ODE UPDATES

- CENTER FOR TEACHING, LEADING AND LEARNING

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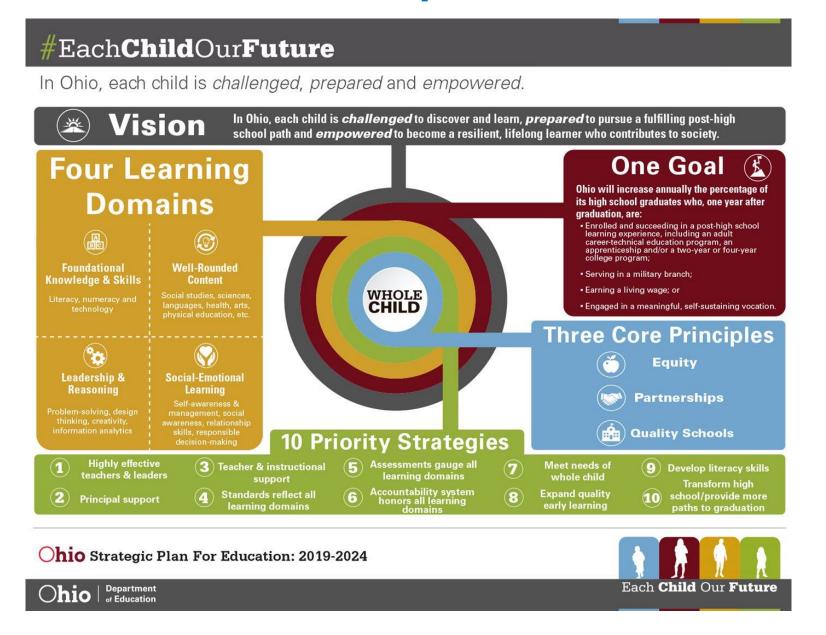
Ohio | Department of Education

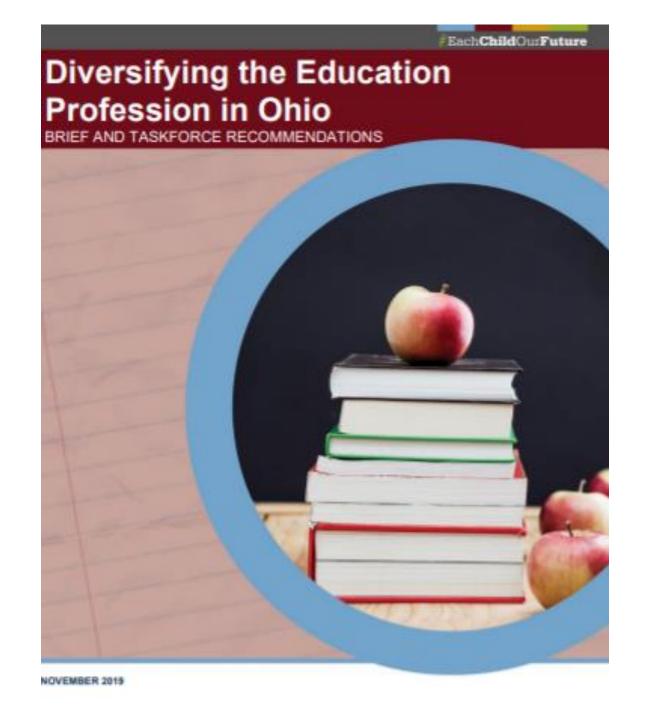# CENTER FOR TEACHING, LEADING AND LEARNING
Carolyn Everidge-Frey, *Executive Director*

- Office of Approaches to Teaching and Professional Learning
- Office of Educator Effectiveness
- Office of Educator Licensure
- Office of Learning and Instructional Strategies
- Office of Career Technical Education
- Office of Professional Conduct
- Office of Graduate Success

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OFFICE OF EDUCATOR EFFECTIVENESS
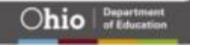
Yenetta Harper, *Director*

