

Item 21:

Request to Approve 2020–2021 Educator Preparation Program (EPP) Commendations

DISCUSSION AND ACTION

SUMMARY: This item provides the State Board for Educator Certification (SBEC) the opportunity to approve the proposed 2020–2021 commendations for educator preparation programs (EPPs).

STATUTORY AUTHORITY: ASEP accreditation statuses and sanctions for EPPs are authorized by the Texas Education Code (TEC) §21.045 and §21.0452.

TEC, §21.045, as amended by SB 1839, 85th Texas Legislature, Regular Session, 2017, states that the board shall propose rules establishing standards to govern the approval and continuing accountability of all EPPs.

TEC, §21.0452, as amended by SB 668 and SB 573, 86th Texas Legislature, Regular Session, 2019, states that to assist persons interested in obtaining teaching certification in selecting an EPP and to assist school districts in making staffing decisions, the SBEC shall make certain specified information regarding educator programs in this state available to the public through the SBEC's Internet website.

EFFECTIVE DATE: Upon Board approval.

PREVIOUS BOARD ACTION: The SBEC approved a framework and procedures for calculations for EPP commendations at the October 2019 meeting. The Board designated EPPs for commendations based on the 2018–2019 academic year at the February 2020 meeting. The SBEC also established a Board Committee at the February 2020 meeting to review and recommend EPP commendations for the Innovative Educator Preparation category. The Board adopted updates to the procedures for calculations for EPP commendations as part of the updates to 19 TAC Chapter 229 at the October 2020 meeting. The Board approved commendations at the February 2021 meeting.

BACKGROUND INFORMATION AND JUSTIFICATION: Educator preparation programs (EPPs) are entrusted to prepare educators for success in the classroom. Chapter 229 establishes the performance standards and procedures for educator preparation program accountability.

To better distinguish EPP performance outside of the accountability system, the SBEC directed staff to provide options to recognize high-performing EPPs. At the October 2019 SBEC meeting, the Board adopted the EPP Commendation framework into rule, reflected in 19 TAC §229.1(d). This section allows the SBEC to recognize EPPs that go above and beyond in preparing candidates for educator preparation. The section identifies the following categories to identify high-performing EPPs to receive commendations for success:

1. **Rigorous and Robust Preparation:** Allows the SBEC to recognize EPPs that perform above and beyond on the ASEP annual performance standards.
2. **Preparing the Educators Texas Needs:** Allows the SBEC to recognize EPPs that actively recruit educators in shortage areas, of color, and for rural schools.
3. **Preparing Educators for Long-Term Success:** Allows the SBEC to recognize EPPs that demonstrate educators' retention in the profession and teacher growth into other professional roles.
4. **Innovative Educator Preparation:** Allows the SBEC to recognize EPPs that go above and beyond seeking new pathways in preparing candidates for educator preparation.

The following is a description of the EPP Commendation categories with corresponding standards and a summary of the methods used in the determination of the commendations. Attachment II includes details regarding the recommended 2020–2021 EPP Commendations for all dimensions, including the EPP performance on the individual dimensions.

SBEC procedures contained in 19 TAC §229.1(c), establishes the method and performance standards for each EPP commendation, summarized below:

| Commendation Category | Descriptor of Indicator | Performance Standard |
|--|--|----------------------|
| 1. Rigorous and Robust Preparation | First Test Pass Rate, all exams | 95% |
| | First Test Pass Rate in teacher shortage areas | 95% |
| 2. Preparing the Educators Texas Needs | Percentage of prepared teachers in teacher shortage areas | Top 5 |
| | Percentage of prepared teachers who identify as teachers of color | Top 5 |
| | Percentage of prepared teachers who are employed in rural schools | Top 5 |
| 3. Preparing Educators for Long-Term Success | Teacher retention as a Texas public school teacher for 5 years | 95% |
| | Teacher retention as a Texas public school professional for 5 years | 95% |
| | Principal employment in Principal or Assistant Principal Role within 3 years | 75% |

| Commendation Category | Descriptor of Indicator | Performance Standard |
|------------------------------------|---------------------------------------|----------------------|
| 4. Innovative Educator Preparation | Approved by the SBEC per EPP petition | SBEC Approval |

As prescribed in 19 TAC §229.1(d), only accredited EPPs without an active sanction from the Board are recommended for commendations in this framework. For purposes of determining eligibility for EPP Commendations, the accreditation status that the SBEC assigned an EPP for the 2018–2019 academic year is the operative accreditation status, as reflected in 19 TAC §229.4(b)(4).

