

The Rhode Island Tiered Certification Structure

Enclosure 5a
September 15, 2011

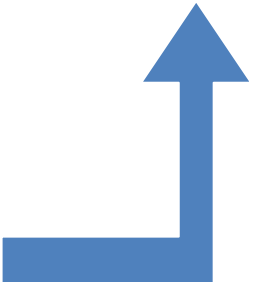
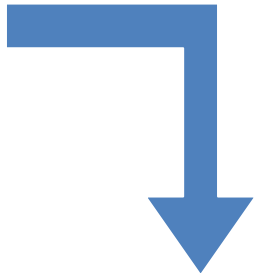
Initial Routes to Full Certification

- Approved Program
- Reciprocity

Credential Review
(Only in areas with no RI approved programs)

Preliminary Routes to Full Certification

- Alternate Route Preliminary
- Career and Technical Education Preliminary
- Emergency Preliminary
- Expert Residency Preliminary
- Temporary Initial Preliminary
- Visiting Lecturer Preliminary
(Does not lead to full certification)



Full Certification

Initial Certificate

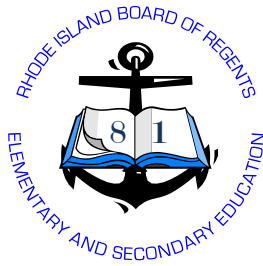


Professional Certificate



Advanced Certificate

Progression based on Performance



State of Rhode Island and Providence Plantations
DEPARTMENT OF EDUCATION
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Enclosure 5b

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Deborah A. Gist
Commissioner

Certification Redesign and Professional Development

The redesign of the certification system was conducted in concert with the development of the Rhode Island Educator Evaluation System Standards and the Beginning Teacher Induction program to create a continuous system of support and professional growth for educators. The Tiered Certification structure of Initial, to Professional, to Advanced Certification prioritizes professional growth and career advancement based on performance. The Beginning Teacher Induction program provides support at the start of a teacher's to accelerate their professional growth. The Educator Evaluation System Standards requires all educators to develop annual Professional Growth Plans that identify specific professional development activities they must engage in to continuously improve their practice.

Certification Redesign and Professional Development

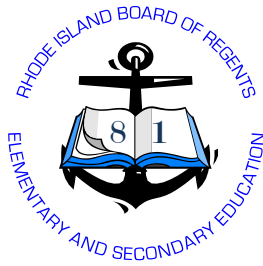
- Educators must meet professional competencies based on national standards to obtain Initial Certification including passing pedagogy and content tests.
- Educators must demonstrate effective practice through performance ratings to progress from an Initial, to a Professional, to an Advanced Certification.
- Educators must demonstrate effective practice through performance ratings to renew a Professional or Advanced Certification.

Beginning Teacher Induction and Professional Development

- Beginning teachers receive extensive one-on-one coaching from an assigned, trained Induction Coach including formative assessment, observation, and co-planning.
- Beginning teachers develop professional development goals with their Induction Coaches.
- Beginning Teachers conference with their Induction Coaches throughout the school year to monitor progress towards their goals, establish new goals, and identify additional professional development needs.

Educator Evaluation and Professional Development

- Educators conduct a Self-Assessment of their practice against a professional practice rubric based on professional standards.
- Educators establish, with the support of their evaluator, several Professional Growth Goals based on their Self-Assessment, current level of practice, and professional development needs.
- Educators develop annual Professional Growth Plans that include their goals, specific professional development actions steps they will engage in to meet their goals (e.g. conduct peer observation, enroll in a college course, participate in a professional book study), and establish benchmarks to measure progress towards the goals.
- Educators review and revise their Professional Growth Plans during the school year in conferences with their evaluator based on their practice and ongoing professional development.
- Educators develop new Professional Growth Plans for the next school year based on their previous plans, their evaluation ratings, and their professional development needs.



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Certification Redesign – Progression, Renewal, and Reinstatement

Certification Progression and Renewal:

Progression and Renewal in the redesigned certification system will be based on performance ratings from state-approved, local evaluation systems. All educators will receive annual performance ratings from their local evaluation systems of Highly Effective, Effective, Developing, or Ineffective. Local districts will report this information to RIDE on an annual basis and the Office of Educator Quality and Certification will use the performance ratings to make progression and renewal decisions. RIDE will monitor the certification progression and renewal process and provide updates to the Board of Regents as to its rollout and impact. With a promulgation date of January 1, 2012, no educator would progress or renew their certifications based on performance until 2015 for Initial Certifications and 2017 for Professional Certifications.

- An educator who receives a Developing or higher rating during an year of their certification will:
 - Progress to a Professional Certification, if holding an Initial Certification
 - Renew their Professional Certification, if holding a Professional Certification
- An educator who receives 4 ratings of Highly Effective and no ratings below Effective while holding a Professional Certification, progresses to an Advanced Certification:
 - If holding an Advanced Certification and receives 5 ratings of Highly Effective and no ratings below Effective, renews the Advanced certification
 - If holding an Advanced Certification and receives at least one rating of Developing or higher, renews as a Professional Certification.
- An educator who receives an Ineffective Rating for every year of their certification will not be renewed.
- An educator who does not receive evaluation ratings for any year of the term of their certification will receive 1 year extension(s) to accumulate the necessary ratings.

Reinstatement:

- An educator who has had a certification not renewed for performance reasons would be eligible to reinstate their certification(s) by completing the following steps:
 - Participate in retraining consistent with their performance-related concerns
 - Complete a successful field experience of supervised practice
 - Receive a positive recommendation for reinstatement by the Certification Policy Advisory Board (CPAB) after a review of the educator's evaluation results, retraining, and supervised practice
 - The Office of Educator Quality and Certification reviews the educator's credentials and CPAB's recommendation to make a reinstatement decision.

Telephone (401)222-4600 Fax (401)222-6178 TTY (800)745-5555 Voice (800)745-6575 Website: www.ride.ri.gov

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