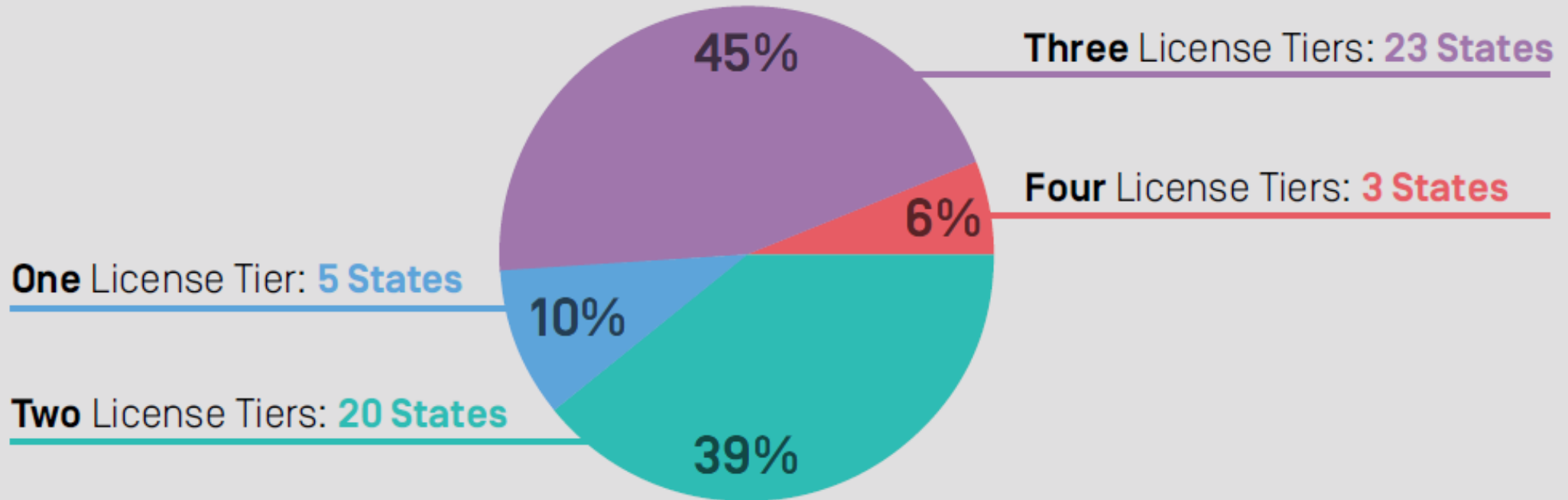


How States Should Rethink Relicensure Policies to Attract, Engage, and Retain Teachers

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September 27, 2018

STATE TEACHER LICENSURE POLICY: Number of License “Tiers”



STATE TEACHER LICENSURE POLICY:

Types of License Tiers

Initial License

- Provided to fully-credentialed entry-level teachers prior to being issued a standard or professional license

Standard License

- Provided after completing any required provisional/initial licensure period

Advanced License

- Earned by completing a series of requirements above and beyond those associated with the standard license
 - Frequently confer additional distinction, benefits (e.g., pay) and/or responsibilities (e.g., mentoring, instructional leadership roles)

