



TENNESSEE
STATE BOARD OF EDUCATION

CTE AND WORKFORCE DEVELOPMENT STUDY COMMITTEE

APRIL 26, 2022

AGENDA

- Introductions and Purpose of Study Committee
- The Role of Occupational Educators
- Current SBE Rules and Policies
- Potential Legislative Changes
- TDOE Licensure Procedures
- Occupational Licensure: A District Perspective
- Final Questions and Adjournment

INTRODUCTIONS AND PURPOSE OF STUDY COMMITTEE

MR. JORDAN MOLLENHOUR, STUDY COMMITTEE CHAIR
STATE BOARD OF EDUCATION

THE ROLE OF OCCUPATIONAL EDUCATORS

SARAH G. WILLIAMS, SENIOR DIRECTOR OF CTE, TDOE

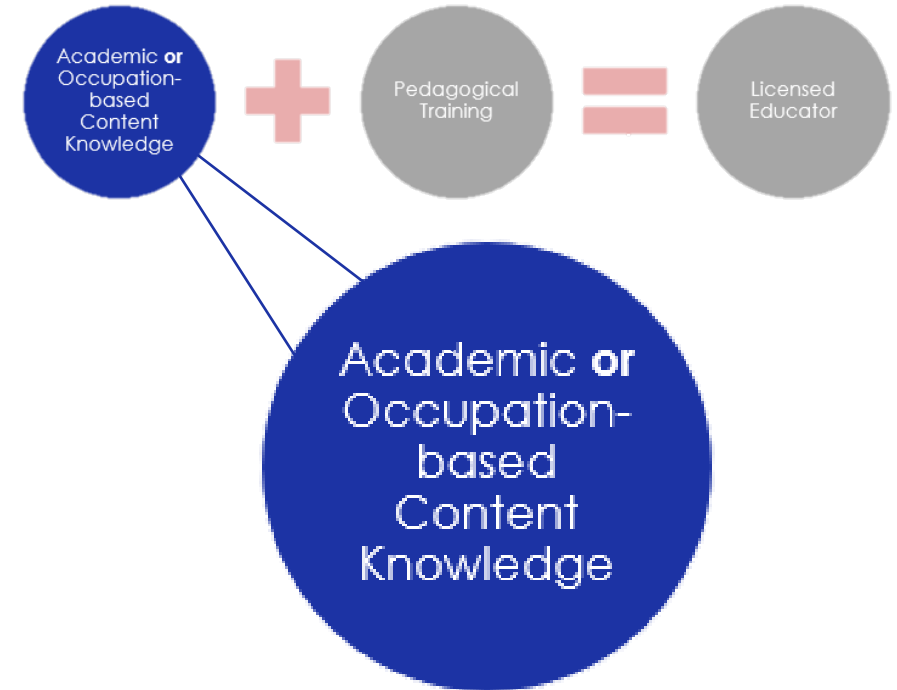
WHAT MAKES AN EDUCATOR?



WHAT ARE OCCUPATIONAL LICENSE AREAS?

Automotive
Aviation Ground School
Barbering
Broadcasting
Carpentry
Collision Repair
Concrete/Masonry
Cosmetology
Culinary Arts
Digital Arts and Design
Drafting/CAD

Electrical
Fire Safety
Health Informatics
Health Science 6-12
Information Technology
Legal and Protective Services
Manufacturing
Plumbing
Programming
Public Health
Supply Chain Management
Welding



AUTOMOTIVE 6-12 (770)

LICENSURE REQUIREMENTS

Minimum Education	High School Diploma
Experience	<p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of work experience, completed within the last 10 years and associate degree in automotive technology; or</p> <p>c. Bachelor's degree in automotive technology.</p> <p>Example Qualifying Experience: Auto body technician, automotive technician, mechanic, service technician.</p>
Industry Certification	<p><u>Automotive Service Excellence</u> (ASE)</p> <ul style="list-style-type: none">• A-4 (Suspension & Steering), A-5 (Brakes), A-6 (Electrical/Electronic System), and A-8 (Engine Performance); or• G-1 (Automotive Maintenance and Light Repair -To identify and recognize those Maintenance and Light Repair Technicians who can demonstrate knowledge of the skills necessary to successfully perform the most common maintenance and light repair tasks.

