

Professional Educator Standards Board Accountability Systems

What are the responsibilities of the PESB?

- State Regulation Governing Preparation, Certification, Continuing Education and Assignment Policies for All Certified Educators (WAC 181)
- Serve among dozen self-governing professions in WA State

What Roles are Certified?

- Teachers (33 different endorsement areas)
- Business and Industry Route CTE teachers
- Administrators (principal, program administrators, superintendents)
- Educational Staff Associates
 - school counselors, school psychologists (*PESB-approved prep programs*)
 - school social workers, speech-language pathologists, physical therapists, occupational therapists, school nurses (*Cert Only*)

PESB Accountability System

What?	Who?
Educator Preparation	PESB-Approved Preparation Programs (primarily higher education institutions)
Certification	Individual Educators
Teacher Assignment	School Districts / School Boards

PESB Accountability System

What?	How?	
	Past	Now
Educator Preparation	Infrequent traditional accreditation processes based on professional judgment	Ongoing data to inform scope of assistance / intervention; continuous improvement
Certification	Completion of course sequence; time in student teaching	Demonstrated competency
Teacher Assignment	District report to state	PESB reports to districts

edTPA – preservice performance assessment

- 2010 (6696) –
 - *“Uniform, statewide, valid and reliable classroom-based means of evaluating teacher effectiveness as culminating measure at preservice level”*
- WA lead state in 22-state consortium
- Same architects as National Board
- Classroom-based; during student teaching
- Video, Artifacts, and Reflection – student- and teacher-based evidence

edTPA – preservice performance assessment

- **Assesses –**
 - Planning
 - Instruction
 - Assessment
 - Academic Language
 - Student Voice
- **EXCELLENT alignment with TPEP**
- **Scored by trained educators**
- **How Use for Accountability?**
 - Required to complete a teacher preparation program as of 1/14
 - Used for program review / reapproval

WEST-E Subject Knowledge Test

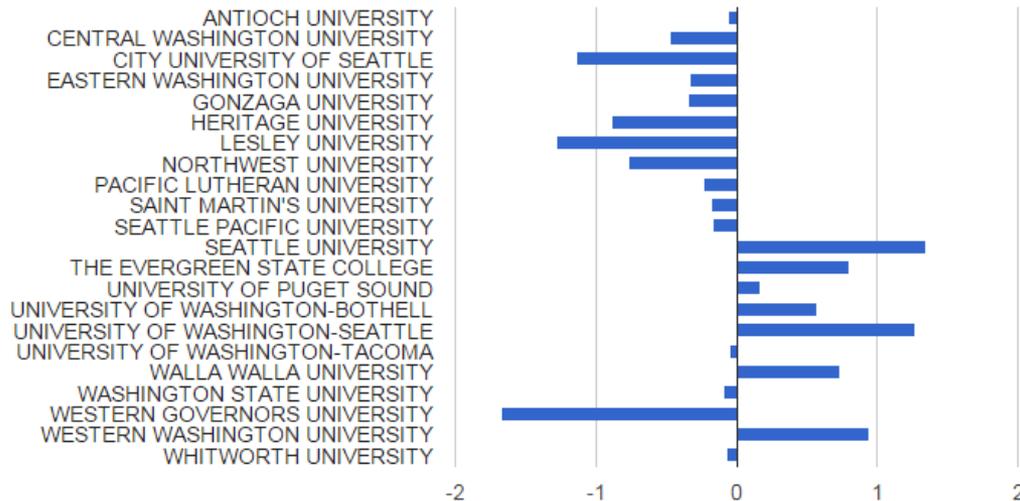
PESB Annual Report

- Executive summary
- Purpose
- Diversity
- Effectiveness
- Knowledge and skills
- Production
- Recruitment
- Assignment
- Retention
- Research
- Sitemap

[Knowledge and skills](#) > [WEST-E](#) >

By program

Average standardized score



Performance Assessment at 2nd Tier Cert ProTeach Portfolio



- First of kind in U.S.
- Launched January 2010
- 3 entries – evidence of student & teacher work
- Transparent, online, flexible, 14 month window to submit – create portfolio over time
- Variety of support providers – WEA Jump Start, ESDs, districts, individuals
- Previous higher ed based = \$1,500 - \$8,000; ProTeach = \$495

