

CESA 7

LRSC

License Renewal Support Center

For PK-12 Teachers, Administrators and Pupil Services Staff

2006~07 Services

to Support Initial and Professional Stages of Licensure

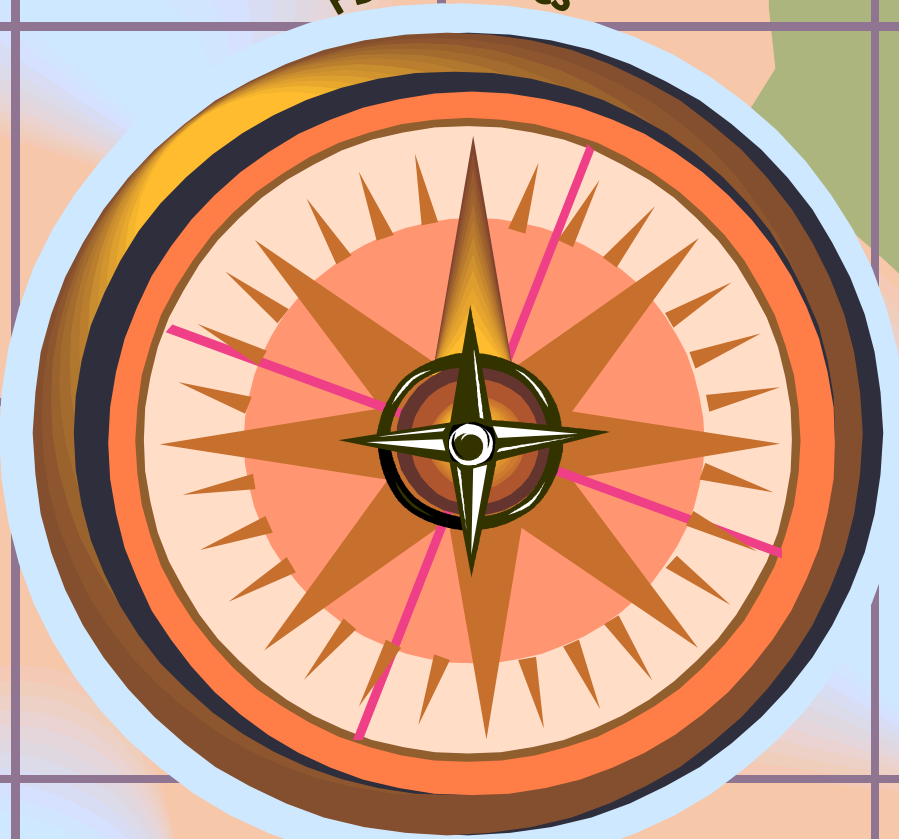
Electronic Tools
& Resources

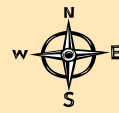
PDP Services

Workshops

Mentor Training

Services for the educator's journey





Coordinated by:

Claire Wick

CESA 7 School Improvement Specialist
595 Baeten Road, Green Bay, WI 54304
920-617-5647
cwick@cesa7.k12.wi.us
FAX: 920-492-5965

www.cesa7lrsc.org

Margie Thomas

LRSC Program Assistant
920-617-5615

mthomas@cesa7.k12.wi.us

Steering Committee Members

Claire Wick

School Improvement Specialist & LRSC
Coordinator, CESA 7, Green Bay

Judy Sargent

Director, School Improvement Services
CESA 7, Green Bay

Fr. Robert Kroll

Superintendent of Schools
Diocese of Green Bay

Linda Gratz

Director, CESA 7 Head Start
Manitowoc

Barbara Lundgren

District Administrator
Kewaunee School District

Carol Conway-Gerhardt

Agency Administrator
CESA 7, Green Bay

Steve Seyfer

District Administrator
Gibraltar School District

Nancy Pfankuch

Early Childhood Special Education Program
Support Teacher, CESA 7

Julie Mayrose

Dir. Of Graduate Education
Silver Lake College

Dave Picard

Educational Director
Kettle Moraine Correctional Institution

Fritz Erickson

Dean of Professional Programs and
Graduate Studies, Univ. of WI-Green Bay

Mary Guy

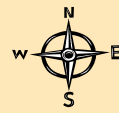
High School Math Teacher
Sevastopol School District