SAMPLE AUTOMOTIVE COURSE CONTENT

Maintenance and Light Repair I

- Safety exam and records
- Leadership, citizenship, teamwork
- Shop and personal safety
- Use, maintenance and storage of tools and equipment
- Prepare vehicle for service
- Basic vehicle engine service and maintenance
- Tire and wheel inspection

Educator Industry Certification Alignment:

- ASE A-4 (Suspension and Steering)
- ASE A-8 (Engine Performance)

Maintenance and Light Repair I

- Safety exam and records
- Leadership, citizenship, teamwork
- Automotive electrical systems
- Vehicle batteries vehicle starting and charging systems vehicle lighting and accessory systems

Educator Industry Certification Alignment:

- ASE A-6 (Electrical/Electronic System)

SAMPLE AUTOMOTIVE COURSE CONTENT

Maintenance and Light Repair III

- Safety exam and records
- Leadership, citizenship, teamwork
- Suspension and steering systems (**ASE A4 or G1**)
- Vehicle brake systems (**ASE A5 or G1**)

Educator Industry Certification Alignment:

- ASE A-4 (Suspension and Steering)
- ASE A-5 (Brakes)

Maintenance and Light Repair IV

- Safety exam and records
- Leadership, citizenship, teamwork
- Heating and A/C Systems
- Engine performance systems
- Automatic transmissions and transaxles
- Manual transmissions and transaxles

Educator Industry Certification Alignment:

- ASE A-6 (Electrical/Electronic System)
- ASE A-8 (Engine Performance)

THE OCCUPATIONAL CLASSROOM

Educator Expectations

- Classroom Goals/Expectations
 - Create a safe environment that meets industry safety standards
- Curriculum Map
 - Break down content into a progression of daily objectives to build up comprehensive understanding
- Lesson Plans
 - Integrating literacy and numeracy
 - Design complex projects using skills specific to the industry
 - Use multiple methods to present material
 - Differentiate instruction, projects, and feedback based on individual student needs
- Student Assessment
 - Promote Early postsecondary opportunities (EPSOs), Industry Credentials, and similar opportunities

Student Expectations

- Participate in daily lessons
- Practice safety every day in every way
- Take advantage of:
 - EPSOs
 - Career and Technical Student Organizations
 - Work-based Learning
 - Industry credential opportunities
- View themselves as professionals
- Articulate cross-content connections between technical, academic, and employability skills

CURRENT SBE RULES AND POLICIES

DR. AMY OWEN, SBE

OBTAINING A PRACTITIONER OCCUPATIONAL LICENSE

- Prospective educators seeking a practitioner occupational teacher license shall meet the following requirements:
 - Hold a high school diploma or higher;
 - Be enrolled in a State Board-approved educator preparation program with a job-embedded clinical practice;
 - Be recommended by the approved educator preparation provider;
 - Have a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, in the area of endorsement or equivalent education attainment as defined by the Department; and
 - Hold an active industry certification for the area of endorsement as defined by the Department, if applicable.

OUT-OF-STATE PATHWAY 1

- The out-of-state prospective educator:
 - Holds a high school diploma or higher;
 - Has completed an educator preparation program approved by a state other than Tennessee;
 - Is recommended by the approved educator preparation provider;
 - Holds an active industry certification for the area of endorsement as defined by the Department, if applicable; and
 - Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy

OUT-OF-STATE PATHWAY 2

- The out-of-state prospective educator:
 - Holds a high school diploma or higher;
 - Has completed an educator preparation program approved by a state other than Tennessee;
 - Holds a full and valid initial level license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement;
 - Is recommended by the approved educator preparation provider; and
 - Holds an active industry certification for the area of endorsement as defined by the Department, if applicable.

