

## Item 17:

# Approval of Proposed Agreed Order for A+ Texas Teachers Educator Preparation Program

### DISCUSSION AND ACTION

**SUMMARY:** This item provides the State Board for Educator Certification (SBEC) the opportunity to consider and approve a proposed agreed order for A+ Texas Teachers (ATT) educator preparation program (EPP) to continue to operate with conditions.

**STATUTORY AUTHORITY:** The continuing approval of EPPs is authorized by the Texas Education Code (TEC), §§21.0443, 21.041, 21.0452, and 21.061, closure of EPPs is authorized by TEC §21.0451, and the informal disposition of contested cases is authorized by the Texas Government Code (TGC) §2001.056.

The full text of statutory citations can be found in the statutory authority section of this agenda.

**EFFECTIVE DATE:** Upon Board approval.

**BACKGROUND INFORMATION AND JUSTIFICATION:** TEC §21.0443 authorizes the SBEC to adopt rules providing for EPP approval and renewal of approval. TEC §21.061 states the SBEC is to carry out a process for reviewing and, as necessary, updating standards and requirements for EPPs. The TEC, §21.0451 and 19 Texas Administrative Code (TAC) §229.6(b) state in part that if the Texas Education Agency (TEA) staff finds that an EPP has failed to comply with SBEC rules and/or the TEC, Chapter 21, and the EPP does not obtain compliance within the timelines established by TEA staff, the TEA staff shall recommend that the SBEC sanction the EPP. The TEA staff may recommend that the SBEC action include public reprimand, revocation of program approval, or the imposition of conditions upon continuing program approval. TGC §2001.056 allows informal disposition of a contested case by stipulation, agreed settlement, consent order, or default.

TEA staff conducted the five-year continuing approval review of ATT on March 30 – April 1, 2021. As a result of the review, ATT was required to submit their Compliance Plan to TEA by August 1, 2021 to address the areas of noncompliance found in the five-year review. After review of the Compliance Plan documentation, TEA staff found that ATT had not successfully addressed many of the identified deficiencies, including a lack of required evidence to prove ATT is ensuring candidates completing internships are assigned campus mentors. A summary of the deficiencies and the required evidence that ATT must submit to prove that it has corrected the deficiencies can be found in Exhibit A in the attachment.

On January 27, 2022 TEA gave ATT formal written notice in accordance with 19 TAC §229.6(c) that its proposed recommendation to the SBEC was revocation of ATT's approval to recommend candidates for educator certification.

On March 21, 2022, ATT elected to enter into an agreed order imposing conditions on the continuing approval of ATT in accordance with 19 TAC §229.6(b) in lieu of proceeding to a hearing before the State Office of Administrative Hearings and subject to approval by SBEC.

An agreed order was drafted that included the following conditions for continuing approval to operate:

- ATT will be assigned the accreditation status of “Accredited – Probation” for the 2021-2022 accreditation year.
- TEA staff and ATT will communicate on a monthly basis during the Agreed Order time period to support ATT’s efforts to correct the deficiencies.
- On or before September 30, 2022, ATT will submit corrections for all identified deficiencies in Exhibit A.
- TEA staff will review and approve all submitted corrections and notify ATT by October 28, 2022 indicating whether the submitted documentary evidence is approved.
- If deficiencies are corrected and approved, ATT’s accreditation status will revert to “Not Rated – Declared State of Disaster”.
- If any categories of deficiencies are not corrected and approved, ATT will go to a contested case proceeding before the State Office of Administrative Hearings (SOAH) on the issue of whether ATT violated the terms of the Agreed Order and retain the accreditation status of “Accredited – Probation” during the contested case proceeding.

The agreed order, signed by ATT’s Legal Authority, is included in the attachment.

**PUBLIC AND STUDENT BENEFIT:** The public and student benefit anticipated as a result of the agreed order will be to ensure this educator preparation program is meeting minimum requirements set forth by the SBEC and is therefore adequately preparing educators for Texas classrooms.

**ASSOCIATE COMMISSIONER’S RECOMMENDATION:**

Approve the agreed order for A+ Texas Teachers educator preparation program as presented.

