelated to the admission area identified on the transcripts and in ECOS for Entities, ATT will provide the Monitor a written request from the candidate to change to, or add, the new subject area for</p>

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
<p>examination until January 27, 2020.</p> <p>Requirement 19 TAC §228.40(c) Assessment and Evaluation of Candidates for Certification and Program Improvement</p> <p>(c) <u>Upon the written request of the candidate</u>, an EPP may prepare a candidate and grant test approval for a classroom teacher certificate category other than the category for which the candidate was initially admitted to the EPP.</p>				<p>preparation and test approval.</p> <p>Evidence for 90% of sampled candidates must meet or exceed TAC requirements.</p>
<p>Requirement 19 TAC §227.10(a)(8) Admission Requirements: Screen</p> <p>An applicant must... participate in either an <u>interview or other screening instrument</u> to determine if the EPP applicant's knowledge, experience, skills, and aptitude are appropriate for the certification sought.</p>	<p>Review Finding: There was insufficient evidence that applicants are consistently screened to determine if their knowledge, experience, skills, and aptitude are appropriate for the certification sought.</p> <p>Action Needed: Update the admission screening process to ensure all screeners collect evidence of the screen and score the screen.</p>	<p>Evidence of a scored screen with cut score identified for one recently admitted candidate.</p>	<p>The scored screen was not submitted. Screen shots from a candidate portal reflected that a screen was completed but no documentation was provided to support that admission requirement as recorded in the portal.</p>	<p>1) TEA staff will identify a random sampling of 350 candidates admitted after the effective date of the Agreed Order. For each selected candidate, ATT will provide the Monitor with a completed screening instrument evaluated with a cut score or a rubric that includes descriptions of levels of performance quality based on a coherent set of criteria to determine if the EPP applicant's knowledge, experience, skills, and aptitude are appropriate for the particular certification sought.</p>

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
	Establish a cut score that an applicant must meet for admission or to place the admitted candidate in the appropriate certificate area.			Evidence for 90% of sampled candidates must meet or exceed TAC requirements.
Curriculum 19 TAC §228.30				
Action Completed as Required				
Coursework and Delivery 19 TAC §228.35				
<p>Requirement 19 TAC §228.35(e)(2)(B)(vi) & (vii) Skills Implementation: Notification of Certificate Deactivation</p> <p>(vi) An EPP must provide ongoing support to a candidate... unless...</p> <ul style="list-style-type: none"> • (II) ...the candidate resigns, is non-renewed, or is terminated by the school or district... • (III) ...the candidate is discharged or is released from the EPP... • (IV) ...the candidate withdraws from the EPP... • (V) ...the internship assignment does not meet the requirements... <p>(vii) If the candidate leaves the internship assignment for any of the reasons identified in clause (vi)(II)-(V) of this subparagraph:</p> <ul style="list-style-type: none"> • the EPP, the campus or district personnel, and the candidate must 	<p>Review Finding: Certificate deactivation timeline requirements have not been met.</p> <p>Action Needed: Implement a process to deactivate certificates within the parameters set by the SBEC.</p>	<p>Submit a written description of the updated process with any related forms or documents, and the method that will be used to inform campus/district personnel and candidate of the requirements before start of internship.</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p>	<p>TEA will identify a random sampling of 350 candidates who are currently completing internships while holding Intern or Probationary certificates with certificate effective dates that are after the effective date of the Agreed Order. For each selected candidate, ATT will provide the Monitor with evidence of the required communication with candidates and their districts or campuses regarding the certificate deactivation requirements. Evidence may be a form letter, email, or other written format, or, to verify verbal communication, the EPP may provide the name of the relevant personnel at the campus or district so that TEA or the Monitor may verify</p>