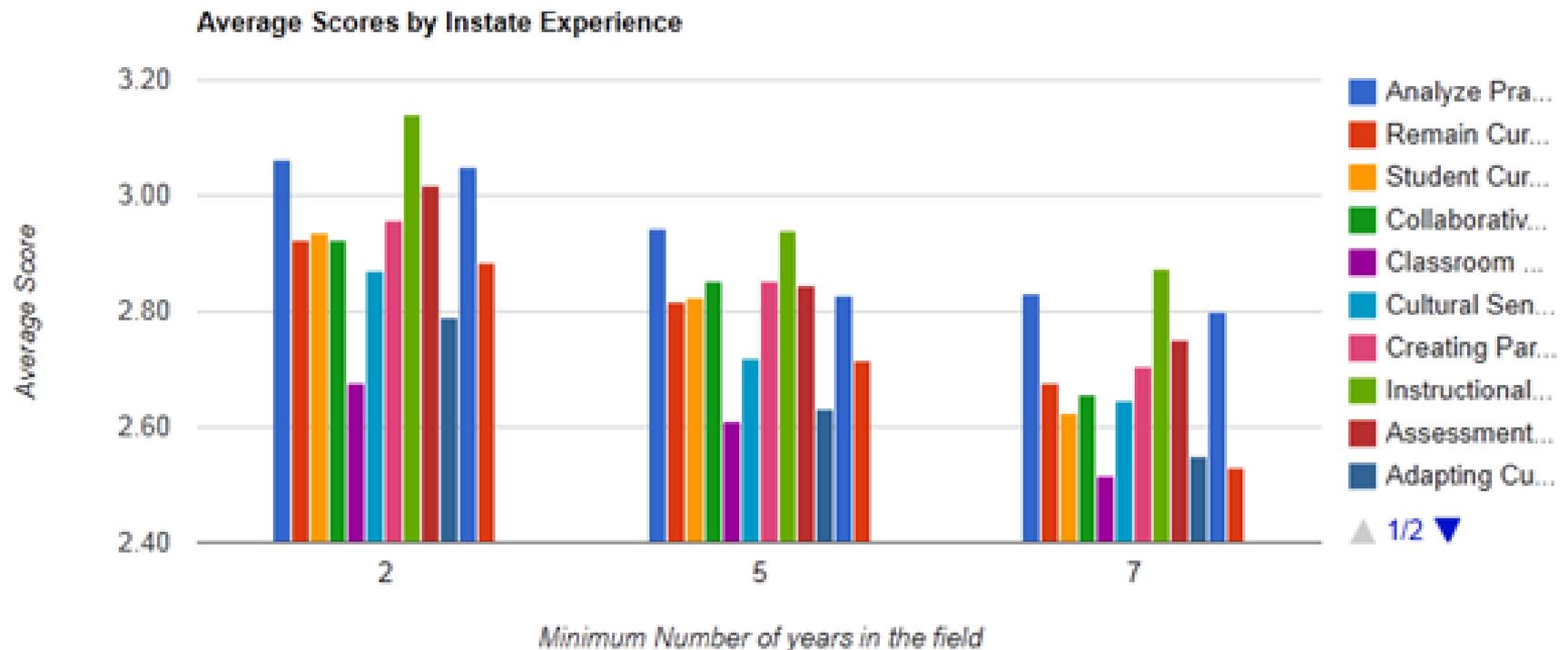
Does Pro Teach Identify Teachers with Better Student Learning Gains?



