



**pennsylvania**  
DEPARTMENT OF EDUCATION

# PDE Updates

## **PA Needs Teachers Summit**

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Office of Postsecondary and Higher Education

November 13, 2023

# Agenda

- Opening Remarks
- Office of Elementary and Secondary Education (OESE)
  - APR Mentoring Project
  - Teacher Apprenticeship Program (CIP 13.0101)
- Bureau of School Leadership and Teacher Quality (BSLTQ) and Updates
  - Chapter 354 Update
  - Certification and Staffing Policy Guidelines (CSPGs) and Program Framework Guidelines
  - Emergency Permits & Intern Certificates
- Q&A

# OESE Updates

The primary focus of APR is three-fold:

- To **attract** skilled, compassionate, and diverse individuals to the varied career options within the field of special education,
- To **prepare** special education personnel by building capacity through targeted professional development, technical assistance, and supports, and
- To **retain** special education personnel long-term through the collective efforts of federal, state, and local entities.



[APR Website](#)

# APR Mentoring Project

## Positions

School Psychologists

Special Education Teachers

Special Education Administrators

Teachers of the Deaf

Teachers of the Visually Impaired

## Applicants

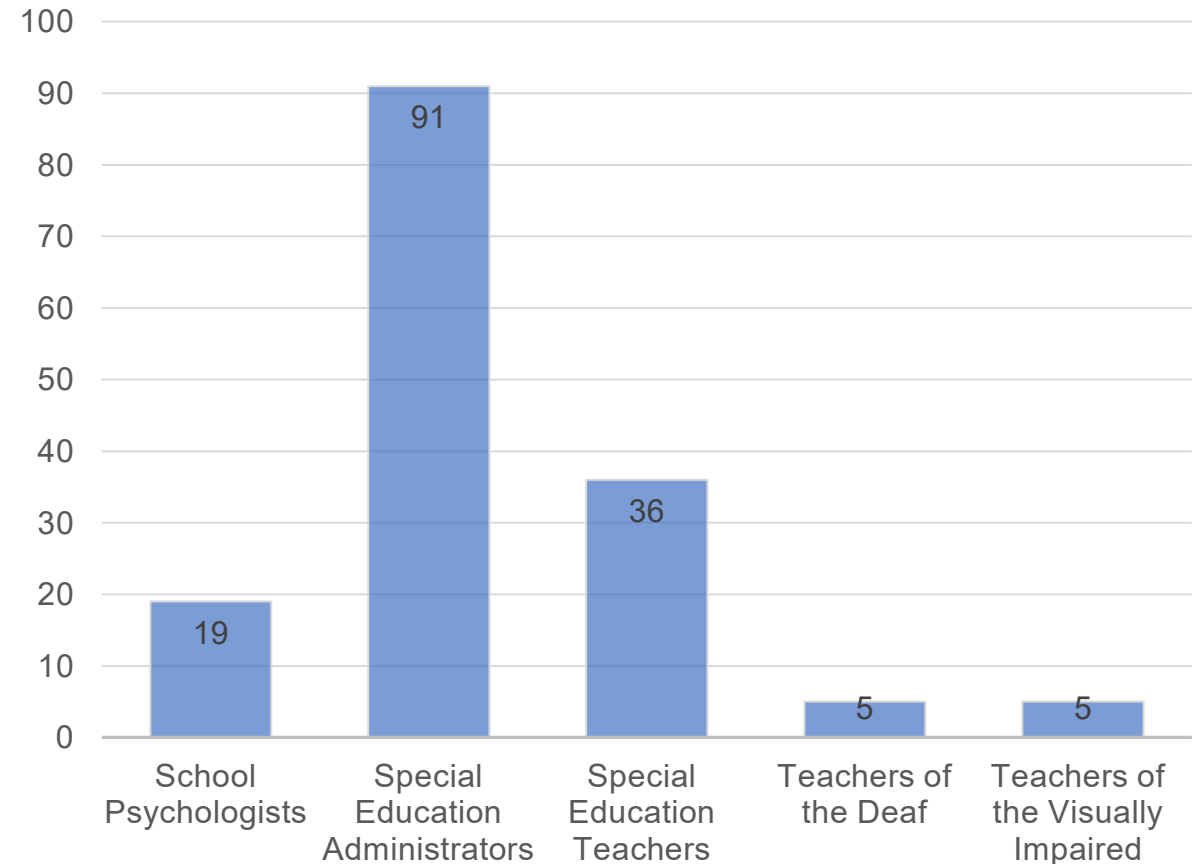
### Mentors:

- 5+ years
- Recommendation required

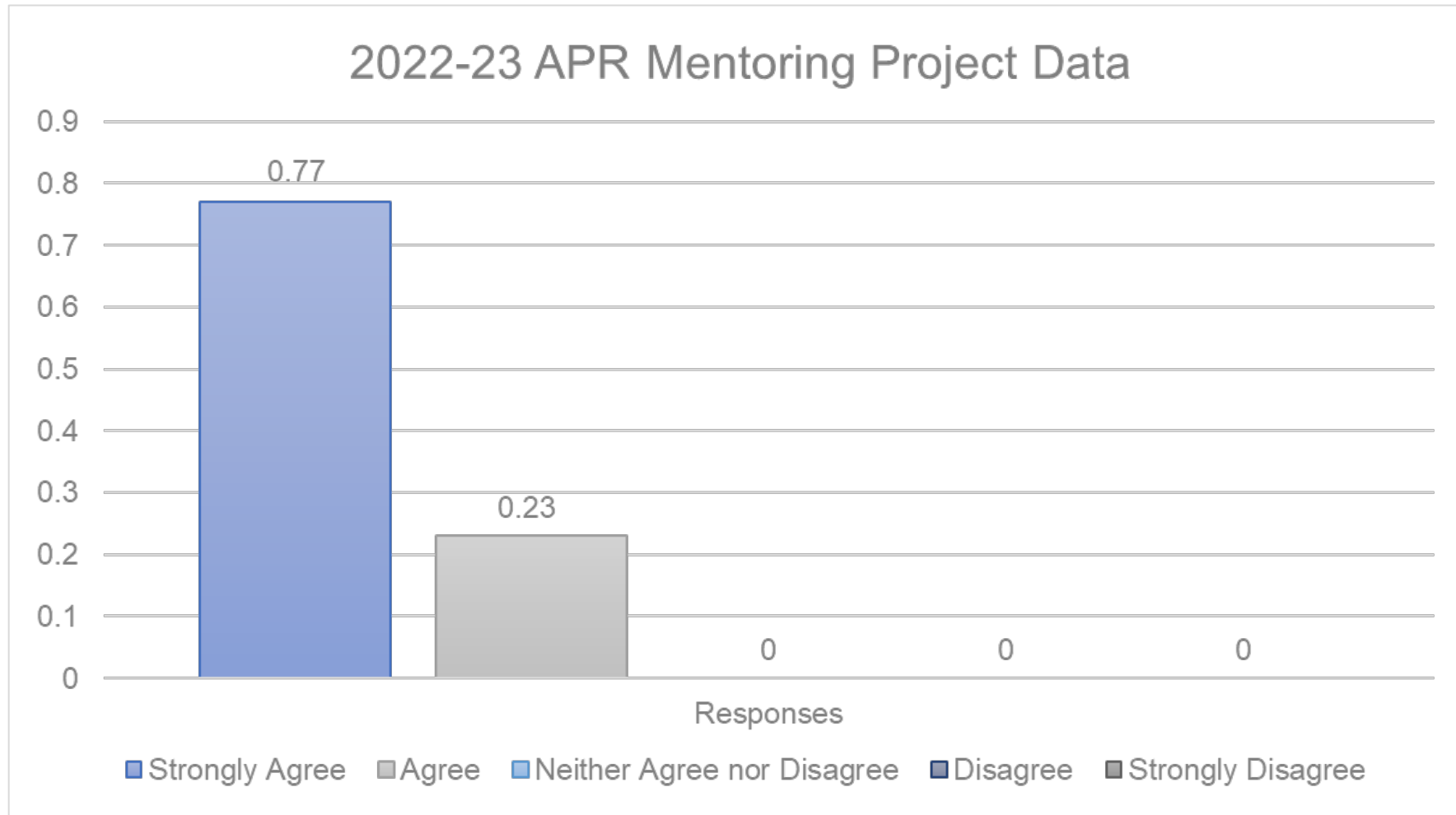
### Mentees:

- 3 years or less
- Supervisor endorsement

## Mentees By The Numbers



# APR Mentoring Project



Theobald, et al., 2023, *The Special Education Teacher Pipeline in Pennsylvania: Year 1 Report*, (Working Paper No. 288-0723). American Institute for Research, CALDER.

# Career and Technical Education

## General Education CIP Updates

- 13 applicants
- 4 approved
- 9 in revision

## Eligible Educators:

- 22 Certifications allowable

## Early Childhood:

- 19 programs of study serving 1789 students



# BSLTQ Updates

## Certification Services

- 13 additional staff members (total 25 staff members)
- Improvements to Resource Account and Certification Processing
- Creation of the Certification Clock: [Certification \(pa.gov\)](https://www.pa.gov/certification)

## Professional Education and Teacher Quality (PETQ)

- New PETQ Chief: Dr. Katina Moten
- Updating CSPGs, Program Framework Guidelines, and Intern Certificates

# BSLTQ Updates

## Results of Certification Hiring: Improved Customer Service

Certificate/Permit	2021-2022 Processing Times	2022-2023 Processing Times
In-State Level I Certificate	10-12 weeks	1-2 weeks
In-State Level II Certificate	10-12 weeks	3-4 weeks
Out-of-State Level I Certificates	10-12 weeks	3-4 weeks
Emergency Permits	10-12 weeks	1 week
Add-On Certificates	10-12 weeks	1 week
All Specialty Applications	10-12 weeks	5 weeks

# BSLTQ Updates

## Human Capital Report Findings: Summary of Enrollment and Certification Trends

Positives	Concerns
<ul style="list-style-type: none"> <li>Increased Number of High School Graduates in 2021-2022</li> </ul>	<ul style="list-style-type: none"> <li>Decreasing Certifications across the Board</li> </ul>
<ul style="list-style-type: none"> <li>Increased High School Graduate Enrollment in Postsecondary Education Within One-Year of Graduation</li> </ul>	<ul style="list-style-type: none"> <li>Increased Emphasis on Emergency Certification to Fill PK-12 Staffing Voids</li> </ul>
<ul style="list-style-type: none"> <li>Increased Enrollment in Educator Preparation Programs</li> </ul>	

# BSLTQ Updates

## Learning More About Teacher Prep Attrition

A researcher at IU13 is conducting a study to understand when and why EPPs are losing teacher preparation students.

- Data is being collected from institutions, faculty, staff, and students at 3-6 IHEs of varying sizes and locations.
- Initial insights will begin to emerge in early 2024; complete results summer 2024.
- This research will be utilized to create a strategy to support EPPs and address barriers to retention.

**Goal:** Converting as many teacher preparation students to certified teachers as possible.

## Chapter 354 Regulations

- The State Board of Education is responsible for Chapter 49 regulations.
- PDE is charged with promulgating Chapter 354 regulations relating to the preparation of educators.
- BSLTQ is exploring whether and when to re-open Chapter 354.
  - BSLTQ has distributed a questionnaire, held a webinar, and is currently creating Educator Preparation Program focus groups.
    - The first focus group will be tasked with updating the PDE 430 (Student Teacher Evaluation Instrument).
  - BSLTQ will be reaching out to local education agencies and intermediate units to gather additional information.

