Teacher Standards and Practices Commission

Presentation to the Senate Education Committee

February 15, 2024

Presenters

Presenting on behalf of Melissa Goff, Interim Executive Director:

- **Cristina Edgar,** Director of Professional Practices

- **Elizabeth Keller,** Director of Licensure

Contributors:
- Dr. Shara MonDragon, Interim Director of Educator Preparation and Pathways
- The TSPC Staff contributes to every part of the work discussed in this presentation

About TSPC

- Stand-alone agency responsible for:
  - Preparation
  - Licensing
  - Disciplining
- Governed by a 17-member Commission
- Funded by the fees educators pay for licensure

Senate Bill 275 [2023]

Proposed Improvements and Alignment Opportunities:

From the SB 275 report "Examining whether to merge TSPC into ODE" page 2 "Findings"

***Deepening investments** to improve TSPC's Key Performance Measures and educator services, including reducing backlogs and wait time for services

TSPC Executive Director working more closely with ODE's Executive Team

Co-developing a statewide educator effectiveness vision and framework

*Improving **cross-agency collaboration** and opportunities to better support educator preparation programs

*Safeguarding and maintain investment in the **Educator Data System** (the e-License system replacement)

*Work on starred items is underway and discussed in this presentation

Carryover Resources

2021-2023	2023-2025 (Prevent & Address)
Unanticipated cash balance at end of biennium	• Balance will be used to improve services to educators*
Revenues dropping with fewer applications at the end of 2023	• Meet regularly with DAS Finance and Chief Finance Offices • Invoicing by one individual in agency • Creating department codes for tracking • Instituting checks and balances for spending

*Discussed in upcoming slides

Deepening Investments:
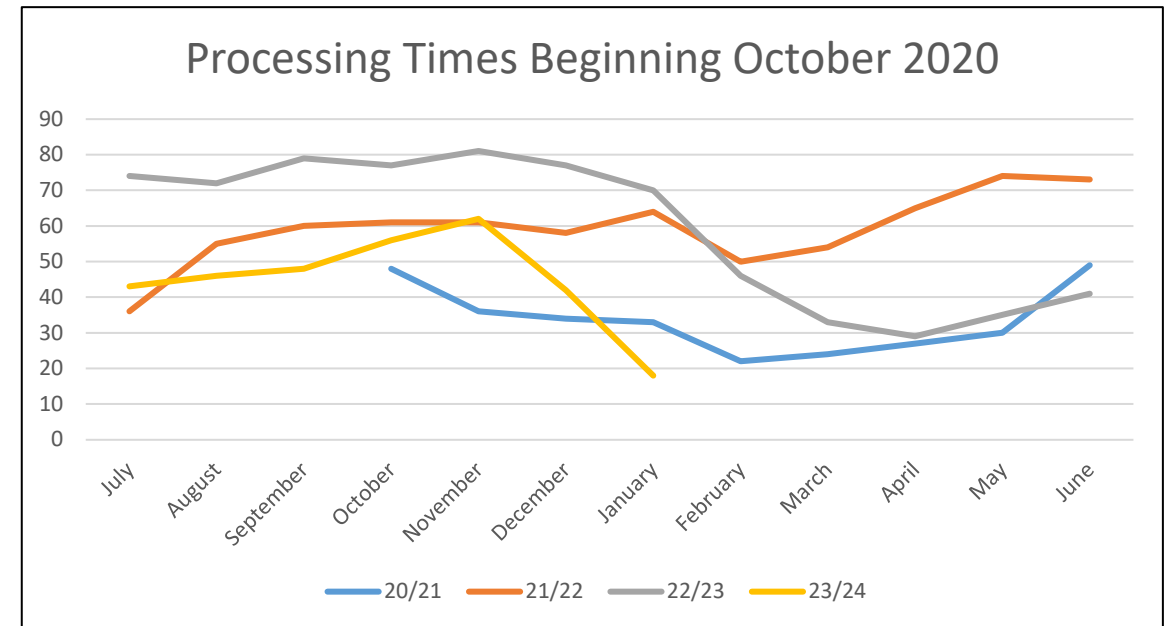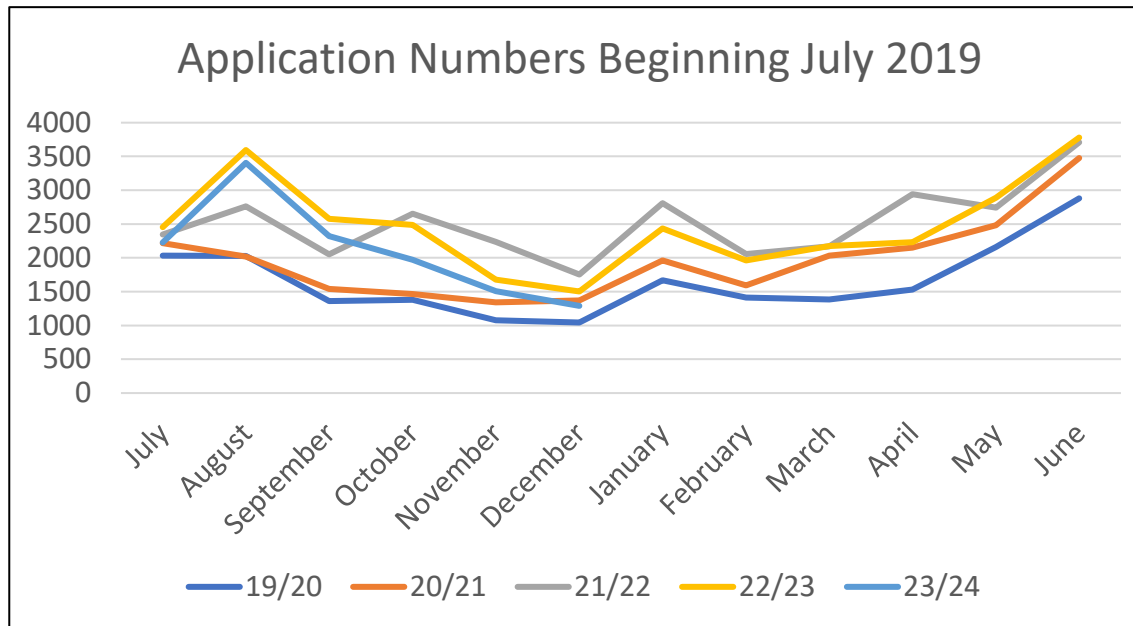# Key Performance Measures - Licensure