Joan Nocenti

Director of Curriculum & Technology
West De Pere School District

Linda Helf

Reading Specialist
Manitowoc Public Schools



About the CESA 7 License Renewal Support Center (LRSC)

License Renewal Support Centers were established by the Wisconsin Department of Public Instruction to provide assistance to educators seeking license renewal. Cooperative Educational Service Agency (CESA) 7 was designated to be one of 16 centers in Wisconsin. The primary purpose of these centers is to provide PI 34 license renewal support services to Wisconsin educators who wish to renew their license using a Professional Development Plan (PDP) process. Through collaboration with regional partners and the DPI, the CESA 7 LRSC provides the services listed below for the 2006-07 school year. Details of each service follow.

Initial Educator Support Seminars

This six-part series is scheduled during after-school hours throughout the school year to provide support for new teachers and their mentors. This facilitated series of seminars provides professional learning and collaboration in the first year of teaching, meets PI 34 requirements of school districts, and is based on the state Teacher Standards.

PDP (Professional Development Plan) Process

Through the LRSC, the licensure applicant can write a PDP and select members of their PDP Review Team from a pool of trained reviewers. An online tool is available to guide the process of PDP writing, approval, and verification.

Initial Educator Teacher PDP Writing Workshop

Three optional dates are provided for this one-day workshop where new teachers learn how to develop their own teacher standards-based Professional Development Plan (PDP) using an electronic web-based tool for License Renewal under PI 34.

Administrator/Teacher Portfolio Workshops

This workshop is designed to provide administrators with an opportunity to self-reflect and plan their professional portfolio based on the Wisconsin standards and ISLLC Administrator Standards. Each participant will receive a subscription to the web-based *educator-portfolio & homepage* organized for their reflections and collection of artifacts.

Effective Mentoring Workshops

School districts are to provide trained mentors under PI 34 requirements. This one-day workshop meets PI-34 guidelines for trained teacher mentors, provides interactive activities to prepare mentors, and includes the comprehensive *Effective Mentor Notebook*, *Mentor Journal* and *Qualities of Effective Teachers* by Stronge.

The Professional Practices Inventory (PPI)

A subscription to this web-based tool provides an opportunity for teachers to self-reflect on the Wisconsin educator standards. Easy-to-use, the results of the PPI will provide a personal professional profile to guide goal writing for your PDP.

educator-portfolio & homepage (with link to online PDP)

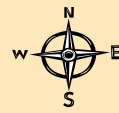
This educator-portfolio provides for convenient reflection and storage of an educator's professional development experiences. Additionally, the educator-portfolio & homepage provides a custom-designed homepage template for your own classroom or professional practice website.

Resources

The CESA 7 LRSC provides a variety of resources to assist educators in their journey of professional growth. Resources include professional books, website, training materials and electronic tools.

Wisconsin Educator Standards

Teacher, administrator and pupil service standards.



Frequently Asked Questions

Who is an Initial Educator?

"Initial Educator" means an individual who has successfully completed an approved program after August 31, 2004 and who is licensed by the Department of Public Instruction for the first time in a particular level or category.

Who is a Professional Educator?

"Professional Educator" is an individual who has successfully completed the Initial Educator License stage with three or more years of experience and a verified PDP. Professional educators must renew their license every five years. If the professional educator received a Wisconsin license before August 31, 2004, he or she has the option of renewing the license by completing a PDP or by taking six credits from an approved higher education program. The professional educator licensed after August 31, 2004, must renew by completing a PDP and having the plan verified by a trained PDP Team.

Who can use the LRSC services?

Any licensed educator from public schools, private schools, early childhood centers or correctional facilities in Wisconsin.

Who do I contact with my specific license questions?

Contact the Department of Public Instruction Licensing Experts:

Julie Hagen	608-266-6794	julie.hagen@dpi.state.wi.us
Mark Schwingle	608-266-1633	mark.schwingle@dpi.state.wi.us

What is the role of the LRSC in license renewal?

The LRSC is designed to provide support to educators during the process of their license renewal. The LRSC provides access to an online PDP tool for approval and verification of the PDP, along with other related services and resources. While the LRSC offers support and resources, only DPI can grant license renewal.

Where can I access further information?

