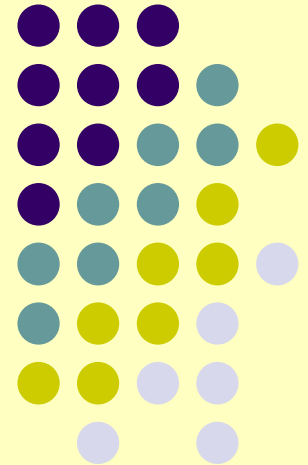


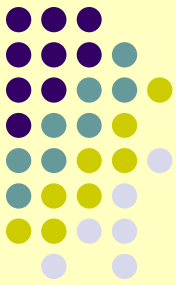
TEACHER STANDARDS *and*
PRACTICES COMMISSION | *of Oregon*

**Presentation to Education
Subcommittee
Ways & Means**

Vickie Chamberlain, Executive Director

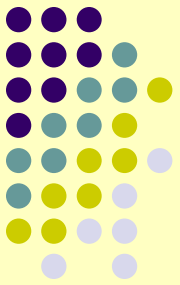
May 26, 2015





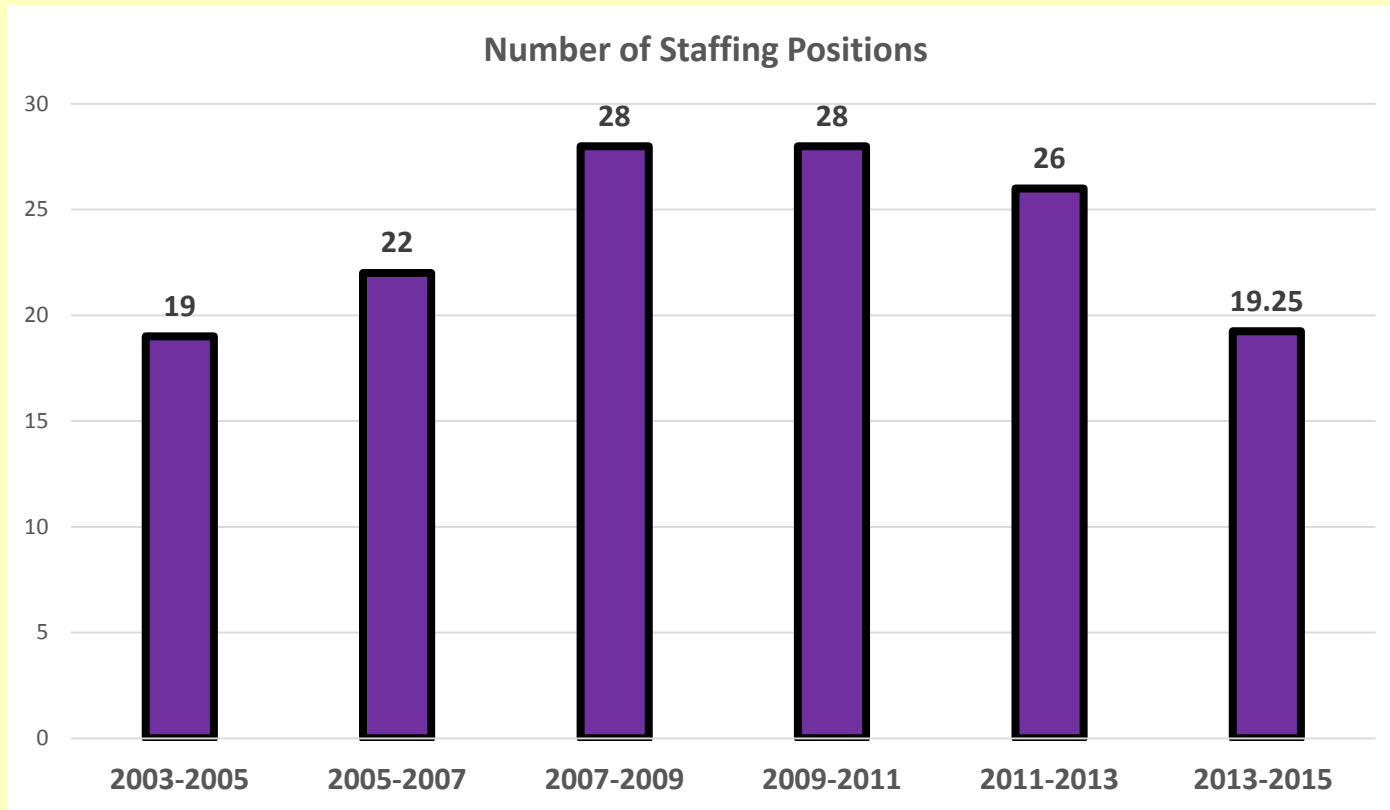
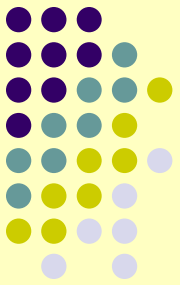
Revenue History

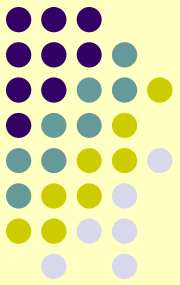
TSPC Revenue 2003-2015



	2003-2005	2005-2007	2007-2009	2009-2011	2011-2013	2013-2015 (proj)	2015- 2017(proj)
Actual Revenue	3,377,003	4,806,120	5,150,010	5,117,817	4,664,487	4,915,986	
Approved Expenditures	3,574,664	3,915,455	4,582,970	5,118,071	5,544,612	5,004,014	
Actual Expenditures	3,320,018	4,174,259	5,008,724	5,311,522	4,945,004	4,802,873	
Ending Balance	1,122,554	1,754,415	1,895,701	1,355,996	1,075,468	1,188,581	1,171,981
Sweep				346,000			
Permanent Positions	19	22	24	25	24	19.25	
Limited Positions			4 LD	3 LD	2 LD		