**Staff Members Responsible:**

Jessica McLoughlin, Director, Educator Standards, Testing, and Preparation  
Laura Moriaty, Director, SBEC Enforcement

**Attachment:**

Agreed Order ATT EPP with Exhibit A  
([Attachment](#))

**ATTACHMENT**  
([Back to Attachments List](#))

<p><b>IN THE MATTER</b></p> <p><b>OF</b></p> <p><b>A+ TEXAS TEACHERS EDUCATOR PREPARATION PROGRAM</b></p>	<p>§</p> <p>§</p> <p>§</p> <p>§</p>	<p><b>BEFORE THE STATE BOARD</b></p> <p><b>FOR</b></p> <p><b>EDUCATOR CERTIFICATION</b></p>
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**AGREED FINAL ORDER**

On the 29<sup>th</sup> day of April 2022, the State Board for Educator Certification (“Board” or “SBEC”) considered the matter of the accreditation of the A+ Texas Teachers Educator Preparation Program (“ATT”).

This Agreed Final Order is executed pursuant to the authority of the Administrative Procedure Act, Tex. Gov’t. Code §2001.056, which authorizes the informal disposition of contested cases. In a desire to conclude this matter without further delay and expense, the Board and Respondent agree to resolve this matter by this Agreed Final Order.

The Board makes the following Findings of Fact and Conclusions of Law:

**FINDINGS OF FACT**

1. On March 30 - April 1, 2021, the Texas Education Agency ("TEA") staff conducted a five-year continuing approval review of the ATT.
2. The review report listed numerous deficiencies that TEA staff identified in the course of the continuing approval review and sets out requirements for ATT to meet in order to address those deficiencies. The evidence that ATT must submit to prove that it has corrected the deficiencies are attached hereto as Exhibit A and incorporated by reference as if set out in full herein.
3. On January 27, 2022, TEA staff provided notice to ATT that its proposed recommendation to the SBEC was revocation of approval to recommend candidates for educator certification.
4. On March 21, 2022, ATT and the TEA staff agreed to enter into this Agreed Final Order imposing conditions on the continuing approval of ATT.

5. The Parties agree that on or before October 21, 2022, ATT must correct all identified deficiencies. A summary of the deficiencies and the required evidence that ATT must submit is attached hereto as Exhibit A and incorporated by reference as if set out in full herein. ATT must submit all required documentary evidence as set out in Exhibit A to TEA staff for approval by October 21, 2022.
6. The Parties agree to communicate on a monthly basis during the pendency of this Agreed Final Order in order to facilitate and support ATT's efforts to correct the deficiencies identified in Exhibit A.
7. The Parties agree that TEA staff will inform ATT of whether the submitted documentary evidence is approved by November 18, 2022.
8. The Parties agree that ATT's accreditation status for the 2021-2022 accreditation year will be "Accredited—Probation." If ATT successfully corrects all identified deficiencies by October 21, 2022, and the submitted documentary evidence is approved by TEA staff, ATT's accreditation status will revert to "Not Rated—Declared State of Disaster" for the remainder of the 2021-2022 accreditation year. If ATT fails to correct all deficiencies and TEA staff does not approve the submitted documentary evidence, ATT will retain the status of "Accredited-Probation" during the pendency of a contested case proceeding to determine ATT's compliance with the terms of this Agreed Final Order, even if the contested case proceeding continues into the 2022-2023 accreditation year or beyond and regardless of ATT's performance on the accountability performance indicators in 19 Texas Administrative Code §229.4(a).
9. If any deficiency in Exhibit A is not corrected by ATT and approved by TEA staff, the Parties will go to a contested case proceeding before the State Office of Administrative Hearings ("SOAH") in accordance with Texas Government Code Chapter 2001 and 19 Tex. Admin. Code § 229.8 on the issue of whether ATT has violated the terms of the Agreed Final Order in accordance with the contested case procedures set out in 19 Tex. Admin. Code §§ 249.19-249.40. The Parties agree that if the Administrative Law Judge ("ALJ") at SOAH finds that ATT has violated the terms of the Agreed Final Order, SBEC may, under the procedures set forth at 19 Tex. Admin. Code § 249.39, assign an accreditation status of "Not Accredited-Revoked" and revoke ATT's continuing approval to certify candidates if the SBEC determines that ATT has failed to comply with the terms of this agreement.
10. ATT agrees to waive all rights to a hearing on any issue other than its compliance with the terms of the Agreed Final Order, any right to seek removal or modification of the sanctions and conditions imposed by this

Agreed Final Order, and any right to seek judicial review of this Agreed Final Order.