- Yes!
 - Research results from UW Center for Education Data and Research
 - Assessment performs much like National Board
- Only WA educator accountability measure thus far with established validity related to student growth

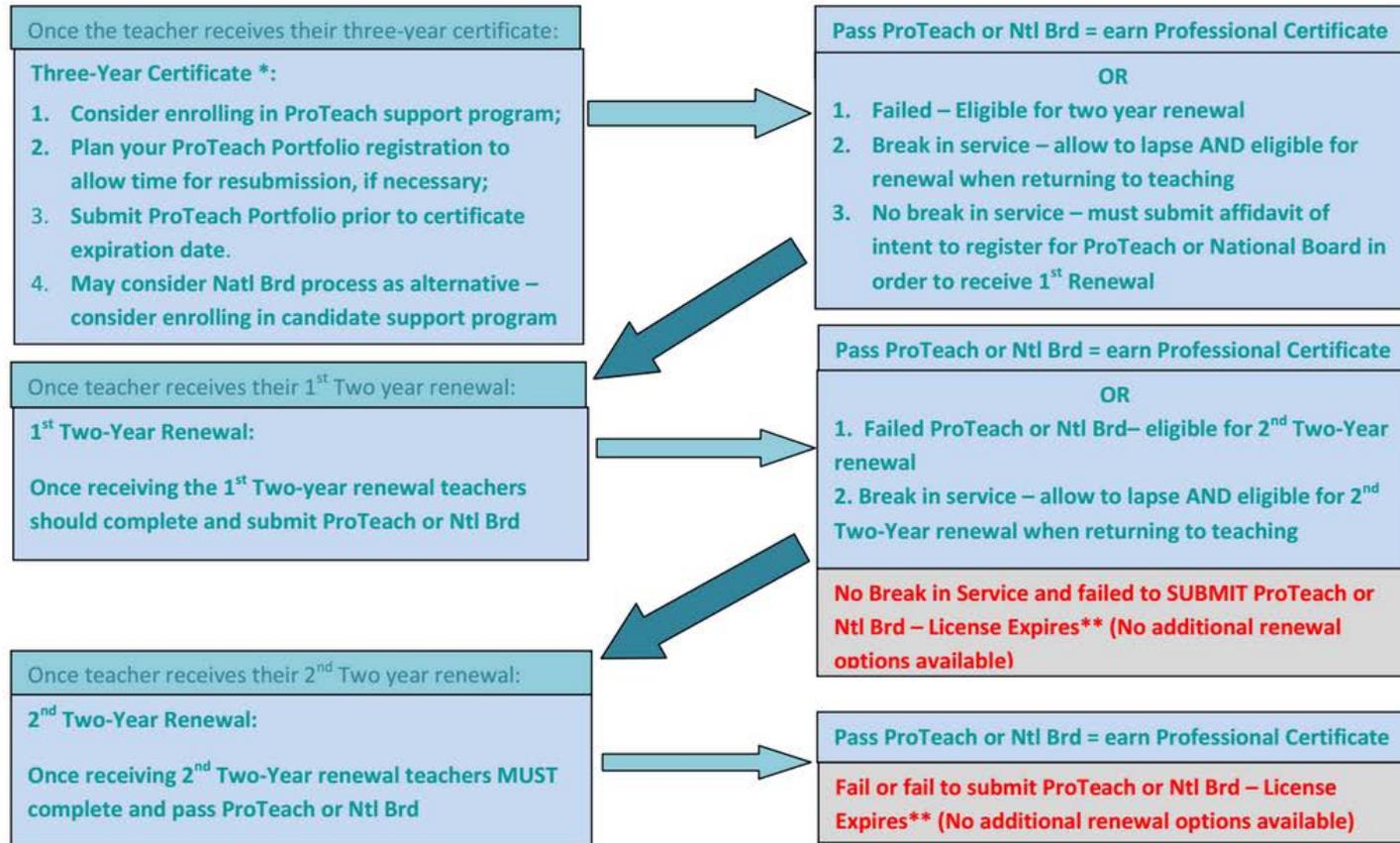
ProTeach: Years of Teaching Experience

[download data](#)



For individuals issued a residency teacher certificate on or after September 1, 2011

The first certificate issued is the Residency Certificate, which is valid until the holder is reported as employed by a Washington school district as a teacher with 1.5 FTE or more experience. This certificate is then reissued with a three year expiration date.