Go to www.cesa7lrsc.org

Initial Educator Support Seminars



For New Teachers and Their Mentors
 A facilitated series of seminars that provide professional learning
 and collaboration in the first year of teaching.

Meets PI 34 Requirements Based on the 10 Wisconsin Teacher Standards

This six-part series is scheduled after school throughout the school year to provide support for new teachers and their mentors. These seminars provide professional learning and collaboration for new teachers during the first year of teaching. Support Seminars meet PI 34 Requirements of school districts and are based on the Teacher Standards.

Date & Location	Seminar	Facilitator
September 20, 2006 CESA 7—4:15-7:00 pm September 21, 2006 Manitowoc Holiday Inn-4:15-7:00 pm	“Creating a Classroom Learning Community” Classroom Management & Instructional Strategies	Bill Banks
October 11, 2006 CESA 7—4:15-7:00 pm October 12, 2006 Manitowoc Holiday Inn-4:15-7:00 pm	“Parent-Teacher Conferencing & Creating Your Classroom Homepage for Enhanced Communication”	Candie Lehto & Claire Wick
November 29, 2006 CESA 7—4:15-7:00 pm November 30, 2006 Manitowoc Holiday Inn-4:15-7:00 pm	“Instructional Strategies for Differentiated Learning”	Bill Banks
January 30, 2007 CESA 7—4:15-7:00 pm January 31, 2007 Manitowoc Holiday Inn-4:15-7:00 pm	“Classroom Assessment for Student Learning”	Judy Sargent
March 6, 2007 CESA 7—4:15-7:00 pm March 7, 2007 Manitowoc Holiday Inn-4:15-7:00 pm	“Using Your Educator Electronic Portfolio”	Claire Wick
April 18, 2007 CESA 7—4:15-7:00 pm April 25, 2007 Manitowoc Holiday Inn-4:15-7:00 pm	“Reflection on the First Year & Introduction to the PDP (Professional Development Plan)”	Claire Wick

Educator Standards: Emphasis on WI Teacher Standard 9: Reflection on Professional Practice; Plus focus on all 10 Teacher Standards

Registration Fees: (Includes materials, refreshments and software subscriptions to the PPI and the educator-Portfolio/Homepage Tool)
 New teachers: \$350 for the seminar series Mentors: attend free with their new teacher

How to Register: Please visit www.cesa7.k12.wi.us and select “downloadable workshop flyers” and then scroll to LRSC and link to the website and search for this workshop. At this site, you may download the flyer and link directly to registration. Each participant’s name must be entered directly into the online registration tool with his or her e-mail address to secure a seat. If there is a weather cancellation of the workshop, an e-mail message will be sent to all participants. For questions, please contact: Margie Thomas , 920-617-5615 or e-mail: mthomas@cesa7.k12.wi.us.

CESA 7 requests that all workshop fees be paid in advance with a check or purchase order. If it is not possible for you to secure payment from your school district prior to the workshop, we ask that you pay personally & request reimbursement from your school district. Receipts will be available. If you need to cancel, please call Margie Thomas at 920-617-5615 as soon as possible to determine if a refund will be available. No shows without advanced cancellation will be billed.

PDP Process

for Initial Level Educators

Write your PDP and convene a trained PDP Review team for goal/plan approval and goal/plan verification with an electronic process approved by the Wisconsin Department of Public Instruction in conjunction with the CESA 7 LRSC. This process may be followed by any licensed initial level educator-teachers, administrators and pupil services educators. The LRSC provides a pool of DPI-trained PDP review team members representing:



- teachers from Pre-kindergarten through high school
- administrators
- pupil services educators (such as school counselors)

Steps using the online WI PDP Tool

1. Contact Claire Wick or Margie Thomas at the LRSC to initiate the process.
2. Develop your PDP using the online PDP tool.
3. Convene a PDP Review team for goal/plan approval step.
4. Work on your PDP, following a plan for meeting your professional goals that are based on the WI Educator Standards (Teacher, Administrator, or Pupil Services).
5. Obtain verification of completion of your plan from your review team members online.
6. Complete license renewal process with the Wisconsin Department of Public Instruction to meet licensure deadline.