At the October 1, 2021 meeting of the SBEC, the Board adopted new 19 TAC §229.4(b)(4)(D) which prescribes that for EPPs that were not assigned an ASEP status of *Accredited* for the 2018–2019 AY and meet the requirements to be assigned an ASEP status of *Accredited* for the 2020–2021 AY, as described in §229.4(b)(1)(A) or (2)(A), the 2020–2021 AY is a break in consecutively measured years or next most recent years as prescribed in §229.4(b)(1)–(3), and allows for these EPPs to be eligible for commendations.

2020–2021 EPP Commendation Determination Methods:

Commendation Categories 1–3:

For commendation categories 1 through 3, TEA followed the procedures described in 19 TAC §229.1(c) to calculate EPP performance on these standards. The data used were collected via EPP submission (in accordance with 19 TAC §229.2(f)(1)), along with data from the Educator Certification Online System (ECOS) and the Public Education Information Management System (PEIMS).

Staff analyzed data for commendations for all EPPs. The small group aggregation procedure in 19 TAC §229.4(c) was used where applicable, with the difference that EPPs with 10 or fewer candidates in a category following the aggregation procedure were not eligible for recognition on that indicator. Following the full analysis, any EPPs with an ASEP status other than “Accredited” during the 2018–2019 reporting year that did not meet the conditions for eligibility described in 19 TAC §229.4(b)(4)(D) were removed from eligibility.

The teacher shortage areas used in the determinization of commendations for categories 1 and 2 were identified by TEA staff and approved by the US Department of Education. The shortage areas used in the determination of EPP commendations are:

- Bilingual/English as a Second Language – All Levels
- Special Education – All Levels
- Career and Technical Education – Secondary Levels
- Technology Applications and Computer Science – Secondary Levels
- Mathematics – Secondary Levels

Staff used data in PEIMS to identify rural campuses, employment, and retention. These data are reported annually as of the last Friday in October. Therefore, employment records as of this date are those that were used in these calculations.

Commendation Category 4:

At the April 2021 SBEC meeting, the Board adopted the following focus for Category 4, Innovative Educator Preparation, to be based on applications from EPPs and be recommended by the SBEC Commendation Committee to the full Board for consideration. The description of the focus area is contained in Figure 19 TAC 229.1(c) *Texas Accountability System for Educator Preparation (ASEP) Manual*, and reads as follows:

For 2020-2021, the SBEC seeks to recognize EPPs that engage in comprehensive partnerships with LEAs to support district-specific needs, in one or more of the following areas: supporting districts and mentor teachers through the pandemic, accelerating learning in response to COVID-related learning loss, addressing staffing challenges, and implementing best practices that emerged from EPP and/or district responses to the COVID pandemic. Such practices must be well above SBEC-mandate minimums to be considered.

At the July 2021 SBEC meeting, the Board established the SBEC EPP Commendations Committee. The Board Chair, Dr. Kelly appointed Ms. Jean Streepey as Committee Chair and opened the membership to any Board member. The members of the committee are:

- Dr. Veronica Galvan
- Mr. Rex Gore
- Ms. Courtney MacDonald
- Dr. Alma Rodriguez
- Ms. Jean Streepey (Chair)

Staff created and posted a call for application materials from EPPs following the area of emphasis adopted by the Board as part of the ASEP manual. The programmatic requirements for the area of emphasis must be well above the SBEC-mandated minimums to be considered. The call for application materials was posted on the TEA website on October 22, 2021, with a due date of December 1, 2021. EPPs were notified of the posting via the EPP newsletter. The three guidelines that were outlined in the call were:

1. Innovative Area and Implementation
2. Success and Scale of Innovation
3. Evidence of Impact and Research Foundation

TEA staff distributed the applications and materials based on the committee directives to the members for review on January 19, 2022. The SBEC Commendations Committee will meet on February 11, 2022, to finalize their recommendations. Ms. Jean Streepey will present the committee's findings and recommendations to the full Board for consideration at the February 11, 2022 SBEC meeting.

Following approval by the SBEC, staff will post commendation information on the TEA website along with existing EPP information for candidates and the general public. Programs will be informed and issued a certificate. These commendations will remain active and posted until the approval of 2021–2022 ASEP accreditation statuses and/or commendations.

PUBLIC AND STUDENT BENEFIT: The public and student benefit anticipated as a result of the proposed accountability statuses will be to spotlight high-performing educator preparation programs in Texas.

ASSOCIATE COMMISSIONER’S RECOMMENDATION:

Approve the 2020–2021 Educator Preparation Program Commendations as presented.