****Reinstatement after 5 years and new employment plus registration for ProTeach**

Cert Renewal – Professional Growth Planning

- New Option available to any educator with renewal requirements
- Required for renewal of professional certificates
- Process of self-assessment and identification of formalized learning opportunities related to “career level” benchmarks; with peer consultation / sign-off
 - Can incorporate clock hours and broader range of PD / Ed
- Teachers *may* combine PGPs for Cert Renewal with PGPs for evaluation
- ***PESB LEGISLATIVE REQUEST*** - Exempt from public disclosure so we can collect and evaluate in aggregate; ID trends in professional growth needs

Assignment Policy

- Significant policy shift – from district reporting / compliance / waivers to state-level reporting to districts / local dialogue and waivers.
- Connect to resources – e.g. Educator Retooling Scholarships; Alternative Pathways for adding endorsements
- 2017 – examine patterns; look at intervention / sanctions?
- Web-based course to credential guidance and school/district level assignment match data

http://www.pesb.wa.gov/districts/assignment_rule_app

<https://sites.google.com/a/pesb.wa.gov/annual/assignment/tools/report>

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- [Educator Workforce Development](#)

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Staff

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Match Course Content to Endorsement

[Download current assignment rules as an Excel document](#)

[By Course](#)
[By Endorsement](#)
[By Cert Number](#)

812-CHEMISTRY

- Environmental Science 03003**
Environmental Science courses examine the mutual relationships between organisms and their environment. In studying the interrelationships among plants, animals, and humans, these courses usually cover the following subjects: photosynthesis, recycling and regeneration, ecosystems, population and growth studies, pollution, and conservation of natural resources.
- Marine Science 03005**
Courses in Marine Science focus on the content, features, and possibilities of the earth's oceans. They explore marine organisms, conditions, and ecology and sometimes cover marine mining, farming, and exploration.
- Earth Science Independent Study 03047**
Earth Science—Independent Study courses, often conducted with instructors as mentors, enable students to explore scientific topics of interest, using advanced methods of scientific inquiry and experimentation. These courses may be offered in conjunction with other rigorous science courses or may serve as an opportunity to explore a topic of special interest.
- Earth Science Workplace Experience 03048**
Earth Science—Workplace Experience courses provide work experience in a field related to earth science. Goals are typically set cooperatively by the student, teacher, and employer (although students are not necessarily paid). These courses may include classroom activities as well, involving further study of the field or discussion regarding experiences that students encounter in the workplace.
- Biology Independent Study 03097**
Biology—Independent Study courses, often conducted with instructors as mentors, enable students to explore scientific topics of interest, using

[Context for understanding this information](#)

