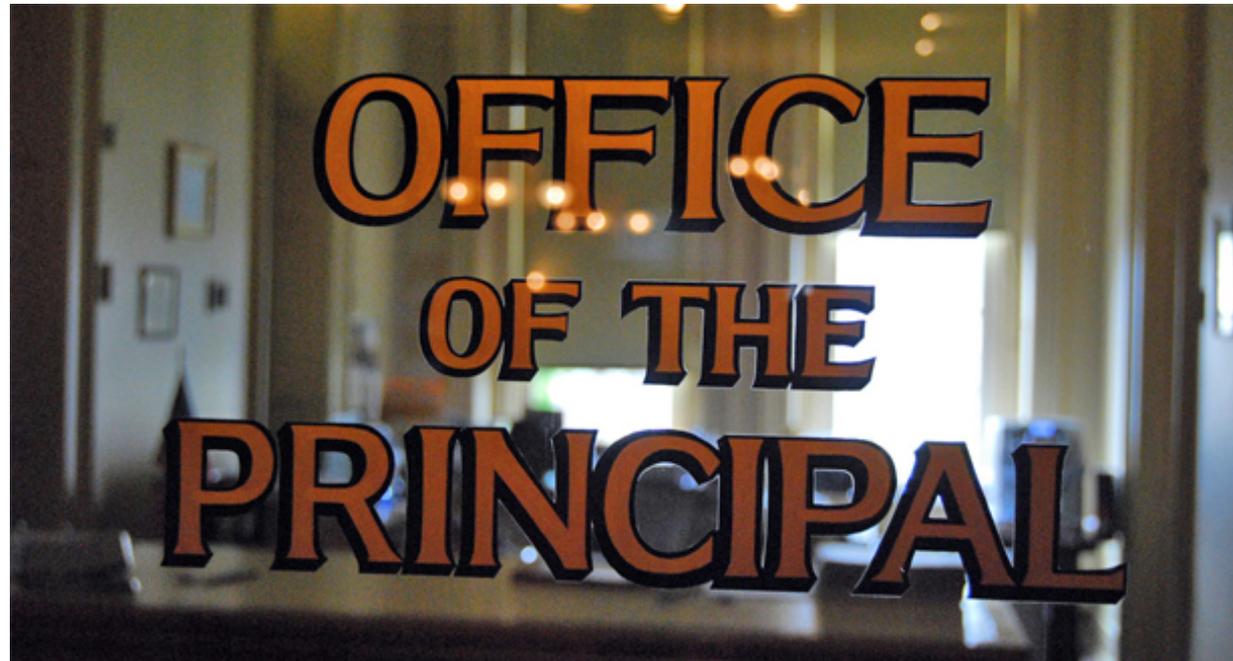


Principal Certification Redesign

CSOTTE CONFERENCE

TUESDAY, OCTOBER 24, 2017

From new standards to a new exam



Principal
(2002)

Principal
(2017)

What's changed for principals since 2002?

