

**DEPARTMENT OF EDUCATION  
PROFESSIONAL STANDARDS BOARD**

Statutory Authority: 14 Delaware Code, Section 1205(b) (14 **Del.C.** §1205(b))  
14 **DE Admin. Code** 1507

**PROPOSED**

**PUBLIC NOTICE**

**Educational Impact Analysis Pursuant to 14 Del.C. Section 122(d)**

**1507 Alternative Routes to Teacher Licensure and Certification Program**

**A. TYPE OF REGULATORY ACTION REQUESTED**

Amendment to Existing Regulation

**B. SYNOPSIS OF SUBJECT MATTER OF REGULATION**

The Professional Standards Board, acting in consultation and cooperation with the Department of Education, seeks the approval of the State Board of Education to amend 14 **DE Admin. Code** 1507 Alternative Routes to Teacher Licensure and Certification Program. This regulation concerns the requirements for the alternative routes to teacher licensure and certification program pursuant to 14 **Del.C.** §§1260 - 1264. It is necessary to amend this regulation to replace the terms "PRAXIS II" with "*Praxis* Subject Assessments" and "candidate" with "teacher" throughout the regulation; amend the definition of "Examination of General Knowledge" to be consistent with the proposed changes to 14 **DE Admin. Code** 1510 Issuance of Initial License; add a definition of "Critical Curricular Area" to section 2.0; amend section 3.0 to be consistent with the requirements of 14 **Del.C.** §§1210 & 1210A and 14 **DE Admin. Code** 1506 Emergency Certificate; amend section 4.0 to be consistent with the requirements of 14 **Del.C.** §1261; strike section 6.0 due to the proposed addition of subsection 4.4; clarify sections 7.0 and 8.0, which concern recommending approval or disapproval of a teacher for licensure and certification; amend section 9.0 to be consistent with the requirements of 14 **Del.C.** §1263; and replace "Standards Board and the State Board" with "Secretary" in section 10.0 to be consistent with 14 **Del.C.** §1261(d).

Persons wishing to present their views regarding this matter may do so in writing by the close of business on or before May 31, 2017 to Mr. Chris Kenton, Executive Director, Delaware Professional Standards Board, The Townsend Building, 401 Federal Street, Dover, Delaware 19901. A copy of this regulation may be viewed online at the Register of Regulation's website, [http://regulations.delaware.gov/services/current\\_issue.shtml](http://regulations.delaware.gov/services/current_issue.shtml) or obtained at the Professional Standards Board's Office, located at the address above.

**C. IMPACT CRITERIA**

1. Will the amended regulation help improve student achievement as measured against state achievement standards? The amended regulation does not address student achievement as measured against state achievement standards.

2. Will the amended regulation help ensure that all students receive an equitable education? The amended regulation does not address an equitable education.

3. Will the amended regulation help to ensure all students' health and safety are adequately protected? The amended regulation does not address students' health and safety.

4. Will the amended regulation help to ensure that all students' legal rights are respected? The amended regulation does not address students' legal rights.

5. Will the amended regulation preserve the necessary authority and flexibility of decision-makers at the local board and school level? The amended regulation does not change authority and flexibility of decision makers at the local board and school level.

6. Will the amended regulation place unnecessary reporting or administrative requirements or mandates upon decision makers at the local board and school levels? The amended regulation does not place unnecessary reporting or administrative requirements or mandates upon decision makers at the local board and school levels.

7. Will decision making authority and accountability for addressing the subject to be regulated be placed in the same entity? The amended regulation does not change the decision making authority and accountability for addressing the subject to be regulated.

8. Will the amended regulation be consistent with and not an impediment to the implementation of other state educational policies, in particular to state educational policies addressing achievement in the core academic subjects of mathematics, science, language arts, and social studies? The amended regulation is consistent with, and not an impediment to, the implementation of other state educational policies.

9. Is there a less burdensome method for addressing the purpose of the amended regulation? There is not a less

burdensome method for addressing the purpose of this amended regulation.

10. What is the cost to the state and to the local school boards of compliance with the adopted regulation? There is no expected cost to implementing the regulation.

## **1507 Alternative Routes to Teacher Licensure and Certification Program**

### **1.0 Content**

This regulation shall apply to the Alternative Routes for Teacher Licensure and Certification Program, pursuant to 14 **Del.C.** §§1260 through 1264.

### **2.0 Definitions**

The following words and terms, when used in this regulation, shall have the following meaning unless the context clearly indicates otherwise:

**"Coherent Major"** means a major in an area appropriate to the instructional field.

**"Critical Curricular Area"** means an area identified based on supply and demand information obtained from local school districts and from state and national sources and approved by the State Board pursuant to 14 **DE Admin. Code** 240. A Critical Curricular Area is also known as a critical need area.