Staff Members Responsible:

Mark Olofson, Director, Educator Data and Preparation Program Management
Melissa Yoder, Director, Educator Residencies and Talent Pipelines

Attachments:

- I. Statutory Citations
- II. Proposed EPP Commendations for 2020–2021

ATTACHMENT I**Statutory Citations Relating to 2020–2021 Educator Preparation Program Commendations****Texas Education Code, §21.045, Accountability System for Educator Preparation Programs:**

- (a) The board shall propose rules necessary to establish standards to govern the continuing accountability of all educator preparation programs based on the following information that is disaggregated with respect to race, sex, and ethnicity:
- (1) results of the certification examinations prescribed under Section 21.048(a);
 - (2) performance based on the appraisal system for beginning teachers adopted by the board;
 - (3) achievement, including improvement in achievement, of students taught by beginning teachers for the first three years following certification, to the extent practicable;
 - (4) compliance with board requirements regarding the frequency, duration, and quality of structural guidance and ongoing support provided by field supervisors to candidates completing student teaching, clinical teaching, or an internship; and
 - (5) results from a teacher satisfaction survey, developed by the board with stakeholder input, of new teachers performed at the end of the teacher's first year of teaching.
- (b) Each educator preparation program shall submit data elements as required by the board for an annual performance report to ensure access and equity. At a minimum, the annual report must contain:
- (1) the performance data from Subsection (a), other than the data required for purposes of Subsection (a)(3);
 - (2) data related to the program's compliance with requirements for field supervision of candidates during their clinical teaching and internship experiences;
 - (3) the following information, disaggregated by race, sex, and ethnicity:
 - (A) the number of candidates who apply;
 - (B) the number of candidates admitted;
 - (C) the number of candidates retained;
 - (D) the number of candidates completing the program;
 - (E) the number of candidates employed as beginning teachers under standard teaching certificates by not later than the first anniversary of completing the program;
 - (F) the amount of time required by candidates employed as beginning teachers under probationary teaching certificates to be issued standard teaching certificates;
 - (G) the number of candidates retained in the profession; and
 - (H) any other information required by federal law;

- (4) the ratio of field supervisors to candidates completing student teaching, clinical teaching, or an internship; and
 - (5) any other information necessary to enable the board to assess the effectiveness of the program on the basis of teacher retention and success criteria adopted by the board.
- (c) The board shall propose rules necessary to establish performance standards for the Accountability System for Educator Preparation for accrediting educator preparation programs. At a minimum, performance standards must be based on Subsection (a).
- (d) To assist an educator preparation program in improving the design and effectiveness of the program in preparing educators for the classroom, the agency shall provide to each program data that is compiled and analyzed by the agency based on information reported through the Public Education Information Management System (PEIMS) relating to the program.

Texas Education Code, §21.0452, Consumer Information Regarding Educator Preparation Programs:

- (a) To assist persons interested in obtaining teaching certification in selecting an educator preparation program and assist school districts in making staffing decisions, the board shall make information regarding educator programs in this state available to the public through the board's Internet website.
- (b) The board shall make available at least the following information regarding each educator preparation program:
- (1) the information specified in Sections 21.045(a) and (b);
 - (2) in addition to any other appropriate information indicating the quality of persons admitted to the program, the average academic qualifications possessed by persons admitted to the program, including:
 - (A) average overall grade point average and average grade point average in specific subject areas; and
 - (B) average scores on the Scholastic Assessment Test (SAT), the American College Test (ACT), or the Graduate Record Examination (GRE), as applicable;
 - (3) the degree to which persons who complete the program are successful in obtaining teaching positions;
 - (4) the extent to which the program prepares teachers, including general education teachers and special education teachers, to effectively teach:
 - (A) students with disabilities; and
 - (B) students of limited English proficiency, as defined by Section 29.052;
 - (5) the activities offered by the program that are designed to prepare teachers to:
 - (A) integrate technology effectively into curricula and instruction, including activities consistent with the principles of universal design for learning; and

- (B) use technology effectively to collect, manage, and analyze data to improve teaching and learning for the purpose of increasing student academic achievement;
 - (6) for each semester, the average ratio of field supervisors to candidates completing student teaching, clinical teaching, or an internship in an educator preparation program;
 - (7) the perseverance of beginning teachers in the profession, based on information reported through the Public Education Information Management System (PEIMS) providing the number of beginning teachers employed as classroom teachers for at least three years after certification in comparison to similar programs;
 - (8) the results of exit surveys given to program participants on completion of the program that involve evaluation of the program's effectiveness in preparing participants to succeed in the classroom;
 - (9) the results of surveys given to school principals that involve evaluation of the program's effectiveness in preparing participants to succeed in the classroom, based on experience with employed program participants; and
 - (10) the results of teacher satisfaction surveys developed under Section 21.045 and given to program participants at the end of the first year of teaching.
- (c) For purposes of Subsection (b)(9), the board shall require an educator preparation program to distribute an exit survey that a program participant must complete before the participant is eligible to receive a certificate under this subchapter.
 - (d) For purposes of Subsections (b)(9) and (10), the board shall develop surveys for distribution to program participants and school principals.
 - (e) The board may develop procedures under which each educator preparation program receives a designation or ranking based on the information required to be made available under Subsection (b). If the board develops procedures under this subsection, the designation or ranking received by each program must be included in the information made available under this section.
 - (f) In addition to other information required to be made available under this section, the board shall provide information identifying employment opportunities for teachers in the various regions of this state. The board shall specifically identify each region of this state in which a shortage of qualified teachers exists.
 - (g) The board may require any person to provide information to the board for purposes of this section.