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
<p>inform each other within one calendar week of the candidate's last day in the assignment; and</p> <ul style="list-style-type: none"> • (II) TEA must receive the certificate deactivation request with all related documentation from the EPP within two calendar weeks of the candidate's last day of the assignment in a format determined by TEA. <p>(viii) The EPP must communicate the requirements in clause (vii) of this subparagraph to candidates and campus or district personnel prior to the assignment start date.</p>				<p>via a phone interview.</p> <p>Evidence for 90% of sampled candidates must meet or exceed TAC requirements.</p>
<p>Requirement 19 TAC §228.35(e)(1) FBE: Settings</p> <p>An EPP shall provide evidence of ongoing and relevant field-based experiences throughout the EPP in a <u>variety of educational settings with diverse student populations, including observation, modeling, and demonstration of effective practices to improve student learning...</u></p> <p>19 TAC §228.35(e)(1)(A) FBE: Interactive Hours</p> <p>Field-based experiences must include <u>15 clock-hours</u> in which the candidate, under the direction of the EPP, is</p>	<p>Review Finding: The evidence provided does not allow TEA to clearly identify if field-based experience "FBE" activities meet requirements.</p> <p>Action Needed: Although the EPP asserts that it has updated its FBE process, the evidence provided does not allow TEA staff to clearly identify which</p>	<p>Provide a written description of the FBE process and submit documents for one candidate to demonstrate the implementation of the new process. If the process is different due to COVID disruption, explain how the FBE will be required in non-COVID times.</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p> <p>Note: A TCR 000 course was listed in the EPP course list as an FBE course but the contents of that course, including any instructions that may be provided to candidates about completing FBE, were not</p>	<p>TEA staff will identify a random sampling of 350 candidates who have been placed on Intern or Probationary certificates since the effective date of the Agreed Order and who were admitted within the last year prior to the internship. For each selected candidate, ATT will provide the Monitor with FBE documents, including field-based experience observation logs and recorded reflections of the observation, that verify that settings, hours and reflections meet or</p>

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
<p><u>actively engaged in instructional or educational activities</u> that include:</p> <ul style="list-style-type: none"> • authentic school settings in a public school accredited by the TEA or other school approved by the TEA for this purpose; • instruction by content certified teachers; • actual students in classrooms/instructional settings with identity-proof provisions; • content or grade-level specific classrooms/instructional settings; and • written reflection of the observation. <p>19 TAC §228.35(e)(1)(B): FBE: Electronic Hours</p> <p><u>Up to 15 clock-hours of field-based experience may be provided by use of electronic transmission or other video or technology-based method.</u> Field-based experience provided by use of electronic transmission or other video or technology-based method must include:</p> <ul style="list-style-type: none"> • direction of the EPP; • authentic school settings in an accredited public or private school; • instruction by content certified teachers; • actual students in classrooms/instructional settings with identity-proof provisions; 	<p>FBE requirements the 30 candidates selected for review had completed.</p>		<p>available for review.</p>	<p>exceed requirements in TAC.</p> <p>Evidence for 90% of sampled candidates must meet or exceed TAC requirements.</p>

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
<ul style="list-style-type: none"> content or grade-level specific classrooms/instructional settings; and written reflection of the observation. <p>19 TAC §228.35(e)(1)(C) FBE: Long-Term Substitute Hours</p> <p>Up to 15 clock-hours of field-based experience may be satisfied by serving as a <u>long-term substitute</u>. A long-term substitute is an individual who has been <u>hired by a school or district to work at least 30 consecutive days in an assignment as a classroom teacher</u>. Experience may occur after the candidate's admission to an EPP or during the two years before the date the candidate is admitted to the EPP. The candidate's experience in instructional or educational activities must be documented by the EPP and must be obtained at a public or private school accredited or approved for the purpose by the TEA. 19 TAC §228.35(c)(1)(A)-(C)</p>				
<p>Requirement Campus Supervision: 19 TAC §228.2(26), §228.35(f), and §228.35(g)</p> <p>19 TAC §228.35(f) Campus Supervision: Mentor, Cooperating Teacher, or Site Supervisors Assigned</p>	<p>Review Finding: There is no evidence that candidates completing internships are assigned mentors and consequently, it cannot be verified that</p>	<p>Submit related mentor information and documentation for one candidate; or,</p> <p>Submit a written description of the updated processes, with any related documents. Include the date and person</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p>	<p>TEA will identify a random sampling of 350 candidates who are currently completing internships while holding Intern or Probationary certificates with certificate effective dates that are after the effective date of</p>

