Early Childhood Teaching Policies

Outline

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- **Overview of Proposed Policies**
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Support All Teachers To Be Excellent

Addressing Differences in Supports for Teachers

Issue: Teachers do not have equitable access to training, tools, feedback, and coaching.

Teachers are the most critical factor in achieving high-quality outcomes for children.
Louisiana should unify and strengthen systems so children have access to teachers who:

1. **Are Prepared**
   - *Have education and experience needed to teach young children*
2. **Are Professional Educators**
   - *Have time and support to set goals, plan daily activities and instruction, and adjust teaching based on ongoing assessment of children's progress*
3. **Are Continually Improving**
   - *Receive ongoing feedback and coaching on interactions and instruction*
4. **Are Rewarded for Quality Teaching**

	Child Care	Head Start	PreK
Credential	None	50% - BA Degree, Others AA	BA Degree, Certified
Training, Tools and Support	Varies by center with limited access to statewide resources	Training, *CLASS* observations and tools, and assistance from program and region	Training, teacher observations and tools, and assistance from district and state
Average Compensation	75% earn < $20,000/yr($10/hr) No benefits	~$26,000/year Some benefits	~$39,000/year Full benefits

Background on Stakeholder Collaboration

Shared Responsibility

- Prepare birth-to-kindergarten teachers who are effective at supporting the learning and development of children

Shared Challenges

- *Smooth pathways do not exist between two- and four-year programs for birth-to-kindergarten educators*
- *Pre-K teachers must have a baccalaureate degree; Head Start requires at least a Child Development Associate credential; and child care teachers have no preparation requirements*

What We Have Accomplished

- LDE and BOR created a workgroup composed of 50+ professionals who identified stackable courses for birth-to-kindergarten pathways that would lead to a certificate (e.g., CDA), associate degree, and baccalaureate degree
- Two additional workgroups have met to (1) identify elements of online birth-to-kindergarten degrees to be offered by two- and four-year institutions and (2) create birth-to-kindergarten course syllabi to address state/national standards

Development of Aligned Pathways

Louisiana will build a step-by-step pathway to support early childhood teachers to build skills while ensuring that the credentials are stackable.

BoR Degree Designations	Degree Subject Areas (Major)	Early Childhood Credit Hours	General Education Credit Hours	Other Credit Hours
Technical Competency Area (TCA)	Child Development Credential	9 (Courses 1-3)	0	0
Certificate of Technical Studies (CTS)	Birth to Kindergarten Assistant	30 (Courses 1-10)	0	0
Associate of Science (AS)	Birth to Kindergarten Associate	30 (Courses 1-10)	30	0
Bachelor of Science Degree (BS)	Birth to Kindergarten Education Concentration: Birth to Kindergarten Teacher	66 (Courses 1-10 plus additional courses)	39 (3 additional courses beyond AS)	15 (5 courses)

Enables teacher to obtain Ancillary Teaching Certificate

http://regents.louisiana.gov/academic-affairs/teacher-education-initiatives/birth-to-kindergarten-pathway/

Summary of Proposed Teaching Policies

By unifying expectations for teacher credentials, Louisiana helps professionalize the workforce and ensure teachers develop and refine their skills at quality prep programs.

1. **Maintain BA Degree AND teaching certificate requirement for teachers in public and nonpublic PreK for four-year-olds**

2. **Establish new Ancillary Teaching Certificate as a minimum expectation**
   - *Base on Child Development Associate (CDA) credential or higher*
   - *Starting in 2019, require that all lead child care teachers in licensed, publicly-funded programs have an Ancillary Teaching Certificate or higher*

3. **Create new Birth to Kindergarten BA field of study and teaching certificate**
   - *Enables specialization in development and education of younger children*
   - *Courses align with Ancillary Teaching Certificate so teachers can stack courses*

4. **Support teachers to pursue credentials and reward performance**
   - *Ensure higher education and alternate providers in Louisiana offer coursework that helps teachers be successful in the classroom*
   - *Increase scholarship program from $500K to $5M and prioritize publicly-funded teachers*
   - *Strengthen School Readiness Tax Credits and link to report cards after 2015-16 learning year*

Policies do <u>not</u> affect teaching requirements for non-publicly-funded programs (Type I or Type II)

Proposal for Ancillary Teaching Certificate

Teachers with Early Childhood Ancillary Certificate will meet national standards for Child Development Associate credential or higher.