Principal as **Building Manager**

Principal as **Instructional Leader**

Principal using **PDAS** for annual summative evaluation

Principal using **T-TESS** for continual improvement through coaching

Students taking **TAAS**

Students taking **STAAR**

Campus Accountability = **Exem/Recog/Acc**

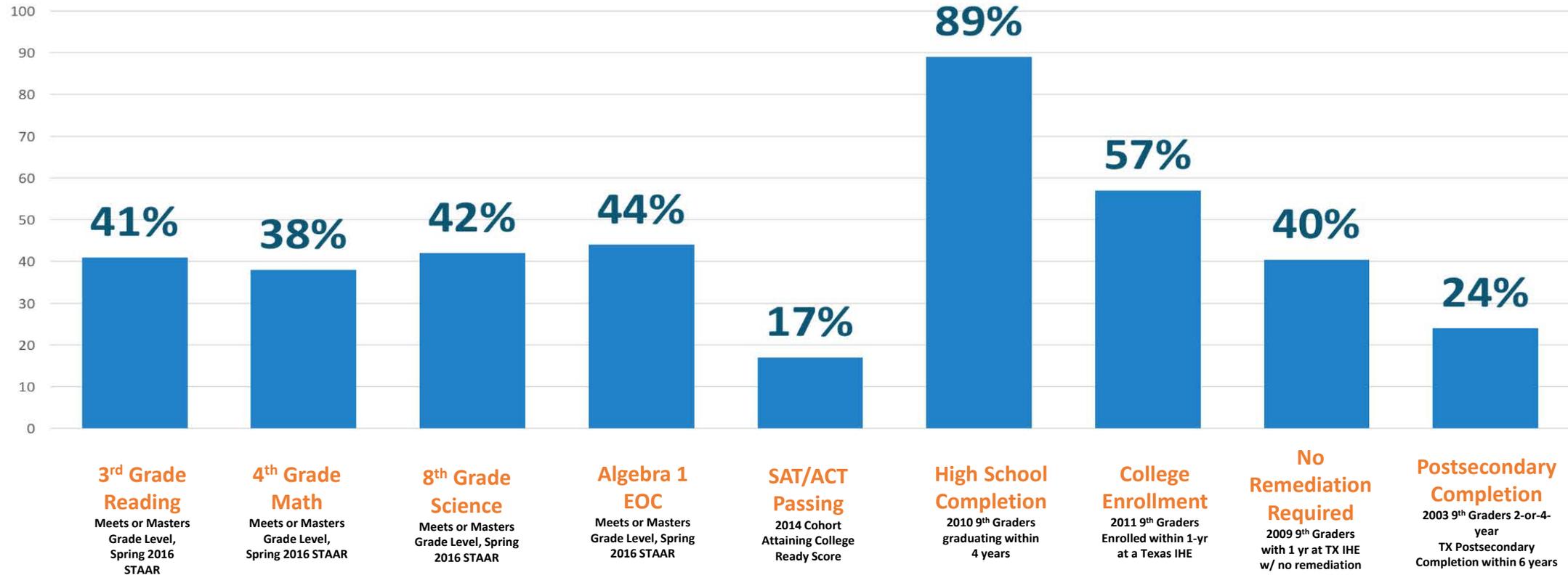
Campus Accountability = **A-F**

What does the research show?

- Principals are second only to teachers in their impact on student achievement.
- A highly effective principal can increase his or her students' scores up to 10 percentile points on standardized tests in just one year.
- Principals in low-achieving or high poverty, minority schools tend to have a greater impact on student outcomes than principals at less challenging schools.
- Principals also have a positive effect on the retention of effective teachers
- **Being an instructional leader is a hallmark of effective principals.** Effective principals are more likely to provide their teachers with the support and motivation to be effective teachers. For example, although both effective and ineffective principals claimed to frequently observe their teachers, effective principals make more unscheduled observations and provide immediate feedback.

**The Principal Perspective: full report.* Center for Public Education

Texas Student Outcomes



The current reality.

-
- **July, 2017**: You were hired yesterday for your first full principalship, and the school you'll be leading has its challenges. The preliminary data from this year's scores forecast two D's and two F's. Enrollment has been declining by 10-15% each year with the rise of area charter schools. Consequently, your staffing pattern is 6 fewer FTEs than the previous year, but you still have 8 vacancies to fill before the start of school. Of your 12 new teachers already hired, 9 of them are in their first year of an alternative certification program, all of them in core content, tested subject areas. Your own teaching background is in CTE. In fact, you've never taught a core content area, much less a tested one. Your two years as an assistant principal were focused largely on discipline, so this will be your first time as the instructional leader of a campus. The majority of your students are of a different cultural and ethnic background than your own, and you do not speak the same language as most of their parents. Your first in-service with teachers is in ten days.