# Program Framework Guidelines

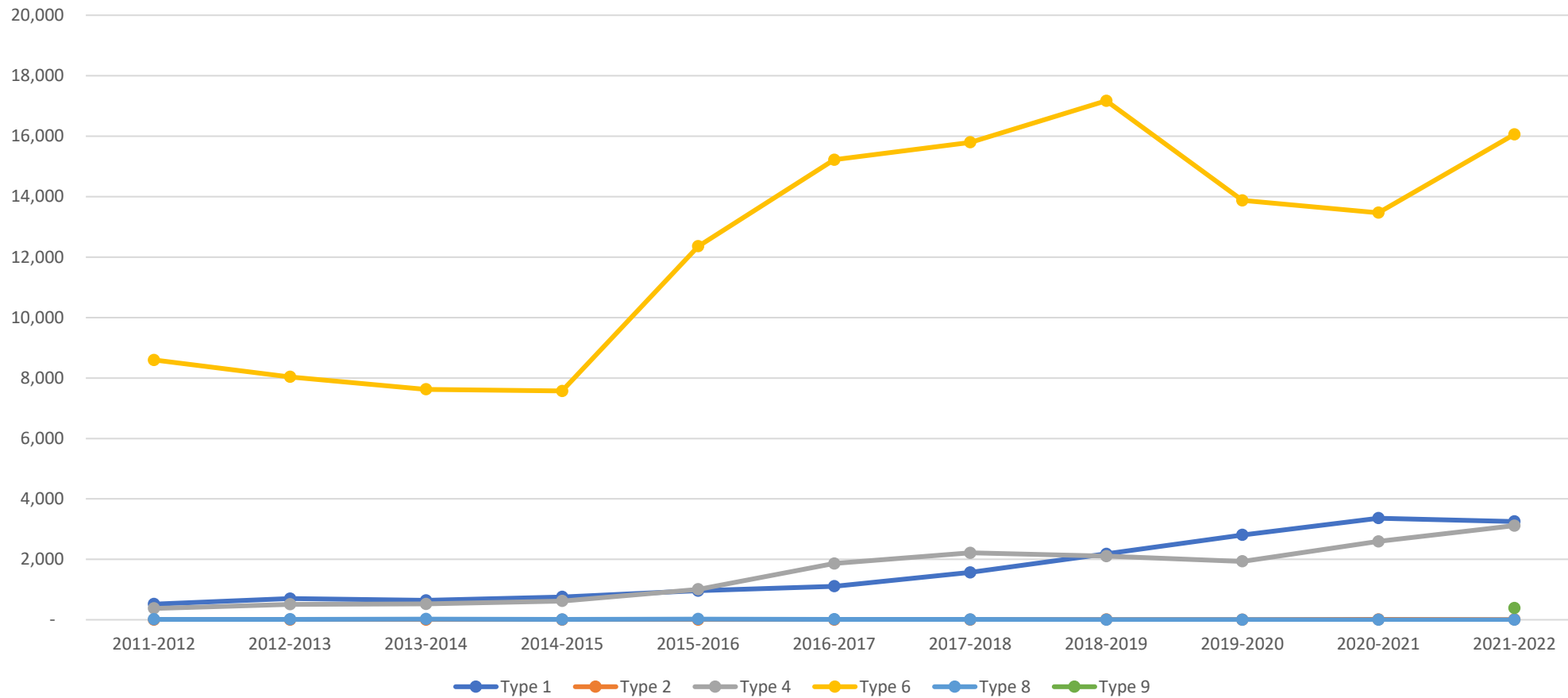
The Department is updating Framework Guidelines to align with new PK-12 standards adopted by the State Board of Education last year.