MUCH OF TEACHER SHORTAGE FOCUS HAS BEEN ON INITIAL LICENSURE

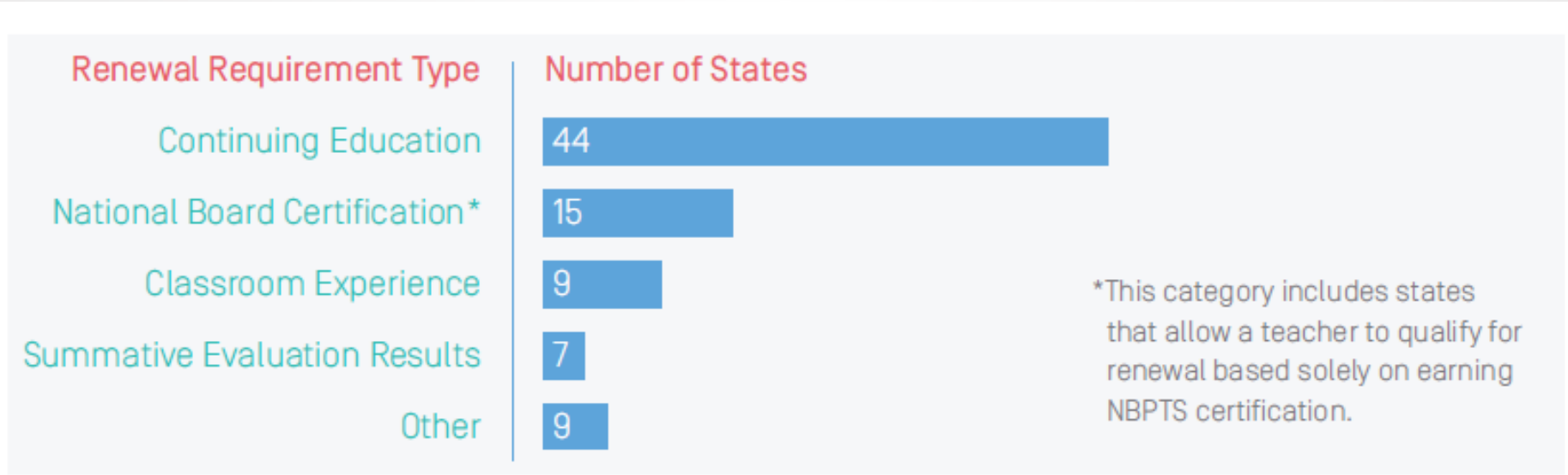
- Debates rage on about how to find the right balance between access, quality, and diversity with initial licensure process



- But states' requirements for teachers to renew their *standard* license have been largely ignored

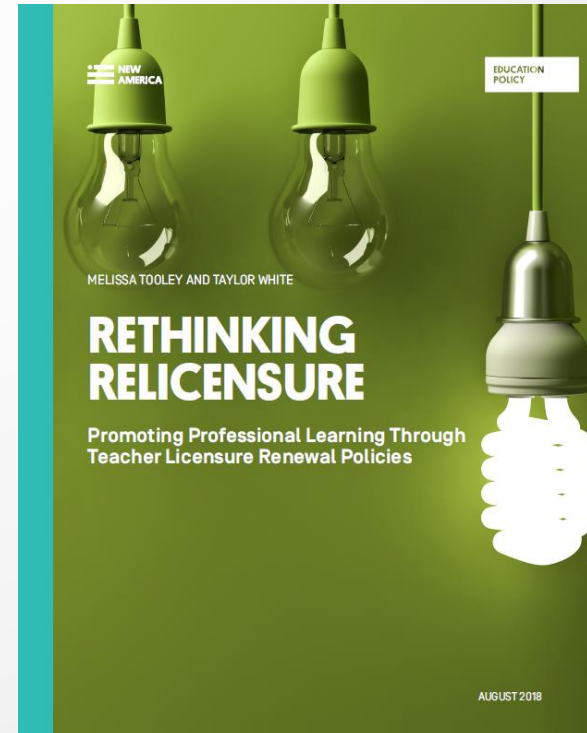
STANDARD TEACHER LICENSE RENEWAL

- Purpose of renewing “standard” license rarely explicitly stated
- Requirements largely focus on continuing education



