

KENTUCKY SCHOOL UPDATES

TEACHER PREPARATION AND THE EDUCATION PROFESSIONAL STANDARDS BOARD

THE BASICS OF THE LAW

- The mission of Kentucky's Education Professional Standards Board (EPSB) is to ensure a quality educator for every professional public school position through the establishment and enforcement of rigorous, achievable standards for obtaining and maintaining certification. The EPSB is responsible for:
 - ✓ establishing educator training and certification standards for obtaining and maintaining a teaching certificate
 - ✓ setting standards for approving and evaluating educator preparation programs at colleges, universities, and local school districts for teachers and other professional school personnel
 - ✓ issuing, renewing, suspending, and revoking the certificates of professional school personnel
 - ✓ maintaining data and submitting reports on trends in teacher certification and employment developing guidelines and investigating reports of educator misconduct on the part of teachers and administrators; board members must receive training (along with their investigators) on educator misconduct
 - ✓ setting policies for alternative training programs; providing programs resulting in certification for experts and professionals who have college but not education degrees to become classroom teachers and administrators
 - ✓ developing a professional code of ethics as required in KRS 161.028

- Additional responsibilities were legislated in 2000 including **broader responsibility** for educator preparation and professional development including:
 - ✓ setting **accreditation standards** that reflect national standards for colleges of education
 - ✓ **discontinuing approval of colleges of education** that do not meet standards or whose students fail to meet criteria established by the board
 - ✓ conducting an **annual review of diversity** in teacher education programs and providing assistance to schools in addressing diversity
 - ✓ defining information needed to make good policy decisions about the teaching profession **defining out-of-field teaching** for purposes in Kentucky, collecting information on the number of out-of-field teachers and providing that information to the Department of Education
 - ✓ **informing the public** on the status of teaching
 - ✓ creating guidelines for and overseeing **alternative routes to certification** for teachers and administrators
 - ✓ promoting one or more **innovative alternative preparation programs** through a college or university

- The Education Professional **Standards Board**, appointed by the Governor, consists of nine teachers, two school administrators, one representative of local school boards, three representatives of higher education, and two ex officio members—the Commissioner of Education and the President of the Council on Postsecondary Education.
- **Standards for new teachers, experienced teachers, new and experienced counselors, administrators (principals and superintendents) interdisciplinary early childhood education, national environmental education, and safety education** have been established by the Education Professional Standards Board. Work in Kentucky and with a consortium of other states continues in the development of assessments to ensure that teachers and administrators have met these standards. The Interstate School Leaders Licensure Consortium Administrator Standards have been adopted as Kentucky’s standards for administrators.
- In January 1998, colleges and universities began new **performance-based preparation programs** designed to prepare teachers with the knowledge and skills specified in the New Teacher Standards and to achieve Kentucky’s goals for students and schools.
- The Federal No Child Left Behind Law required states to assure that every child has a highly qualified teacher by the end of 2005-06 school year. To be considered highly qualified, a teacher must have:
 - ✓ a bachelor’s degree;
 - ✓ full state certification; and
 - ✓ demonstration of subject matter competency, including one or more of the following:
 - a college major in the subject taught;
 - credits equivalent to a major;
 - a passing grade on a Praxis test in the content area;
 - demonstration that he/she knows the subject through a High, Objective, Uniform State Standard Evaluation (HOUSSE) developed by the state;
 - an advanced certificate from the state; or
 - an advanced degree (master’s or doctorate in the subject).

States are required to determine how many teachers are highly qualified, adopt goals and plans to ensure that each child has a highly qualified teacher, and report their plans and progress to the public.

- To teach in Kentucky schools, teachers must achieve professional certification by successfully completing a college teacher preparation program and a one-year internship. There are seven **alternate routes to certification** which candidates who hold a bachelor’s degree, but who have not completed the necessary teacher education program, can use to become certified. Nearly 90% of all districts have at least one alternative route certified teacher.
 - ✓ **Exceptional work experience (Option 1):** Persons with 10 years or more of exceptional work experience and a bachelor’s degree with a grade point average of 2.5 or higher may be certified as high school teachers in the area of their expertise with Standards Board approval.

