



## **College of Southern Idaho**

### ***Non-Traditional Educator Preparation Program***

#### **Mission**

CSI's primary educational mission is to serve the needs of Region 4, however, we are authorized to serve other regions as long as there is a need and the district/school is supportive. We are currently serving candidates in Regions 3, 4, 5, and 6. Our aim is to address Idaho's current teacher shortage and support districts with hard-to-fill positions by expanding our non-traditional preparation program that utilizes nationally recognized best practices through the development of performance assessments that align with State Standards, and the Charlotte Danielson *Framework for Teaching Clusters*. Charlotte Danielson is involved in regular conversations around our program, and provides us with feedback to better align teacher preparation standards with practical, growth producing activities. We continue to process feedback and refine these activities to further advance our candidates' immediate success in the classroom and focused professional growth over time.

#### **Balancing Rigor and Flexibility**

Our program is hands-on and competency based. Each of the five program modules lasts one semester. Embedded within the modules are performance tasks based on the Idaho Core Teaching Standards, aligned with the Danielson Framework. In order to put theory and knowledge gained through modules into immediate practice, our candidates must either be working under an interim certificate or have regular access to a classroom setting. We work with each candidate to assess their needs and strengths to individualize the program as much as possible. Once a month classes are delivered face-to-face, online, and are also recorded to allow candidates the most flexibility possible, and 24-7 accessibility to the content of each module. We focus on online collaboration and mentoring support for success in the classroom.

The modules are completely self-contained and do not need to be taken in any particular order. Completion of the five modules will typically take a candidate four semesters plus one summer session. However, we are currently working to make all modules and performance assessments available on-demand, as a self-guided option for highly motivated candidates who have strong mentoring support through their district. Candidates with previous teaching experience may also opt to forego the modules and begin collecting evidence of their practice to take advantage of the *Assessment Only* option. Depending upon a candidate's level of skill and experience, the program could be accomplished within a single year.

Our program is not grade level nor content specific. Our hands-on, competency based modules cover best practices in pedagogy; the method and practice of teaching. Candidates prove content competency through the appropriate Praxis test, or through proof of a bachelor's degree in the

content area in which they are receiving certification. We encourage candidates to take the Praxis as early as possible so we can assist them in identifying additional coursework as necessary to bolster their knowledge in that content area. While most modules focus on the core teaching standards and are not content specific, each assignment and assessment completed by the candidate is grounded in their specific content area, and one module is devoted entirely to application of content in which candidates explore and apply best practices in their specific content pedagogy. Student-centered classroom management is a focus of the program, and candidates continuously reflect upon and modify classroom management strategies throughout all five modules.

### **Support for Districts**

In addition to providing ongoing support for our candidates, our goal is also to lighten the burden for districts. We assist with reviewing transcripts and the candidate-completed *Uniform Standard for Evaluating Content Competency Rubric* needed to place a teacher-of record, and make sure that each candidate has a strong mentor that meets with him/her at least three hours every other week. We recruit and assign a mentor for each candidate to ensure quality and consistency, also recognizing that many small, rural districts often do not have the resources or bandwidth to provide an experienced instructional coach. Regardless of whether the district is able to additionally assign a building mentor, district support and partnership is key to participation in this program.

Because the program was recently approved by the State Board as a non-traditional route to teaching, we are now able to also work toward fulfilling our vision to partner with districts to create and fill local teacher pipelines. We envision proactively working with district leaders to identify career-changers within the community and paraprofessionals that we can guide toward the attainment of a bachelor's degree. We envision bringing them together in a residency-type program, allowing them to get certified prior to taking on the responsibilities of teacher-of – record through our *Grow Your Own Model*.

### **Cost of Program**

Each module (including the cost of the mentor and scoring of performance assessments) is \$1,000. (Total cost to candidate for five modules is \$5,000 over two years.) To challenge a module and do the Performance Assessment only is \$500 per module. (Five total assessments can be taken for the cost of \$2,500.) The cost for certified teachers to add an additional endorsement takes only one semester, at the cost of \$1,500. CSI has a payment program that candidates can take advantage of, and many districts are utilizing Title II funds to help defray a candidate's expenses.

**Four Non-Traditional Route to Teaching Options: *Initial Certification, Teacher to New – Content & Grade Level Endorsement, Teacher to New – Secondary Content Endorsement, and the Grow Your Own Model***

### **Initial Certification – Interim Certificate Option**

To qualify for an interim certificate, candidates must hold a Bachelor's degree, meet a Content Area Qualifier, ***and be employed by a district or charter in a K-12 school, working in the classroom environment in which the candidate is seeking certification.*** We work with candidates, their districts/charters, and the State Department of Education to secure an Interim Certificate. This certificate is valid for three years as long as the candidate is making adequate progress toward full certification in our program. To receive recommendation for certification, each candidate must pass the appropriate Praxis (or hold a Bachelor's degree in the exact content area), complete performance assessments in all five modules, and be rated as proficient on the Idaho Common Summative Assessment (based upon a formal evaluation using the Danielson Framework for Teaching).