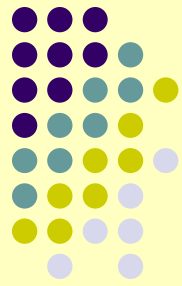
Position History



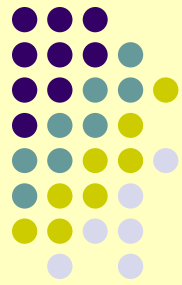


Licensure Action Breakdown

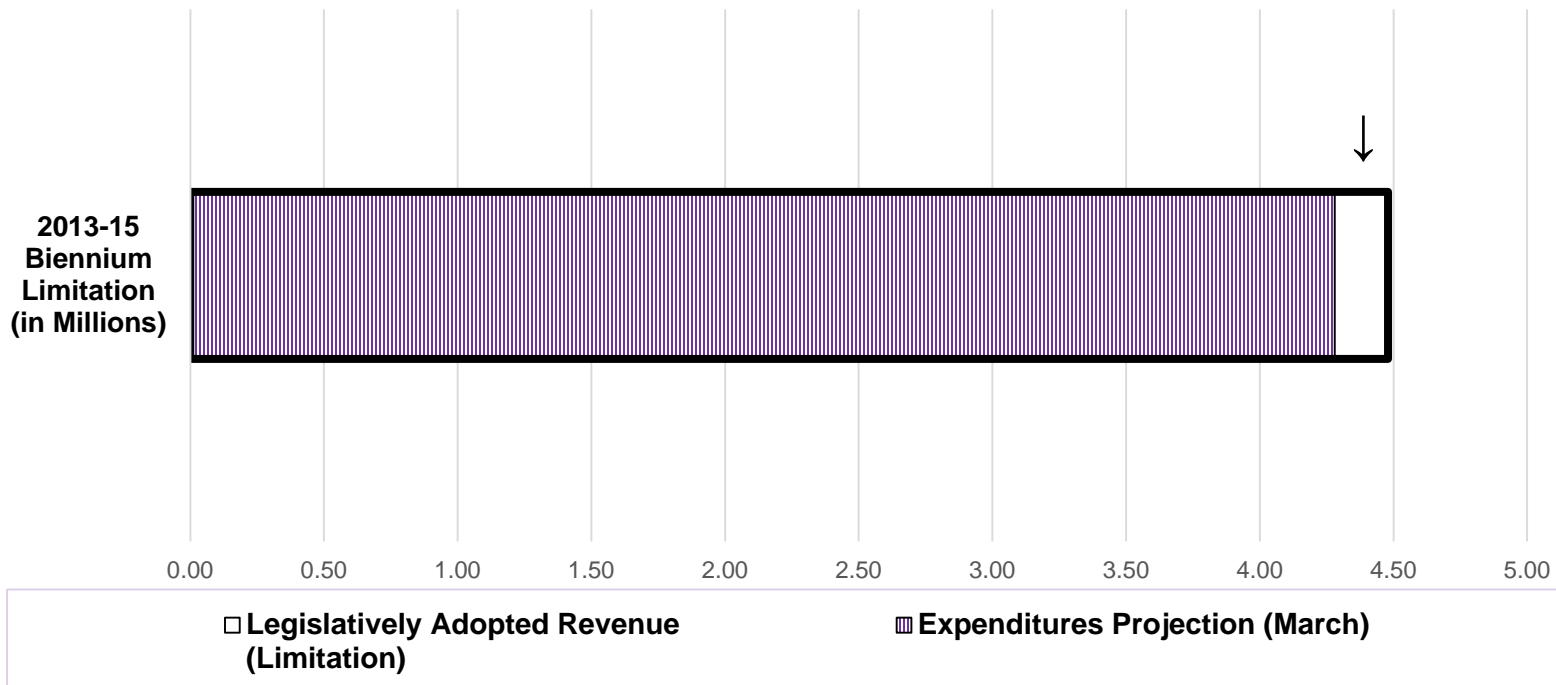
Licensure Action	2011-13 Biennium	2013-2015 Biennium (through April)	Projected for 13-15 Biennium
Renewals	29,993	26,331	30,092
New In-State Licenses	4,753	3,135	3,582
New Out of State Licenses	2,597	3,280	3,748
Charter School Registrations	326	304	347
Fingerprints	7,389	7,174	8,198
TOTAL	45,058	40,224	45,967

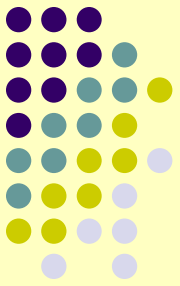


Current Revenue & Expenditure Situation



2013-15 Limitation "Gap" of \$200,000

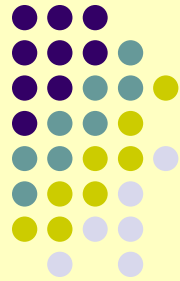




Customer Service Improvements

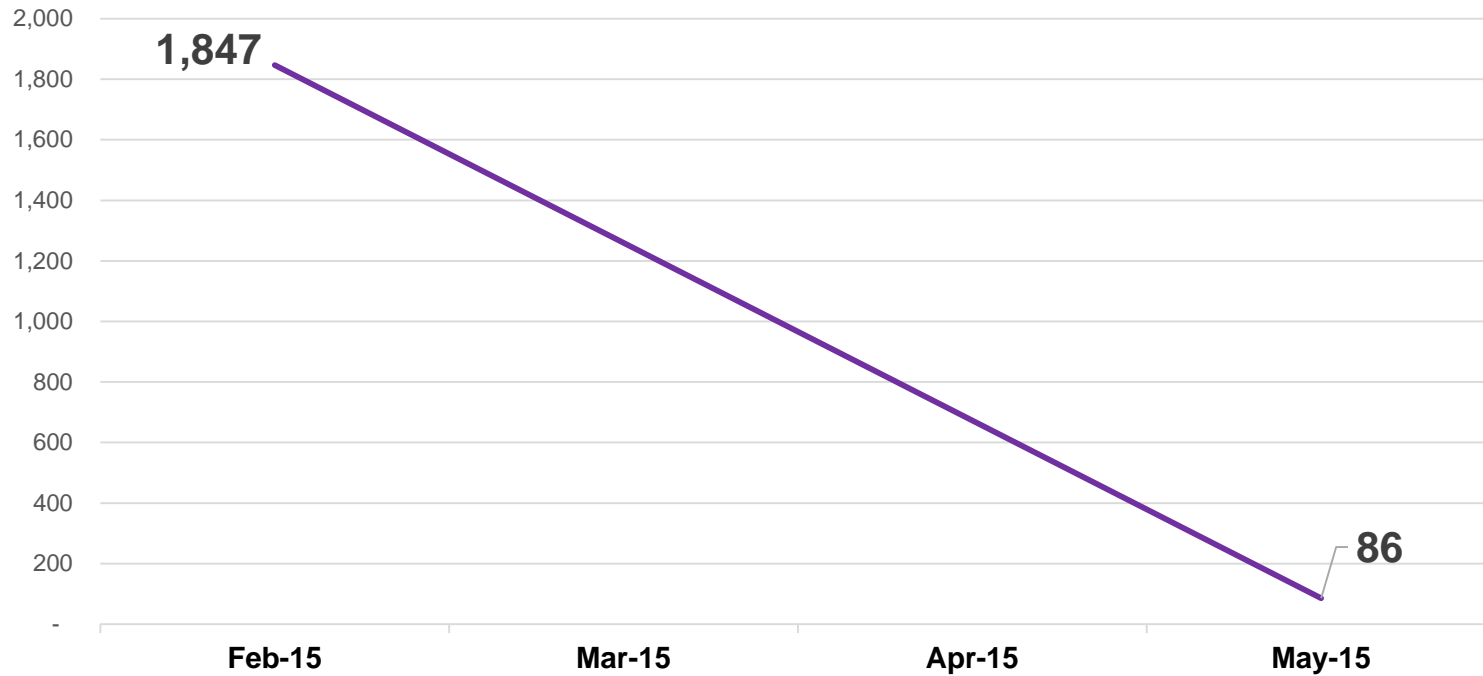
Email Backlog Update

(Following February 2015 Hearing)



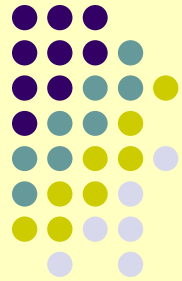
Email Backlog

Feb 2015 to May 2015
(The agency receives approximately
100 emails a day.)



Phone Backlog Update

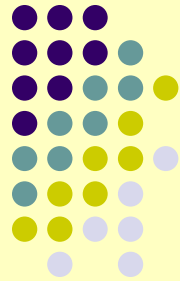
(Following February 2015 Hearing)



Date	Calls Presented	Calls Handled	Speed of Answer/ Hold Time (Average)	Talk Time (Average)	Calls Abandoned	Abandon Time (Average)
3/4/14	170	67 (39%)	13:54	4:03	103 (61%)	5:24
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3/4/15	153	74 (48%)	15:20	3:14	79 (52%)	5:40
Staffing Change 3-9-15*						
3/9/15	164	113 (69%)	3:15	3:58	51 (31%)	1:27
3/30/15	202	156 (77%)	4:29	3:53	46 (23%)	2:16
5/4/15	168	118 (70%)	4:09	3:28	50 (30%)	2:18
5/18/15	204	134 (67%)	5:46	3:41	70 (33%)	2:22
5/19/15	128	101 (79%)	2:15	3:00	27 (21%)	1:15