**"Department"** means the Delaware Department of Education.

**"Educator"** means a person licensed and certified by the State under ~~Chapter 12 of 14 Del.C. Ch. 12~~ to engage in the practice of instruction, administration or other related professional support services in Delaware public schools, including charter schools, pursuant to rules and regulations promulgated by the Standards Board and approved by the State Board. For purposes of 14 **Del.C. Chapter Ch.12**, the term 'educator' does not include substitute teachers.

**"Emergency Certificate"** means a temporary credential issued pursuant to 14 **DE Admin. Code** 1506 Emergency Certificate.

**"Examination of Content Knowledge"** means a standardized State test of subject matter knowledge which measures knowledge in a specific content area, such as ~~PRAXIS™ II Praxis Subject Assessments~~.

**"Examination of General Knowledge"** means a standardized test which measures, or a combination of standardized tests which measure, general knowledge and essential skills in reading, writing, and mathematics, or quantitative and verbal skills, including reading and writing, such as ~~PRAXIS™ I, which for the purposes of this regulation, means the State Basic Skills Test adopted pursuant to 14 Del.C. Ch. 12 and as provided in Section 19.0 of 14 DE Admin. Code 1510. For the purpose of this regulation, "Examination of General Knowledge" means the State Basic Skills Test.~~

**"Initial License"** means ~~the first license issued to an educator that allows an educator to work in a position requiring a license in a Delaware public school~~ a credential which authorizes the holder to engage in the practice for which the license is issued.

**"Major or Its Equivalent"** means no fewer than thirty (30) credit hours in a content area.

**"Secretary"** means the Secretary of the Delaware Department of Education.

**"Standard Certificate"** means a credential issued to verify that an educator has the prescribed knowledge, skill or education to practice in a particular area, teach a particular subject, or teach a category of students.

**"Standards Board"** means the Professional Standards Board established pursuant to 14 **Del.C.** §1201.

**"State Board"** means the State Board of Education of the State pursuant to 14 **Del.C.** §104.

**"Teacher Residency Program"** means a teacher preparation program meeting the minimum criteria of this regulation and approved pursuant to this regulation and any Department regulation. Such a program is typically sponsored by a regionally accredited college or university in partnership with one or more State Education Agencies and/or an established Organization/Foundation, where the participant is paired with a mentor and veteran teacher in a classroom for ~~their~~ his or her initial school year experience.

**"Teach For America"** means the nationally established program consisting of recent college graduates and professionals of all academic majors and career interests who commit to a minimum of two (2) consecutive years of classroom teaching in either a low-income urban or rural public school.

13 DE Reg. 642 (11/01/09)

### **3.0 Alternative Routes to Teacher Licensure and Certification**

3.1 Qualified Candidates ~~teachers~~ meeting all conditions of and seeking participation in an Alternative Routes to Teacher Licensure and Certification program shall be issued a Provisional License conditioned upon their acceptance and continued enrollment in the program. Such Provisional License is valid for 1 year unless

revoked. If the requirements of the Provisional License are met, an Initial License, of no more than three (3) years duration which is valid for 3 years unless revoked, shall be issued conditioned on continued enrollment and participation in an Alternative Routes for Teacher Licensure and Certification Program and an Emergency Certificate or certificates of no more than three years duration. The Department shall issue an Emergency Certificate or Certificates, valid for one school year, to qualified candidates in accordance with 14 DE Admin. Code 1506.

3.2 ~~Candidates~~ Teachers shall meet the following minimum qualifications:

3.2.1 Successfully completed one of the following education requirements:

3.2.1.1 Hold a bachelor's degree from a regionally accredited college or university in a coherent major, or its equivalent as determined by the Department in conjunction with the alternative routes to teacher licensure and certification program, which shall be no less than thirty (30) credit hours in the instructional field they will teach; or

3.2.1.2 Hold a Bachelor's Degree from a regionally accredited college or university in any content area and are enrolled in the Teach For America program and have completed all pre-service requirements for such program; or

3.2.1.3 Hold a Bachelor's Degree from a regionally accredited college or university in any content area and are enrolled in an approved teacher residency program and have completed all pre-service requirements for such program; and

3.3 Pass an approved examination of general knowledge, ~~such as PRAXIS™ I, or provide an acceptable alternative to the PRAXIS™ I test scores~~, as set forth in 14 DE Admin. Code 1510, within the period of time from the date of hire to the end of the next consecutive fiscal year; and

3.4 Obtain acceptance into ~~an a~~ Department-approved alternative routes to licensure and certification program.

3.4.1 Notwithstanding any other provisions to the contrary, ~~candidates~~ teachers enrolled in the Teach For America program shall not be limited to teaching in areas identified as critical curricular areas.

