

Item 20:

Discussion and Update on Principal Certification Redesign

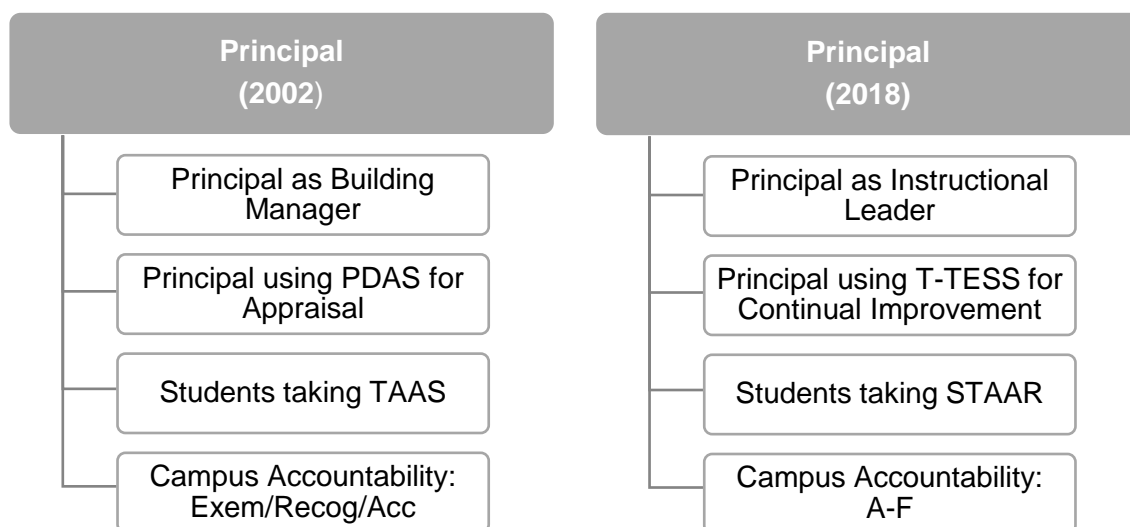
DISCUSSION

SUMMARY: This item provides the State Board for Educator Certification (SBEC) an opportunity to discuss an update on the Principal Certification Redesign, that starts with a new principal certification name (*Principal as Instructional Leader*) and includes new principal certification assessments, an optional tiered process for obtaining standard certification, and an endorsement for currently certified principals and assistant principals. This item also provides a preview of upcoming rule items for the Board's consideration to implement the redesign.

STATUTORY AUTHORITY: The statutory authority for 19 TAC §241.15 is the Texas Education Code, §21.003(a), §21.041(b)(4), §21.046(c)-(d), and §21.048(a).

PREVIOUS BOARD ACTION: The SBEC approved the adoption of 19 TAC Chapter 241, Principal Certificate, §241.15 Standards Required for the Principal Certificate in April 2016. The SBEC discussed the new principal certification assessment in March 2017.

BACKGROUND INFORMATION AND JUSTIFICATION: At the April 2016 SBEC meeting, the Board adopted new principal standards to better align the standards to contemporary principal practices, principal appraisal, and professional development standards. With the adoption of new standards that reflects the knowledge and skills necessary for today's principal, the work to draft a new test framework began in Spring 2016. In addition to the standards being updated, there was careful consideration of the changes to the essential role of a principal to schools, students, communities, teachers, etc., from 2002 (when the standards began to be used for assessment purposes) to the current role 16 years later in 2018. Given the changes from the prior 2002 until now, it is proposed that the new principal certification be given a new name that better reflects the current reality. The name that is proposed is *Principal as Instructional Leader*.



The current Texas Examinations of Educator Standards (TExES) Principal examination (068) has been in use since 2002. The examination consists of 120 multiple-choice questions and is designed to assess whether a test taker has the requisite knowledge and skills that an entry-level principal or assistant principal must possess. The multiple-choice format of the test limits the types of questions that could better elicit information about what a principal candidate really knows and is able to do.

With the new standards and essential role of a principal changing, Texas Education Agency (TEA) staff underwent a comprehensive approach to a principal certification redesign that includes 1) a new principal certification assessment, 2) an optional tiered process for obtaining standard certification, and 3) an endorsement for currently certified principals and assistant principals.

The redesign framework began with looking at current research on the important role of principals. The research showed:

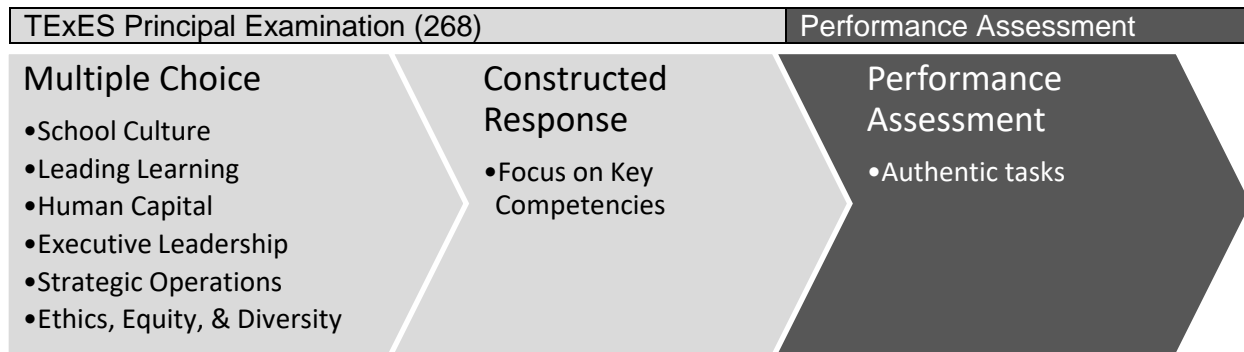
- Principals are second only to teachers in their impact on student achievement.
- A highly effective principal can increase his or her students' scores up to 10 percentile points on standardized tests in just one year.
- Principals in low-achieving or high poverty, minority schools tend to have a greater impact on student outcomes than principals at less challenging schools.
- Principals also have a positive effect on the retention of effective teachers.
- **Being an instructional leader is a hallmark of effective principals.** Effective principals are more likely to provide their teachers with the support and motivation to be effective teachers. For example, although both effective and ineffective principals claimed to frequently observe their teachers, effective principals make more unscheduled observations and provide immediate feedback.

**The Principal Perspective: full report.* Center for Public Education

New Principal Certification Assessment

In August 2016, a principal committee comprised of current Texas principals and principal preparation program staff met to review test development work conducted and to provide input on the new test framework. The draft principal test framework was posted on the TEA website for 30 days for public comments.

TEA staff met in October and December 2016 with staff from Educational Testing Service (ETS), the current state contractor for educator certification testing, to discuss options for a more comprehensive principal assessment that would include components that allowed principal candidates to more authentically demonstrate the knowledge and skills expected of a school leader. From those discussions, TEA staff and ETS staff began moving forward with a new principal assessments that would include a computer administered exam and a performance assessment, as illustrated on the next page. The TExES Principal Examination (268) would include multiple-choice items on the computer-administered test as well as constructed-response items. The performance assessment to capture the real-life skills that a beginning principal must possess for a successful first year. A principal committee met in late January 2017 to finalize the test design of the new principal assessment.



The addition of constructed-response items and a performance assessment will better meet the requirements of TEC 21.046 to provide a more comprehensive assessment to ensure that a principal candidate possesses the knowledge, skills, and leadership capabilities necessary for success as an instructional leader. The constructed response items would focus on key competencies of a successful principal. The performance assessment would be composed of authentic tasks that are aligned with the principal standards and submitted through an online system for scoring.

With the increased rigor and structure of a more comprehensive assessment that will help new principals and assistant principals to be better positioned for success in their role, there would be an increased cost associated with developing the new assessments. The estimated cost of the TExES Principal Examination (268) is \$210 and the estimated cost of the performance assessment is \$400. TEA staff recognizes and is sensitive to the increased cost on future principal candidates; however, the investment in a more comprehensive assessment that informs the preparation of principals would better position those individuals for success in entry level roles for campus leadership.

Optional Tiered Process Standard Certification

To ensure candidates for principal certification are adequately prepared for success, the recommended sequence for the assessment would be to successfully complete the TExES Principal Examination (268) and then successfully complete the performance assessment. Candidates would be able to choose to take the performance assessment immediately following successful completion of the TExES Principal Examination (268), or they would be able to choose to proceed on an intern certificate to allow individuals time to experience the role as a principal prior to completing the performance assessment. This would allow flexibility for candidates in determining when to progress as they move toward obtaining a standard principal certificate.

Principal Endorsement

Additionally, the agency proposes that currently certified principals and assistant principals be given the opportunity to strengthen their current certification through the completion of the performance assessment and attainment of a Principal as Instructional Leader endorsement. As an added incentive, the time spent on successfully completing the performance assessment would qualify for continuing professional education hours.

The anticipated pilot date for the new TExES Principal examination (268) is December 2018 through February 2019. The anticipated date for the new TExES Principal examination (268) is summer 2019. The anticipated date for the performance assessment is fall 2019.

The purpose of pilot testing is to gather data to set the passing standard for future use. Pilot candidates will see an increase in the time it takes to receive their scores. In the future, the TExES Principal examination (268) will be administered quarterly (January, April, July, and October) with scores being reported within 3-4 weeks. A performance assessment would likely have two submission windows through a year (once in the fall and once in the spring). It is suggested that candidates seeking employment as a principal submit their performance assessment in the fall prior and take the TExES Principal examination (268) no later than the January prior.

Attachment II provides a timeline of stakeholder engagement activities that TEA staff have engaged in throughout the development process.

FUTURE ACTION EXPECTED: The following two tables provides a preview of upcoming rule items to implement the above changes.