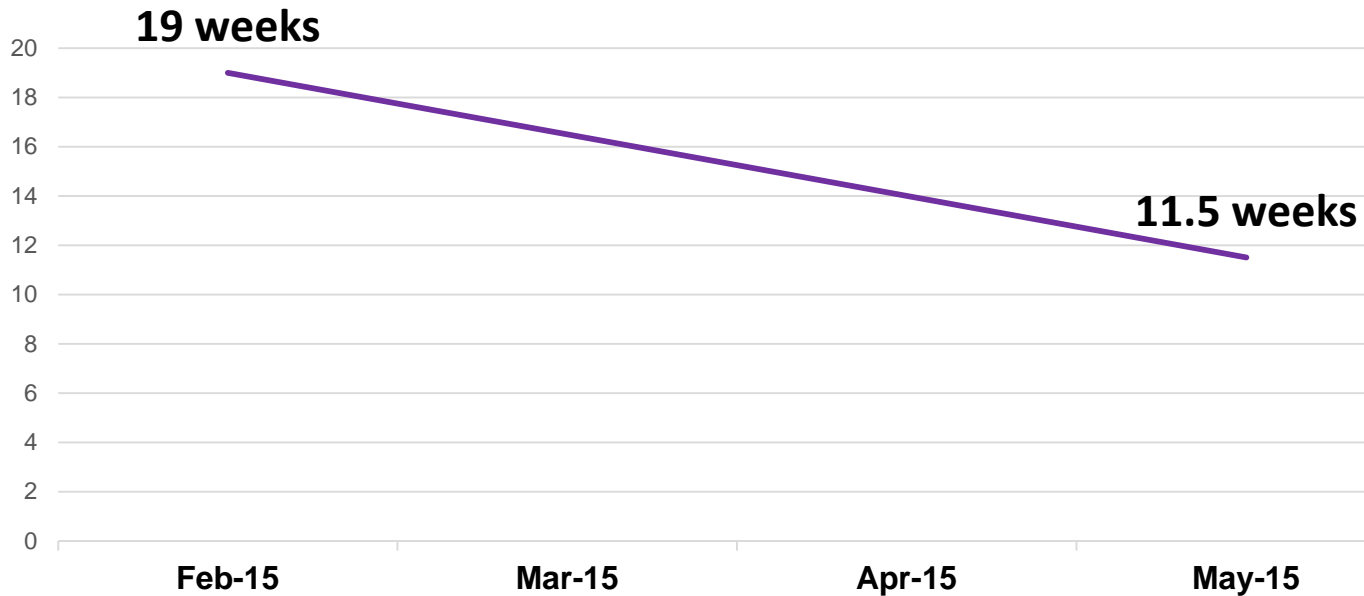
Licensure Backlog Update

(Following February 2015 Hearing)

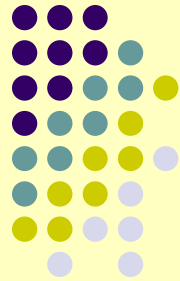


Licensure Backlog

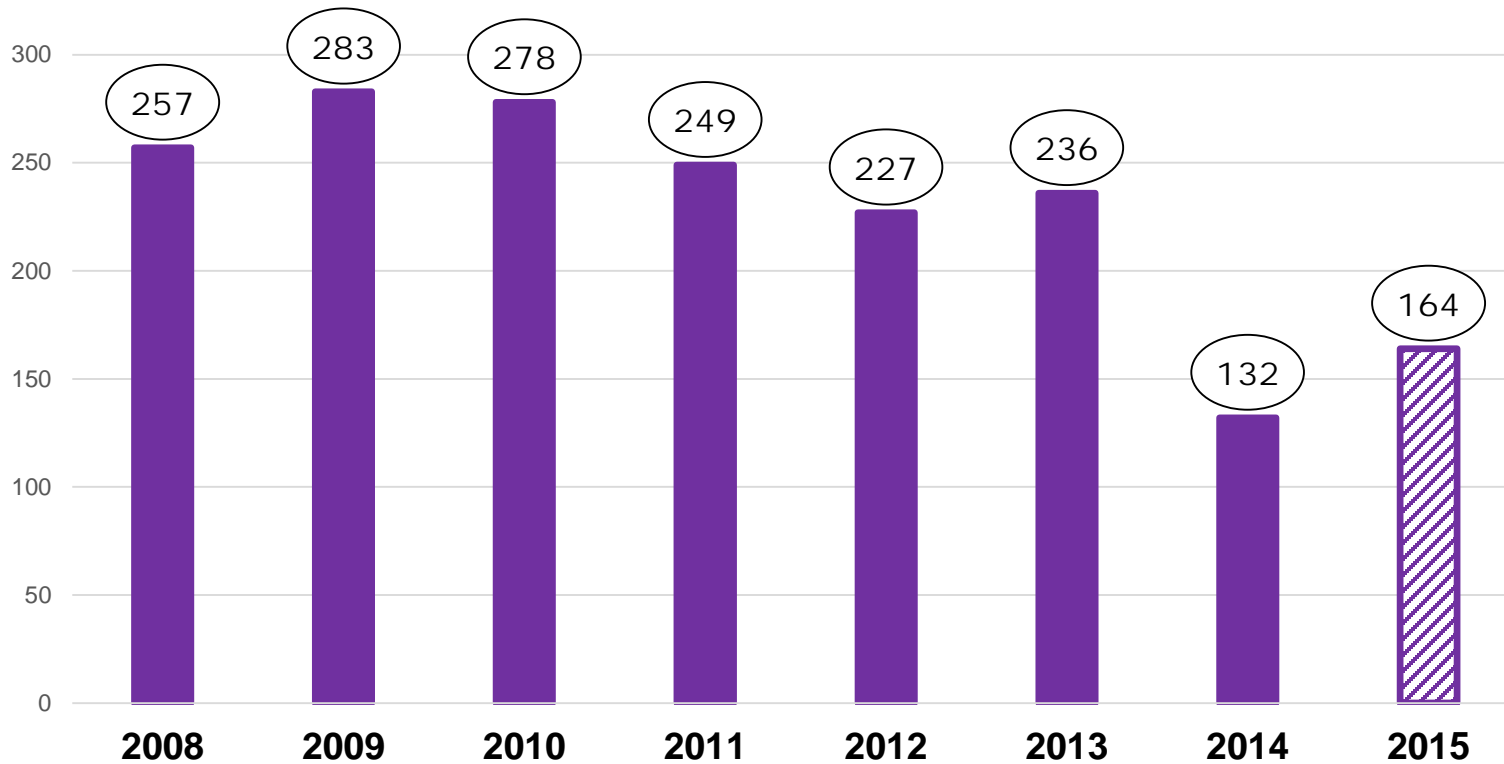
Feb 2015 to May 2015



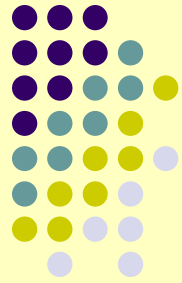
Investigation Cases Backlog



**Investigations Completed
Per Calendar Year**

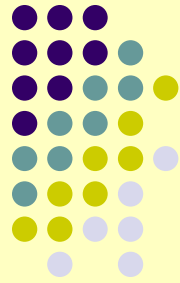


Online Application System

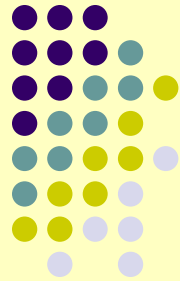


- **Going “live” for applications: November 2015**
- Currently educators must pay for licenses through the mail by check;
- Cumbersome process – opening mail, staff handling nearly \$5 million in fees per biennium by hand.
- New online application system:
 - Apply for license online;
 - Pay for license online;
 - Check status of license application online;
 - Eliminates need for manual processing.

Online Application System

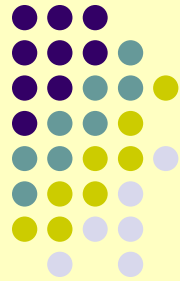


- Developed through NIC Systems under the umbrella of the DAS contract;
- NIC has developed a similar system for the Hawaii professional educator standards board;
- **Operation of new system will be paid for by \$10 technology fee on licensure application;**
- Plan to have first phase operating in fall 2015.