OUT-OF-STATE PATHWAY 3

- Prospective educators from a state other than Tennessee seeking a **professional** occupational teacher license shall meet the following requirements:
 - Holds a high school diploma or higher;
 - Holds a full and valid professional-level occupational license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; and
 - Holds an active industry certification for the area of endorsement as defined by the Department, if applicable.

ADVANCEMENT FROM PRACTITIONER TO PROFESSIONAL OCCUPATIONAL TEACHER LICENSE

OPTION 1

- Complete three (3) years of qualifying experience as an educator as defined by the Department;
- Complete a State Board-approved educator preparation program;
- Earn thirty (30) professional development points, a minimum of twenty (20) which shall come from new teacher training provided by the Department as indicated by SBE Educator Licensure Policy 5.502;
- Hold an active industry certification for the area of endorsement as defined by the Department, if applicable; and
- For educators that received the practitioner occupational teacher license on or after July 1, 2018, submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.

OPTION 2

- Holds a full and valid professional-level occupational license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; and
- Holds an active industry certification for the area of endorsement as defined by the Department, if applicable.

RECENT OPPORTUNITIES

- In 2019, the Governor proposed, and the General Assembly approved, T.C.A. § 49-11-102 that established an Occupational Educator Scholarship Program.
 - The program provides a scholarship for prospective educators seeking a Tennessee occupational teaching license.
 - The State Board established rule 0520-02-05 to effectuate this program in 2020.
- LEAs are now able to apply to become educator preparation providers (EPPs).
 - Rutherford and Knox Counties have received approval as EPPs specifically to train prospective occupational educators in their districts.

POTENTIAL LEGISLATIVE CHANGES

DR. AMY OWEN, SBE

HB 2455/SB 2442

- Expands eligibility for obtaining a practitioner occupational license to individuals who have relevant work experience in three of the last five years (current rule only allows for five years of relevant experience out of most recent ten).
- Expands eligibility to prospective educators who can “provide proof of pairing with a highly effective mentor teacher and completion of coursework in classroom management, pedagogy, serving students with disabilities and English learners, and the teacher code of ethics as set forth in § 49-5-5615, from a state board approved educator preparation program.”
- Educators would still have to meet all existing requirements for licensure advancement, including completion of a job-embedded educator preparation program.

TDOE LICENSURE PROCEDURES

ERIC OLMSTEAD, DIRECTOR OF EDUCATOR LICENSURE AND
OPERATIONS, TDOE

OCCUPATIONAL LICENSURE (INITIAL IN-STATE APPLICANTS)

- The department's primary resource for determining qualifying work experience and industry certification is the Occupational Licensure and Endorsement guidance document, which can be found [here](#).
- As the first step in the licensure process, the educator submits a CTE request, which includes:
 - A notarized Occupational Work Experience and Qualification form
 - This form summarizes relevant education attainment and work experience
 - Valid Industry Certification
- TDOE's Office of Educator Licensure and Preparation reviews this documentation based on acceptable criteria.
- If approved, the EPP can then begin the licensure transaction in TNCompass.

OCCUPATIONAL LICENSURE (INITIAL IN-STATE APPLICANTS)

- EPP submits a candidate's application for licensure in TNCompass
- Districts have the option to mark application as "high-priority"
- Educators receive a Practitioner 1st Issuance License with a 3-year validity period in which to meet stated renewal criteria
- Educators may be issued a Practitioner 2nd Issuance license if they meet renewal requirements but do not yet meet advancement criteria
- Educators may apply to advance the Practitioner license to the Professional license as soon as advancement criteria are met

