



## Alternative teacher preparation and induction: Initial licensure before professional licensure

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In the past, alternative teachers who were in the two year Teacher in Residence (TIR) programs were able to go through induction while in the program and then be issued a professional license if they included the induction certificate when they first applied for a teaching license. This is no longer the case. The change occurred when SBE09-160 was passed in 2009. CRS22-60.5-205 now states that, upon completing an alternative teacher program, the alternative teacher shall obtain an initial teacher license (first). Any mention of TIR was removed from the books and repealed in rule. Since then, the department has only issued the initial license when alternative candidates apply upon completion of the program, whether or not they have completed an induction program.

Alternative teachers, who participate in and complete an induction program while also participating in and completing their alternative teacher preparation programs simply need to submit for initial licensure first, and upon receipt of their initial license, can apply to receive their professional license. These teachers can also choose to wait until their initial licenses are closer to expiring before applying for a professional license.

Candidates who are going through the DPS waiver program are the only exception to the current rule at this time.

## Rule Review, Content Assessment Alignment Project

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Over the past few months, The Office of Professional Services and Educator Licensing has embarked on a process to analyze, review, research, make recommendations, and coordinate stakeholder engagement meetings relating to the alignment of Colorado educator licensing rules and educator licensing content knowledge tests (currently the PLACE and PRAXIS II) with current expectations of our state's educators. We expect this process to take us 12-18 months and the project comes on the heels of many educators and stakeholders across Colorado asking us to align the educator preparation and licensing rules to the expectations of the teachers in our classrooms today.

We have conducted statewide focus groups to talk about the current rules for educator preparation authorization, endorsements and the alignment of our educator content assessments including the PLACE and Praxis II assessments. We also received feedback from our online survey for recommendations for aligning educator licensing rules with current statute, best practices in the field, and current initiatives.

The **TENTATIVE** timeline for the rest of the project is highlighted below:

**For the past few months:** Openly seeking feedback regarding the educator licensing rules through five separate focus groups around the state of Colorado. CDE received over 740 comments through our online survey that was open all the way through the month of October.

**November-December:** Expect to have most of the feedback from the focus groups and the survey compiled and to begin development of draft rules internally at CDE alongside our internal policy analyst.

**January- February:** An interim step to allow for individual content stakeholder groups to review draft rules and provide feedback on them.



**March:** Update draft rules based on feedback.

**April:** Potentially begin to engage in the State Board of Education formal rule making process. (This will likely extend several months.)

## Minority Recruitment Grant Study HB 14-1175

Sections 22-2-505, C.R.S. (House Bill 14-1175) requires the department to study and develop strategies to increase and improve the recruitment, preparation, development, and retention of high-quality minority teachers in elementary and secondary schools in Colorado. The department is required to prepare a report of its findings, including current statewide and district demographics and recommendations, to the Office of the Governor, the State Board of Education, and the Education Committees of the House of Representatives and Senate.

We are beginning the process of compiling research that will help inform the process of increasing the influence of minority teachers in schools across Colorado. Please continue to watch our listserv for more information about this important study!

## Dance and Chinese Endorsements

The Board of Education has officially approved the rules for educators to obtain an endorsement in Dance. Currently, Dance is offered only through degree. That means that in order to get a teaching license in Dance, an applicant must have a degree in Dance and have completed an approved educator preparation program. We are working on the option of adding an endorsement through the 24 credit hours, however, it is not fully approved at this time.

Additionally, under the current Foreign Language rules, we have added Mandarin Chinese as an endorsement area for our foreign language educators. This endorsement is available only by degree at this time as well. We have begun stakeholder meetings on content assessments that will be recommended to the Board of Education for adoption.

## Praxis Program Updates: Test Changes

As a reminder, Colorado has adopted new Praxis tests for the content areas listed below. We will not accept scores from old versions of these tests after the dates mentioned. If applicants have taken and passed the old tests prior to these end dates, we will still accept them with no sunset date yet determined. Praxis keeps their website very up to date, and applicants can click on Colorado to see exactly which tests are accepted. If a teacher has registered for an old test number **prior** to the closing date of these tests, we will accept those results. If the applicant registered after the closing dates, only the new test will be honored.