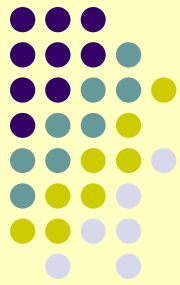
Fee Increase POP 101

TSPC Revenue



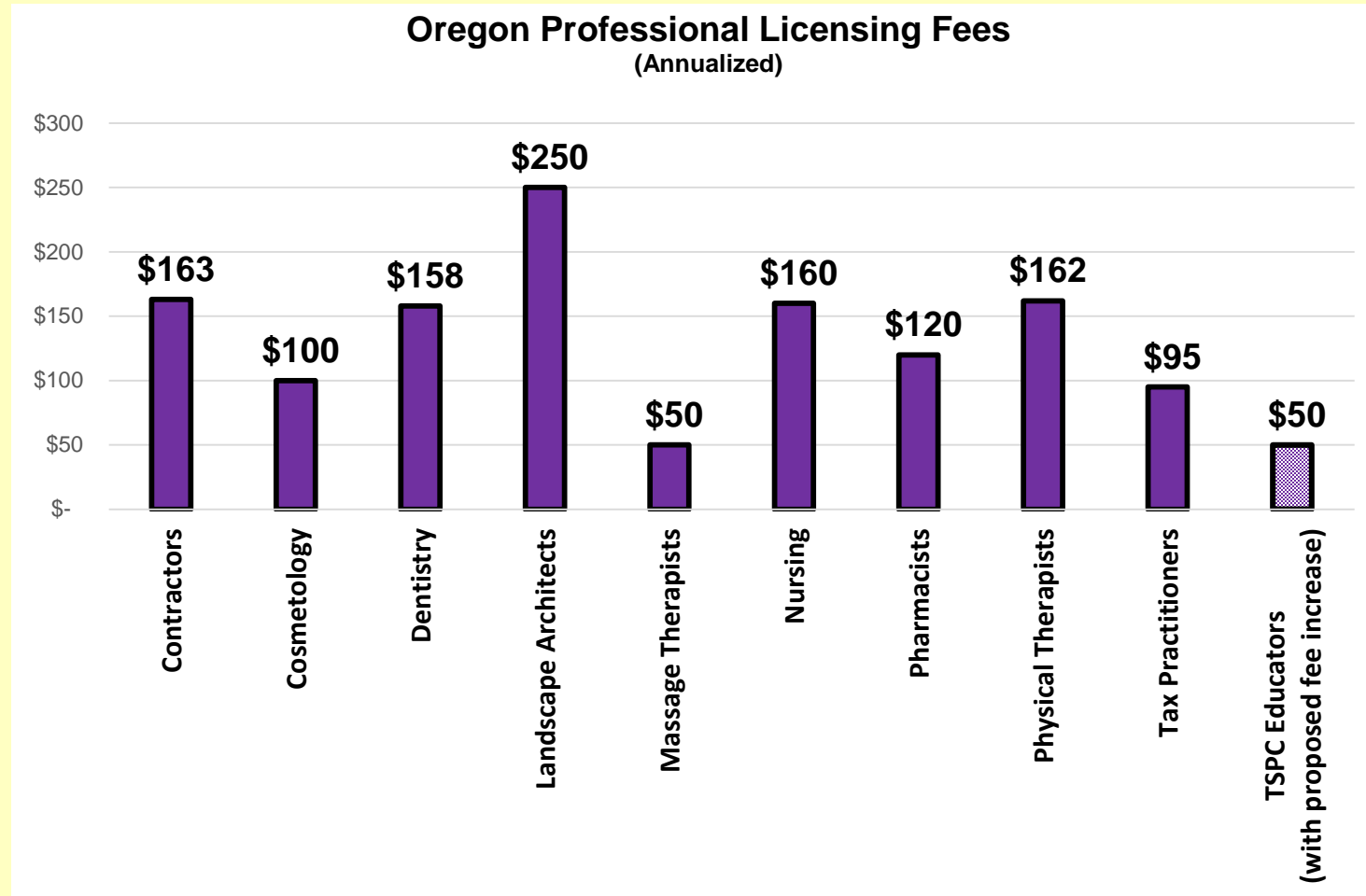
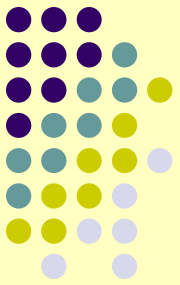
- TSPC is funded solely by licensure fees
- The current fee for initial and renewal of licenses is \$100 per three or five year license ~ \$33 or \$20 per year respectively
- The \$100 fee has been in place for 10 years – it was last raised from \$75 in 2005
- Still among the smallest licensure fees in the state

Policy Package 101: Fee Increase

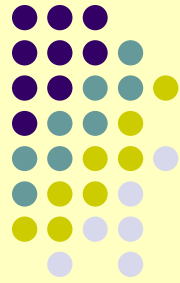


Licensure Action	Current Fee	Proposed Fee
License Renewal	\$100	\$140
New In-State Applications	\$100	\$140
New Out-of-State Applications	\$120	\$190
Charter School Registrations & Renewals	\$75/\$25	\$140
Fingerprints	\$57	\$57
Convenience (technology) Fee (NIC)	\$0	\$10

Other Oregon Licensure Fees



SB 5538: TSPC Budget Bill



Budget Requests:

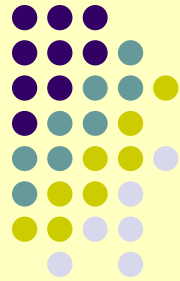
POP 1: Fee Increase

POP 5: Licensure Staffing (2 FTE)

POP 2: Investigation Staffing (2 FTE)

POP 4: Program Approval Staffing (1 FTE)

POP 3: Administrative Support (1 FTE)