- Licensure backlog reduced this fall due to lower numbers of applications and great effort by staff

- KPM requires staff to answer incoming email within three business days – impossible to achieve with two Public Service Representatives

- Offering limited phone service by appointment only, but operating a call center requires a minimum of four Public Service Representatives

- Completing the work with Tyler Technologies on Phase 4 of eLicense system

Use of Carryover Resources

- Request for two Limited Duration Public Service Representatives to improve response time to incoming emails and other requests for information

- Website Redesign: Seeking services of a professional web designer to improve delivery of relatively complex content

- Cover any potential added costs for procurement of a new Educator Data System

Licensure Backlogs

Application Numbers Beginning July 2019

Processing Times Beginning October 2020

- Application numbers spiked during the summers of 2021, 2022 and 2023.

- Higher than usual application numbers during Fall of 2021 created a backlog that lasted until the end of 2023.

ORS 342.125 - applicants can work without a license for 90 days if they have applied and the background check is cleared

Deepening Investments: Key Performance Measures – Professional Practices

Decreasing Investigation Times and Increasing Efficiencies

• Passage of SB 218 (2023) became effective January 1, 2024.

• This allowed TSPC the ability to close cases administratively if the recommendation was for a dismissal.

• This is anticipated to reduce the amount of time it takes to process cases that lack sufficiency.