	Old Test	Date Ended	New Test	Passing Score
Elementary Education	5014	Aug. 13, 2014	5018	163
English Language Arts	0041/5041	Aug. 17, 2013	5038	167
Mathematics	0061/5061	Aug. 17, 2013	5161	160
School Psychologist	5401	Sept. 1, 2014	5402	147
Speech Language Pathology	5330	Sept. 1, 2014	5331	162

**Important Note about Elementary Exam #5018-** the new Elementary test is being offered during windows, and not on a continuous basis. The easiest explanation for this change is that it is a new test and is still undergoing monitoring from



Praxis on a number of factors. Praxis has opened the test up for the December window of 12/8-12/20. Applicants can now register and take this test during that period of time.

We understand that the Colorado approved Praxis exams are currently offered in windows only, not continuous testing. Praxis has announced that all tests will eventually be offered on a continuous basis, and we will be sure to communicate when the change will affect Colorado exams – this is a very important change in terms of customer service and will help ease the stress of candidates fitting into a windowed testing schedule.

4th Free Score Report – Effective this September, candidates will have the option of sending a fourth free score report, saving candidates who need that extra report \$50.

### Webinar Schedule for Teacher Candidates

ETS offers free live webinars to help candidates succeed as they prepare for teacher licensure. These webinars offer in-depth information, study plan examples and the opportunity to interact and ask questions. Topics include test overviews, free resources for test preparation and tips for reducing test anxiety. Registration opens approximately two weeks prior to the webinar date and we encourage candidates to participate and register early.

2015 webinar dates:

- Tuesday, January 27, 2015, at 1 p.m. ET
- Monday, April 20, 2015, at 1 p.m. ET
- Tuesday, July 28, 2015, at 1 p.m. ET

For more information, visit the [Test Preparation Webinars](#) page.

**Curious about what has changed in two of our newly adopted exams- Speech Language Pathology #5331 and School Psychologist # 5402? Praxis has outlined the updates that were made to help stakeholders better understand the great care involved in updating old exams to align with best practice and current initiatives in the field. See the info below!**

The new *Praxis* [Speech-Language Pathology test \(5331\) \(PDF\)](#) launched in September. The test aligns with the [2014 Standards and Implementation Procedures for the Certificate of Clinical Competence in Speech-Language Pathology](#). Overall the new SLP test focuses more on candidates' ability to apply their knowledge and skills within the practice ranging from foundational knowledge to effective practice. There is a greater emphasis on decision making in the assessment and treatment of clients. In the future, the test will support the inclusion of technology-enhanced items including items with audio and video stimuli.

### Test Comparison Overview

	Speech-Language Pathology 5331	Speech-Language Pathology 0330/5330
<b>Number of questions</b>	132 selected-response questions	120 multiple-choice questions
<b>Time allotted</b>	150 minutes	120 minutes
<b>Multiple-choice questions</b>	4 answer options	5 answer options
<b>Content categories</b>	<ol style="list-style-type: none"><li>Foundations and Professional Practice</li><li>Screening, Assessment, Evaluation, and Diagnosis</li><li>Planning, Implementation, and Evaluation of Treatment</li></ol>	<ol style="list-style-type: none"><li>Basic Human Communication Processes</li><li>Phonological and Language Disorders</li><li>Speech Disorders</li><li>Neurogenic Disorders</li><li>Audiology/Hearing</li><li>Clinical Management</li></ol>



		VII. Professional Issues/Psychometrics/Research
<b>Score scale range and score intervals</b>	100–200 in 1-point intervals	250–990 in 10-point intervals
<b>Study companion practice questions</b>	32 sample questions with answers and explanations are provided	24 sample questions with answers and explanations are provided

### The New Scoring Categories and the Big Nine

The 5331 test will cover all of the content covered in 0330/5330, yet it will now be distributed among three scoring categories rather than seven. Although these scoring categories are based on different aspects of professional practice, the knowledge and skills assessed cover practice in each of "The Big Nine" areas:

1. Articulation
2. Fluency
3. Voice and Resonance
4. Receptive and Expressive Language
5. Social Aspects of Communication
6. Cognitive Aspects of Communication
7. Augmentative and Alternative Communication Modalities
8. Hearing
9. Swallowing

### New School Psychologist Test

The new *Praxis* [School Psychologist Test 5402 \(PDF\)](#) launched in September. The test aligns with the [NASP Model for Comprehensive and Integrated School Psychological Services \(PDF\)](#). Overall the new School Psychologist test aligns with the new NASP requirements and has gone from five option multiple-choice questions to four option multiple-choice questions. The language of the content categories varies slightly from the language of the content categories on the previous School Psychologist exam to allow for a more detailed representation of what candidates can expect to see on the exam.

### Test Comparison Overview

	School Psychologist 5402	School Psychologist 0401
<b>Number of questions</b>	140 selected-response questions	120 selected-response questions
<b>Time allotted</b>	140 minutes	120 minutes
<b>Multiple-choice questions</b>	4 answer options	5 answer options
<b>Content categories</b>	<ol style="list-style-type: none"> <li>I. Professional Practices, Practices that Permeate All Aspects of Service and Delivery</li> <li>II. Direct and Indirect Services for Children, Families, and Schools (Student-Level Services)</li> <li>III. Systems-Level Services</li> <li>IV. Foundations of School Psychological Service Delivery</li> </ol>	<ol style="list-style-type: none"> <li>I. Data-Based Decision Making</li> <li>II. Research-Based Academic Practices</li> <li>III. Research-Based Behavioral and Mental Health Practices</li> <li>IV. Consultation and Collaboration</li> <li>V. Applied Psychological Foundations</li> <li>VI. Ethical, Legal and Professional</li> </ol>



		Foundations
<b>Study companion practice questions</b>	35 sample questions with answers and explanations are provided	24 sample questions with answers and explanations are provided

## Urgent News about Fingerprint Cards

While CDE is current and up to date with fingerprint results, the Colorado Bureau of Investigations (CBI) is not. They are currently processing fingerprints submitted to them on or before October 30<sup>th</sup>.

If you have submitted your fingerprints on or after October 30<sup>th</sup>, they have not been processed. Please refrain from contacting Enforcement or Colorado Bureau of Investigations. CBI is working on their backlog and additional phone calls only add to their overall processing time. Once CDE receives the results, they are processed by us within two days.

CDE no longer provides fingerprint cards, applicants must obtain a standard Applicant Fingerprint Card #FD-258. Most law enforcement agencies will provide this card as a part of their service. If they do not, you may purchase a fingerprint card from the following

websites : <http://www.cde.state.co.us/sites/default/files/CDE%20CCI%20Fingerprint%20Card%20Order%20Form%20030714.pdf> or [http://www.amazon.com/s/ref=nb\\_sb\\_noss?url=search-alias%3Daps&field-keywords=applicant%20fingerprint%20cards](http://www.amazon.com/s/ref=nb_sb_noss?url=search-alias%3Daps&field-keywords=applicant%20fingerprint%20cards)

The OCA code required on fingerprint cards has changed to **CO920133Z**. Pre-printed fingerprint cards are no longer accepted. If you or your agency (school district, college/university, etc.) is still using pre-printed fingerprint cards originally supplied by CDE, discontinue using them and destroy them. CBI will be accepting fingerprints submitted on those cards for a very short period of time, then they will be rejecting them. For more information, [click here](http://www.cde.state.co.us/cdeprof/fingerprints). (<http://www.cde.state.co.us/cdeprof/fingerprints>)

For additional questions, you can reach our background specialists at 303.866.6628 option 2 and send email inquiries to [educator.licensing@cde.state.co.us](mailto:educator.licensing@cde.state.co.us)

## Frequently Asked Questions

### What does “reciprocity” mean for out-of-state applicants?

If Colorado licensure is the topic, forget what you know about the meaning of the word reciprocity, because it’s likely not what you think. While it is true that Colorado has signed NASDTEC’s reciprocity agreement with a majority of other states, our signature on this agreement indicates one thing: that we will recognize that another state has granted an educator a license.