### **CONCLUSIONS OF LAW**

1. ATT is subject to the jurisdiction of the SBEC and is required to comply with 19 Texas Administrative Code, Chapters 227, 228, 229, 230, 231, 234, 241, and 247 and Texas Education Code §§21.044, 21.0441, 21.0443, 21.045, 21.0451, 21.0452, 21.0454, 21.0455, 21.046, 21.048, and 21.049.
2. The Board is authorized, pursuant to 19 Texas Administrative Code Chapter 229 and Texas Education Code §21.0443 to revoke or refuse to renew its approval of an educator preparation program, and to put conditions on the continuing approval of a program.
3. The SBEC and ATT agree to the actions set forth herein in order to avoid the time and burden of further litigation.

### **IT IS THEREFORE ORDERED, ADJUDGED AND DECREED THAT:**

1. On or before October 21, 2022, ATT must correct all deficiencies identified in Exhibit A. A summary of the deficiencies and the required evidence that ATT must submit is attached hereto as Exhibit A and incorporated by reference as if set out in full herein.
2. ATT must submit all required documentary evidence as set out in Exhibit A to TEA staff for approval by October 21, 2022.
3. TEA staff will inform ATT of whether the submitted documentary evidence is approved by November 18, 2022.
4. ATT's accreditation status for the 2021-2022 accreditation year will be "Accredited—Probation." If ATT successfully corrects all identified deficiencies by October 21, 2022, and the submitted documentary evidence is approved by TEA staff, ATT's accreditation status will revert to "Not Rated—Declared State of Disaster" for the remainder of the 2021-2022 accreditation year. ATT will retain the status of "Accredited-Probation" during the pendency of a contested case proceeding to determine ATT's compliance with the terms of this Agreed Final Order, even if the contested case proceeding continues into the 2022-2023 accreditation year or beyond and regardless ATT's performance on the accountability performance indicators in 19 Texas Administrative Code

§229.4(a).

5. If any deficiency in Exhibit A is not corrected by ATT and approved by TEA staff, the Parties will go to a contested case proceeding before SOAH in accordance with Texas Government Code Chapter 2001 and 19 Tex. Admin. Code § 229.8 on the issue of whether ATT has violated the terms of the Agreed Final Order in accordance with the contested case procedures set out in 19 Tex. Admin. Code §§ 249.19-249.40. If the ALJ at SOAH finds that ATT has violated the terms of the Agreed Final Order, SBEC may, under the procedures set forth at 19 Tex. Admin. Code § 249.39, assign an accreditation status of “Not Accredited-Revoked” and revoke ATT’s continuing approval to certify candidates if the SBEC determines that ATT has failed to comply with the terms of this agreement.
  
6. ATT waives all rights to a hearing on any issue other than its compliance with the terms of the Agreed Final Order, any right to seek removal or modification of the sanctions and conditions imposed by this Agreed Final Order, and any right to seek judicial review of this Agreed Final Order.

SIGNED this 22 day of March, 2022


 Digitally signed by Linley Dieringer  
 Date: 2022.03.22 11:09:27 -05'00'