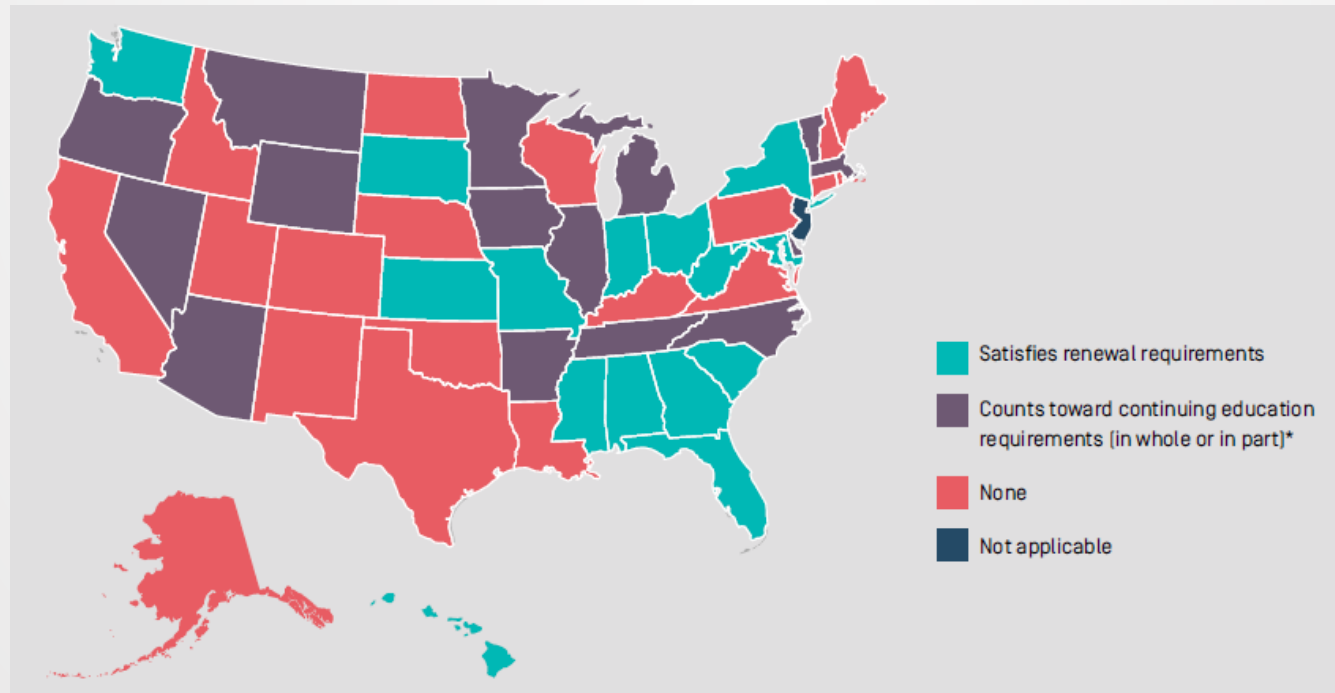
RETHINKING RELICENSURE TO ADDRESS TEACHER SHORTAGES

- Rethinking the teacher relicensure process gives states an opportunity to address key elements of the teacher shortage by increasing:
 - Teacher Engagement
 - Professional Growth
 - Advancement Opportunities