Changes to the Principal Assessment

TExES Principal (068) Examination

TExES Principal (268) Examination

Performance Assessment for School Leaders (PASL)



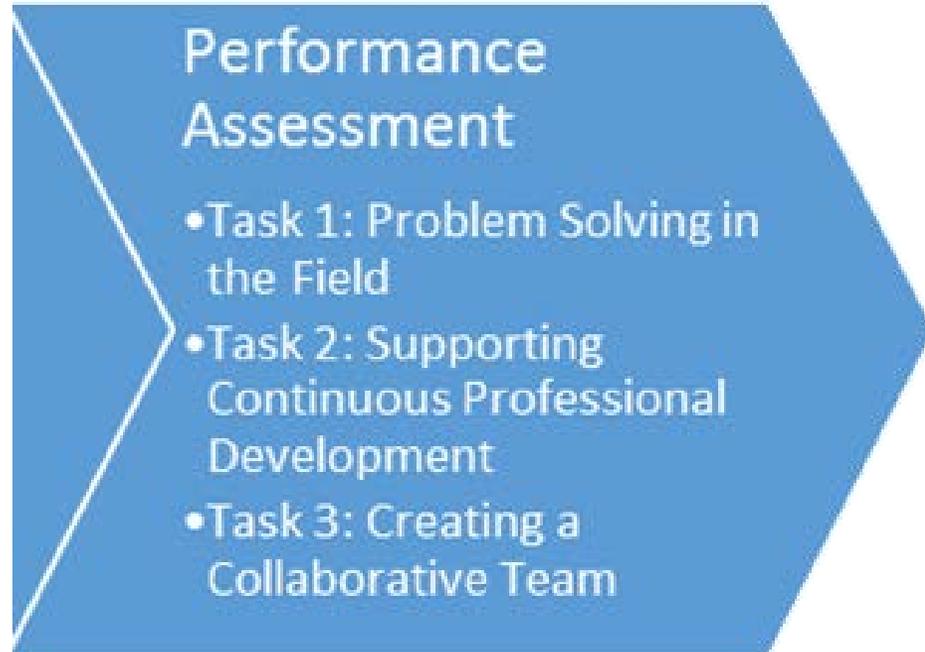
What the performance assessment tasks will look like:

Task 1: asks candidates to address a challenge/problem in the school through research, planning, communicating with stakeholders, implementing a strategy, analyzing results and making adjustments

Task 2: asks candidates to lead other teachers through a professional development plan, including collaboratively designing the strategy, completing classroom walkthroughs, analyzing student work and obtaining feedback on the implementation

Task 3: asks candidates to facilitate a collaborative team to improve instructional practice, student achievement, and school culture. Candidates must submit artifacts along with a 15-minute video of them working with the team

Performance Assessment for School Leaders (PASL)

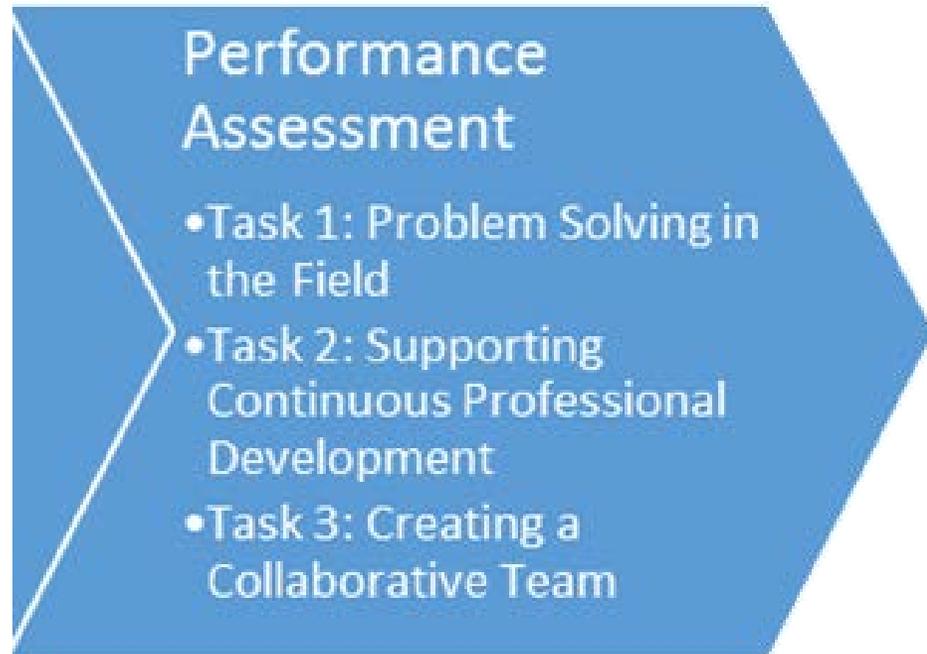


What we need from current principals:

Candidates will need opportunities to lead their peers in **meaningful professional development** around actual campus needs in order to gain **authentic experience in instructional leadership**.