Email

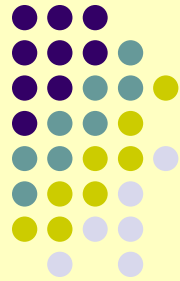
Phones

Licensure

POP 105

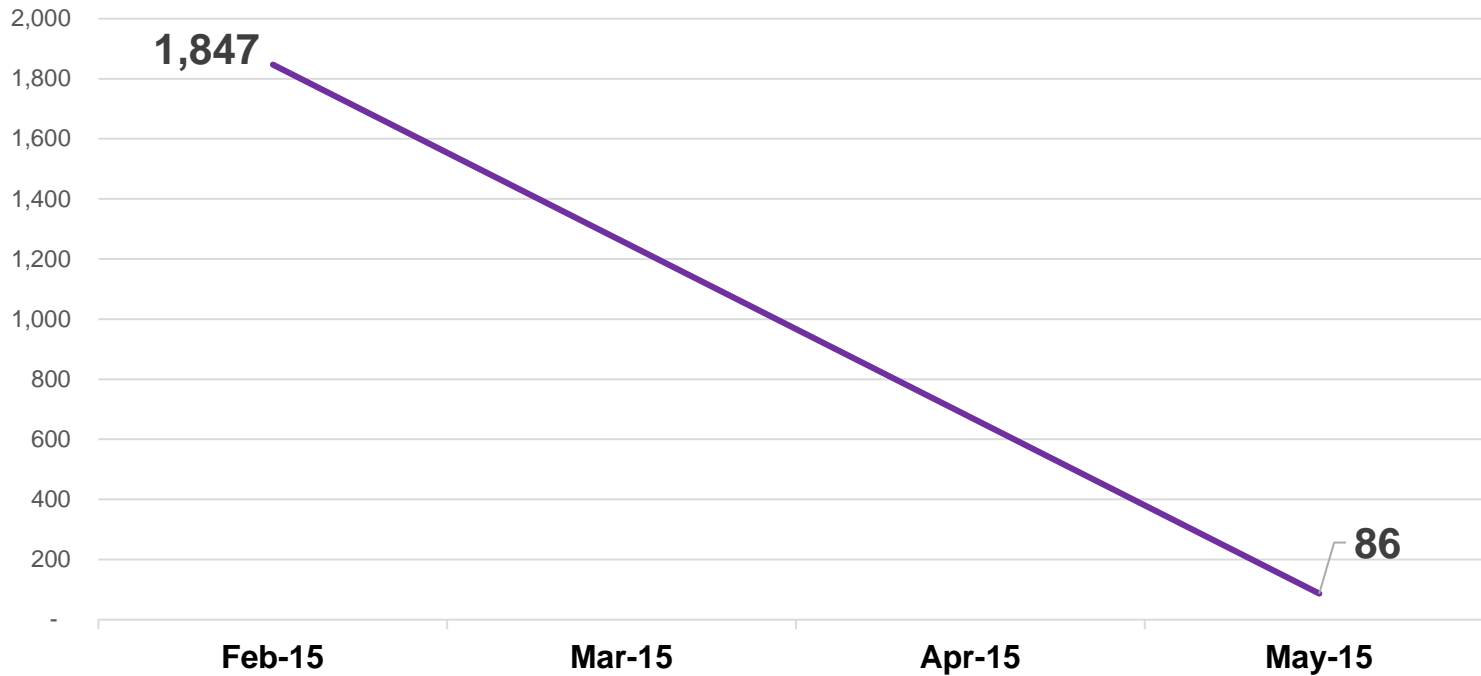
Email Backlog Update

(Following February 2015 Hearing)



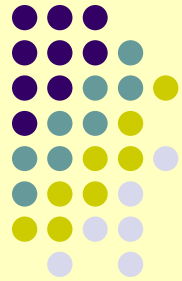
Email Backlog

Feb 2015 to May 2015
(The agency receives approximately
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Phone Backlog Update

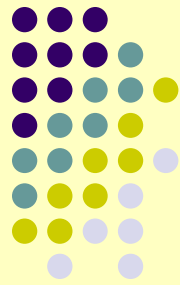
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Staffing Change 3-9-15*						
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5/19/15	128	101 (79%)	2:15	3:00	27 (21%)	1:15

Policy Package 105:

Email & Phone Response Times



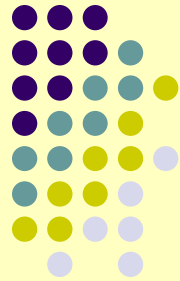
Maintain Email Response Time and Decreased Phone Wait-Time

Add 1.0 FTE Public Service Representative **(Limited Duration)**;

- Will accomplish:
 - Reduce dropped phone calls
 - Reduce phone wait times
 - Sustain email response times (within 3 days)
 - Decrease walk-in wait times with full front desk coverage
 - Allow for Front Desk, Phone and Email coverage on **Saturday mornings** during the **Summer** (busiest season for agency)

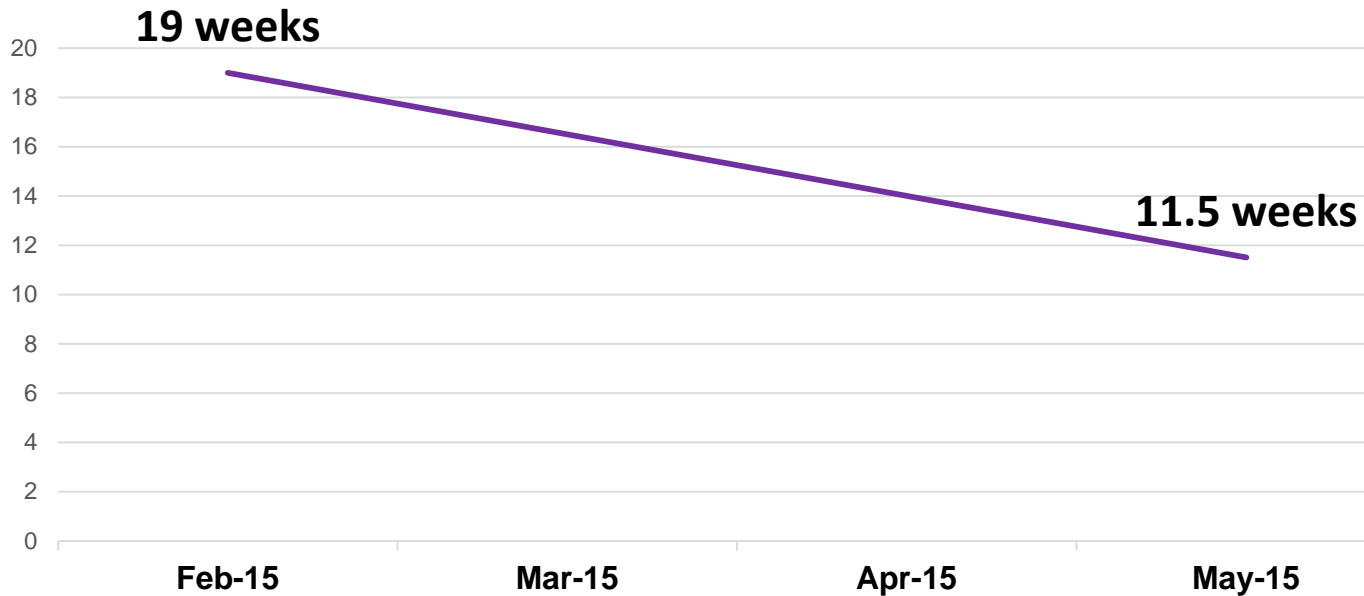
Licensure Backlog Update

(Following February 2015 Hearing)

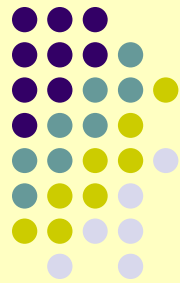


Licensure Backlog

Feb 2015 to May 2015



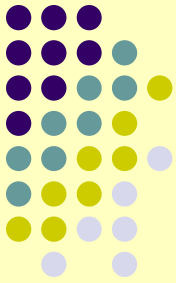
Policy Package 105: Licensure Backlog



Issue license within 20 days of receiving application by end of 2015-2017 biennium