Brief and Recommendations

2019 Diversifying the Education Profession in Ohio Taskforce

GAP 1 – Attracting individuals to the field of education

GAP 2 – Preparing and Retaining Individuals in the field of education

GAP 3 – Empowering Change

DIVERSIFYING THE EDUCATION PROFESSION TASKFORCE RECOMMENDATIONS:

1) Attract more individuals to the field of education
   - **Expand local "grow your own" programs "EdRising Ohio"**
   - **Brand the education profession "I educate Ohio"**

2) Prepare and retain more individuals of color in the field of education
   - **Create mentoring and induction tools, materials and supports specific for educators of color "Conversation Guide"**

3) Empower change
   - **Provide more "equity and diversity labs" regional sessions**
   - **Create a new Equity Gap Analysis Tool "EGAT"**

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"GROW YOUR OWN" LOCAL PROGRAMS

📖   Districts are encouraged to design and support a local "Grow Your Own" program that puts K-12 students on a trajectory to consider teaching as a career

📖   Districts partner with Educator Preparation Programs (EPPs)

📖   EPPs support a district's Educators Rising chapter by offering a special on-site or virtual "campus visit for future educators"

📖   EPPs support second career options for Paraprofessionals by coordinating with the district the coursework paraprofessionals need to complete an educator preparation program

I EDUCATE OHIO

I educate.

Celebrate, elevate, recruit and diversify.

Celebrate

Elevate

Recruit

Diversify

✓ Join us in branding Education in Ohio

The Power of Teacher Diversity:
Fostering Inclusive Conversations Through Mentoring

September 2021

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CCNETWORK
Comprehensive Center Network

REGION 8
Indiana
Michigan
Ohio

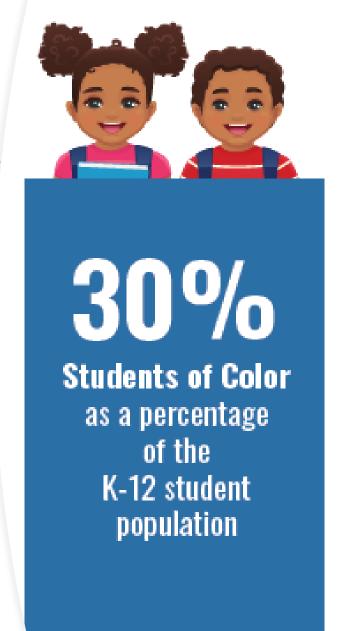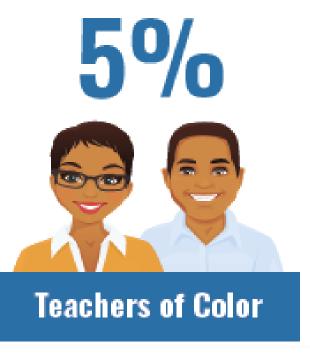# MENTORING FOR DIVERSITY:

A Conversation Guide

A tool that can be used with all educators and all educator candidates to start a conversation around the essential question:

Why is a diverse educator workforce important for Ohio?

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Students benefit from an effective and diverse educator workforce!

30%
Students of Color
as a percentage
of the
K-12 student
population

5%
Teachers of Color

Source: Ohio Student and Teacher Data
Ohio Department of Education, 2017

Fostering conversations around diversity is beneficial for <u>all</u> educators, and potentially more beneficial for new teachers.

The *Guide* leads participants to start a conversation around these three pseudo teachers: John, Maria, Lakisha

- First year teachers often feel isolated
- Teachers of Color and LGBTQ+ teachers are more susceptible to isolation
- Teachers who are perceived by their colleagues as *different* struggle to find their place in the school culture

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John

John was born and raised in a large metro area in Ohio. He is a 23-year-old, openly gay white man. John attended a large public university, where he majored in music and philosophy. He now plays guitar in a local band and writes his own music. In middle school, he was diagnosed with dyslexia and ADHD.