- CDA credential requires:
  - *120 coursework hours*
  - *Objective testing*
  - *Teacher portfolio*
  - *Observation and reflection in a classroom environment by a CDA Professional Development Specialist*
  - *Have or are working towards a High School diploma or GED, or enrolled in vocational program with a minimum of 480 hours experience working with children of the age group in which the CDA is sought*
- Courses required for Ancillary Certificate may be applied to B2K Bachelor Degree
- AA Degree in Early Childhood or related field <u>or</u> Bachelor Degree also qualifies
- Renewal will be based on employer request <u>and</u> documentation of CDA renewal <u>or</u> training requirement and work experience

Policy revisions:

- Addition of new section to Bulletin 746 (Chapter 3)
- Minor changes to Bulletin 996; provider approval process begins Spring 2015

Ancillary Certificate required for all lead teachers in Type III centers by 2019

Ancillary Teaching Certificate: How It Will Work

Teachers will easily submit credential or degree to LDE and receive certificate. No fees will be charged by LDE.

**After January 1, 2018, candidates must use a BESE-approved CDA preparation provider to ensure they are fully prepared to be successful in the classroom*

Ancillary Teaching Certificate: Components of a CDA

Required CDA Components:

- Have or are working towards a **High School diploma or GED**
- **120 coursework hours**
  - *Coursework must be across 8 designated subject areas*
- **480 hours of professional work experience** with age group for CDA
- **Family Questionnaires** completed by families of children during work experience
- **Teacher Portfolio** with proof of coursework, family questionnaires, reflection on questionnaires, six reflective statements of competence, and professional philosophy statement
- Complete and pass **objective test on child development**
  - *CDA exam at a PearsonVUE Center*
- **Observation** in a classroom environment by a CDA professional development specialist
  - *Reflective dialogue (minimum of one hour) following visit to discuss observation and professional portfolio*
  - *CDA professional development specialists are regionally located and approved by National Council*
  - *CDA candidate locates and contacts PD specialist to arrange visit and feedback*

Ancillary Teaching Certificate: Why BESE Approval Matters

Quality of CDA preparation will be ensured through BESE program approval process.

Direct Authority:

- BESE will approve ancillary certificate providers, including higher education and private providers (e.g., Resource and Referral programs)
- BESE will ensure that programs in Louisiana provide high quality coursework that aligns with unified early childhood network and related policies
- BESE will ensure programs enable candidates to participate in meaningful work experience and receive feedback to be fully prepared for observations

Aligned Incentives:

- Providers will be encouraged to seek BESE approval to:
  - Increase publicity
  - Open student access to scholarships; and
  - Provide opportunity to apply for Believe and Prepare support

Proposal for Birth to Kindergarten Certificate

Based on a new Birth to Kindergarten Bachelor Degree to prepare teachers to be more effective in supporting the learning and development of young children.

Improved pipeline of training for birth to kindergarten teachers:

- Bachelor Degree for teachers working with children ages birth to kindergarten
- Campuses offering B2K Bachelor Degree will offer courses aligned with EC Report Cards
- First three courses will meet the coursework requirements for CDA
- Renewal will be based on recommendation by employer and satisfactory evaluation, similar to other teaching certificates
- Candidates will have to pass early childhood content and pedagogy exams

Policy revisions:

- Addition of new section to Bulletin 746 (Chapter 2)
- No changes to Bulletin 996; Program approval process beginning Spring 2015

Ensure Teaching Flexibility across Birth – 3rd Grade Spectrum

State will establish easy, simple and no-cost mechanism(s) by which teachers certified in elementary or early childhood can teach across the Birth – 3rd grade spectrum

If you have a PreK-3, elementary, or Early Interventionist Certificate → Obtain endorsement to get Birth to Kindergarten (B2K) certification:

1. Apply for an Extended Endorsement License (EEL)
2. After one year of teaching and employer approval based on a satisfactory annual evaluation, teachers will become B2K certified

- No application fee to add the Birth to Kindergarten Certificate

If you receive a B2K (starting in 2019) → Obtain endorsement to add PreK-3 certification:

1. Apply for Endorsement which requires:
   - Passing score for elementary content exam **AND**
   - 9 semester hours of reading coursework or passing score for reading teaching exam

- No application fee to add the PreK-3 Certificate

Policy Changes Needed:

- Minor changes to Bulletin 746 (Chapter 6)

Implementing Ancillary Certificate: Supports for Teachers

State will support teachers seeking to meet the requirement for Ancillary Certificate through scholarships, tax credits and easier access to quality CDA coursework providers

Obtaining a CDA in Louisiana costs ~$1,500 (3 courses tuition ~ $1,000 and $450 CDA fee)

Scholarships

- State currently offers scholarships through CCDF for tuition and CDA costs
  - Currently at $570K per year, could consider adding up to $5M over four years
- Limited to teachers attending BESE-approved ancillary certificate providers

Believe and Prepare: Early Childhood

- Fund community networks, providers and preparation programs to create innovative approaches to readying early childhood teachers for success
- Will prepare teachers to obtain CDA and be successful in Community Network Pilot classrooms

School Readiness Tax Credits

- Immediate Impact: All teachers at two-star centers and above, who work for 6 months, are eligible for $1,537 tax credit
- Higher tax credits available to teachers as they raise their professional credential

Implementation Timeline