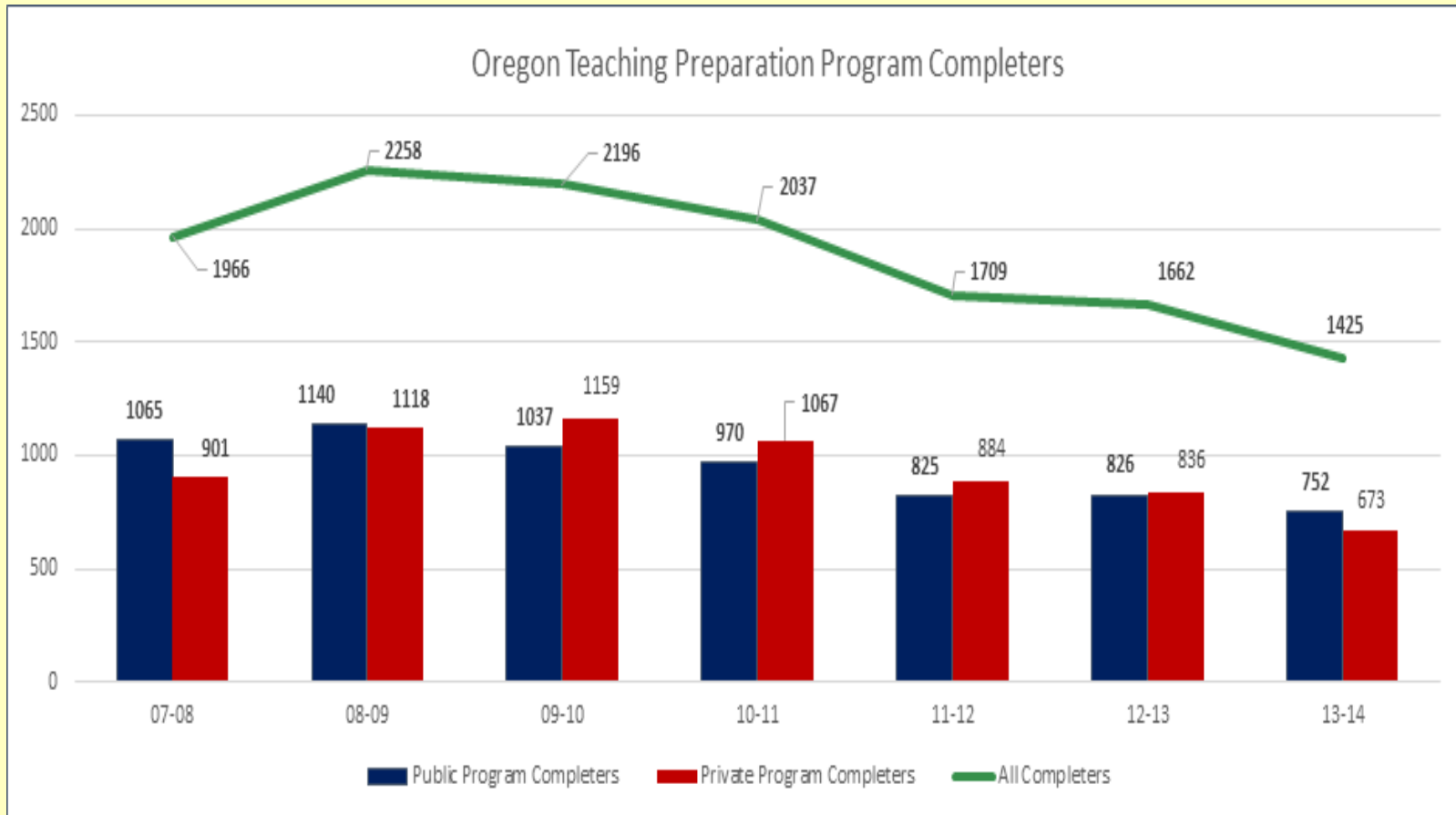
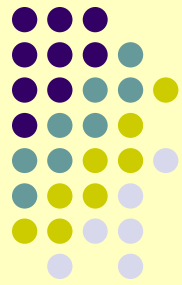
Add 1.0 FTE Administrative Specialist 2 –Issues Licenses
(Limited Duration)

- Will Accomplish:
 - Issue more licenses per month
 - Decrease license processing time significantly
 - Improve services to school districts (phone responsiveness to questions)



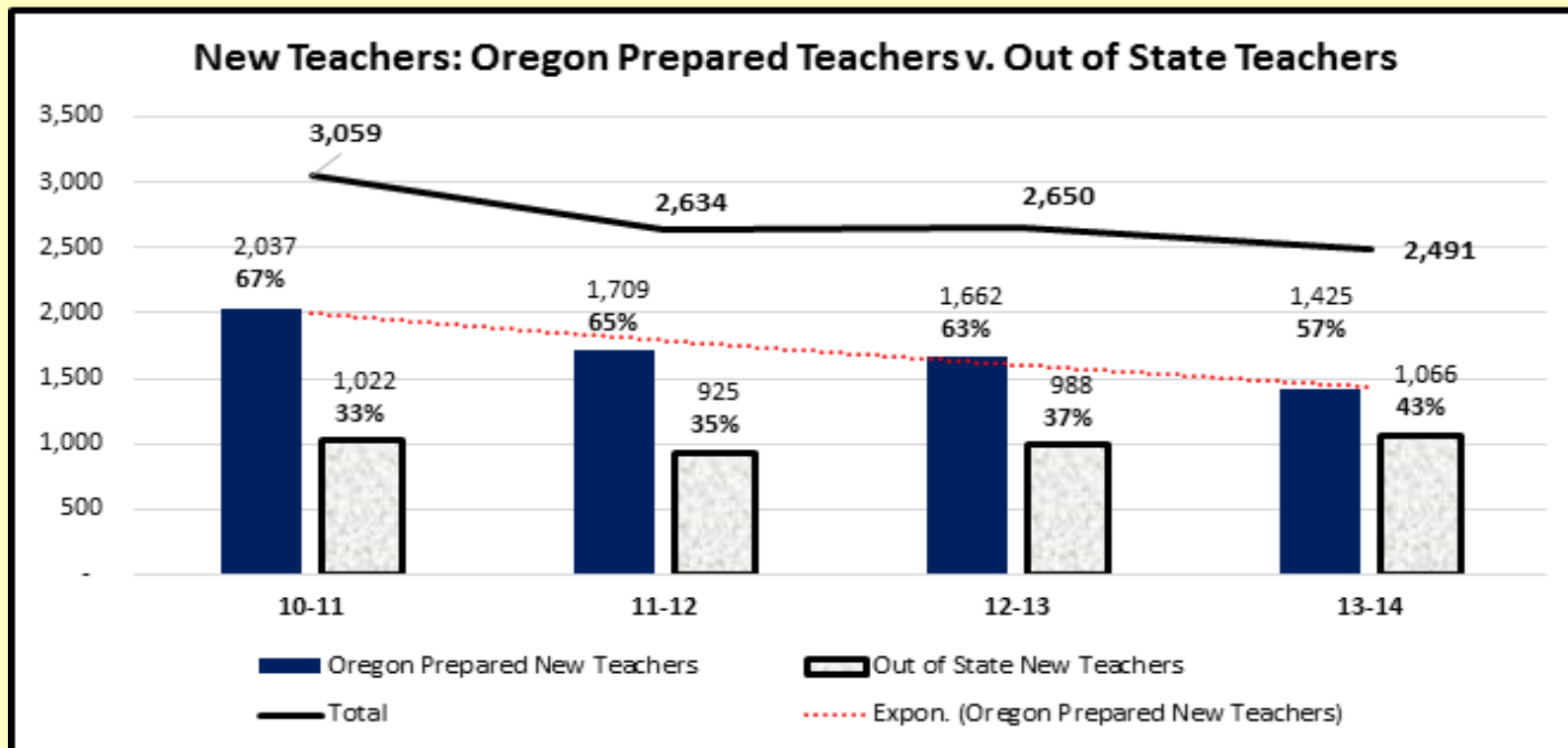
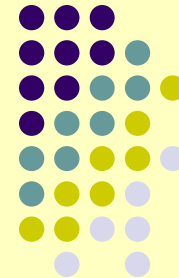
Program Approval POP 104

New Teacher Completers (Oregon Programs)