Discrepancy	Action Item-Agreed	Requested/ Expected Deliverable	Delivered Item	Agreed Order Requirements
<p>... an EPP shall collaborate with the campus or district administrator to <u>assign each candidate a mentor during the candidate's internship, assign a cooperating teacher during the candidate's clinical teaching experience, or assign a site supervisor during the candidate's practicum...</u></p> <p>19 TAC §228.35(f) Campus Supervision: Training Mentors, Cooperating Teachers, and Site Supervisors</p> <p>...The EPP is responsible for providing mentor, cooperating teacher, and/or site supervisor <u>training</u> that relies on scientifically-based research, but the program may allow the training to be provided by a school, district, or regional education service center if properly documented.</p> <p>19 TAC §228.2(24) Campus Supervision: Training Mentors (24) Mentor--For an internship candidate, an educator who is collaboratively assigned by the campus administrator and the educator preparation program (EPP); who has <u>at least three years of teaching experience</u>; who <u>is an accomplished educator as shown by student learning</u>; who has <u>completed mentor training, including training in how to</u></p>	<p>mentors would meet qualification requirements or would be required to complete training. As a result of the lack of mentors assigned to interns, there is no evidence of collaboration between mentors and field supervisors and there is no evidence that mentors are provided a copy of observation feedback on observations conducted by FS.</p> <p>Action Needed: Implement a process to ensure candidates are assigned mentors during internship. Ensure each mentor meets the qualification requirements and collect evidence each has been trained; and</p> <p>Establish a process for documenting</p>	<p>responsible for implementation of the updated process.</p>		<p>the Agreed Order. For each selected candidate, ATT will provide the Monitor with:</p> <ol style="list-style-type: none"> (1) the date of placement in the internship, (2) the name of the mentor, (3) the subject area and grade level of the internship, (4) the supervising administrator's name, (5) the campus name and district name of the internship assignment, (6) evidence that the mentor has been trained as a mentor, including training in how to coach and mentor teacher candidates, demonstrated through training materials and dated attendance records with signatures, school district/ESC certificates of training completion, the mentor's acknowledgement of the handbook, or training materials and dated attendance information for online training, (7) either a service record and educator certificate, or a

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
<p><u>coach and mentor teacher candidates, by an EPP within three weeks of being assigned to the intern; who is currently certified in the certification category in which the internship candidate is seeking certification; who guides, assists, and supports the candidate during the internship in areas such as planning, classroom management, instruction, assessment, working with parents, obtaining materials, district policies; and who reports the candidate's progress to that candidate's field supervisor.</u></p> <p>19 TAC §228.35(g):</p> <p><u>In a clinical teaching experience, the field supervisor shall collaborate with the candidate and cooperating teacher throughout the clinical teaching experience. For an internship, the field supervisor shall collaborate with the candidate, mentor, and supervising campus administrator throughout the internship.</u></p>	<p>collaboration between mentors and field supervisors and a process for ensuring mentors receive observation feedback for assigned candidates</p>			<p>form signed by the campus or district administrator attesting that the candidate's mentor meets the requirements of certification, experience and accomplishment as an educator,</p> <p>(8) evidence of accomplishment as an educator for each candidate's mentor that includes evaluations that include evidence of student learning, campus or district reports that include evidence of student learning, or letters of recommendation that include evidence of student learning, and</p> <p>(9) Field supervisor log, or email records with delivery/read receipts, or phone records, or signed observation forms including both field supervisor observations and mentor observations that demonstrate collaboration between the field supervisor and the mentor, showing that each</p>

Discrepancy	Action Item-Agreed	Requested/ Expected Deliverable	Delivered Item	Agreed Order Requirements
				<p>candidate's mentor reported the candidate's progress to the candidate's field supervisor.</p> <p>Evidence for 90% of sampled candidates must meet or exceed TAC requirements.</p>
<p>Requirement 19 TAC §228.35(g) Field Supervision: Field Supervisor Initial Contact</p> <p>...initial certification of teachers... The <u>initial contact</u>, which may be made by telephone, email, or other electronic communication, with the assigned candidate must occur <u>within the first three weeks of assignment</u>.</p> <p>19 TAC §228.35(g), §228.35(h), & §228.35(j)(2)(C) Field Supervision: Informal Observations & Ongoing Coaching</p> <p>...<u>Informal observations and coaching shall be provided by the field supervisor as appropriate</u>...</p>	<p>Review Finding: There is insufficient evidence that field supervisors consistently make first contact with candidates during the first three weeks of the assignment or that field supervisors provide ongoing coaching and support to candidates throughout the internship assignment.</p> <p>Action Needed: Update the requirements for field supervisors to ensure they make the required contacts with the candidate. Update the</p>	<p>Submit related documentation for one candidate and the screen shot of the portal reflecting the capture of the evidence.</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p>	<p>TEA will identify a random sampling of 350 candidates who are currently completing internships while holding Intern or Probationary certificates with certificate effective dates that are after the effective date of the Agreed Order. For each selected candidate, ATT will provide the Monitor with evidence of:</p> <p>(a) the date of first contact through Field supervisor logs, or emails, or phone records, or other electronic communication, or course syllabi with first content class noted with attendance records, and</p> <p>(b) whether the field supervisor has conducted informal observations and coaching through Field Supervisor logs, or email records</p>