• These cases will not have to wait for the Commission to convene and can be closed on a rolling basis

• Since January 1, 2024 – 30 cases have already been identified and are being processed for Administrative Closure
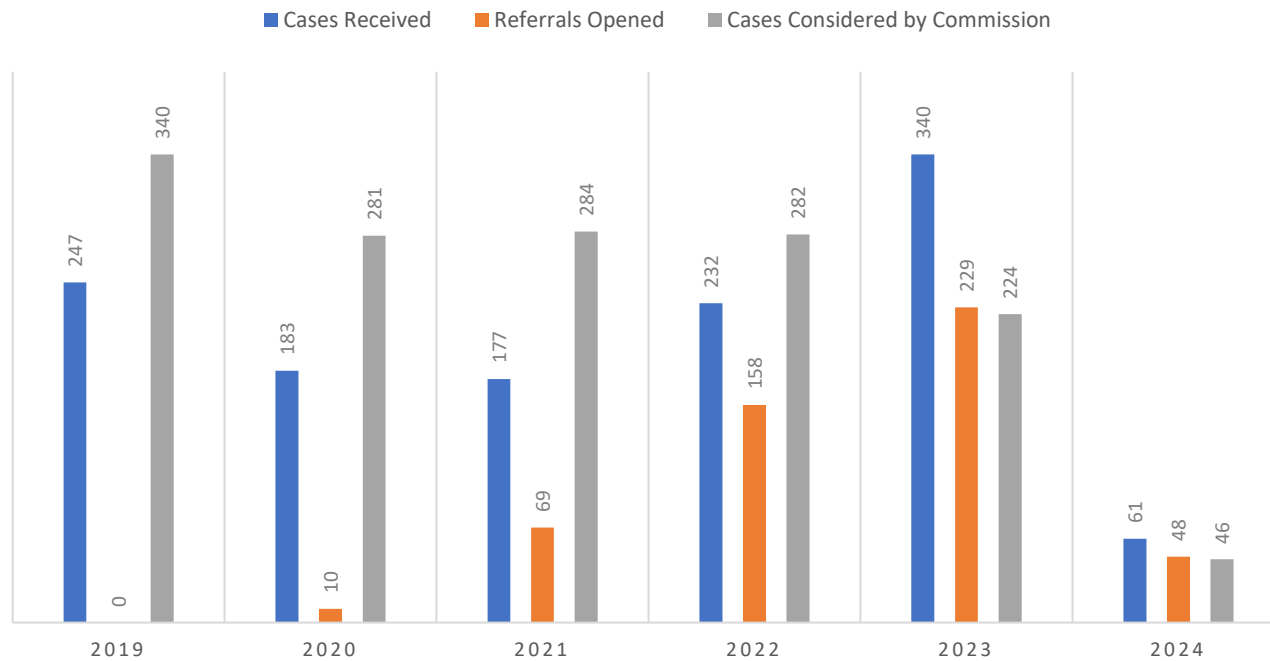
Use of Carryover Resources

• Request for five Limited Duration Investigators to assist with reducing the investigation case backlog

• Website Redesign: improved instructions to applicants

• Opportunity to incorporate Investigations and Case Management into the Educator Data System project

Investigations Backlogs

CASELOAD OVERVIEW

Legend: ■ Cases Received ■ Referrals Opened ■ Cases Considered by Commission

Year	Cases Received	Referrals Opened	Cases Considered by Commission
2019	247	0	340
2020	183	10	281
2021	177	69	284
2022	232	158	282
2023	340	229	224
2024	61	48	46

Processing Times

Row Labels	Count of Case ID
less than 6 months	
Active	153
Other Venue	9
6 to 12 months	
Active	125
Other Venue	7
13 to 18 months	
Active	30
Other Venue	6
19 to 24 months	
Active	4
Other Venue	6
greater than 24 months	
Active	2
Other Venue	3
Grand Total	**345**

Cross-Agency Collaboration & Barrier Reduction

Educator Advancement Council

- Interagency Agreement to provide continued investment in Diversity Licensure Expense Reimbursement, Oregon Administrator Scholars program, Registered Apprenticeships, and Multiple Measures Assessment Options

Educator Preparation Providers (EPPs)

- Review of Program Review processes for continued improvement and to identify redundancies in requirements
- Seeking improvement in required data reporting to inform the quality assurance of EPPs