Yakima School District

Count students

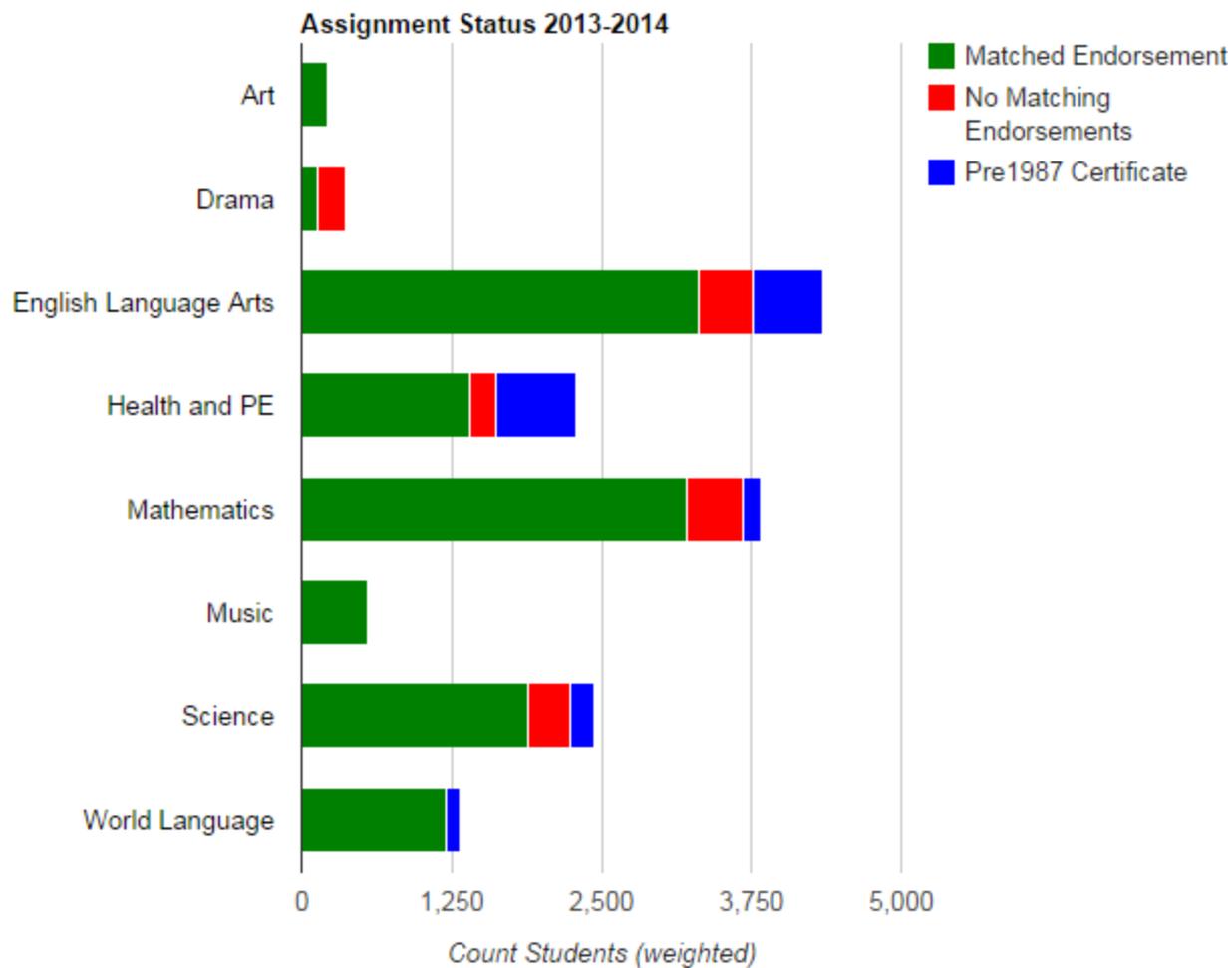
By school

By course

Submit

Yakima School District

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[Context for understanding this information](#)