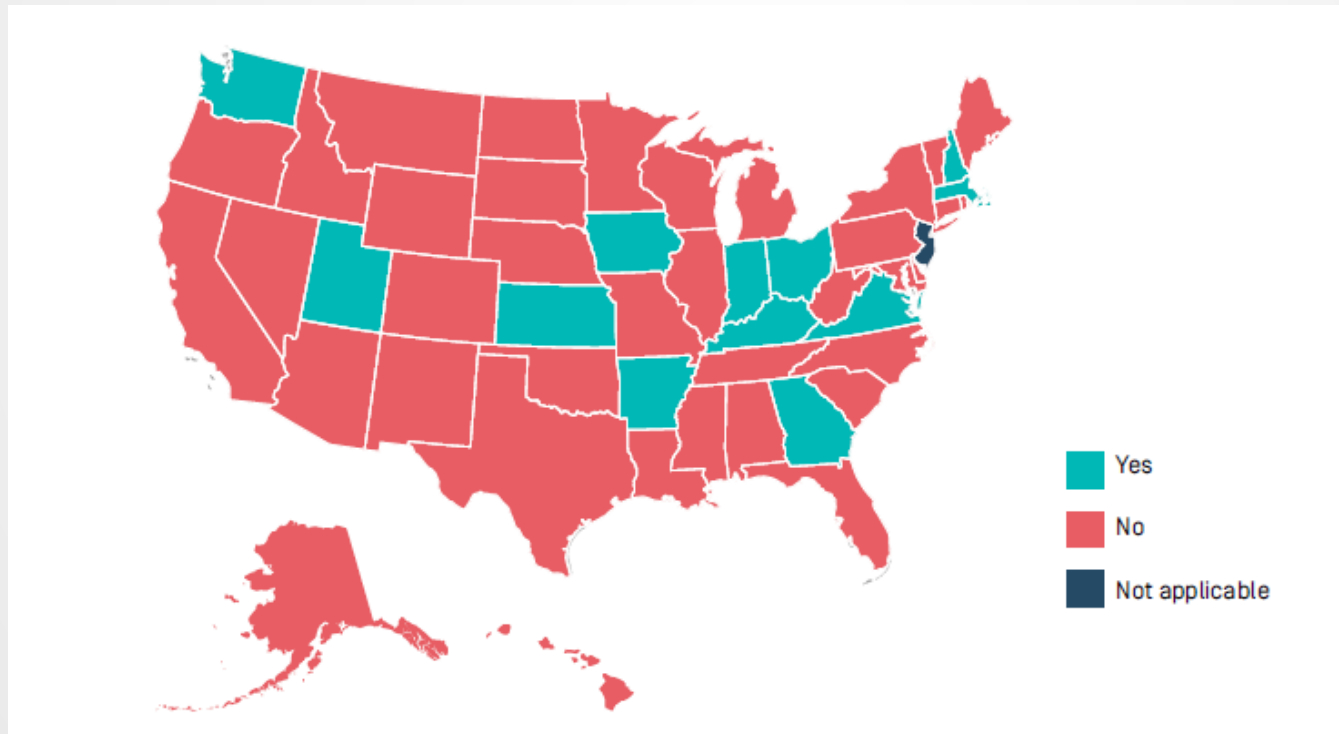
RETHINKING RELICENSURE: National Board Certification

- 28 states allow teachers who engage in the National Board of Professional Teaching Standards' rigorous certification process to count it toward standard license renewal



RETHINKING RELICENSURE: PROFESSIONAL GROWTH PLANS (PGPs)

- Currently, 12 states incorporate PGPs as part of the standard teacher relicensure process



RETHINKING RELICENSURE: PROFESSIONAL GROWTH PLANS (PGPs)

- With a few exceptions, PGPs as part of relicensure are currently promoting professional growth “in name only.”
 - Most state policies still focused on counting credits or time spent rather than ensuring a coherent set of professional learning activities or assessing ongoing professional growth
- But re-envisioned, PGPs could function as “National Board certification-lite” and bring many of the best practices teachers find rewarding and impactful about the National Board process to all teachers

RELICENSURE RECOMMENDATIONS FOR STATES

“Replace systems that allow teachers to renew their standard licenses through time-oriented measures with approaches that more directly measure whether professional learning and growth have occurred”

- Rethinking Relicensure

RELICENSURE RECOMMENDATIONS FOR STATES

- 1) Ensure teachers choose professional learning based on demonstrated needs for growth**
- 2) Invest in implementation capacity, particularly around the assessment of meaningful professional learning**
- 3) Explore incentives to promote meaningful professional growth for all teachers**
- 4) Reduce duplication and ensure coherence throughout state systems that incorporate educator development**
- 5) Develop data systems to evaluate the relevance and impact of professional development at a more macro level**

Download *Rethinking Relicensure* for more details:

<https://www.newamerica.org/education-policy/policy-papers/rethinking-relicensure/>

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