Workforce Shortage & Barrier Reduction Collaborations

- National Association of State Directors of Teacher Education and Certification (NASDTEC)
- Interstate Teacher Mobility Compact (ITMC)– obtained seat on the Commission
- Equity Planning Cross-Agency Collaborative (Higher Education Coordinating Commission & EAC)
- Oregon Educators Data Dashboard
- Coalition of Oregon School Administrators (COSA)
  - Other barriers discussions:
    - Restricted Teaching License – extend term to two years with one renewal
    - International Visiting Teachers – remove requirement for foreign transcript evaluation
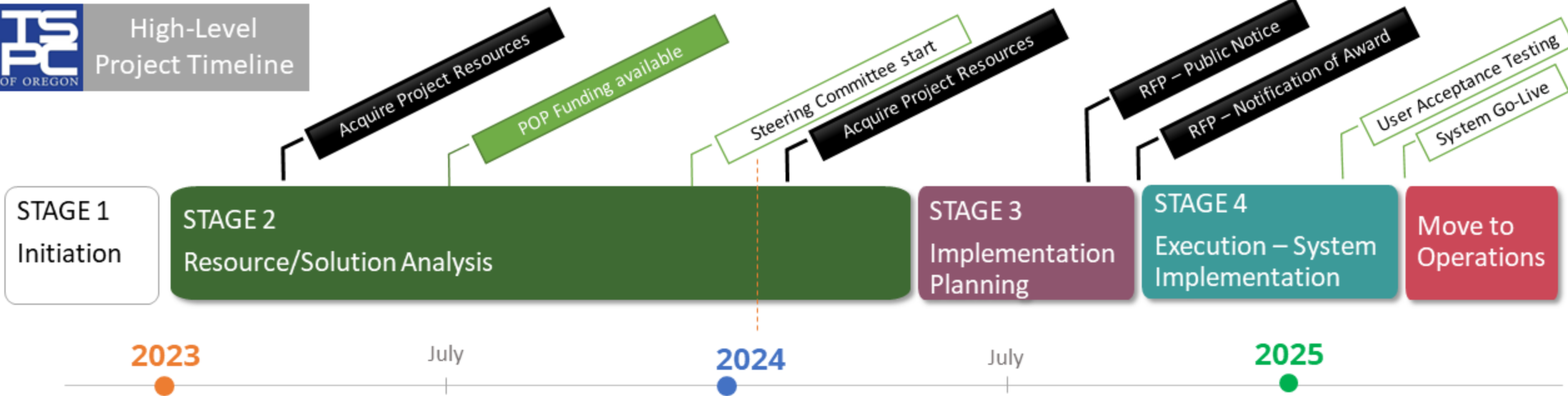   - Addressing pandemic-related licensure barriers

Investment in the Educator Data System

- Incorporate more than just licensing
  - Case Management to improve investigations tracking
  - Tracking of educator preparation program approvals and program completer data
- Overall improvement of data about Oregon's educator workforce
- DAS EIS Project Management – higher level of accountability

High-Level Project Timeline

TSPC OF OREGON

Acquire Project Resources

POP Funding available

Steering Committee start

Acquire Project Resources

RFP – Public Notice

RFP – Notification of Award

User Acceptance Testing

System Go-Live

STAGE 1 Initiation

STAGE 2 Resource/Solution Analysis

STAGE 3 Implementation Planning

STAGE 4 Execution – System Implementation

Move to Operations

2023 — July — **2024** — July — **2025**

Project Documentation

Project Manager
- Project Partner Registry
- RACI
- Risk & Issue Log
- Scope/Schedule/Budget
- Market Research
- Gap / Solution Analysis

- Baseline PMP
- Baseline Scope (+/- 10%)
- Baseline Schedule (+/- 10%)
- Baseline Budget (+/- 10%)
- Benefits Management Plan

- Test Plan
- Project Status Reporting
- Operations & Maintenance Plan
- User Acceptance Testing

- Lessons Learned
- Project Close Out Report
- Benefit Measurement Analysis/Report

Business Analyst
- Business Process Analysis
- Business Requirements
(internal TSPC staff)

- Business Process Analysis
- Business Requirements
(external project partners)

- OCM Plan

- Requirement Traceability Matrix

Data Architect
- System Architecture
- Data Documentation
- System Security Plan (1)
- Cloud Workbook (1)

- Preliminary Data Migration Plan

- Test Cases
- System Security Plan (final)
- Cloud Workbook (final)
- Data Migration Plan (final)

Thank you!

Cristina Edgar, Director of Professional Practices
Elizabeth Keller, Director of Licensure

Questions?