

Leadership Group on School Staffing Challenges

January 2017

What We're Facing

- School staffing issues, including high turnover, fewer applicants for positions, and shortages in a variety of disciplines are occurring in Wisconsin and across the country.
- With fewer new teachers entering the profession and increasing teacher turnover, new approaches to ensuring all children have access to the high quality educators they deserve and dealing with changing workforce dynamics is critical.

What We're Doing

- As leaders from PK-12 and higher education, we've come together to find solutions focused on attracting talent; preparation; licensing; support and retention; and data collection.
- We're using ideas from the field, including the Professional Standards Council and other groups of teachers and leaders, to inform and develop recommendations.
- We focused on licensing first as there is broad agreement that our licensing system could be strengthened and streamlined. As organizations representing teachers, school administrators, school boards, and educator preparation programs, we are in agreement about what specific changes should be made.
- Over the coming months, we plan to use the administrative rules process to address specific questions around the individual proposals.

How We're Proposing to Strengthen and Streamline Educator Licensure

- Consolidate licenses into two development levels (PK-9; PK-12 for subjects/special education);
- Create broad subject licenses that allow (but don't require) educators to specialize;
- Pursue universal licensure in some pupil support areas (w/DSPS) where preparation is substantially similar;
- Simplify licensure pathways and create on-ramps (internships, residency) and off-ramps (end of career, retired educators);
- Create strategic partnerships between PK-12 and higher education to address short- and long-term educator workforce development issues, including shortages;
- Expand and simplify reciprocity with other states (edTPA, military spouses);
- Update testing requirements for licensure, including use of GPA in place of certain tests; and
- Create district-based opportunities for licensed educators to teach in new areas.
- Allow licensed educators more opportunity to demonstrate competency in new licensure areas or developmental levels

What Are the Benefits

- We're proposing an integrated approach to address statewide shortages, reduce barriers to entering the profession, and improve career flexibility and satisfaction. Specifically, this plan:
 - Maintains our commitment to high-quality teachers in every classroom;
 - Broadens the pool of qualified, professionally prepared educators;
 - Creates fewer licenses and more flexibility;
 - Eases the licensing process for educators trained in other states;
 - Encourages more in-service opportunities and reduces the testing burden on new teachers;
 - Creates new advancement and career options for teachers that will add value to students, while improving career satisfaction and retention in the field;
 - Increases opportunities for all students to access challenging, high value courses; and
 - Recognizes that schools face diverse economic and market conditions, and that flexibility is needed to provide all students with a comprehensive, high quality education.

Who We Are

The Leadership Group includes the Wisconsin Department of Public Instruction (DPI), Wisconsin Association of School District Administrators (WASDA), Association of Wisconsin School Administrators (AWSA), Wisconsin Association of School Personnel Administrators (WASPA), Wisconsin Council of Administrators of Special Services (WCASS), Wisconsin Association of School Boards (WASB), Wisconsin Education Association Council (WEAC), Wisconsin Association of Colleges of Teacher Education (WACTE), Wisconsin Association of Independent Colleges and Universities (WAICU), and the University of Wisconsin System (UW System).