Fees for Initial level Educators

Use of WI PDP tool (online) Access to PDP Review team* for goal/plan approval Access to PDP Review team* for goal/plan verification *3 DPI trained reviewers selected by the applicant	\$350 entire process
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Some Frequently Asked Questions

Who is an Initial Level Educator?

Any licensed educator who received their license in Wisconsin after August 31, 2004. This includes teachers, pupil services educators, and administrators.

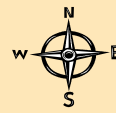
Do I need to meet face-to-face with my review team members?

No, the LRSC PDP process is entirely online through a secure web-based PDP tool.

Where do I keep records of my professional development activities?

You may use the web-based *educator-portfolio & homepage* designed specifically for this purpose.

www.cesa7lrsc.org



K-12 New Classroom Teachers!

You're invited to ...



Initial Educator

Teacher PDP Writing Workshop

Facilitated by Claire Wick

Learn to develop your own Professional Development Plan (PDP) using an Electronic Web-Based Tool*

For License Renewal under PI 34; Based on the 10 Wisconsin Teacher Standards

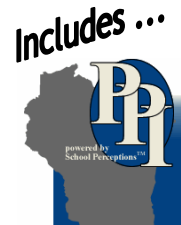
Three optional dates are provided for this one-day workshop. New teachers will learn how to develop their own teacher standards-based Professional Development Plan (PDP) using an electronic web-based tool for license renewal.

OPTION 1	OPTION 2	OPTION 3
April 24, 2007 CESA 7 Room A 8:00 Check-In; 8:30 –3:30 p.m. Workshop	May 1, 2007 Manitowoc Holiday Inn 8:00 Check-In; 8:30 –3:30 p.m. Workshop	June 12, 2007 CESA 7 Room A 8:00 Check-In; 8:30 –3:30 p.m. Workshop

*Participants should bring laptop computers with wireless internet capability.

Agenda

- Overview of PI 34 and Licensure Stages
- PDP Professional Development Planning Process, including Self-Reflection
- Writing the PDP
- Goal Rationales
- Planning to Meet the Goals
- Approval and Verification Process

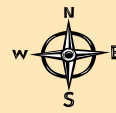


Educator Standards: Emphasis on WI Teacher Standard 9: Reflection on Professional Practice; Plus focus on all 10 Teacher Standards

Registration Fees: (Includes materials, refreshments and software subscription to the PPI)
 \$125 per participant

How to Register: Please visit www.cesa7.k12.wi.us and select "downloadable workshop flyers" and then scroll to LRSC and link to the website and search for this workshop. At this site, you may download the flyer and link directly to registration. Each participant's name must be entered directly into the online registration tool with his or her e-mail address to secure a seat. If there is a weather cancellation of the workshop, an e-mail message will be sent to all participants. For questions, please contact Margie Thomas, 920-617-5615 or e-mail: mthomas@cesa7.k12.wi.us.

CESA 7 requests that all workshop fees be paid in advance with a check or purchase order. If it is not possible for you to secure payment from your school district prior to the workshop, we ask that you pay personally and request reimbursement from your school district. Receipts will be available. If you need to cancel, please call Margie Thomas at 920-617-5615 as soon as possible to determine if a refund will be available. No shows without advanced cancellation will be billed.



Administrator Portfolio Workshop

Based on Wisconsin and ISLLC Administrator Standards

Facilitated by Tom Joynt, UW Milwaukee

This workshop is designed to provide administrators with an opportunity to self-reflect and plan their professional portfolio based on the Wisconsin and ISLLC Administrator Standards. Participants will examine their own evidence for meeting standards, draft professional development goals (that meet PI 34 guidelines), and design the framework for their professional portfolio and ongoing personal/professional development. Each participant will receive a subscription to the web-based *educator-portfolio & homepage* for their reflections and collection of artifacts.

OPTION 1	OPTION 2
November 30, 2006 Manitowoc Holiday Inn 8:00 Check-In; 8:30 –3:30 p.m. Workshop	May 16, 2007 CESA 7 Room C 8:00 Check-In; 8:30 –3:30 p.m. Workshop

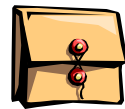
Who Should Attend?