Yakima School District

Count students

By school

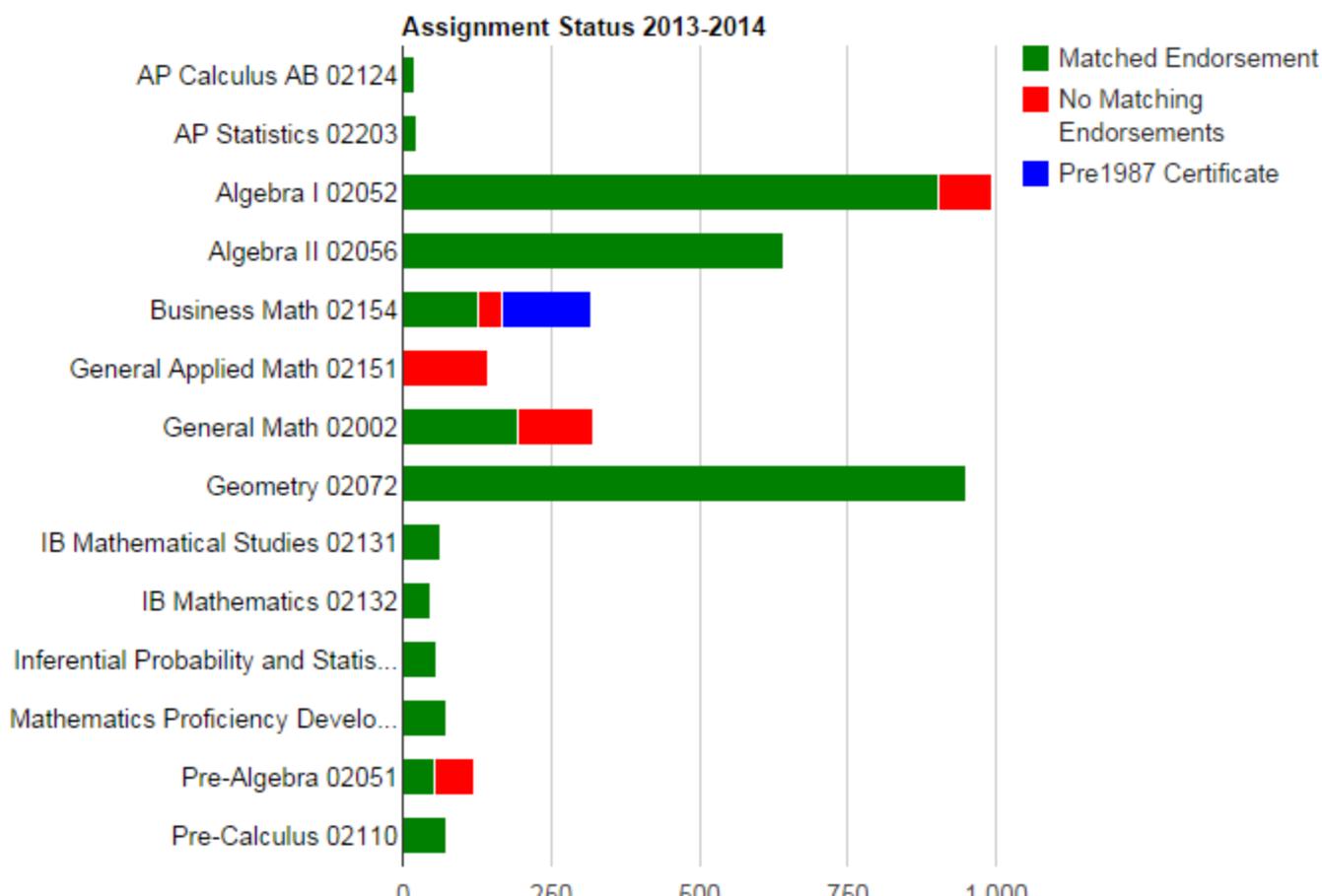
By course

Submit

Yakima School District

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Course Category Mathematics



- [Executive summary](#)
- [Purpose](#)
- [Diversity](#)
- [Effectiveness](#)
- [Knowledge and skills](#)
- [Production](#)
- [Recruitment](#)
- [Assignment](#)
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- [Research](#)
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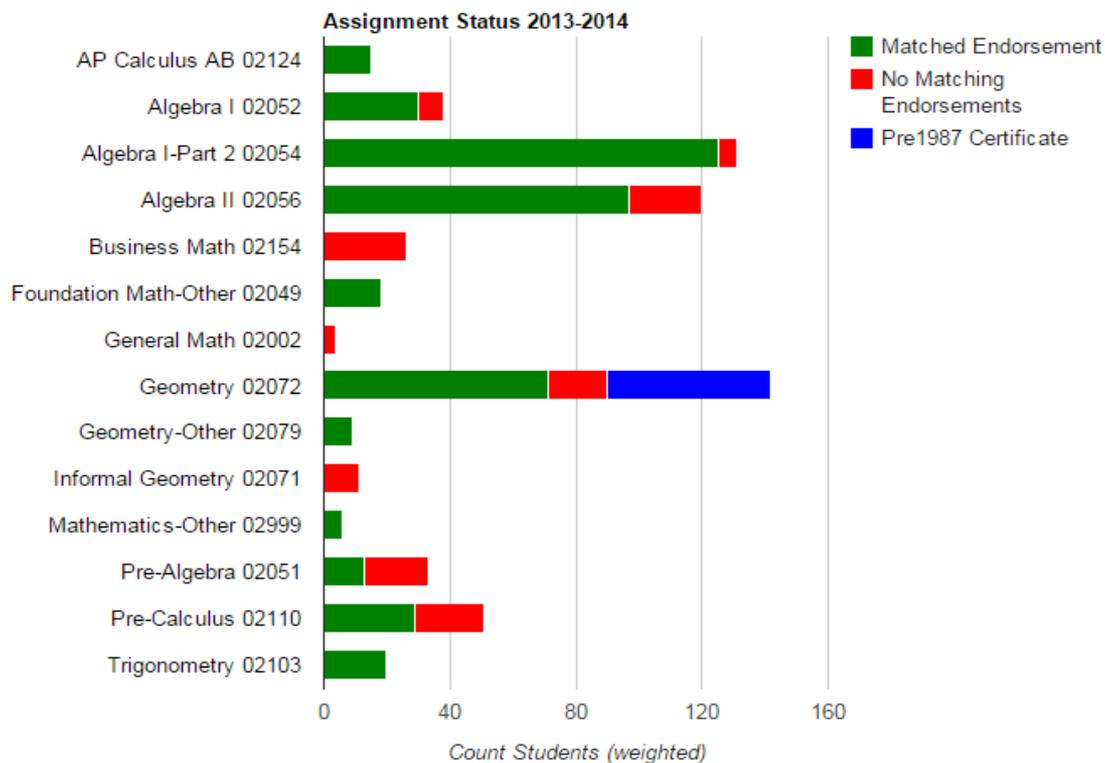
By school
 By course