- ✓ **Local district training program (Option 2):** Districts work together with colleges or universities to train teachers on the job. Candidates must meet certain qualifications. Jefferson County Public Schools is the only district using this option.
- ✓ **College faculty provision (Option 3):** University or college teachers may receive certification to teach at the high school level if they have a master's or doctoral degree in the subject for which they seek certification and five years of full-time teaching experience.
- ✓ **Adjunct Instructor (Option 4):** A person who has expertise in areas such as music, art, foreign languages, drama, science, and other specialty areas may be employed in a part-time position by a local board of education. Adjunct instructor certification is not considered "full state certification" and does not meet the requirements of the No Child Left Behind Act of 2001.
- ✓ **Veterans of the armed forces option (Option 5):** Veterans honorably discharged after six years or more with a bachelor's degree in the subject to be taught, a grade point average of 2.5 or higher or an advanced degree, and passing scores on subject matter tests, may be certified to teach.
- ✓ **University-based option (Option 6):** The EPSB is authorized to approve alternative route training programs at Kentucky colleges or universities. Approximately 85% of alternate route certifications are via this option. Programs for teachers have been approved at Asbury, Bellarmine University, Campbellsville University, Eastern Kentucky, Georgetown College, Morehead State, Murray State, Northern Kentucky, Spalding University, the University of Kentucky, University of the Cumberlands, the University of Louisville, Union College and Western Kentucky. Northern Kentucky University now has an umbrella program. In addition, Western has a program for alternate routes to principal certification, and Eastern and Murray have alternative programs for principals, superintendents, and other administrators.
- ✓ **University institute option (Option 7):** In 2004, the Kentucky General Assembly approved an additional alternative route to certification that allows persons in a field other than education to teach in elementary, middle, or secondary programs. A candidate receives a one-year Temporary Provisional Certificate, renewable for a maximum of two additional years, with approval of EPSB, and must complete a preparatory institute prior to the issuance of the certificate or during the first year of certification. A Professional Certificate is issued upon the teacher candidate's successful completion of the institute and the internship requirements. Northern Kentucky University is Kentucky's first university to offer this route with two candidates in 2006.




- The **Kentucky Teacher Internship Program (KTIP)** provides support and an assessment for teachers in their first year of teaching. Mentors offer advice, information, and support with an emphasis on professional growth. This process is designed to assist new teachers to reflect on and analyze their teaching to become as effective as possible. All teachers, no matter how they obtain an education, must successfully complete this internship program in order to be certified in Kentucky. The **Kentucky Principal Internship Program (KPIP)** offers a similar support system for new principals and assistant principals. KPIP was reinstated in 2005. Contact EPSB at www.kyepsb.net for more information.
- Stipends are available for resource teachers who mentor teacher interns and cooperating teachers who supervise student teachers. In addition, up to six hours of tuition-free classes may be available for these teachers each year. Check with local universities for information on this program.
- Between 1998-99 and 2005-06, 3,883 teachers received certification through one of Kentucky's alternative certification programs.
- Kentucky teachers are paid based on their level of education and years of experience or rank. Beginning teachers start at Rank III and the highest level and paid teachers are Rank I.
- Teachers maintain certifications by successfully completing continuing education. Within 10 years, teachers must complete a master's degree or an approved "fifth year program." The board has also established a system to ensure high-quality continuing education and allow rank change through planned professional development in place of graduate course work.
- Professional development may be used to replace up to 12 graduate hours in the fifth-year (Rank II) program with university approval. (Within 10 years, teachers must complete a fifth-year program to continue teaching in Kentucky. This can be a master's degree or completion of a certain number of hours of advanced work.) The Experienced Teacher Standards are used as the basis for all fifth-year programs.
- The **Continuing Education Option** for rank change (CEO), based on the Experienced Teacher Standards, is another way teachers can move into Rank I or Rank II. The CEO is a rigorous portfolio and performance-based process that must address student achievement. The CEO utilizes quality job-embedded professional development in a blended learning environment. District-based trainers work online and in bi-monthly meetings with peer cohorts as teachers progress through the 12- to 48-month process. As of December 2005, more than 300 teachers have obtained either a Rank I or Rank II with the CEO program. For more information contact EPSB at: www.kyepsb.net/.

- Kentucky teachers who hold a Rank II teaching certificate and complete the extensive year-long series of performance-based assessments can be certified as a **National Board Certified Teacher (NBCT)** to qualify for Rank I. National Board certification is a one to three year process. In the past, teachers qualified for Rank I with 30 hours of college credit in addition to a master’s degree. EPSB is responsible for overseeing the [Teachers’ National Incentive Trust Fund](#) in accordance with: 16 KAR 1:040. Educators interested in becoming a NBCT can visit: <http://www.nbpts.org>.
- In 2002 the legislature passed a law to **attract and retain good teachers** in Kentucky. Beginning in 2004 it provided a salary increase for teachers equal to the cost-of-living adjustment for state workers. It allows up to five school districts to pilot different pay programs to attract teachers to hard-to-fill positions and encourage people to consider teaching as a profession. It establishes a forgivable loan program to encourage teachers and others to get certification in hard-to-fill areas such as special education. It also requires a study of the effectiveness of teacher and principal internship programs. In 2006 the legislature provided additional funding to raise teacher salaries 2% in 2006-07 and \$3,000 in 2007-08.
- Credentials and certificate status of individual Kentucky teachers is available on the Education Professional Standards Board Web site under **Kentucky Educator’s Certification Inquiry (KECI)**. Visit the website at <http://www.kyepsb.net> and click on “How Do I Check Educator’s Credentials?” This website service is available to the general public at no cost.
- The EPSB may issue a conditional one-year certificate to teacher candidates who fail to meet the PRAXIS exam’s minimum scores for certification. In the past, these candidates frequently have taught under an emergency certificate at the district’s request.
- The EPSB publishes the Kentucky Educator Preparation Program (KEPP) annual report card as required by state law. The Report Card reflects the quality of teacher and administrator preparation programs throughout the Commonwealth on indicators deemed important by the Governor, the General Assembly, the Kentucky Board of Education, higher education, teachers and administrators, parents, the EPSB, and the public-at-large. The reports are available at <http://www.keppreportcard.org/>.
- The EPSB is a partner in a website developed to address the needs of Kentucky educators by providing timely, efficient professional development through online modules designed to enhance professional growth. Teachers and administrators can access much-needed information from home or school, any time, at their convenience. Visit the website at <http://www.KyEducators.org>.
- In 2005, Kentucky had 166 teachers certified by the National Board for Professional Teaching Standards; bringing Kentucky’s total to 899 **National Board Certified Teachers** (NBCTs.) NBCT candidates complete portfolio entries and testing requirements. Last year only 43 percent of teachers who applied in Kentucky were successful (the national passing rate was 38 percent). The goal of the Kentucky Legislature and the Education Professional Standards Board is to have one NBCT in every public school by 2020. EPSB is responsible for overseeing the [Teachers’ National](#)