1. School and district administrators seeking professional growth in understanding administrative standards
2. School and district administrators who wish to become familiar with the portfolio process for their professional development
3. School administrators who wish to lead teachers in the portfolio process
4. Aspiring principals

Agenda

- Introduction to the reflective process, and self-assessment
- Standard 1—Leadership and the Teacher Standards
- Standard 2—Leading Vision, Mission, Values and Goals
- Standard 3—Leading Culture and the Instructional Program
- Standard 4—Leadership with Resource Management
- Standard 5—Community Leadership and Diversity
- Standard 6—Leadership and Integrity
- Standard 7—Political and Social Leadership
- Professional Development Planning
- Portfolio Planning and Evaluation

Includes ...



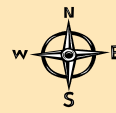
educator-portfolio.com
and homepage

Educator Standards: Emphasis on WI Teacher Standard 9: Reflection on Professional Practice; all WI Administrator Standards

Registration Fees: (Includes materials, lunch and software subscription to the PPI and *educator-portfolio*)
\$125.00 per person

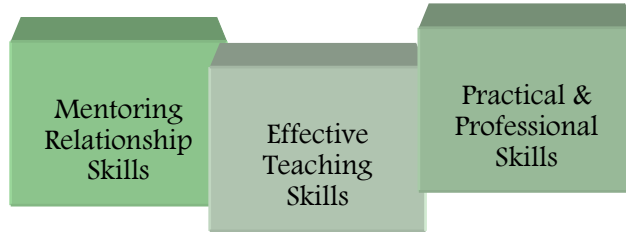
How to Register: Please visit www.cesa7.k12.wi.us and select “downloadable workshop flyers” and then scroll to LRSC and link to the website and search for this workshop. At this site, you may download the flyer and link directly to registration. Each participant’s name must be entered directly into the online registration tool with his or her e-mail address to secure a seat. If there is a weather cancellation of the workshop, an e-mail message will be sent to all participants. For questions, please contact: Margie Thomas, 920-617-5615 or e-mail: mthomas@cesa7.k12.wi.us.

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2006~07 Effective Mentoring Workshops

Facilitated by Claire Wick, CESA 7



This one-day workshop meets PI-34 guidelines for training teacher mentors and provides interactive activities to prepare mentors. Participants receive the comprehensive *Effective Mentor Notebook*, *Mentor Journal* and *Qualities of Effective Teachers* by Stronge.

Five Options 8:00 Check-In, 8:30 to 3:30 p.m. Workshop		Agenda	Includes ...
August 15, 2006	Holiday Inn - Manitowoc	<ul style="list-style-type: none"> ▪ The Mentoring Process ▪ Preparing for Mentoring ▪ Effective Teaching Skills ▪ Relationship Skills ▪ Reflecting and Guiding New Teachers for Future Professional Growth 	
August 24, 2006	CESA 7 – Rm. C		
April 11, 2007	CESA 7 – Rm. C		
May 3, 2007	Holiday Inn - Manitowoc		
June 21, 2007	CESA 7 – Rm. C		
Total registration fee includes <i>Effective Mentor Notebook</i> , <i>Mentor Journal</i> , <i>Qualities of Effective Teachers</i> by Stronge and a subscription to the PPI*. Lunch is included.			\$125.00

*It is recommended, but not required, that participants bring a laptop computer with wireless access to the internet.

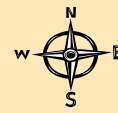
Educator Standards:

Emphasis on WI Teacher Standard 9: Teacher Reflection of Professional Practice; and addresses all 10 WI Teacher Standards

How to Register:

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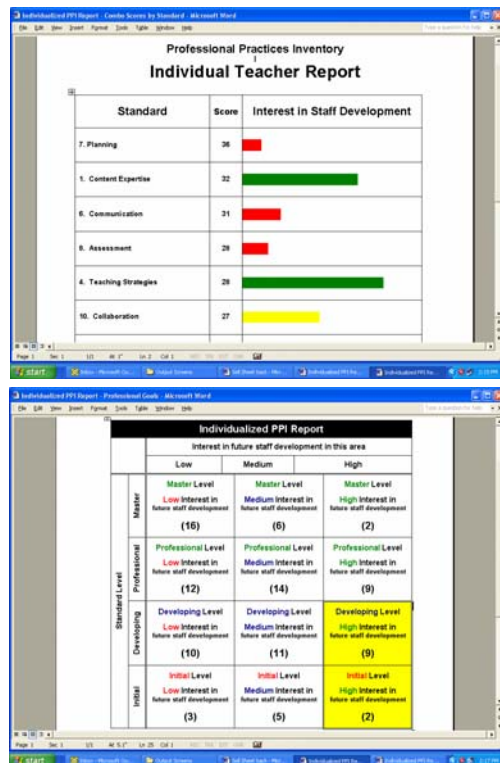