Ms. Linley Dieringer, ATT Legal Authority

SIGNED this \_\_\_\_\_ day of \_\_\_\_\_, 2022

Board Chair  
State Board for Educator Certification

**Exhibit A**  
Summary of Deficiencies  
and Required Evidence

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
<b>Governance 19 TAC §228.10</b>				
Action Completed as Required				
<b>Admission 19 Chapter 227</b>				
<p><b>Requirement 19 TAC §227.17 Formal Admission</b></p> <p>(b) For an applicant to be formally admitted to an EPP, the EPP must notify the applicant of the <u>offer of formal admission in writing</u> by mail, personal delivery, facsimile, email, or an electronic notification.</p> <p>(c) For an applicant to be considered formally admitted to the EPP, the applicant must <u>accept the offer of formal admission in writing</u> by mail, personal delivery, facsimile, email, or an electronic notification.</p> <p>(d) The <u>effective date</u> of formal admission was included in the offer of formal admission.</p> <p>(e) An EPP must notify the Texas Education Agency within <u>seven calendar days</u> of a</p>	<p><b>Review Finding:</b> The offer letter provided to applicants does not include the effective date of admission and admission records are not consistently created for new candidates within 7 days of the admission date.</p> <p><b>Action Needed:</b> Update the admission process for formal and contingency admission so that the offer letter sent to</p>	<p>Provide a screen shot of the updated offer letter and acceptance for one candidate.</p> <p>The information will be compared with the ECOS admission record.</p>	<p>Screen shots of portals for 6 candidates reflected an admission date; however, no offer letter reflecting the admission date was submitted to support the admission date recorded in each candidate’s record in the portal.</p>	<p>1) TEA staff will conduct a random sampling of 50 candidates admitted after the effective date of the Agreed Order. ATT will provide TEA staff with the selected candidates’ written admission offer letters to verify embedded admission effective dates.</p> <p>2) TEA will review the selected candidates’ acceptance letters compared with date stamps in the ECOS for Entities audit trail to verify that ATT has created the admission records necessary to inform TEA of the candidates’ formal admission within</p>

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<p>candidate's formal admission.</p> <p><b>Note: Similar requirements in 19 TAC §227.15 related to Contingency Admission</b></p>	<p>applicants includes the date of admission (such as “the date you sign this acceptance is your formal date of admission” or something similar).</p> <p>Update the process for uploading new admits into ECOS so that an admission record for each is created within 7 days of the effective date of admission in the offer letter.</p>			<p>the 7-day window following the candidates’ formal admission.</p> <p>Evidence for 80% of sampled candidates must meet or exceed TAC requirements.</p>
<p><b>Requirement 19 TAC §227.10(a)(4) Admission Requirements: Minimum Subject-Specific Content Hours</b></p> <p>For an applicant who will be seeking an initial certificate in the classroom teacher class</p>	<p><b>Review Finding:</b> Subject-specific content hours required for admission could not be verified or did not match the certificate area in which</p>	<p>Submit admission records, including university transcripts, for one recently admitted candidate. Information will be</p>	<p>Transcripts were submitted for 6 candidates. Subject-area hours were captured accurately from the transcripts from the documented</p>	<p>1) TEA staff will conduct a random sampling of 50 candidates admitted after the effective date of the Agreed Order. ATT will provide TEA staff with the selected candidates’ transcripts or</p>



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<p>of certificate, the applicant shall have successfully completed, prior to admission, at least:</p> <ul style="list-style-type: none"> <li>• a minimum of <u>12 semester credit hours</u> in the subject-specific content area for the certification sought... or</li> <li>• <u>15 semester credit hours</u> in the subject-specific content area for the certification sought if the certification sought is for <u>mathematics or science at or above Grade 7</u>; or</li> <li>• a passing score on <u>the appropriate content certification examination</u> ...The applicant will not be required to successfully complete a passing score on the appropriate content certification examination until January 27, 2020.</li> </ul> <p><b>Requirement 19 TAC §228.40(c) Assessment and Evaluation of Candidates for Certification and Program Improvement</b></p>	<p>the candidate was presumed to be admitted.</p> <p><b>Action Needed:</b> Update the admission process to qualify an applicant for admission into one or more certificate area(s) and then collect all requirements, including related subject-specific content hours from the transcript and report as applicable for each admission area.</p>	<p>reviewed and then compared with records in ECOS.</p>	<p>admission area; however, for 3 of the 6 candidates, the candidates were provided an active test approval for an unrelated subject area within the same day the admission record was created. This is a consistent pattern of admission that circumnavigates the requirement to qualify a candidate for “the certificate sought”.</p>	<p>PACT scores for comparison with admission information reported for those candidates in ECOS for Entities to confirm that admissions decisions comport with transcript requirements in TAC.</p> <p>2) For any selected candidates who are given test approval for tests unrelated to the admission area identified on the transcripts and in ECOS for Entities, ATT will provide a written request from the candidate to change to, or add, the new subject area for preparation and test approval.</p> <p>Evidence for 80% of sampled candidates must meet or exceed TAC requirements.</p>