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Maria

Maria was born and raised in a suburb of a major metro area in Ohio. She is a 23-year-old woman with a Hispanic background. She attended a small private college in Ohio and speaks Spanish fluently. Maria has several food allergies and during college was a member of a local nonprofit organization supporting organic farming and non-GMO agricultural products.

"Women in Tech – 69" by wocintechchat.com is licensed under a Creative Commons Attribution 2.0 Generic (CC BY 2.0) license.

Lakisha

Lakisha was born and raised in a small town in Southern Ohio. She is a 23-year-old who identifies as African American and Asian American. Raised as a Muslim, Lakisha attended a small progressive college and performed in several plays while in high school and college.

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THE *GUIDE* HAS ACTION ITEMS THAT STRUCTURE A CONVERSATION AROUND JOHN, MARIA AND LATISHA

PRE-READING QUESTION(S): Questions that draw connections between what you already know and understand before reading new content about mentoring for diversity in the teacher workforce

CONTENT: A summary highlighting relevant research and case studies related to mentoring and induction for teachers from diverse backgrounds

PRACTICE SCENARIO: A hypothetical scenario reflecting real profiles of Ohio teachers (to be used to explore what new teachers from diverse backgrounds experience and how mentoring can support them)

REFLECTION ACTIVITY: Reflection on the practice scenario motivated by a question or prompt

REAL TALK FOR MENTORS: A series of practical things a mentor could do or say to help in mentoring teachers from diverse backgrounds

FINAL REFLECTION: A thoughtful review, guided by questions and prompts, of what you have learned from the conversation guide (keep in mind that good mentors are reflective mentors)

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EXPLORE THE CONVERSATION *GUIDE* WITH YOUR EDUCATOR CANDIDATES

Link:

https://region8cc.org/resource/power-teacher-diversity-fostering-inclusive-conversations-through-mentoring

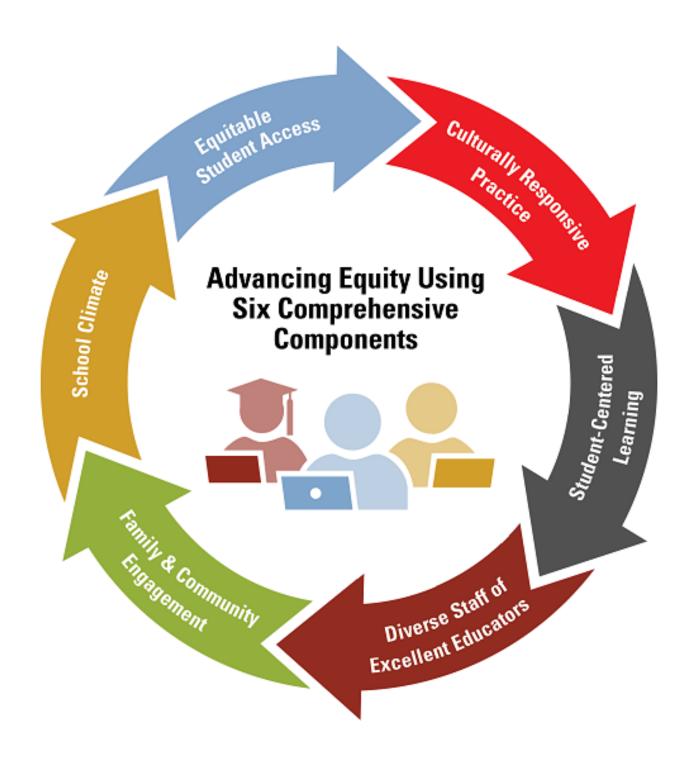# Equity Gap Analysis Tool (EGAT) for School Leaders and Districts