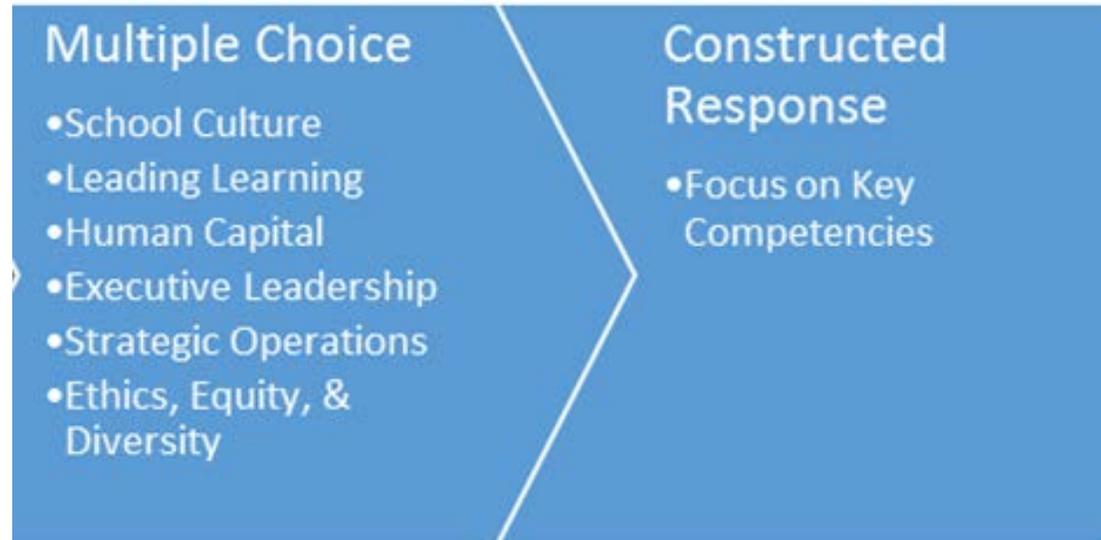
Current principals can provide these opportunities, offer **support and feedback**, and build their own skills in distributed leadership.

Performance Assessment for School Leaders (PASL)



First Rollout Phase Begins with 268 Exam

268 Exam



So . . . let's start thinking and planning so our graduate candidates will be ready, FIRST for the 268 computer generated exam, then PASL to follow -