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<p>(c) <u>Upon the written request of the candidate</u>, an EPP may prepare a candidate and grant test approval for a classroom teacher certificate category other than the category for which the candidate was initially admitted to the EPP.</p>				
<p><b>Requirement 19 TAC §227.10(a)(8) Admission Requirements: Screen</b></p> <p>An applicant must... participate in either an <u>interview or other screening instrument</u> to determine if the EPP applicant's knowledge, experience, skills, and aptitude are appropriate for the certification sought.</p>	<p><b>Review Finding:</b> There was insufficient evidence that applicants are consistently screened to determine if their knowledge, experience, skills, and aptitude are appropriate for the certification sought.</p> <p><b>Action Needed:</b> Update the admission screening process to ensure all screeners collect evidence of the screen</p>	<p>Evidence of a scored screen with cut score identified for one recently admitted candidate.</p>	<p>The scored screen was not submitted. Screen shots from a candidate portal reflected that a screen was completed but no documentation was provided to support that admission requirement as recorded in the portal.</p>	<p>1) TEA staff will conduct a random sampling of 50 candidates admitted after the effective date of the Agreed Order. For each selected candidate, ATT will provide TEA staff with a completed screening instrument evaluated with a cut score or a rubric that includes descriptions of levels of performance quality based on a coherent set of criteria to determine if the EPP applicant’s knowledge, experience, skills, and aptitude are appropriate for the</p>

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	and score the screen. Establish a cut score that an applicant must meet for admission or to place the admitted candidate in the appropriate certificate area.			particular certification sought.  Evidence for 80% of sampled candidates must meet or exceed TAC requirements.
<b>Curriculum 19 TAC §228.30</b>				
Action Completed as Required				
<b>Coursework and Delivery 19 TAC §228.35</b>				
<p><b>Requirement 19 TAC §228.35(e)(2)(B)(vi) &amp; (vii)</b>  <b>Skills Implementation: Notification of Certificate Deactivation</b></p> <p>(vi) An EPP must provide ongoing support to a candidate... unless...</p> <ul style="list-style-type: none"> <li>(II) ...the candidate resigns, is non-renewed, or is terminated by the school or district...</li> <li>(III) ...the candidate is discharged or is released from the EPP...</li> </ul>	<p><b>Review Finding:</b>                      Certificate deactivation timeline requirements have not been met.</p> <p><b>Action Needed:</b>                      Implement a process to deactivate certificates within the parameters set by the SBEC.</p>	Submit a written description of the updated process with any related forms or documents, and the method that will be used to inform campus/district personnel and candidate of the requirements before start of internship.	The Action Item was not addressed in the responsive evidence of compliance submitted.	TEA will conduct a random sampling of 50 candidates who began internships in the 2021-2022 academic year. For each selected candidate, ATT will provide TEA staff with evidence of the required communication with candidates and their districts or campuses regarding the certificate deactivation requirements. Evidence may be a form letter, email, or other written format, or, to

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<ul style="list-style-type: none"> <li>• (IV) ...the candidate withdraws from the EPP...</li> <li>• (V) ...the internship assignment does not meet the requirements...</li> </ul> <p>(vii) If the candidate leaves the internship assignment for any of the reasons identified in clause (vi)(II)-(V) of this subparagraph:</p> <ul style="list-style-type: none"> <li>• the EPP, the campus or district personnel, and the candidate must inform each other within one calendar week of the candidate's last day in the assignment; and</li> <li>• (II) TEA must receive the certificate deactivation request with all related documentation from the EPP within two calendar weeks of the candidate's last day of the assignment in a format determined by TEA.</li> </ul> <p>(viii) The EPP must communicate the requirements in clause (vii) of this</p>				<p>verify verbal communication, the EPP may provide the name of the relevant personnel at the campus or district so that TEA may verify via a phone interview.</p> <p>Evidence for 80% of sampled candidates must meet or exceed TAC requirements.</p>

