

## Statements / topics for further discussion on Tuesday, January 31, 2012

1. Teachers must be provided time within the instructional day and setting to participate and meet induction program requirements.

***What is the state's role in this? How much of this should be locally determined?***

2. Teachers have up to 5 years to successfully complete an induction program. For teachers who are unable to complete an induction program in the same district (i.e.: due to lay-offs), their prior participation should be recognized in subsequent employment.

Teachers who are unable to successfully complete an induction program should be exited from the profession.

***How long should a teacher be granted to complete an induction program?***

***How should mobility and non-consecutive teaching be handled?***

***Who will be responsible for remediating /supporting teachers who are unsuccessful after 3 years?***

3. Successful completion of induction AND / OR Tier 2 license renewal should require evidence of student learning based on locally determined measures.

***What local measures would be eligible? What role would the state play in approving or monitoring the selected measures?***

4. Renewal should be based on demonstration of professional development aligned to standards such as InTASC.

A teacher, in collaboration with administrators, should determine specific goals, activities, and practices.

Renewal plans should align with school or district-based systems and goals for professional development.

***What does this look like?***

***How could the InTASC standards serve as the foundation for professional development?***

***How can the teacher "own" his/her professional development plans while also aligning with school or district needs?***

5. A teacher who is unable to meet renewal requirements could be issued a 1-year probationary status to complete requirements in conjunction with a locally-determined remediation plan?

***What are the practical and/or unintended consequences of this type of policy?***

6. Tier 3

***What activities or accomplishments would serve as the basis for this license?  
How often would the teacher need to renew?***

***Should a teacher be able to move back and forth between Tier 2 and Tier 3?  
Does achieving Tier 3 at one point in time mean that a teacher will remain at  
that Tier?***

7. Differentiated Roles

***Who should determine these roles?***

***What is the purpose of having the state recognize these roles?***

8. What names do we want to give for the different Tiers?

**Tier 1: Initial Teaching License?**

**Tier 2: Professional Teaching License?**

**Tier 3: Distinguished Teaching License?**