Web-Based Professional Practices Inventory By School Perceptions™

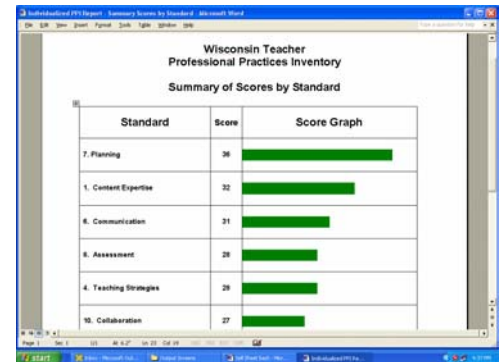


Results for Individual Teachers

The *Professional Practices Inventory* (PPI) is an online self-assessment for teachers in ten different areas correlated to the Wisconsin Teaching Standards. The inventory takes about 20 minutes to complete and can be done on any computer with internet access.



The survey is completely anonymous. At no time will teachers be asked for their name. Teachers get access to the survey using a randomly assigned 16-digit I.D. number. After taking the survey, teachers will have instant access to an individualized report of their results. Teachers can view this report online at any time by re-entering their 16-digit I.D. number. The PPI Individual Teacher Results display your data in an easy-to-use format. The results will help teachers write their Professional Development Plans and comply with PI-34. Highlighted areas quickly identify potential goals for your Professional Development Plan. Teachers will be able to access their individualized online report any time throughout the school year. Feedback will also be made available to colleges or universities the teacher attended so they can improve their teacher-preparation programs.



Results for Schools and Districts

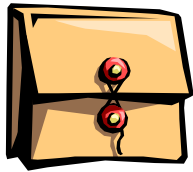
Schools participating in the PPI will receive instant online access to aggregate results from their teachers. This data will help staff plan meaningful and relevant staff development opportunities for teachers. Because the teachers were involved in generating the data, the staff development events will meet their specific needs and will be well received by them. The results not only show what areas staff members feel they need to improve in, but also the areas in which they are interested in receiving further training. The results give a broad view of the teaching staff's strengths and weaknesses as well as very specific data correlated to the state teaching standards. All results can be segmented into subgroups such as grade level or years of experience.



For more information or to register
 Call School Perceptions (262) 644-4300



Introducing



educator-portfolio.com and homepage

New for you – whether teacher, administrator or pupil service staff – a new electronic way to easily record and manage your professional growth and communicate with students, parents and colleagues.

The *educator-portfolio and homepage* is a convenient way to record and store your own artifacts of professional growth. You can do away with folders, binders and scrapbooks by using this educator-portfolio. In addition, you can also easily create your own professional homepage.

First ...the portfolio

Designed specifically for Wisconsin educators, this easy-to-use tool allows you to organize your records by Wisconsin educator standards. The educator-portfolio also offers teachers, administrators, and pupil service personnel the opportunity to demonstrate reflective thinking strategies, show professional growth and share a personal philosophy of teaching and learning.

The educator-portfolio provides these benefits:

- Web-based – accessible from any internet connection
- Compatible to PC or Mac platforms
- Educator standards based (includes both Wisconsin and national educator standards)
- Self-Reflection based (i.e. “What worked best?; What could have been better?; Why something worked as expected or not?”)
- Provides organized storage for artifacts
- User friendly
- Cost effective (subscription based-can be purchased individually or in district groups)
- Provides convenient organization of resume, favorite links, photo gallery and license information
- Has full text editing features on PCs (as found in MS Word)

And second ...the homepage

The *educator-portfolio and homepage* also provides an “Educator Homepage” for communication purposes. This page has design capability for the educator to individualize and personalize their homepage for colleagues, parents, students and community.