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<p>subparagraph to candidates and campus or district personnel prior to the assignment start date.</p>				
<p><b>Requirement 19 TAC §228.35(e)(1) FBE: Settings</b></p> <p>An EPP shall provide evidence of ongoing and relevant field-based experiences throughout the EPP in a <u>variety of educational settings with diverse student populations, including observation, modeling, and demonstration of effective practices to improve student learning...</u></p> <p><b>19 TAC §228.35(e)(1)(A) FBE: Interactive Hours</b></p> <p>Field-based experiences must include <u>15 clock-hours</u> in which the candidate, under the direction of the EPP, is <u>actively engaged in instructional or educational activities</u> that include:</p> <ul style="list-style-type: none"> <li>• authentic school settings in a public school accredited by</li> </ul>	<p><b>Review Finding:</b> The evidence provided does not allow TEA to clearly identify if field-based experience “FBE” activities meet requirements.</p> <p><b>Action Needed:</b> Although the EPP asserts that it has updated its FBE process, the evidence provided does not allow TEA staff to clearly identify which FBE requirements the 30 candidates selected for review had completed.</p>	<p>Provide a written description of the FBE process and submit documents for one candidate to demonstrate the implementation of the new process. If the process is different due to COVID disruption, explain how the FBE will be required in non-COVID times.</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p> <p>Note: A TCR 000 course was listed in the EPP course list as an FBE course but the contents of that course, including any instructions that may be provided to candidates about completing FBE, were not available for review.</p>	<p>TEA staff will conduct a random sampling of 50 candidates who have been placed on Intern or Probationary certificates since the effective date of the Agreed Order and who were admitted within the last year prior to the internship. For each selected candidate, ATT will provide TEA staff with FBE documents, including field-based experience observation logs and recorded reflections of the observation, that verify that settings, hours and reflections meet or exceed requirements in TAC.</p> <p>Evidence for 80% of sampled candidates must</p>

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<p>the TEA or other school approved by the TEA for this purpose;</p> <ul style="list-style-type: none"> <li>• instruction by content certified teachers;</li> <li>• actual students in classrooms/instructional settings with identity-proof provisions;</li> <li>• content or grade-level specific classrooms/instructional settings; and</li> <li>• written reflection of the observation.</li> </ul> <p><b>19 TAC §228.35(e)(1)(B): FBE: Electronic Hours</b></p> <p><u>Up to 15 clock-hours of field-based experience may be provided by use of electronic transmission</u> or other video or technology-based method. Field-based experience provided by use of electronic transmission or other video or technology-based method must include:</p> <ul style="list-style-type: none"> <li>• direction of the EPP;</li> </ul>				<p>meet or exceed TAC requirements.</p>

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<ul style="list-style-type: none"> <li>• authentic school settings in an accredited public or private school;</li> <li>• instruction by content certified teachers;</li> <li>• actual students in classrooms/instructional settings with identity-proof provisions;</li> <li>• content or grade-level specific classrooms/instructional settings; and</li> <li>• written reflection of the observation.</li> </ul> <p><b>19 TAC §228.35(e)(1)(C) FBE: Long-Term Substitute Hours</b></p> <p>Up to 15 clock-hours of field-based experience may be satisfied by <u>servicing as a long-term substitute</u>. A long-term substitute is an individual who has been <u>hired by a school or district to work at least 30 consecutive days in an assignment as a classroom teacher</u>. Experience may occur after the candidate's admission to an EPP or during the two years before the date the</p>				

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<p>candidate is admitted to the EPP. The candidate's experience in instructional or educational activities must be documented by the EPP and must be obtained at a public or private school accredited or approved for the purpose by the TEA. 19 TAC §228.35(e)(1)(A)-(C)</p>				
<p><b>Requirement Campus Supervision: 19 TAC §228.2(26), §228.35(f), and §228.35(g)</b></p> <p><b>19 TAC §228.35(f) Campus Supervision: Mentor, Cooperating Teacher, or Site Supervisors Assigned</b></p> <p>... an EPP shall collaborate with the campus or district administrator to <u>assign each candidate a mentor during the candidate's internship, assign a cooperating teacher during the candidate's clinical teaching experience, or assign a site supervisor during the candidate's practicum...</u></p>	<p><b>Review Finding:</b> There is no evidence that candidates completing internships are assigned mentors and consequently, it cannot be verified that mentors would meet qualification requirements or would be required to complete training. As a result of the lack of mentors assigned to interns, there is no evidence of</p>	<p>Submit related mentor information and documentation for one candidate; or,</p> <p>Submit a written description of the updated processes, with any related documents. Include the date and person responsible for implementation of the updated process.</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p>	<p>TEA will conduct a random sampling of 50 candidates who are currently completing internships while holding Intern or Probationary certificates with certificate effective dates that are after the effective date of the Agreed Order. For each selected candidate, ATT will provide TEA staff with:</p> <ol style="list-style-type: none"> <li>(1) the date of placement in the internship,</li> <li>(2) the name of the mentor,</li> <li>(3) the subject area and grade</li> </ol>