3.4.2 Notwithstanding any other provisions to the contrary, ~~candidates~~ teachers enrolled in an approved teacher residency program shall not be limited to teaching in areas identified as critical curricular areas; and

3.5 Demonstrate the prescribed knowledge and skills for a particular content area by completing the following:

3.5.1 Pass an examination of content knowledge, such as ~~PRAXIS™ II~~ Praxis Subject Assessments, in the instructional field they desire to teach, if applicable and available, within the period of time from the date of hire to the end of the next consecutive fiscal year.

3.5.2 Notwithstanding any other provisions to the contrary, ~~candidates~~ teachers enrolled in the Teach For America program shall, where applicable and available, have achieved a passing score on an examination of content knowledge, such as ~~PRAXIS™ II~~ Praxis Subject Assessments, for the area in which such ~~candidate teacher~~ will be teaching, prior to taking full responsibility for teaching a classroom; or

3.5.3 Notwithstanding any other provisions to the contrary, ~~candidates~~ teachers enrolled in a teacher residency program shall, where applicable and available, have achieved a passing score on an examination of content knowledge, such as ~~PRAXIS™ II~~ Praxis Subject Assessments, for the area in which such ~~candidate teacher~~ will be teaching, prior to taking full responsibility for teaching a classroom; and

3.6 Obtain an acceptable health clearance and an acceptable criminal background check clearance; and

3.7 Obtain a teaching position by one of the following:

3.7.1 Obtain and accept an offer of employment in a position that requires licensure and certification; or

3.7.2 In the case of a teacher residency program, obtain and accept an offer for a position that if paid would require licensure and certification.

#### **13 DE Reg. 642 (11/01/09)**

#### **4.0 Components of the Program**

4.1 An Alternative Routes for Teacher Licensure and Certification Program ~~shall~~ may be approved by the Secretary of Education and ~~meet if the program meets~~ the following minimum criteria:

4.2 Incorporate one of the following prerequisite options:

4.2.1 A ~~summer institute seminar or practicum~~ of no less than one hundred and twenty (120) instructional (clock) hours ~~completed by the candidate prior to the beginning of his/her teaching assignment which takes place prior to the time at which the teacher participating in the program takes full responsibility for a classroom.~~ This includes an orientation to the policies, organization and curriculum of the employing school district or charter school, instructional strategies and classroom management, and child or adolescent development; or

- 4.2.1.1 ~~Candidates employed too late to participate in the summer institute will complete the practicum experience and seminars on teaching during the first school year and will participate in the summer institute following their first year of teaching; or~~
- 4.2.2 A teacher entering a Delaware public school through the Teach For America program shall complete the two hundred (200) hours of pre-service training provided by Teach for America; or
- 4.2.3 A teacher entering a Delaware public school through a teacher residency program shall complete a minimum of one hundred and twenty (120) hours of pre-service training provided by the approved teacher residency program; and
- 4.3 ~~Require a one year, full time practicum experience which includes a period of intensive on-the-job mentoring and supervision beginning the first day in which the candidate assumes full responsibility for a classroom and continuing for a period of thirty (30) weeks~~ period of intensive on-the-job supervision beginning the first day on which the teacher participating in the program assumes full responsibility for a classroom and continuing for a period of at least 10 weeks.
- 4.3.1 During the period of intensive on-the-job supervision, the teacher shall participate in the state-approved mentoring program.
- 4.3.2 At the end of the period of intensive on-the-job supervision, the teacher shall be observed and formally evaluated by certified evaluators using DPAS II or a state-approved alternative educator evaluation system. The teacher shall receive a formal written progress report from the certified evaluators.
- 4.4 Require an additional period of continued supervision and evaluation for a period of no less than 20 weeks.
- 4.4.1 During the period of continued supervision, the teacher shall:
  - 4.4.1.1 participate in the state-approved mentoring program; and
  - 4.4.1.2 be provided opportunities to observe the teaching of experienced colleagues; and
  - 4.4.1.3 be observed formally and evaluated by school administration at least twice using DPAS II or a state-approved alternative educator evaluation system.
  - 4.4.1.3.1 No more than 2 months shall pass without a formal observation.
- 4.4.5 ~~Require seminars on teaching that provide Alternative Routes to Licensure and Certification teachers with~~ Provide approximately 200 instructional (clock) hours clock hours of formal instruction or equivalent professional development during the first year of their teaching assignment and during an intensive seminar the following summer the time periods specified in subsections 4.2, 4.3, and 4.4 of this regulation. Content shall include curriculum, student development and learning at all levels, and the classroom and the school, as required in 14 **Del.C.** §1261.
- 4.5.6 ~~Receive any required approvals under the Department's regulation 14~~ **DE Admin. Code 290** Approval of Educator Preparation Programs.