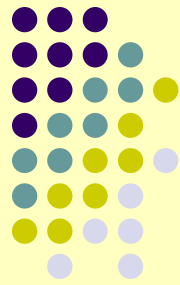


Data Classification Level: 1 -- Published; DO:
Chamberlain

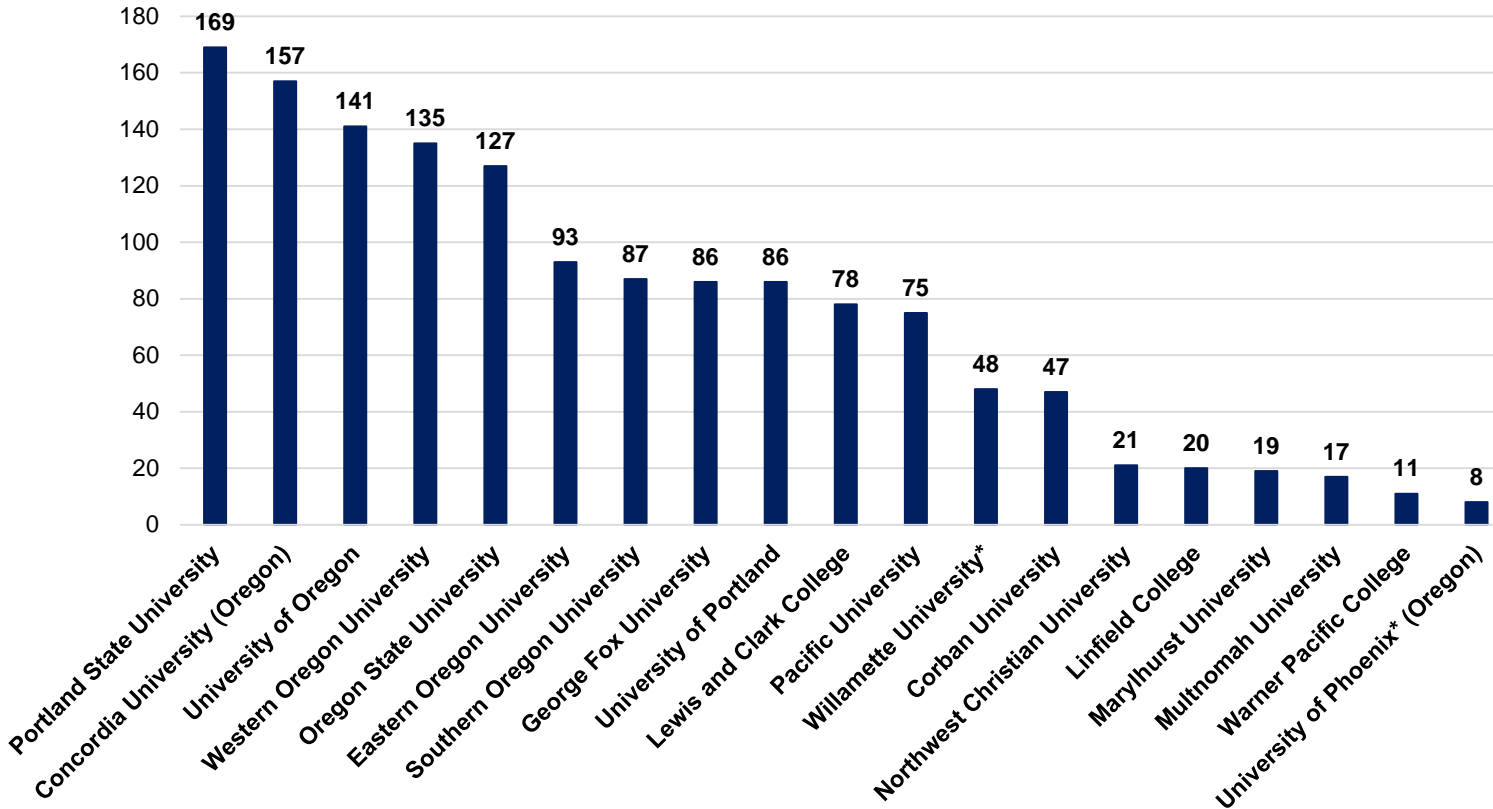
Number of New Teachers: Oregon Completers and New Out of State Licensees



Number of Oregon Completers by Program

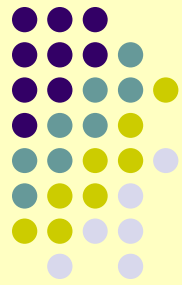


2013-14 Program Completers by Program



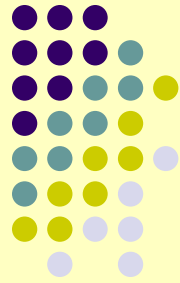
*Willamette and University of Phoenix (Oregon) have closed their programs.

Program Approval Calendar



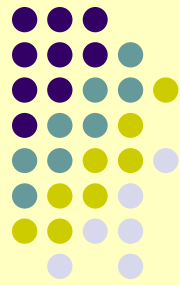
State Approval of Programs Schedule for 2015-2016		
University (Unit)	Program Review Date	Site Visit Date
Portland State University (CAEP)	Fall 2014	October 2015
Western Oregon University (CAEP)	Fall 2015	Winter 2015
Northwest Christian University	Fall 2015	Spring 2016
University of Oregon	Fall 2015	Spring 2016
Southern Oregon University	Fall 2015	Spring 2016
Warner Pacific University	Spring 2016	Winter 2017
Concordia University	Fall 2016	Spring 2017

Policy Package 104: Program Approval Compliance



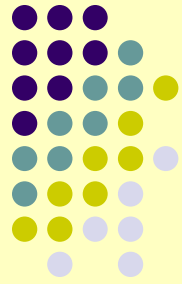
- Add 1.0 FTE Compliance Specialist 2; (permanent)
- Will Accomplish:
 - Create preparation program Statewide Effectiveness Report Card
 - Implement edTPA (new teacher performance assessment)
 - Comply with proposed new federal accountability rules
 - Align with national standards for educator preparation
 - Implement regular employer and candidate satisfaction surveys
 - Provide timely site visit report summaries to Commission
 - Technical assistance for assessments and data literacy to preparation programs

Policy Package 104: Program Approval Compliance

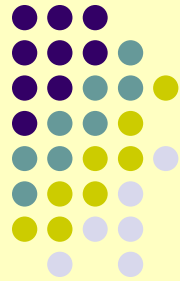


- Will Accomplish (continued):
 - Technical assistance to support recruitment of more diverse candidates
 - Provide ongoing current data and data analysis to universities for program improvement
 - Update administrator preparation standards
 - Review integration of educator ethics into educator preparation programs
 - Provide ongoing peer-review training for site visits and review of educator preparation programs
 - Update web information related to preparation

Policy Package 104: Program Approval Compliance

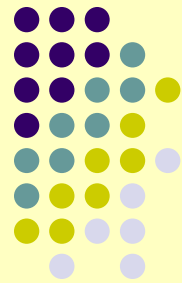


- Will Accomplish (continued):
 - Upcoming Impacts of New Legislation
 - SB 83 – Workgroup for Training Cooperating Teachers
 - HB 2412 – Adopting new Dyslexia Standards and reviewing programs for compliance
 - HB 3069 – Adding Reading Assessments to Preparation Programs
 - Other Pending Legislation