Need for thorough tool to evaluate equity

Developed in Partnership with Westat

Several districts participated in the development process
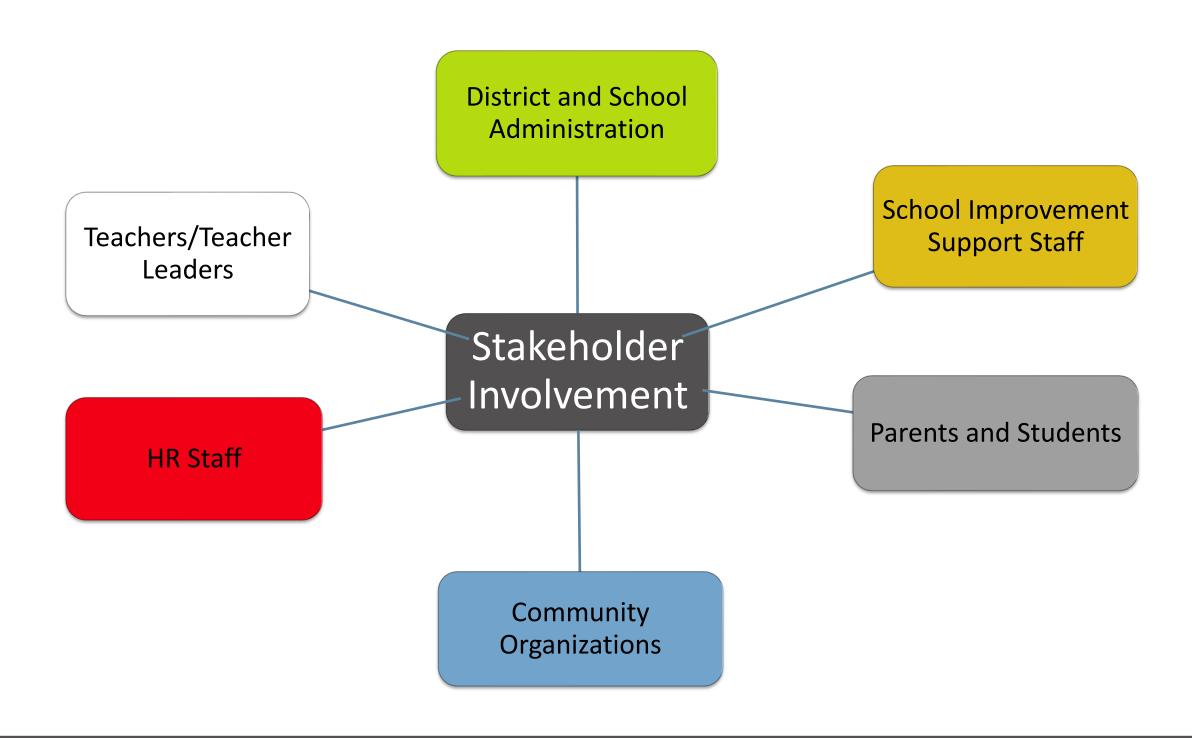
District Self-assessment tool for school leaders to complete

Tool is built around six components of educational equity

SIX COMPONENTS OF EDUCATIONAL EQUITY

1. Culturally Responsive Practice
2. Student-Centered Learning
3. Diverse Staff of Excellent Educators
4. Family & Community Engagement
5. School Climate
6. Equitable Student Access

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Home > Equity in Education > Advancing Academic Excellence for All: Equity Gap Analysis Tool

Contact Information

For questions, please contact equity@education.ohio.gov

Advancing Academic Excellence for All: Equity Gap Analysis Tool

Ohio's Strategic Plan for Education, *Each Child, Our Future*, reflects the state's commitment to creating the learning conditions that ensure each child acquires the knowledge and skills needed to be successful. To reach this goal, equity in education must be a focal point. In an equitable education system each child has access to relevant and challenging academic experiences and educational resources necessary for success across race, gender, ethnicity, language, disability, family background, income and any other differentiating factors.