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<p><b>19 TAC §228.35(f) Campus Supervision: Training Mentors, Cooperating Teachers, and Site Supervisors</b></p> <p>...The EPP is responsible for providing mentor, cooperating teacher, and/or site supervisor <u>training</u> that relies on scientifically-based research, but the program may allow the training to be provided by a school, district, or regional education service center if properly documented.</p> <p><b>19 TAC §228.2(24) Campus Supervision: Training Mentors</b> (24) Mentor--For an internship candidate, an educator who is collaboratively assigned by the campus administrator and the educator preparation program (EPP); who has <u>at least three years of teaching experience</u>; who <u>is an accomplished educator as shown by student learning</u>; who has <u>completed mentor training, including training in how to coach</u></p>	<p>collaboration between mentors and field supervisors and there is no evidence that mentors are provided a copy of observation feedback on observations conducted by FS.</p> <p><b>Action Needed:</b> Implement a process to ensure candidates are assigned mentors during internship. Ensure each mentor meets the qualification requirements and collect evidence each has been trained; and</p> <p>Establish a process for documenting collaboration between mentors and</p>			<p>level of the internship,</p> <p>(4) the supervising administrator’s name,</p> <p>(5) the campus name and district name of the internship assignment,</p> <p>(6) evidence that the mentor has been trained as a mentor, including training in how to coach and mentor teacher candidates, demonstrated through training materials and dated attendance records with signatures, school district/ESC certificates of training completion, the mentor’s acknowledgment of the handbook, or training materials and dated attendance</p>

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<p><u>and mentor teacher candidates, by an EPP within three weeks of being assigned to the intern; who is currently certified in the certification category in which the internship candidate is seeking certification; who guides, assists, and supports the candidate during the internship in areas such as planning, classroom management, instruction, assessment, working with parents, obtaining materials, district policies; and who reports the candidate's progress to that candidate's field supervisor.</u></p> <p><b>19 TAC §228.35(g):</b></p> <p><u>In a clinical teaching experience, the field supervisor shall collaborate with the candidate and cooperating teacher throughout the clinical teaching experience. For an internship, the field supervisor shall collaborate with the candidate, mentor, and supervising campus administrator throughout the internship.</u></p>	<p>field supervisors and a process for ensuring mentors receive observation feedback for assigned candidates</p>			<p>information for online training,</p> <p>(7) either a service record and educator certificate, or a form signed by the campus or district administrator attesting that the candidate's mentor meets the requirements of certification, experience and accomplishment as an educator,</p> <p>(8) evidence of accomplishment as an educator for each candidate's mentor that includes evaluations that include evidence of student learning, campus or district reports that include evidence of student learning, or letters of recommendation</p>

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				<p>on that include evidence of student learning, and</p> <p>(9) Field supervisor log, or email records with delivery/read receipts, or phone records, or signed observation forms including both field supervisor observations and mentor observations that demonstrate collaboration between the field supervisor and the mentor, showing that each candidate's mentor reported the candidate's progress to the candidate's field supervisor.</p> <p>Evidence for 80% of sampled</p>

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				candidates must meet or exceed TAC requirements.
<p><b>Requirement 19 TAC §228.35(g) Field Supervision: Field Supervisor Initial Contact</b></p> <p>...initial certification of teachers... The <u>initial contact</u>, which may be made by telephone, email, or other electronic communication, with the assigned candidate must occur <u>within the first three weeks of assignment</u>.</p> <p><b>19 TAC §228.35(g), §228.35(h), &amp; §228.35(j)(2)(C) Field Supervision: Informal Observations &amp; Ongoing Coaching</b></p> <p>...<u>Informal observations and coaching shall be provided by the field supervisor as appropriate</u>...</p>	<p><b>Review Finding:</b> There is insufficient evidence that field supervisors consistently make first contact with candidates during the first three weeks of the assignment or that field supervisors provide ongoing coaching and support to candidates throughout the internship assignment.</p> <p><b>Action Needed:</b> Update the requirements for field supervisors to ensure they make the required contacts with the candidate. Update the</p>	<p>Submit related documentation for one candidate and the screen shot of the portal reflecting the capture of the evidence.</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p>	<p>TEA will conduct a random sampling of 50 candidates who are currently completing internships while holding Intern or Probationary certificates with certificate effective dates that are after the effective date of the Agreed Order. For each selected candidate, ATT will provide TEA staff with evidence of:</p> <p>(a) the date of first contact through Field supervisor logs, or emails, or phone records, or other electronic communication, or course syllabi with first content class noted with attendance records, and</p> <p>(b) whether the field supervisor has conducted informal</p>