CROSS-TEAM COLLABORATION

- TDOE's Office of Educator Licensure and Preparation and the Division of College, Career, and Technical Education collaborate on rare applications that require more technical analysis of work experience qualifications
- Each year, we collaboratively review and update the entire Occupational Licensure and Endorsement guidance document to ensure all relevant work experience and applicable industry certifications are included in this document, in addition to ad-hoc updates
- As the CTE team identifies areas of endorsement that need to be created (e.g. based on growing industry and district needs), we collaborate to bring recommendations to the SBE

OCCUPATIONAL LICENSURE: A DISTRICT PERSPECTIVE

DR. KEITH WILSON

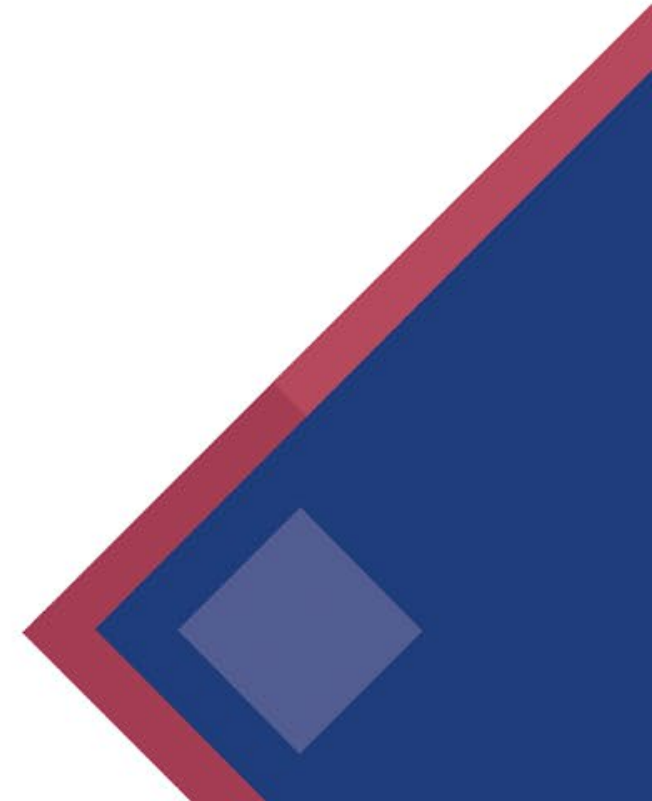
KNOX COUNTY SCHOOLS



Career and Technical Education & Occupational Licensure

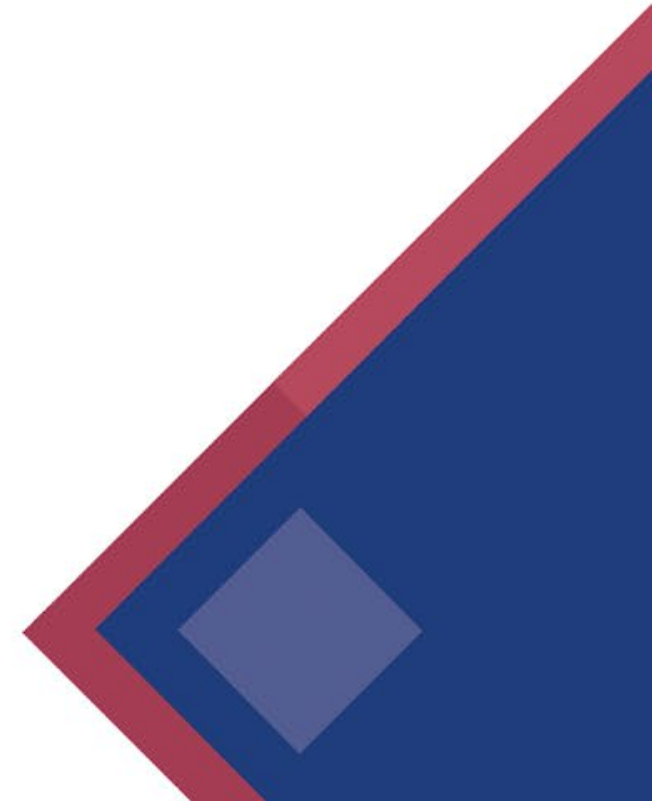
Knox County Schools Stats

- 3rd largest district in the state
- Approximately 60,000 students
- 91 schools (15 traditional high schools)
- Approximately 190 CTE Programs of Study across the county
- Approximately 12-15 new CTE hires each year