The *Advancing Academic Excellence for All: Equity Gap Analysis Tool* was developed in partnership with Westat, a research company who focuses on improving outcomes in health, education, social policy, and transportation. Westat has done extensive work around equity in education, including the publication of The Educator Equity Resource Tool: A Guide for America's Schools. Local districts from around Ohio, including Akron City, Chillicothe City, Fairfield City and Hilliard City, contributed to the development process of this Gap Analysis Tool through focus groups and prototyping. Feedback from these districts helped refine the tool and make it accessible to all districts and schools throughout Ohio.

The Equity Gap Analysis Tool is designed to assist educators, individually or in groups, in assessing the state of equity at the school and district level. This equity gap analysis highlights six components of comprehensive educational equity (fiscal equity is embedded within each component):

DOWNLOAD TOOL HERE 📄

Directions for using a fillable PDF

In the tool, each equity component is addressed in one section. Each section begins with a concept framing statement to explain its purpose. Each section also includes a table that lists indicators that capture practices that reflect effective and successful implementation of a comprehensive approach to advance educational equity variety for the component.

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OHIO RESIDENT EDUCATOR PROGRAM

- House Bill 442 changed the Resident Educator License to a **two-year license.** (Beginning in 2023)

- The Alternative Resident Educator License will remain a **four-year license**.

- House Bill 442 changed the Resident Educator Program to a **two-year program.** (Beginning in 2023)

- Resident Educators will continue to be required to successfully complete mentoring and the teacher performance assessment (RESA).

Ohio Resident Educator Program 4-year Program (Current)

Ohio Resident Educator Program 2-year Program (Begins SY23-24)

Timeline: Development of the 2-year Ohio Resident Educator Program

September 2021 through December 2021

- ODE will convene a workgroup (N=35-40) to propose a 2-year RE Program
- Members of the Workgroup will include:
    - Resident Educators, Mentors, Program Coordinators, Facilitators
    - HR staff, Principals and Superintendents
    - Higher Education Faculty
    - ODE and ODHE Staff

January 2022 through June 2022

- Proposal to receive Public Comment and Feedback
- Workgroup to reconvene to evaluate Feedback received and amend the proposal if necessary
- Proposal to be reviewed by the Educator Standards Board
- Proposal presented to the State Board and the Chancellor for approval

August through December 2022

- Develop FAQs and ODE Webpage Materials
- Begin process to update OAC rules
- Develop Training Materials

January through June 2023

- Trainings offered to PCs and Mentors
- Schools/Districts to update their local RE Program Policies and Procedures

School Year 2023 - 2024

New 2-year Ohio Resident Educator Program Begins

OHIO ASSESSMENTS FOR EDUCATORS (OAE)

- New Licensure Assessments are being validated, reviewed for bias, and undergoing standard setting during Fall 2021 and Spring 2022

- New Assessments will be available in Spring 2023 *(if we stay on schedule and subject to SBOE approval)*

Primary P-5

Intervention Specialist Primary P-5

Assessment of Professional Knowledge P-5

School Treasurer

SPECIAL EDUCATION INDICATOR TARGET SETTING

Stakeholders who serve or have a connection to students with disabilities can provide input on Ohio's next series of targets for the federal special education indicators until October 29

Special Education Indicator Target Setting | Ohio Department of Education

Ohio | Department of Education

OFFICE OF EDUCATOR LICENSURE

Thomas Mcgee, *Director*

Educator Licensure Updates

Resident Educator Licensure

Substitute Teaching Licenses

New Credentials

Office Resources

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Two-Year Resident Educator License

- Available starting with the 2023-2024 school year

- Four-Year Resident Educator Licenses will continue to be issued until that time

- Available to advance upon completion of the Resident Educator Program

Substitute Teaching Licenses

Short-Term and Long-Term Substitute Licenses

- No longer issued
- Valid through their expiration
- Valid in the same manner as before the statutory change

New Substitute Teaching Licenses

Substitute Multi-Age PreK-12

- *Education Degree – Unlimited*
- Academic content area teaching fields
- *General Substitute*

Substitute Career-Technical Workforce Development

- Career-Technical Workforce Development teaching fields

Temporary Non-Bachelor Substitute Licenses

- The legislature has extended, for the 2021-2022 school year only, the ability to hire an individual without a bachelor's degree to serve in the role of a substitute teacher.