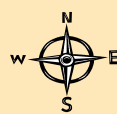
The Homepage:

- Can be individually designed—choose your own theme and “style”
- Contains a photo gallery to post photos of your class, meeting or event
- Has full text editing features (as found in MS Word)
- Provides an area for communicating information, news, greetings, overview, etc.
- Provides an area for posting assignments, committee tasks, meetings

The *educator-portfolio and homepage* is available by purchasing a yearly subscription. Subscriptions may be purchased individually or through a district group purchase.

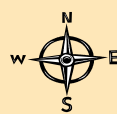
Individual subscriptions:	year 1—\$50/each	year 2 or subsequent years—\$35
District subscriptions:	year 1—\$25/educator	year 2 or subsequent years —\$20

Contact Margie Thomas at mthomas@cesa7.k12.wi.us



Resources

Self-Assessment and Reflection tools	Amount
<p><i>PPI—Professional Practices Inventory for Teachers</i> <i>By School Perceptions, Inc.</i></p> <p>Online self-assessment on the Wisconsin 10 teacher standards with 10 items per standard. Provides profile by teacher standards and by interest in professional development.</p>	<p>Call School Perceptions 262-644-4300</p>
<p><i>PPI—Professional Practices Inventory for Administrators</i> <i>By School Perceptions, Inc.</i></p> <p>Online self-assessment on the Wisconsin administrator standards, the ISLLC standards and the SASL strands with 96 total items. Provides profile by standard and by interest in professional development.</p>	<p>Call School Perceptions 262-644-4300</p>
<p><i>Self-Assessment of Wisconsin Teacher Standards: A Tool for Teacher Self-Reflection</i> <i>By Judy Sargent and Claire Wick</i></p> <p>Booklet format for self-assessment on the 10 Wisconsin teacher standards. Results in personalized profile on the standards with guide for developing PDP goals.</p>	<p>\$8.00</p>
<p><i>Self-Assessment for School Leaders: A Self-Guided Reflection Tool (SASL)</i> <i>By Ann Semjkal, Shirley Senarighi & Judy Sargent</i></p> <p>This booklet provides a guided self-assessment organized into 8 strands of leadership—Vision & Culture, Curriculum & Programs, Ethics & Professionalism, Accountability & Data Use, Resource Management, Partnerships & Politics, Technology Integration, and Human Relationships. Includes guide for developing profile, prioritizing, lists of resources and developing professional development goals.</p>	<p>\$22.50 ea \$20.00 for 5+</p>
<p><i>Teacher Self-Assessment of Targets (TSAT); and</i> <i>Targets for Teachers: A Self-Study Guide for Teachers in the Age of Standards</i> <i>By Judy Werder Sargent and Ann E. Smejkal</i></p> <p>This self-assessment booklet and accompany comprehensive book provide a reflective opportunity for beginning as well as for seasoned teachers as they teach in this era of standards. The TSAT results in a profile according to <i>Professionalism, Standards, Curriculum, Planning, Assessing and Teaching</i>.</p>	<p>\$23.00 (book) \$2.50 (workbook)</p>



Laminated Posters	
<i>Wisconsin Teacher Standards Posters</i> <i>Wisconsin Administrator Standards Posters</i> <i>Wisconsin Pupil Service Standards Posters</i>	\$15.00 each
Portfolio & Homepage Tool	
<i>educator-portfolio and homepage</i> Web-based portfolio and homepage management tool based on professional licensure standards. Convenient tool for documenting and storing evidence of professional experiences.	Individual \$50/person for first yr. District or school \$25/person for first yr.
Effective Mentoring Materials/New Teacher Materials	
<i>Effective Mentoring Notebook</i> (Includes: Mentor Handbook, Mentor Journal, Teacher Self-Assessment, Qualities of Effective Teachers)	\$55
<i>Mentor Journal</i>	\$8.00
<i>New Teacher Notebook</i> (Includes: New Teacher Handbook, New Teacher Journal, Teacher Self-Assessment, Qualities of Effective Teachers)	\$45.00
<i>New Teacher Journal</i>	\$8.00
<i>Qualities of Effective Teachers</i> (Stronge)	\$20.00

“To educate is to guide students on an inner journey toward more truthful ways of seeing and being in the world. When my students and I discover uncharted territory to explore, when the pathway out of a thicket opens up before us, when our experience is illumined by the lightning-life of the mind-then teaching is the finest work I know.”