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	collection of data related to candidate contact in the portal so that contacts are accurately reflected.			<p>observations and coaching through Field Supervisor logs, or email records with delivery/read receipts, or phone records, or observation forms, or other electronic records of observation and coaching.</p> <p>Evidence for 80% of sampled candidates must meet or exceed TAC requirements.</p>
<p><b>Requirement 19 TAC §228.35(g)(1) Field Supervision: Formal Observations-Duration &amp; Format</b></p> <p>(1) Each formal observation must be at least <u>45 minutes in duration</u>, must be conducted by the field supervisor, and must be <u>on the candidate's site in a face-to-face setting</u>.</p>	<p><b>Review Finding:</b> A significant number of observations appeared to have occurred outside of the school day.</p> <p><b>Action Needed:</b> Update field supervisor requirements and training so that they understand that observations are completed</p>	<p>Submit observations for one candidate; and</p> <p>Submit training or other information conveyed to field supervisors regarding observation requirements and the date of implementation.</p>	<p>The Action Item was not addressed in the responsive evidence of compliance submitted.</p>	<p>TEA will conduct a random sampling of 50 candidates who are currently completing internships while holding Intern or Probationary certificates with certificate effective dates that are after the effective date of the Agreed Order. For each selected candidate, ATT will provide TEA staff with observation forms, signed by the</p>

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	during the school day/assignment.			<p>candidate and field supervisor with date, start and stop time, subject and grade level with record of instructional strategies observed, that verify observations conducted for each candidate meet all requirements for formal observations conducted by field supervisors under 19 TAC §228.35(g).</p> <p>Evidence for 80% of sampled candidates must meet or exceed TAC requirements.</p>
<b>Assessment and Evaluation of Candidates for Certification and Program Improvement 19 TAC §228.40</b>				
No Action Required				
<b>Professional Conduct 19 TAC §228.50</b>				
Action Completed as Required				
<b>Complaints Procedures 19 TAC §228.70</b>				
Action Completed as Required				
<b>Certification Procedures 19 TAC Chapter 230</b>				
No Action Required				
<b>Required Submissions of Information, Surveys, and Other Data 19 TAC §229.3</b>				

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<p><b>Requirement 19 TAC §229.3(a), §229.3(f)(1), &amp; related graphic Figure 19 TAC §229.3(f)(1) Data Reported: Accurately</b></p> <p>(a) Educator preparation programs (EPPs) ...field supervisors, administrators, mentors, site supervisors, and cooperating teachers <u>shall provide to the TEA staff all data and information</u> required by 19 TAC Chapter 229, as set forth in 19 TAC §229.3(e) and §229.3(f).</p> <p>(f)(1) EPPs <u>shall provide data for all candidates</u> as specified in the figure: <a href="#">Figure: 19 TAC §229.3(f)(1)</a></p>	<p><b>Review Finding:</b> Due to the lack of concrete information about the subject area in which candidates are admitted, subject-specific content hours reported could not be verified as accurate.</p> <p><b>Action Needed:</b> Review admission requirements around qualifying candidates for admission into specific certificate areas. Train admissions staff to collect subject-specific hours related to the one or two certificate areas of admission as per the</p>	<p>ECOS records for admission will be reviewed at state reporting time.</p>	<p>This issue has not been corrected.</p>	<p>The 50 randomly selected candidates that were selected for the admission subject-hour review will be used for this item. For each selected candidate that has requested in writing to add or change a certificate area to a certificate area other than the one identified at admission, TEA will verify that ATT has accurately listed each such candidate in ECOS on the Finisher Records List (as the term is used in TEA’s EPP Data Reporting Manual Effective 9/16/2021-9/15/2022 (Updated 9/15/2021))for the current year with a status of Other Enrolled or Finisher in the new certificate area requested.</p>

Discrepancy	Action Item-Agreed	Requested/Expected Deliverable	Delivered Item	Agreed Order Requirements
	qualifications of the candidate.			Evidence for 80% of sampled candidates must meet or exceed TAC requirements.