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
	<p>collection of data related to candidate contact in the portal so that contacts are accurately reflected.</p>			<p>with delivery/read receipts, or phone records, or observation forms, or other electronic records of observation and coaching.</p> <p>Evidence for 90% of sampled candidates must meet or exceed TAC requirements.</p>
<p>Requirement 19 TAC §228.35(g)(1) Field Supervision: Formal Observations-Duration & Format</p> <p>(1) Each formal observation must be at least <u>45 minutes in duration</u>, must be conducted by the field supervisor, and must be <u>on the candidate's site in a face-to-face setting</u>.</p>	<p>Review Finding: A significant number of observations appeared to have occurred outside of the school day.</p> <p>Action Needed: Update field supervisor requirements and training so that they understand that observations are completed during the school day/assignment.</p>	<p>Submit observations for one candidate; and</p> <p>Submit training or other information conveyed to field supervisors regarding observation requirements and the date of implementation.</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p>	<p>TEA will identify a random sampling of 350 candidates who are currently completing internships while holding Intern or Probationary certificates with certificate effective dates that are after the effective date of the Agreed Order. For each selected candidate, ATT will provide the Monitor with observation forms, signed by the candidate and field supervisor with date, start and stop time, subject and grade level with record of instructional strategies observed, that verify observations conducted for each candidate meet all requirements for formal observations conducted by field supervisors under 19 TAC §228.35(g).</p>

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
				Evidence for 90% of sampled candidates must meet or exceed TAC requirements.
Assessment and Evaluation of Candidates for Certification and Program Improvement 19 TAC §228.40				
No Action Required				
Professional Conduct 19 TAC §228.50				
Action Completed as Required				
Complaints Procedures 19 TAC §228.70				
Action Completed as Required				
Certification Procedures 19 TAC Chapter 230				
No Action Required				
Required Submissions of Information, Surveys, and Other Data 19 TAC §229.3				
<p>Requirement 19 TAC §229.3(a), §229.3(f)(1), & related graphic Figure 19 TAC §229.3(f)(1) Data Reported: Accurately</p> <p>(a) Educator preparation programs (EPPs) ...field supervisors, administrators, mentors, site supervisors, and cooperating teachers <u>shall provide to the TEA staff all data and information</u> required by 19 TAC Chapter 229, as set forth in 19 TAC §229.3(e) and §229.3(f).</p> <p>(f)(1) EPPs <u>shall provide data for all candidates</u> as specified in the figure: Figure: 19 TAC §229.3(f)(1)</p>	<p>Review Finding: Due to the lack of concrete information about the subject area in which candidates are admitted, subject-specific content hours reported could not be verified as accurate.</p> <p>Action Needed: Review admission requirements around qualifying candidates for admission into specific certificate areas. Train admissions staff to collect subject-specific hours related to the one or two</p>	ECOS records for admission will be reviewed at state reporting time.	This issue has not been corrected.	The 350 randomly selected candidates that were selected for the admission subject-hour review will be used for this item. For each selected candidate that has requested in writing to add or change a certificate area to a certificate area other than the one identified at admission, the Monitor will verify that ATT has accurately listed each such candidate in ECOS on the Finisher Records List (as the term is used in TEA's EPP Data Reporting Manual Effective 9/16/2021-9/15/2022 (Updated 9/15/2021))for the current year with a status of Other Enrolled or Finisher in the new certificate area requested.

Discrepancy	Action Item- Agreed	Requested/ Expected Deliverable	Delivered Item	Agreed Order Requirements
	certificate areas of admission as per the qualifications of the candidate.			Evidence for 90% of sampled candidates must meet or exceed TAC requirements.