- Applicants must meet the district determined educational requirements, complete the background check process, and submit an application for a Temporary Non-Bachelor Substitute Teaching License.

- Local Educator Preparation Programs are potential partners for the recruitment of substitute teachers under this license.
    - The Ohio Department of Higher Education Program Finder

New Credentials

- Primary PreK-5
- Primary Intervention Specialist PreK-5
- Pupil Services Registrations
- Temporary Active Military Duty License

Primary PreK-5 & Primary Intervention Specialist PreK-5

- Now Available

- Individuals with PreK-3 will continue to maintain that credential

- Last date for issuing PreK-3 licenses is **June 30, 2024**

- 4/5 Generalist will continue to be offered for those holding a PreK-3

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Pupil Services Registrations

- Audiology

- Speech-Language Pathology

- Social Work

- Nursing

- Occupational Therapy and Occupational Therapy Assistant

- Physical Therapy and Physical Therapy Assistant

Pupil Services Registrations

- Must hold a Current Professional Board License

- For Nursing Registration, must submit transcript verifying a Bachelor's Degree

- Must complete standard Criminal Background Checks
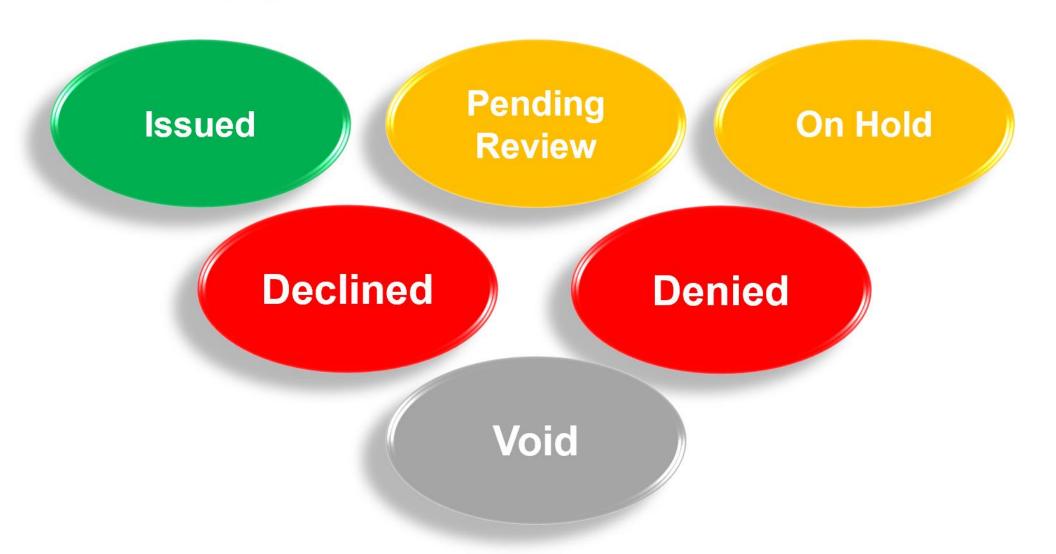
- $150.00 Application Fee

Pupil Services Registrations

- Current Professional Pupil Services Licenses are still available for issuance and renewal

- No longer accepting applications for Substitute Pupil Services licenses

- Valid for five years and renewable

Active Military Duty License

- Must hold a valid educator license in another state

- Must personally be on active duty, or the spouse of a member of the military on active duty

- This license will be issued in the same area as the licensure issued in the other state

- Three-year license with one renewal, no licensure fee

Application Statuses

Issued

Pending Review

On Hold

Declined

Denied

Void

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Educator Licensure Data (2020)

- Number of Applications Received: 139,644
- Number of Licenses Issued: 122,113
- Number of Telephone Calls: 39,586
- Military Fee Waivers Issued: 2,687

Educator Licensure Resources

- [Understanding the Educator Licensure Process](#) – This handout is designed to help educators navigate the licensure process.