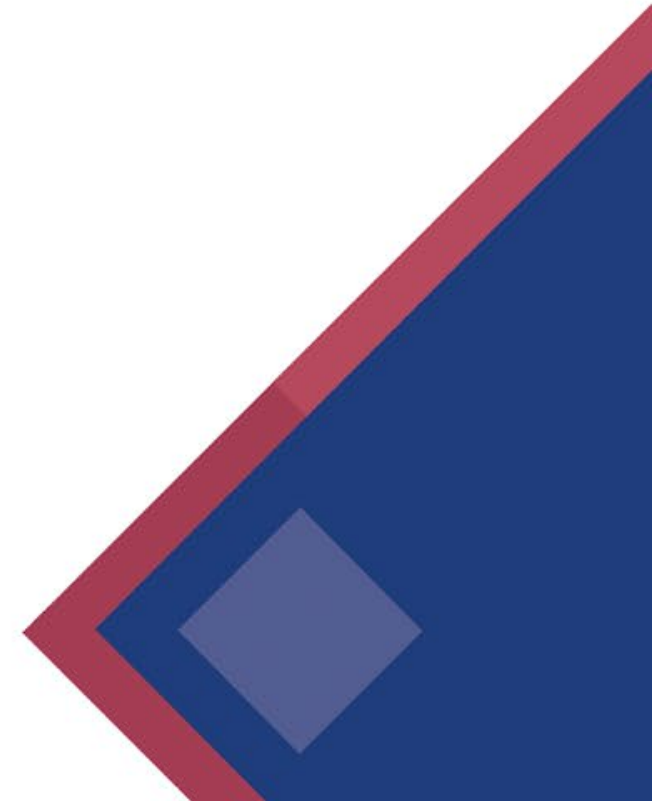
Challenges

- Quality and Quantity of Candidates
- Onboarding New Candidates
- Recruitment and Retention of Candidates
- Licensure