Table 1: The follow proposed changes will be brought to the Board for discussion in May, proposal in August, and adoption in October of 2018.	
Affected Chapter	Anticipated Changes
230: Assessment of Educators (Subchapter C)	<ul style="list-style-type: none"> Replacing 068 Principal TExES to 268 Principal TExES in §230.21(e) Addition of a performance assessment to §230.21(e)
230: Types and Classes of Certificates Issues (Subchapter D)	<ul style="list-style-type: none"> Addition of requirements for Principal intern certificate to include passing of 268 Principal TExES to §230.36(e)
232: Certificate Renewal (Subchapter A)	<ul style="list-style-type: none"> Addition of a performance assessment eligible for principal up to 150 CPE hours to §232.11(c)
241: Principal Certificate	<ul style="list-style-type: none"> Addition of Principal as Instructional Leader certificate name to be issued in accordance with assessment changes in 230 Subchapter C to §241.20 Additional subchapter of §241.35 to specify the requirements for a Principal as Instructional Leader endorsement

Table 2: The following proposed changes will be brought to the Board for discussion in August, proposal in October, and adoption in December of 2018.	
Affected Chapter	Anticipated Change
231: Personnel Assignments (Subchapter G)	<ul style="list-style-type: none"> Addition of Principal as Instructional Leader certification for assignment of Principal or Assistant Principal to §231.643(a)

PUBLIC AND STUDENT BENEFIT: The development of a new principal examination would result in a better alignment of the standards adopted by the Board in 2016 to the certification test to ensure that candidates can demonstrate essential competencies expected of a beginning

principal, which will lead to stronger preparation of principals in educator preparation programs and improved readiness for candidates to assume the role of campus instructional leader.

Staff Members Responsible:

Tam Jones, Director, Educator Preparation

Grace Wu, Project Manager, Educator Support

Attachments:

- I. Statutory Citations
- II. Timeline and Summary of Stakeholder Engagement Activities

ATTACHMENT I
Statutory Citations Related to Principal Certificate Structure

Texas Education Code, §21.003, Certification Required (excerpt):

- (a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Texas Education Code, §21.041, Rules; Fees (excerpt):

- (b) The board shall propose rules that:
- (4) specify the requirements for the issuance and renewal of an educator certificate;

Texas Education Code, §21.046, Qualifications for Certification As Superintendent or Principal (excerpts):

- (c) Because an effective principal is essential to school improvement, the board shall ensure that:
- (1) each candidate for certification as a principal is of the highest caliber; and
- (2) multi-level screening processes, validated comprehensive assessment programs, and flexible internships with successful mentors exist to determine whether a candidate for certification as a principal possesses the essential knowledge, skills, and leadership capabilities necessary for success.
- (d) In creating the qualifications for certification as a principal, the board shall consider the knowledge, skills, and proficiencies for principals as developed by relevant national organizations and the State Board of Education.

Texas Education Code, §21.048, Certification Examinations (excerpt):

- (a) The board shall propose rules prescribing comprehensive examinations for each class of certificate issued by the board. The commissioner shall determine the satisfactory level of performance required for each certification examination. For the issuance of a generalist certificate, the commissioner shall require a satisfactory level of examination performance in each core subject covered by the examination.

ATTACHMENT II

Timeline and Summary of Stakeholder Engagement Activities

To ensure all stakeholders are aware of and have an opportunity to provide input on the new Principal Certification Redesign, TEA staff have conducted multiple events during the formation of the redesign to propose the best framework for the Board's consideration. Partnering with stakeholders has allowed TEA staff to provide a comprehensive review and update of the redesign while obtaining vital feedback.

Date	Event and Participants
September 25, 2017	A&M System Chancellor's Conference - Deans and directors from Colleges of Education from all A&M system schools
October 3, 2017	Commissioner's regular meeting with retired superintendents
October 4, 2017	University of Texas San Antonio (UTSA) Graduate Classes
October 17, 2017	Statewide ESC Meeting
October 23-24, 2017	Consortium of State Organizations for Texas Teacher Education (CSOTTE) Conference for EPPs
October 27, 2017	EPP Stakeholder Group – universities and ACPs
November 2, 2017	TASA Superintendent Cabinet – current superintendents from every ESC region
November 8, 2017	ESC 20 Regional Forum: school districts, ESCs and EPPs – TEA also provided professional development
November 9, 2017	ESC 18 Regional Forum: school districts, ESCs and EPPs – TEA also provided professional development
November 10, 2017	ESC 4 Regional Forum: school districts, ESCs and EPPs – TEA also provided professional development
November 13, 2017	Urban Superintendent Retreat
November 16, 2017	ESC 11 Regional Forum: school districts, ESCs and EPPs – TEA also provided professional development
December 1, 2017	Statewide Consortium of ESCs
December 10, 2017	ESC ACP Programs
December 13, 2017	University of Texas (UT) System EPP Update
December 15, 2017	Texas Association of School Personnel Administrators
January 5, 2018	Educator Preparation Advisory Committee Meeting (EPAC)
January 22, 2018	Texas Association of Colleges of Teacher Education (TACTE)
January 29, 2018	Texas Council of Professors of Education Administration (TCPEA)
January 30, 2018	Texas Association School Administrators (TASA) Midwinter Conference for Superintendents and local education agencies (LEAs) – Breakout Concurrent Session