ATTACHMENT II**Timeline of ATT Support**

Timeline	Support
July 29, 2022 Initial Meeting: TEA & Monitor	<ul style="list-style-type: none"> • Overview of Monitor Role • Clarification of elements of the Agreed Order
August 10, 2022 Monitor Training: TEA & Monitor	<ul style="list-style-type: none"> • Discuss and review Timelines, Evidence, Data Sets and Sampling
August 10, 2022 Meet/Greet: TEA, Monitor, EPP	<ul style="list-style-type: none"> • Introductions • Plan Check-in schedules
August 17, 2022 Weekly Check-in: TEA, Monitor, EPP	<ul style="list-style-type: none"> • Discuss elements of the Agreed Order
August 18, 2022 Check-in: Monitor & EPP	<ul style="list-style-type: none"> • Discuss logistics and EPP processes
August 23, 2022 Check-in: TEA & Monitor	<ul style="list-style-type: none"> • Discuss logistics of evidence review • Share updates (e.g., EPP conducting internal review of processes)
August 31, 2022 Check-in: TEA & Monitor	<ul style="list-style-type: none"> • Discuss admissions evidence • Discuss merits of preliminary screen conducted by monitor
August 31-October 19, 2022 Weekly Check-in: TEA, Monitor, EPP	<ul style="list-style-type: none"> • Scheduled weekly check-ins as needed each week
September 14, 2022 Weekly Check-in: TEA, Monitor, EPP	<ul style="list-style-type: none"> • Discuss expectations for evidence • Discuss EPP process updates relative to evidence submissions.
September 28, 2022 Weekly Check-in: TEA, Monitor, EPP	<ul style="list-style-type: none"> • Discuss submission of evidence • Logistics & timelines
October 11, 2022 Weekly Check-in: TEA, Monitor, EPP	<ul style="list-style-type: none"> • Evidence collection process • Review elements of the Agreed Order relative to evidence submissions
October 21, 2022 Check-in: TEA & Monitor	<ul style="list-style-type: none"> • Training & norming on evidence review
October 24-28, 2022 Evidence Review: TEA & Monitor	<ul style="list-style-type: none"> • Evidence review onsite at ATT • Process update review • Meeting with ATT team
October 31-November 4, 2022 Evidence Review: TEA & Monitor	<ul style="list-style-type: none"> • Complete evidence review onsite at ATT, as needed, and at TEA
November 18, 2022 Final: TEA, EPP, Monitor	<ul style="list-style-type: none"> • Final notification to EPP of review outcome • Next steps detailed for EPP

Attachment III

Evidence Submission

Candidate Records Requested	Elements of the Agreed Order
Admission Data Set-350 candidates <ul style="list-style-type: none"> • Admission dates after July 22, 2022 	Evidence of Corrective Action in the Areas of: <ul style="list-style-type: none"> • Formal Admission • Subject specific Content Hours • Change in Certificate Sought • Admission Screen • Data Reported in ECOS
FBE Data Set-350 candidates <ul style="list-style-type: none"> • Placed on INT or PRO certificates after July 22, 2022 • Admission dates within 1 year prior to the internship 	Evidence of Corrective Action in the Area of: <ul style="list-style-type: none"> • Early Field-based Experiences (FBE)
Internship Data Set-350 candidates <ul style="list-style-type: none"> • INT or PRO certificate effective dates after July 22, 2022 	Evidence of Corrective Action in the Area of: <ul style="list-style-type: none"> • Mentor Assignments during Internship • Mentor Qualifications & Training • Field Supervision • Certificate Deactivation Notifications

Dates	Timeline for Evidence Submission
10/11/2022	Candidate records list prepared by TEA
10/12/2022	Admissions Data Set sent securely to ATT at 4:00 pm
10/13/2022	Admissions Data Set evidence sent securely to TEA by 5:00 pm
10/13/2022	FBE Data Set sent securely to ATT at 4:00 pm
10/14/2022	FBE Data Set evidence sent securely to TEA by 5:00 pm
10/19/2022	Internship Data Set sent securely to ATT at 4:00 pm
10/20/2022	Internship Data Set evidence sent securely to TEA by 5:00 pm
10/21/2022	Ultimate Agreed Orders Deadline for Evidence to TEA.
10/24/2022	Begin week of onsite evidence review at ATT-TEA & Monitor
10/31/2022	Continue remote evidence review through 11/13 – TEA & Monitor
11/18/2022	Final notification to ATT of outcome of evidence review