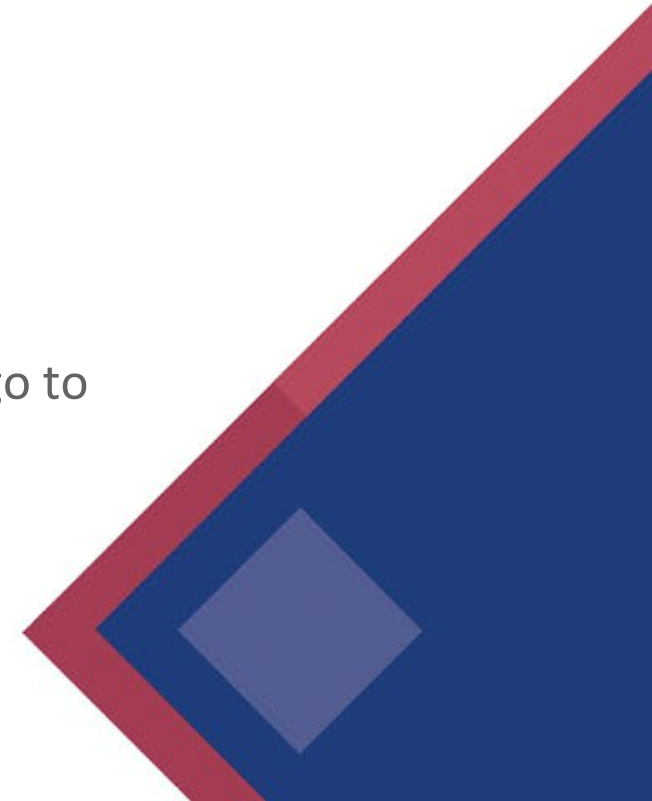
Challenge #1: Quantity and Quality

- **Where do candidates come from?**
 - Professionals (nurses, welders, maintenance technicians, etc.) looking for a change of pace or a change of schedule
 - Retirees
 - Traditional teachers with outside experience or skill-sets
- **Supply and Demand**
 - Unexpected program openings
 - Principal autonomy and program changes



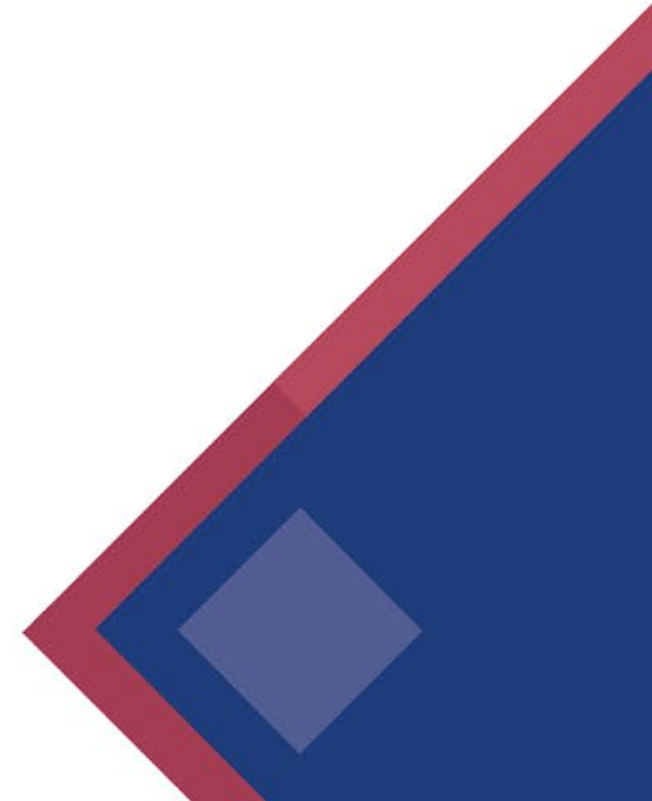
Challenge #2: Onboarding New Candidates

- **Navigating the New World of Education**
 - Principal
 - Human Resources
 - Career and Technical Education
 - License (TNCompass)
 - Educational Preparation Provider
 - Industry Credential
- All of this before they meet the first student, colleague, see a curriculum, go to teacher in-service, attend a staff meeting...