- BSLTQ is recruiting in-service teachers and teacher preparation educators to participate in working groups.
- Advisory committees are currently updating the Reading Specialist and PK-4 guidelines.
- Over the next three months, PDE will begin forming advisory committees to update guidelines related to the new state science standards.

# Certification and Staffing Policy Guidelines (CSPGs)

- BSLTQ is systematically updating the CSPGs to align to new state laws and regulations.
- The goal is to make it easier for school leaders and educator preparation programs to know which educators can teach in which areas and how to use emergency permits and other certification types to staff classrooms.
- The work is nearly 85% complete: [Staffing Guidelines \(pa.gov\)](#)

### Number of Emergency Permits, by Type



Source: Pennsylvania Department of Education. 2023. *Act 82 of 2018: Report on Educator Preparation and Certification*. <https://www.education.pa.gov/DataAndReporting/Pages/Act82.aspx>

# Overreliance on Emergency Permits

- In 2021-22, PDE issued 6,366 Type 1 and Type 4 Emergency Permits – that’s nearly one-third of the total number of permits issued.
  - 3,253 Type 1 Emergency Permits (requires min. 9 credits)
  - 3,113 Type 4 Emergency Permits (no educational credit requirements)
- LEAs and EPPs might be better served by using individuals with Intern Certificates.

# Emergency Permits vs. Intern Certificates

- Type 1 and Type 4 Emergency Permits are used by an LEA to fill a vacant position when they are unable to find a fully qualified and properly certified educator with an active certificate.
- The LEA applies to PDE for the permit.
- Both Type 1 and Type 4 permits require a bachelor's degree (except for career/technical education permits).
- The permit is valid for one service year.
- An individual may teach on Type 1 or Type 4 permits for a maximum of three service years.

# Emergency Permits vs. Intern Certificates

- The teacher intern certification is:
  - A professional certificate that entitles the holder to fill a full-time professional teaching position;
  - An alternate route to certification through an approved Pennsylvania program provider; and
  - Valid for three years of service, not calendar years.
- A teacher intern must be enrolled in an educator preparation program that leads to certification, must pass the content test for their area, and must complete the program within 3 service years.
- Student applies for the intern certification and the educator preparation program approves it after the student secures a position in an LEA.

# Emergency Permits vs. Intern Certificates

- Intern certificates are not emergency permits but allow schools to fill vacancies while increasing the number of certified teachers in the workforce.
- Benefits include:
  - Allows the intern to complete their ed prep program while teaching FT
  - Doesn't require a mentor teacher
  - Intern is taking coursework in education pedagogy while teaching
  - Intern Certificates lead to an Instructional I Certification in three years; Emergency permits may not.
  - Interns, after staying in a LEA for up to three years, may choose to continue teaching in that LEA, allowing for a seamless transition into an Instructional I position.

# Expedited Intern Certificate Process

- In 2021-2022, the Department issued only 157 Intern Certificates.
- The Department is exploring how to increase the number of intern programs available statewide.
- A new intern certificate process will allow more teachers of record in the classroom as opposed to issuing Type 1 and 4 Emergency Permits.
- Students will have better trained teachers with more continuity in the classroom over a three-year period.

# Contact/Mission

For more information, please contact the following:

- **Email:**
  - [ra-edcertquestions@pa.gov](mailto:ra-edcertquestions@pa.gov) – questions about applications, how to become certified
  - [ra-edcertstaff@pa.gov](mailto:ra-edcertstaff@pa.gov) – questions about staffing issues, certificate validity
  - [ra-edprepprograms@pa.gov](mailto:ra-edprepprograms@pa.gov) – questions about educator preparation programs
- See [Contact the Bureau of SLTQ](#) on the website

*The mission of the Department of Education is to ensure that every learner has access to a world-class education system that academically prepares children and adults to succeed as productive citizens. Further, the Department seeks to establish a culture that is committed to improving opportunities throughout the commonwealth by ensuring that technical support, resources, and optimal learning environments are available for all students, whether children or adults.*