ATTACHMENT II**Proposed EPP Commendations for 2020–2021**

The following tables present the proposed EPP commendations for 2020–2021. Each category and indicator are presented in a separate table.

Category 1: Rigorous and Robust Preparation**Table 1: Rigorous and Robust Preparation – First Test Pass Rate, all exams**

| Educator Preparation Program | Number of Passed Exams | Pass Rate |
|-------------------------------------|-------------------------------|------------------|
| Rice University | 17 | 100% |
| Baylor University | 413 | 96% |
| University of Dallas | 42 | 95% |

Table 2: Rigorous and Robust Preparation – First Test Pass Rate in teacher shortage areas

| Educator Preparation Program | Content Area | Number of Passed Exams | Pass Rate |
|-------------------------------------|--------------------------------|-------------------------------|------------------|
| EIT: Excellence in Teaching | Bilingual/ESL | 11 | 100% |
| Texas A&M International University | Bilingual/ESL | 12 | 100% |
| Baylor University | Bilingual/ESL | 52 | 96% |
| Texas A&M University | Mathematics | 24 | 96% |
| University of Texas – Austin | Special Education | 22 | 100% |
| Texas A&M University | Career and Technical Education | 30 | 97% |

Category 2: Preparing the Educators Texas Needs**Table 3: Preparing the Educators Texas Needs – Percentage of prepared teachers in teacher shortage areas**

| Educator Preparation Program | Content Area | Number of Certificates | Percent of Educators |
|-------------------------------------|--------------------------------|-------------------------------|-----------------------------|
| Urban Teachers | Bilingual/ESL | 55 | 100% |
| Austin Community College | Bilingual/ESL | 19 | 70% |
| University of Houston – Downtown | Bilingual/ESL | 128 | 63% |
| Tarleton State University | Bilingual/ESL | 150 | 49% |
| A+ Texas Teachers | Computer Science | 14 | 0.1% |
| Urban Teachers | Mathematics | 21 | 19% |
| University of Texas – Dallas | Mathematics | 23 | 12% |
| Dallas ISD | Mathematics | 17 | 9% |
| YES Preparatory Public Schools | Mathematics | 13 | 8% |
| Texas A&M International University | Mathematics | 14 | 6% |
| Urban Teachers | Special Education | 61 | 54% |
| Austin Community College | Special Education | 14 | 52% |
| Region 13 Education Service Center | Career and Technical Education | 75 | 35% |
| Tarleton State University | Career and Technical Education | 34 | 11% |
| Teachworthy | Career and Technical Education | 49 | 11% |

Table 4: Preparing the Educators Texas Needs – Percentage of prepared teachers who identify as teachers of color

| Educator Preparation Program | Race/Ethnicity | Number of Educators | Percent of Educators |
|---|------------------------|----------------------------|-----------------------------|
| Prairie View A&M University | Black/African American | 67 | 80% |
| Harris County Department of Education | Black/African American | 13 | 45% |
| Huston-Tillotson University | Black/African American | 12 | 39% |
| Region 1 Education Service Center | Hispanic/Latino | 17 | 100% |
| University of Texas – Rio Grande Valley | Hispanic/Latino | 410 | 95% |
| Texas A&M International University | Hispanic/Latino | 106 | 93% |
| A Career in Teaching - EPP (McAllen) | Hispanic/Latino | 89 | 93% |

Table 5: Preparing the Educators Texas Needs – Percentage of prepared teachers who are employed in rural schools

| Educator Preparation Program | Number of Educators | Percent of Educators |
|-------------------------------------|----------------------------|-----------------------------|
| Region 14 Education Service Center | 12 | 36% |
| Howard Payne University | 13 | 34% |
| Lamar University | 19 | 33% |
| Region 6 Education Service Center | 12 | 33% |

Category 3: Preparing Educators for Long-Term Success

Preparing Educators for Long-Term Success – Teacher retention as a Texas public school teacher for 5 years

No EPP met this standard for 2020–2021

Preparing Educators for Long-Term Success – Teacher retention as a Texas public school professional for 5 years

No EPP met this standard for 2020–2021

Table 6: Preparing Educators for Long-Term Success – Principal employment in Principal or Assistant Principal Role within 3 years

| Educator Preparation Program | Number of Principals | Percent of Principals |
|-------------------------------------|-----------------------------|------------------------------|
| Texas Christian University | 11 | 79% |
| University of Texas – Austin | 20 | 77% |