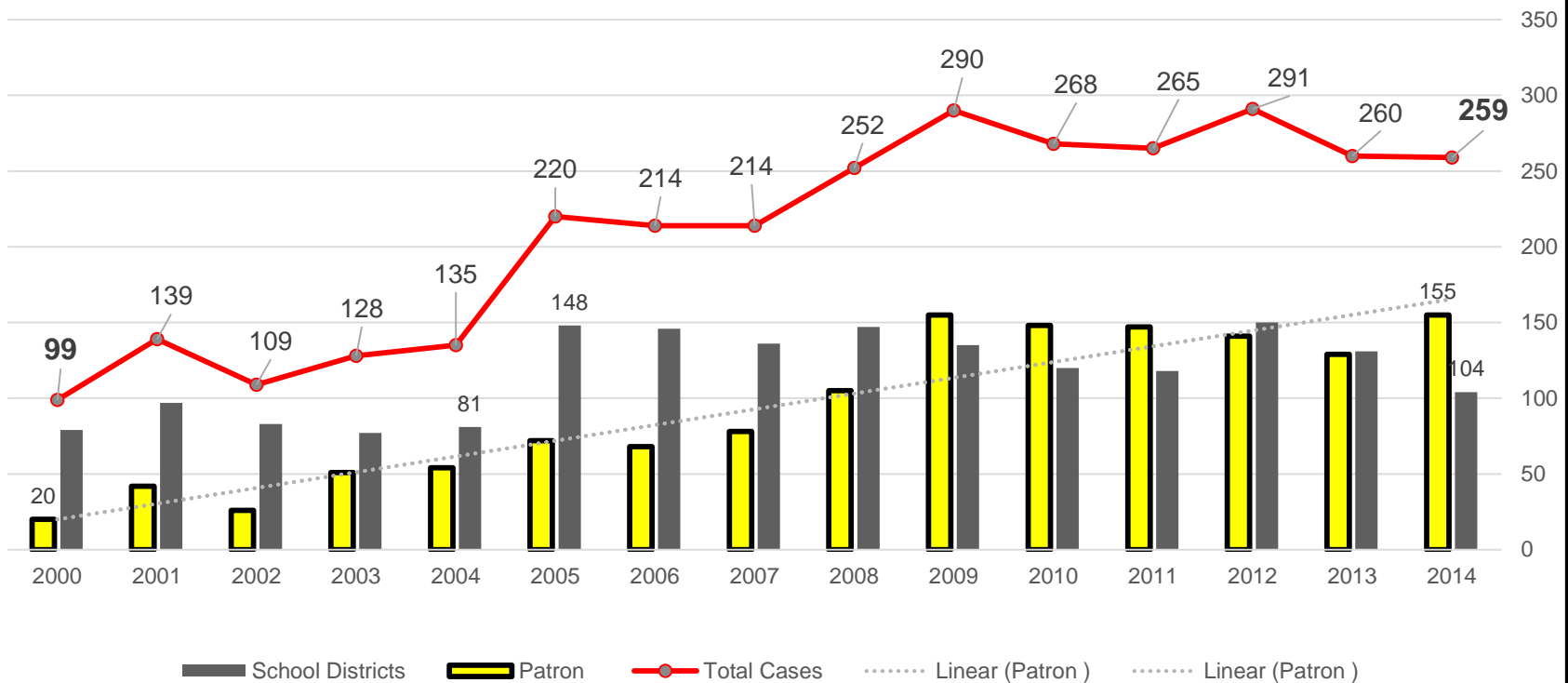


Professional Practices POP 102

Professional Practices (Discipline) Summary

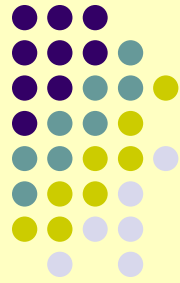


New Cases: School District v. Patron Complaints



Data Classification Level: 1 -- Published; DO:
Chamberlain

Policy Package 102: Professional Practices Staff

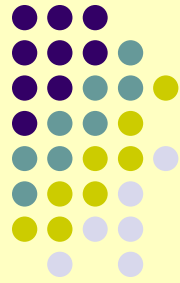


Increase number of investigations completed per year

Add 1.0 FTE Investigator 2 (**Limited Duration**)

- Will Accomplish
 - Complete more investigations
 - Reduce average time from complaint to completed investigation
 - Strive to meet KPM of 6 month average turn-around for investigations (current average is 12 months)

Policy Package 102: Professional Practices Staff

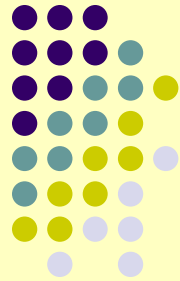


Increase Investigator Efficiency and Reduce Storage Rates

Add 1.0 FTE Office Assistant 2 (**Limited Duration**)

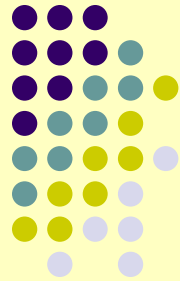
- Will Accomplish
 - Eliminate paper investigation files
 - Improve access to discipline documentation
 - Eliminate need for extra storage
 - (State retention requires 25 years for discipline cases)
 - Security Issues

<u>LEASE PERIOD</u>	<u>BASE RENT</u> <u>(per month)</u>
11/01/13 – 08/31/14	\$323.00
09/01/14 – 08/31/15	\$324.00
09/01/15 – 08/31/16	\$325.00
09/01/16 – 08/31/17	\$326.00



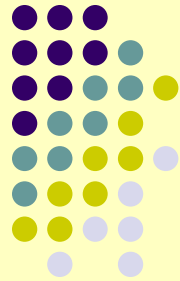
All Programs Support POP 103

Policy Package 103: Administration Support



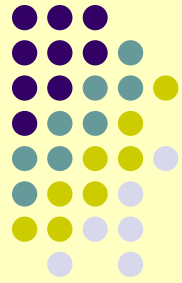
Add 1 FTE Principal Executive Manager A (**permanent**)

- Will Accomplish:
 - Budget support
 - Continue licensure redesign (CTE, Administrator Etc.)
 - Rule writing and administration
 - Interagency coordination (alignment)
 - Complete agency security plan
 - Restart agency newsletter (field communications)
 - Assist with updating web content
 - Assist with policy development for Commission



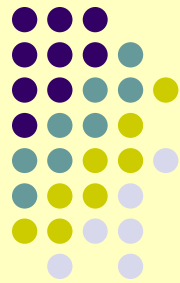
HB 2411

HB 2411 - Overview



- **Licensure Simplification (Abolish current outdated licenses)**
- **Increases Statutory Fee Cap**
 - Current: \$100
 - Proposed: \$350
- **Proposed Name Change**
 - Professional Educator Standards Board

HB 2411

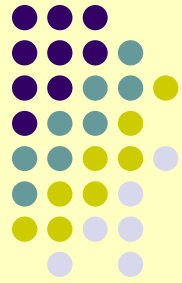


Allows Commission to Move to One Licensure System:

Two Distinct Concurrent Licensure Systems:

- Licenses issued from 1965-1999:
 - Basic; Standard.
- Licenses issued from 1999 to present:
 - Initial; Continuing.
- Licensure Redesign Committee has been meeting since October 2012 to develop new tiered licensure structure.

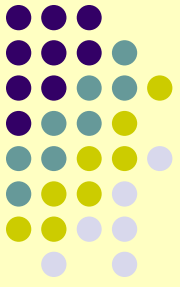
New License System



Proposed Licensure Redesign: HB 2411

- **All licenses in one system**
- Proposed New Teaching Licenses:
 - Preliminary
 - Professional (Created by 2013 Legislature)
 - Distinguished (Created by 2013 Legislature)
 - Legacy
 - Reciprocal
- Initiatives for 2015-17:
 - Redesign administrator license system
 - Redesign personnel license system
 - Redesign CTE licenses to ensure adequate supply

Proposed Tiered Licensure



Tier 1

- **Preliminary Teaching License (3 years)**



Tier 2

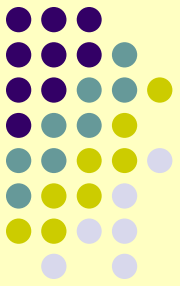
- **Professional Teaching License (5 years)**



Tier 3

- **Distinguished Teacher Leader (5 years)**

Reduces Number of Teacher License Endorsements



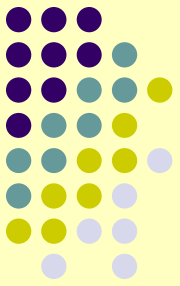
Current Number

80

New Number

38

Proposed Other Licenses



Out of State (new)

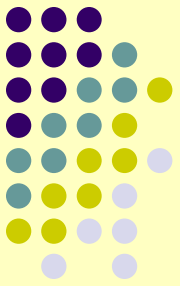
- **Reciprocal Teaching License**



Licensed Prior to 1999

- **Legacy Teaching License**

Summary



SB 5538

- Fee Increase to \$140
- Six Positions
 - Licensure (2-LD)
 - Investigations (2-LD)
 - Program Approval (1)
 - Administration Support (1)

HB 2411

- Licensure Simplification
- Fee Cap Increase
- Name Change