**13 DE Reg. 642 (11/01/09)**

## **5.0 Mentoring Support**

Mentoring support shall be carried out in accordance with 14 **DE Admin. Code** 1503. No mentor shall participate in any way in decisions which might have a bearing on the licensure, certification or employment of teachers participating in an Alternative Routes for Teacher Licensure and Certification Program.

**13 DE Reg. 642 (11/01/09)**

## **6.0 Supervision and Evaluation**

~~Teachers enrolled in an Alternative Routes for Teacher Licensure and Certification Program shall be observed and formally evaluated by a certified evaluator using the state approved evaluation system at least once during the first ten (10) weeks in the classroom, and a minimum of two (2) additional times within the next twenty (20) weeks. Evaluations shall be no more than two (2) months apart.~~

**13 DE Reg. 642 (11/01/09)**

## **7.06.0 Recommendation for Licensure and Certification**

- 6.1 Upon completion of an Alternative Routes for Teacher Licensure and Certification Program, the certified evaluator shall prepare a summative evaluation report for the teacher participating in the Program.
  - 6.1.1 The evaluation report shall include a recommendation as to whether or not ~~a license shall~~ the appropriate license and standard certificate or certificates should be issued.
  - 6.1.2 The evaluation report and license recommendation shall be submitted directly to the Department.
  - 6.1.3 A copy of the evaluation report and license recommendation ~~should~~ shall be issued to the ~~candidate~~ teacher twenty (20) days before submission to the Department.

13 DE Reg. 642 (11/01/09)

#### **8.07.0 Issuance of License Recommendation of "Approved"**

If the evaluation report recommends ~~approval of the candidate for licensure~~ that the appropriate license and standard certificate or certificates be issued, provided the ~~candidate teacher~~ is otherwise qualified, the Department shall issue an Initial License valid for the balance of the three (3) year term, if the ~~participant teacher~~ has completed the Program in less than three (3) years, or a Continuing License, if the three (3) year term of the Initial License has expired, and shall issue the appropriate Standard Certificate or Certificates.

~~Candidates who receive a recommendation of 'disapproved' shall not be issued an Initial License and Standard Certificate by the Department, and may not continue in an Alternative Routes for Licensure and Certification Program.~~

13 DE Reg. 642 (11/01/09)

#### **9.08.0 Recommendation of "Disapproved"**

8.1 Teachers who receive a recommendation of "disapproved" shall not be issued the appropriate license and standard certificate or certificates and may not continue in an Alternative Routes for Teacher Licensure and Certification Program.

8.1.1 ~~Candidates who receive a recommendation of "disapproved"~~ The teacher may petition the Department for approval of additional opportunities to participate in an Alternative Routes for Teacher Licensure and Certification Program.

8.1.2 Within fifteen (15) days of receipt of the evaluation report and the certification recommendation, a ~~candidate teacher~~ disagreeing with the recommendation may submit to the ~~evaluator~~ certified evaluators written materials documenting the reasons that the ~~candidate teacher~~ believes a license should be awarded. The ~~evaluator~~ certified evaluators shall forward all documentation submitted by the ~~candidate teacher~~, along with the evaluation report and recommendation concerning licensure and certification to the ~~Secretary of Education Department~~. The Secretary or his or her designee shall review the evaluation report, the licensure and certification recommendation, and any documentation supplied by the ~~candidate teacher~~ and make a determination with respect to licensure and certification.

13 DE Reg. 642 (11/01/09)

#### **10.09.0 Right to a Hearing**

A teacher participating in an Alternative Routes for Teacher Licensure and Certification Program who is denied a license and certificate or additional opportunities to participate in the Alternative Routes for Teacher Licensure and Certification Program may appeal the Secretary's or Secretary's designee's decision, and is entitled to a full and fair hearing before the Standards Board. Hearings shall be conducted in accordance with the Standard Board's Hearing Procedures and Rules.

13 DE Reg. 642 (11/01/09)

#### **11.01.0 Program Evaluation**

Those responsible for Alternative Routes to Certification Programs approved by the ~~Standards Board and the State Board Secretary~~ shall develop a program evaluation process. The focus of the program evaluation shall be to demonstrate the degree to which teachers who complete the program are effective in the classroom.

7 DE Reg. 161 (08/01/03)

13 DE Reg. 642 (11/01/09)

#### **12.01.0 Approval of Alternative Routes Programs**

The Secretary may approve for implementation Alternative Routes to Teacher Licensure and Certification Programs, provided the programs meet the minimum criteria set forth in this regulation and in any applicable laws.

7 DE Reg. 161 (08/01/03)

9 DE Reg. 971 (12/01/05)

13 DE Reg. 642 (11/01/09)

Renumbered effective 06/01/07 - see Conversion Table

20 DE Reg. 872 (05/01/17) (Prop.)