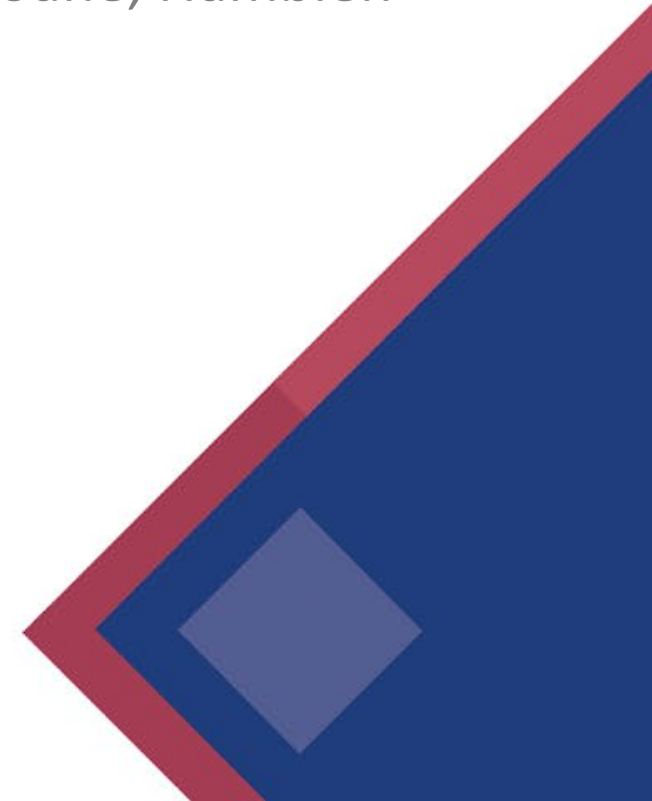
Challenge #3: Recruitment and Retention

- Non-traditional nature of recruiting occupational candidates
- Forecasting for programming
- Competitive salaries
- Support... but don't overwhelm



KCS as an Educator Preparation Provider (EPP)

- Established in 2021-2022
- 2-year program
- Current cohort (15) representing Knox, Jefferson, Oak Ridge, Roane, Hamblen
- 2nd Cohort beginning next year over 20 candidates registered
- **Mentoring and Coaching**
- **Lower cost and reimbursable after 3 years**



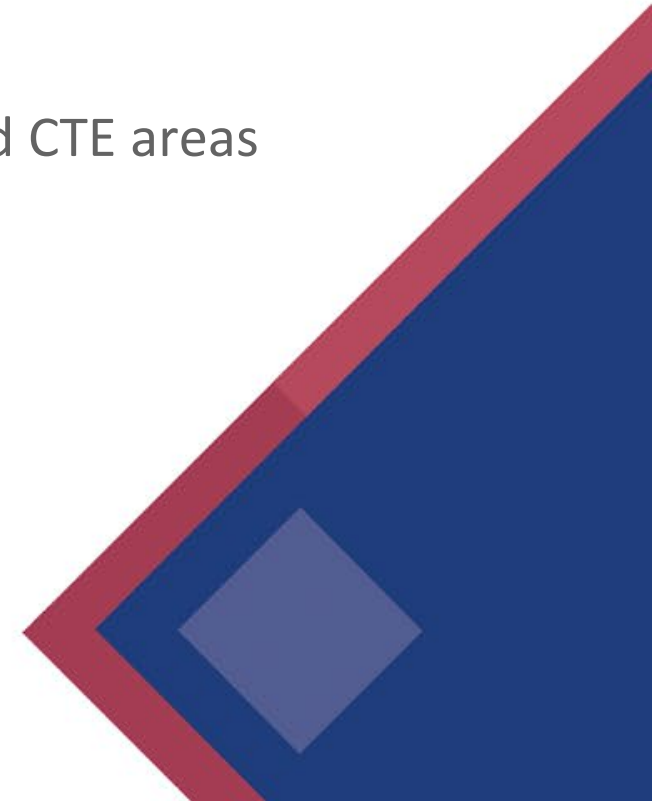
Career Academies

- 7 KCS high schools launching Career academy structure 22-23
 - Community-wide planning and input
- Centering high school experiences around career-themes to connect classroom learning to high value college and career pathways out of high school
 - Heavy reliance on partnerships to ensure students have equitable access to the mentoring, networking, work-based learning, and experiential learning needed to “see themselves” in the future path
- **Putting career and technical education at the “main table”**



When creating policies and rules...

- Consider the varying backgrounds of licensure candidates – occupational vs. traditional, degreed vs. credentialed
 - Does this policy/rule support the occupational candidate with a high school diploma in the same manner it does a traditionally trained ELA teacher?
- Look for ways to simplify and ease the path to licensure in high-need CTE areas
 - Definition of high-need and hard-to-staff in CTE terms
 - Increased district flexibility
 - More alternative licensure pathways
 - Competitive with TCAT





Questions



knoxschools.org

FINAL QUESTIONS AND ADJOURNMENT

STUDY COMMITTEE MEMBERS