[Incentive Trust Fund](http://www.nbpts.org). Educators interested in becoming a NBCT can visit:
<http://www.nbpts.org>.

- The Kentucky Department of Education (KDE), with other partners, is required to have a statewide recruitment plan to encourage qualified persons to enter the teaching profession and seek employment in Kentucky.
- The Kentucky Educator Placement Service (KEPS), an on-line job application service/placement system, is operated by the Kentucky Department of Education to help teachers find teaching positions. Go to www.education.ky.gov and search for KEPS.
- Between 1990 and 2005, the Education Professional Standards Board opened an average of 200 cases of educator misconduct per year. Since its beginning, the EPSB has revoked approximately 200 certificates and suspended more than 200. The number of disciplinary cases has increased and it is anticipated that there will be a record number of cases opened in 2006. The increase in cases opened is a direct result of the “Duty to Report” seminars and ethics training conducted by EPSB’s legal staff which means that superintendents are more fully informed of their responsibility to report all teacher misconduct to the Board. In 92% of cases heard by the EPSB, remedial training is ordered.
- In the 2005-06 school year, 961 **emergency certificates** were issued compared to 1,811 in 2001-02. The number of emergency certificates is declining. The majority of emergency certificates are issued to fill vacancies in special education.
- The number of “**out of field**” teachers, those teaching in areas where they do not have certification, has declined to less than 1%.

WHAT TO EXPECT

-  There is a growing interest in quality teaching in Kentucky and the need to recruit and retain effective teachers as the state works to reach proficiency in student achievement. Research shows that the quality of teaching is one of the most important factors in student learning.
-  Listen for more conversation about teacher and leadership preparation as colleges and universities work to improve their programs to better prepare educators to reach higher student achievement.
-  Watch for more regional P-16 councils to form and work together to improve education.

WHAT YOU CAN DO TO HELP

- ★ If your school or school district has an urgent need for teachers in special areas, **suggest** the development of an alternative training program or the use of one of the other alternative routes to certification.

- ★ **Speak well** of teaching as a profession. **Encourage talented young people**, both male and female, of all racial or ethnic backgrounds, and from all regions of Kentucky, to consider teaching as a career. Recognize good teaching in your school and school district.
- ★ **Inform others** in your community by getting copies of the Partnership for Successful Schools' series, *Quality Teaching*, prepared in collaboration with the Education Professional Standards Board for the *Lexington Herald-Leader*. **Ask** your local paper to run them. Share them with other parents in your school. See below for contact information.
- ★ **Ask** college professors from arts and sciences, as well as colleges of education, what they are doing to improve the way teachers are prepared.
- ★ **Report** persons holding teaching certificates (teachers, administrators, principals, superintendents) that you believe to be guilty of immorality, misconduct, or incompetence serious enough to have their teaching certificate revoked. Contact your local school district superintendent or the Education Professional Standards Board at (502) 564-4606.

FOR MORE INFORMATION, CONTACT

- **Education Professional Standards Board** at (502) 564-4606 or visit the Website at <http://www.kyepsb.net/>.
- **Kentucky Department of Education, Division of Educator Recruitment and Retention** at (502) 564-1479 or visit the Website at <http://www.education.ky.gov> and search Quick Links for Educator Recruitment and Retention for Kentucky Educator Placement Service (KEPS); click on Max Data System in left column.
- **Prichard Committee for Academic Excellence**, P.O. Box 1658, Lexington, KY 40588-1658; (859) 233-9849 or (800) 928-2111; e-mail: admin@prichardcommittee.org or visit the Website at www.prichardcommittee.org.

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