- [Educator Licensure Checklists](#) – These checklists are license specific and designed to assist educators with making certain they have completed all the necessary steps and requirements for each individual license.

Questions?

Contact Information

- Carolyn Everidge-Frey

  Carolyn.Everidge-Frey@education.ohio.gov

- Yenetta Harper, Director Office of Educator Effectiveness

  Yenetta.Harper@education.ohio.gov

- Tom McGee, Director Office of Educator Licensure
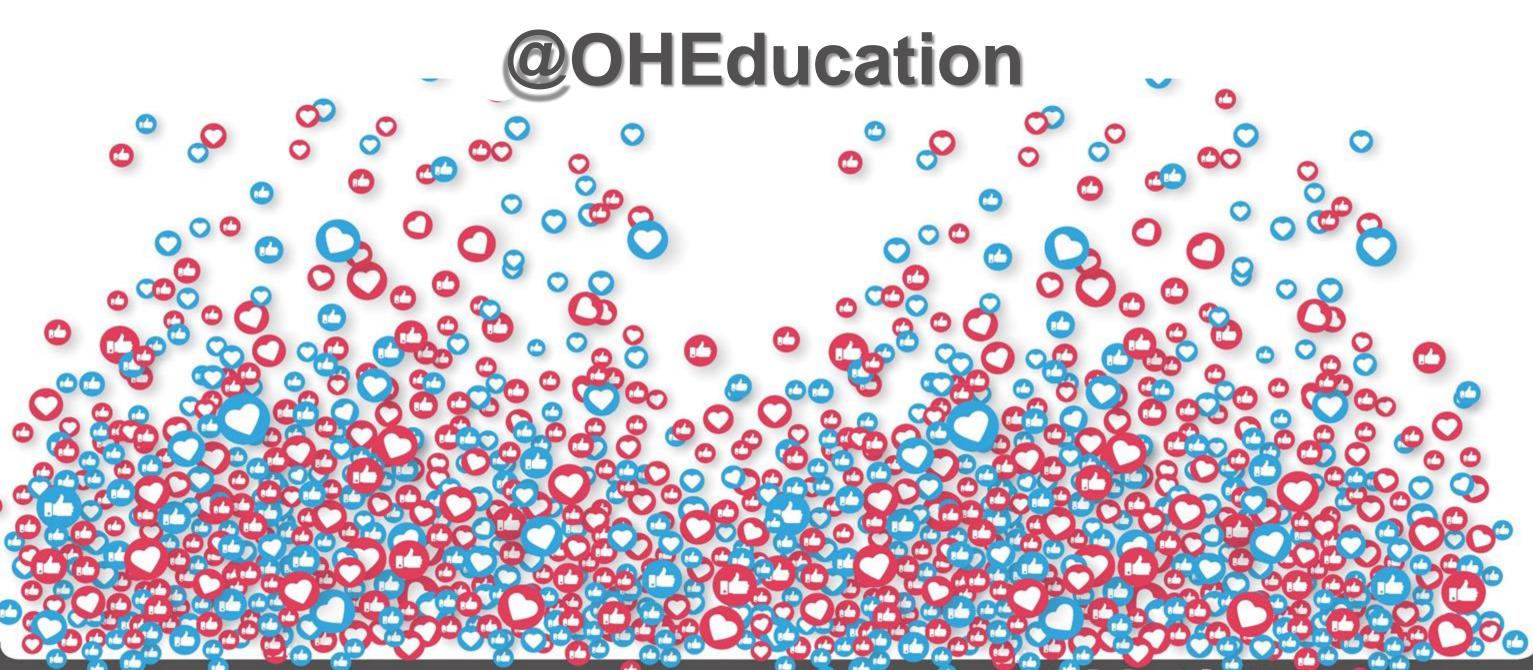
  Thomas.McGee@education.ohio.gov

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