#### *What Reciprocity Is Not*

- A synonym for the word **transfer**. Licenses do not “transfer” across state lines.
- **Reciprocal**. Any holder of an educator license issued by another state, including a professional license of any kind, must meet or exceed Colorado’s requirements for the license and/or endorsement area sought. Period.
- A **guarantee** that an applicant will receive a Colorado-issued license or that an applicant will receive all of the endorsements issued by the other state. Colorado issues licenses in the applicants’ content area(s) of



preparation. All other endorsements may be added upon application and meeting the requirements for each.

#### *What Reciprocity Is*

- **Helpful.** If an applicant meets the requirements for a Colorado license and has at least three years' continuous experience in the content area(s), reciprocity allows us to issue a professional license. Those who meet the requirements with less than three continuous years' experience receive an initial license.
- **Beneficial.** If an applicant is found to meet all-but-the-requisite-content-exam(s) requirements, reciprocity allows us to issue an Interim Authorization, thereby allowing the candidate to teach while also giving him or her a year's time to prepare for and take the required exam(s).

#### **Have there been any recent changes to the "8.0s" also known as the content required for licensure in State Board of Education approved endorsement areas?**

The 8.0s still stand as what the state board expects to see in the content area coursework of teacher candidates. Some of these areas have been modified at different times over the years (since 1991). The Linguistically Diverse Education endorsement that was completely replaced by the Culturally and Linguistically Diverse Education endorsement in 2010 is the only endorsement that has seen significant change recently as to the standards required for program authorization. The important piece to note is that these lists are written in terms of knowledge bases/skills/field experiences. They are not written in terms of specific courses or credit hours. The ways in which individual preparation programs determine how to have candidates meet these standards is up to the individual institutions. Of course, passing the content reviews has been a part of the process (and if a standard is not met at all, it would need addressing).

What is currently in state statute around educator preparation is named in terms of "Assessment of professional competencies" [22-60.5-203]. This statute establishes minimum competency for licensure endorsement areas. Minimum competency is defined:

- For elementary teachers, including special education teachers, as passage of the elementary content test;
- For secondary teachers:
  - A degree in the endorsement area;
  - Passage of the content test in the endorsement area; OR
  - Twenty-four hours of coursework in the endorsement area.

#### **What is the difference between the Culturally and Linguistically Diverse endorsement and the Linguistically Diverse Education endorsement?**

Recently it came to our attention that many within the office were confused about when to issue LDE vs. CLD. This got us thinking, "If we're confused, then it's likely that you might be, too!" Click on the question above to learn more regarding these endorsements as well as little background about what transpired and when, and some general rules about why you will continue to see LDE as an endorsement on many teachers' licenses.

#### **Quick Links**

##### **Endorsements offered by IHEs:**

[http://higher.ed.colorado.gov/Academics/TeacherEd/forms/Approved%20Educator%20Preparation%20Programs%20in%20Colorado\\_071014.pdf](http://higher.ed.colorado.gov/Academics/TeacherEd/forms/Approved%20Educator%20Preparation%20Programs%20in%20Colorado_071014.pdf)



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**Designated agencies for alternative teacher preparation:**

[http://www.cde.state.co.us/cdeprof/Licensure\\_alt\\_desigagencies.asp](http://www.cde.state.co.us/cdeprof/Licensure_alt_desigagencies.asp)

**Early childhood work at CDE:**

<http://www.cde.state.co.us/early/earlychildhoodprofessionaldevelopmentteam>

- This site includes the ability to join a CDE listserv for ECE updates, connections, resources

**Quality rubrics for teachers, principals, and the 9 special service providers:**

<http://www.cde.state.co.us/educatoreffectiveness/statemodevaluationsystem>

**Colorado Academic Standards:**

<http://www.cde.state.co.us/standardsandinstruction/factsheetsandfags>

To read more or see recent archives, please visit our web page at: <http://www.cde.state.co.us/cdeprof>

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