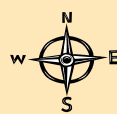
Parker Palmer, 1998

Wisconsin Quality Educator Initiative License Stages Chart

EDUCATOR LICENSE STAGES UNDER PI 34			
Components	Initial Educator Available after 8/31/2004	Professional Educator* Available 7/1/2004	Master Educator (optional) Available 7/1/2006**
Wisconsin Standards for teachers, administrators, and pupil service personnel	Proficiency in all teacher, pupil services or administrator standards-focus on 2 or more	Increased proficiency in 2 or more teacher, pupil services or administrator standards	Mastery of all teacher, pupil services or administrative standards
Prerequisites	Completion of a performance based professional education program with IHE endorsement Passing scores on state superintendent approved standardized test in license area	Successful completion of initial educator requirements/PDP	Completed five years successful experience as professional educator, hold a related Master's Degree, contributed to profession, and improved pupil learning
Professional Development Plan (PDP): <ul style="list-style-type: none"> • Learning Goals • Identified Activities • Timelines • Evidence of Collaboration • Assessment Plan 	Yes	Yes	Portfolio to state superintendent with evidence of Standards Mastery and <ul style="list-style-type: none"> • contributions to profession • improved pupil learning • demonstration of exemplary school performance – (video)
Length of License	5 year non-renewable, minimum three years	5 year renewable	10 year renewable
Who approves, verifies or assesses?	Team: Initial Educator Team Three members - administrator, IHE representative, peer (not mentor) approve goals and verify completion of the PDP	PDP Team: Professional Development Team - 3 licensed teachers, pupil services, or administrators who verify successful completion of the PDP	Team: Assessment Team - 3 trained educators of similar job responsibilities selected by state superintendent -- assess evidence of mastery of all standards through required portfolio entries & video review
Support	School District, Mentor and feedback from Team		Assessment results and feedback from Team

*Please note: Currently licensed educators may continue to renew their licenses at the professional stage by completing either a professional development plan or six semester credits of professional development.

**The master educator license is currently available for teachers certified by the National Board for Professional Teaching Standards as of 7-1-2006



Wisconsin Educator Standards

Teacher Standards

1. Teachers know the subjects they teach.
2. Teachers know how children develop.
3. Teachers know how to differentiate instruction.
4. Teachers know how to use a variety of teaching strategies.
5. Teachers know how to motivate students and manage classrooms.
6. Teachers know how to communicate with students.
7. Teachers know how to plan instruction.
8. Teachers know how to assess learning.
9. Teachers reflect on their practice and continue to grow professionally.
10. Teachers foster relationships with colleagues, parents and the community.

Administrator Standards

1. The administrator has an understanding of and demonstrated competence in the teacher standards under s. PI 34.02.
2. The administrator leads by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared by the school community.
3. The administrator manages by advocating, nurturing and sustaining a school culture and instructional program conducive to pupil learning and staff professional growth.
4. The administrator ensures management of the organization, operations, finances, and resources for a safe, efficient, and effective learning environment.
5. The administrator models collaborating with families and community members responding to diverse community interests and needs, and mobilizing community resources.
6. The administrator acts with integrity, fairness, and in an ethical manner.
7. The administrator understands, responds to, and interacts with the larger political, social, economic, legal, and cultural context that affects schooling.

Pupil Service Standards

1. The pupil services professional understands the teacher standards under s. PI 34.02.
2. The pupil services professional understands the complexities of learning and knowledge of comprehensive, coordinated practice strategies that support pupil learning, health, safety and development.
3. The pupil services professional has the ability to use research, research methods and knowledge about issues and trends to improve practice in schools and classrooms.
4. The pupil services professional understands and presents professional ethics and social behaviors appropriate for school and community.
5. The pupil services professional understands the organization, development, management and content of collaborative and mutually supportive pupil services programs within educational settings.
6. The pupil services professional is able to address comprehensively the wide range of social, emotional, behavioral and physical issues and circumstances which may limit pupils' abilities to achieve positive learning outcomes through development, implementation and evaluation of system-wide interventions and strategies.
7. The pupil services professional interacts successfully with pupils, parents, professional educators, employers, and community support systems such as juvenile justice, public health, human services and adult education.