### **Teacher to New Endorsement (TtN)- Content & Grade Level Option**

Candidates who are already fully certified may add one or more endorsements through CSI's program. To qualify for the TtN, a candidate must hold a current Idaho certificate, meet a Content Area Qualifier, and be teaching in the content area(s) in which they are seeking additional endorsement. To receive recommendation for certification, each candidate must pass the appropriate Praxis (or hold a Bachelor's degree in the exact content area), complete performance assessments in all prescribed modules, and be rated as proficient on the Idaho Common Summative Assessment (based upon a formal evaluation using the Danielson Framework for Teaching).

### **Teacher to New Endorsement (TtN)- Secondary Content Endorsement Option**

Candidates who are already fully certified may add one or more endorsements through CSI's program. To qualify for the TtN, a candidate must hold a current Idaho certificate, meet a Content Area Qualifier, and be teaching in the content area(s) in which they are seeking additional endorsement. To receive recommendation for certification, each candidate must pass the appropriate Praxis (or hold a Bachelor's degree in the exact content area), complete the performance assessment in the *Application of Content* module, and be rated as proficient on the Idaho Common Summative Assessment (based upon a formal evaluation using the Danielson Framework for Teaching).

### **Grow Your Own Model**

As part of CSI's mission to address the dire teacher shortages in rural districts, and hard-to-fill positions found across the state, we are interested in working with districts to identify potential teachers, either career changers or paraprofessionals, and assist them in attaining the necessary coursework to complete a Bachelor's degree if necessary. Working with the partner district, we intend to provide them with a residency experience while completing all certification requirements. We will work closely with districts to address unique challenges and implement flexible but rigorous preparation to fill local teacher pipelines.

**For more information contact: Katie Rhodenbaugh, Program Coordinator [krhodenbaugh@csi.edu](mailto:krhodenbaugh@csi.edu)**

## **College of Southern Idaho Teacher Preparation**

### ***FREQUENTLY ASKED QUESTIONS and IMPORTANT PROGRAM LINKS***

#### **Q: For whom is this program designed to serve?**

**A:** We work with three main types of candidates: Those who are hired as the teacher-of record in a K-12 school but do not hold teacher certification; those who hold certification but need to add a new certificate or endorsement, and; those who desire to become teachers AND have regular access to a classroom setting.

#### **Q: What are the requirements for admission to the program?**

**A:** Candidates must demonstrate proof of content competency through one of the state-approved content area assessments:

- Praxis II in subject-specific content area of endorsement
- Baccalaureate degree in specific content area of endorsement
- Qualifying score on Uniform Standard for Evaluating Content Competency Rubric
- If not serving as a teacher of record, candidates without a baccalaureate degree will utilize the Grow Your Own option while simultaneously working toward their degree

Candidates must also have regular access to the classroom setting in order to put theory and knowledge gained through modules into immediate practice. For the purposes of applying to this program, it is considered "Non-Degree Seeking." Here is the link to apply for admission to CSI: <https://www.csi.edu/apply/default.aspx>

#### **Q: What are the requirements to get an Interim Teaching Certificate?**

**A:** Candidates must have a job offer from an Idaho K-12 school and submit the following to the Idaho State Department of Education:

- 1) A letter on CSI's official letterhead and signed by the program director/administrator, or designee, indicating the institution has
  - Verified the candidate has a baccalaureate degree.
  - Verified the candidate has demonstrated content competency through one of the approved content area assessments:
    - Praxis II in subject-specific content area of endorsement
    - Baccalaureate degree in specific content area of endorsement
    - Qualifying score on Uniform Standard for Evaluating Content Competency Rubric
  - Verified employment with an Idaho district/charter.

- 2) In addition to the letter, the candidate will need to include official transcripts and proof of passage of one the identified approved content area assessments with the application for the three-year interim.

**Q: How much is the program and is there financial aid available?**

**A:** The program is made up of five modules at a fee of \$1,000 per module. A large portion of the module fee is used to hire specially trained mentors to support each candidate in their practice. Traditional financial aid is not available for this program, however CSI does offer a payment plan option. Please check with the Financial Aid office to learn more about their Tuition Loan Agreement plan. <https://www.csi.edu/financial-aid/default.aspx>

Additionally, many districts in need of great teachers are willing to use their Title II funds to supplement the program tuition for their candidates.

**Q: Which grade levels and/or content areas will this program prepare me to teach?**

**A:** Our program is not grade level nor content specific. Our hands-on, competency based modules cover best practices in pedagogy; the method and practice of teaching. As long as you have proof of content competency in the area in which you will be teaching, and have the support of your district, we can prepare you for full Idaho Teacher Certification. Please review Idaho's Praxis test requirements here:

<https://www.ets.org/praxis/idaho/requirements>

**Q: Do I have to live in Region 4 to be in the program?**

**A:** No. CSI's primary educational mission is to serve the needs of Region 4, however, we are authorized to serve other regions as long as there is a need and the district or school is supportive.

**Q: What are all of the requirements to become fully certified in Idaho?**

**A:** The Idaho State Department of Education will issue a standard five-year teaching certificate once a candidates has fulfilled the following requirements though our program:

- 1) State Board approved mentor program participation
- 2) Module completion
- 3) Common summative assessment
- 4) ICLC/ICLA, if applicable
- 5) MTI/TMT, if applicable