North Mason School District

[Download Data](#)

Course Category

 School Name



State Course	Course	School Name	Matched	No Matching	Pre1987
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Annual Workforce and Program Data Report

- Multiple indicators in 5 areas:
 - Recruitment and entry
 - Production, hiring and retention
 - Candidate and educator knowledge and skill
 - Educator effectiveness
 - Program effectiveness
- Data Technical Advisory Committee
 - Meaningful elements for Board dialogue / policy
 - Meaningful elements for broader audience

<http://data.pesb.wa.gov/>

Production

Are programs producing enough teachers?

Programs produce about 2,500 teachers per year. On average, Washington's public schools hire about 1,800 beginning teachers per year. The high was in 2013-2014 when districts hired over 2,200 beginning teachers. The low was 950 beginning teachers in 2009-2010.

Note: Washington also imports new teachers from other states.

Are programs producing teachers in the right places?

- As a general trend, [districts in population centers hire more teachers](#).
- [Recent research](#) looking into Washington student teaching and district hiring suggests these partnerships matter.
- Teacher candidates tend to [student teach within Washington's population centers or near a campus](#).
- [See the locations](#) of Washington teacher preparation programs, or [find a program](#) close to your location.
- Like all states, Washington programs are offering more content and content subjects online.

Are programs producing enough teachers for all subjects?

PESB measures shortages by looking at how quickly teachers find teaching positions in Washington's public schools. As a general rule, teachers with multiple endorsements are more likely to be hired, in particular those who have the special education endorsement. Also, teachers with science and math endorsements tend to be hired more quickly than teachers with social studies, history, or English language arts. PESB has a tool to look up [endorsements patterns and hiring trends](#).

Examples of likelihood of hiring information.

- Elementary education teachers are [much more likely to be hired if they add an English language learner](#) endorsement.
- Elementary education are [much more likely to be hired if they add a special education](#) endorsement.
- High school teachers in [math or science are more likely to be hired than history or social studies](#) endorsements.

Additional charts and information.

▼ [District](#)

- [District workforce trends](#)
- [Hiring by location](#)

▼ [Predicted hiring](#)

- [District hiring by endorsement and program](#)
- [Hiring by endorsement and program](#)

▼ [Program completion](#)

- [By demographics](#)
- [By subject \(endorsement\)](#)
- [Find a teaching preparation program](#)
- [Student teaching location](#)
- [Teaching program locations](#)

▼ [Shortages](#)

- [English language learner](#)
- [Science and math](#)
- [Special education](#)

PESB Accountability System

What?	Sample Measures and Consequence	
Educator Preparation	edTPA - preservice teacher performance assessment Annual data reporting to PESB linked to standards WEST-E Content Test	Since 2010: 5 placed in limited approval / at-risk 9 counseled out
Certification	edTPA – preservice teacher performance assessment ProTeach Portfolio Professional Growth Planning for Certificate Renewal	If not successfully completed, not have license to teach.
Teacher Assignment	Student-Course-Teacher-Credential --- School-level Data	New – PESB examining options for intervention