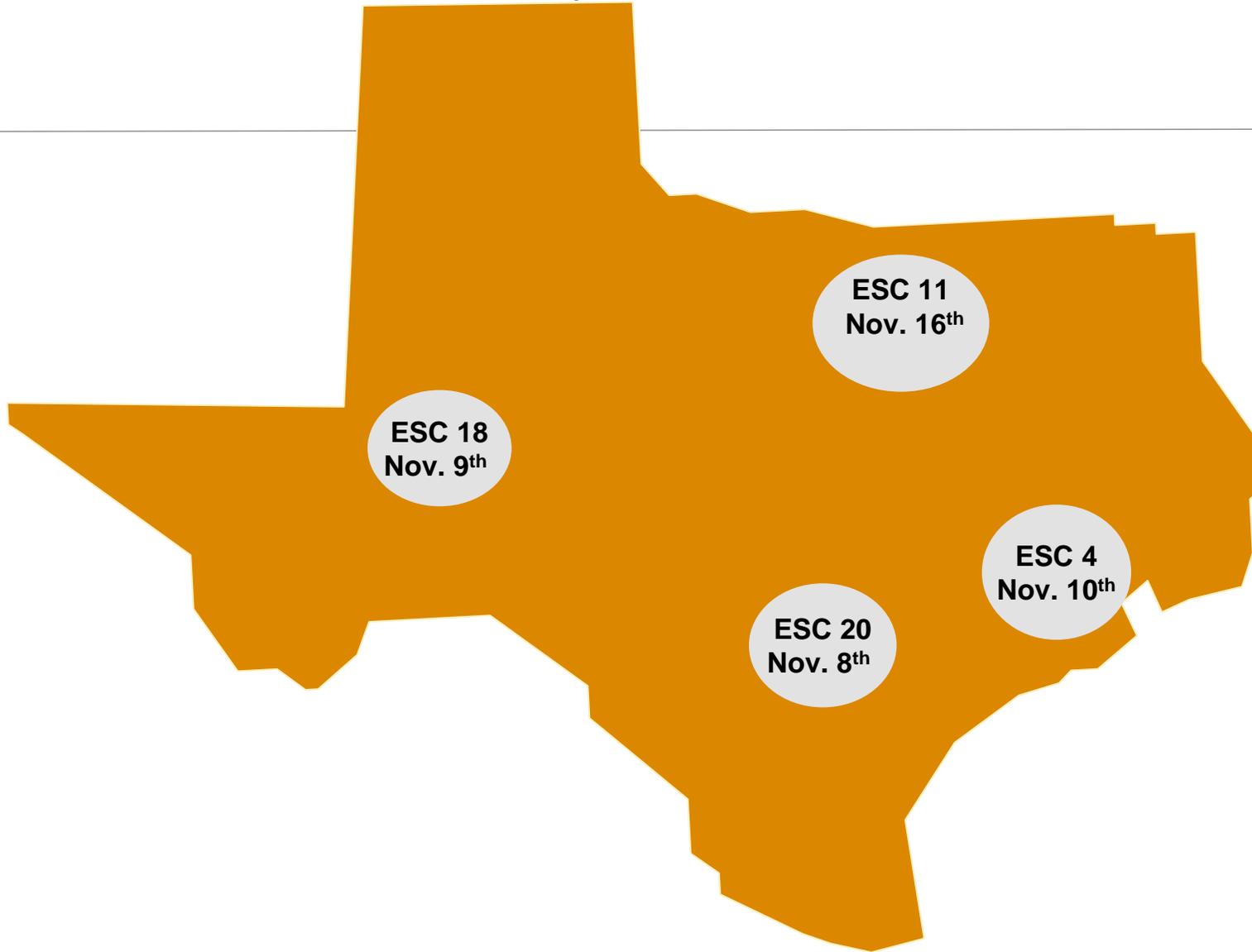
Principal Assessment Rollout: From 068 to 268/PASL



*Eligible candidates include those who have never attempted the TExES Principal (068) test.

**Contingent upon candidate completing of all other certification requirements by 8/31/2019 and being recommended and applying for certification by 10/30/2019

Regional Forums for Principal Certification Redesign



RFP News on Educator Certifications -

The RFP was just sent out for all educator certification examinations.

The RFP for the testing contract can be found at:
[http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=143818.](http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=143818)

From the RFP – starting on page 15-

New test development/redesign:

- for principal
- for current superintendent
- for current school counselor
- for current diagnostician
- for current school librarian
- for current reading specialist

The proposer may submit a plan for one or both of the following options:

Option 1: creation of an enhanced selected response/constructed response exam, and/or

Option 2: creation of a performance-based superintendent/counselor/diagnostician/librarian/reading specialist assessment

RFP on Prep Manuals and IPTs

The RFP stresses that the new certification preparation manuals will have:

- new content added
- the examination framework
- at least 25 sample selected response (SR) test items
- at least one constructed response (CR) test item
- sample test items must represent the level of rigor of the actual test items
- resources for preparation

The RFP also says that the proposals shall include a plan for free or low-cost interactive practice tests for all and future certification exams.

Resources to help -

- **ETS September 2017 New Principal Update Newsletter**

- **4 regional forums:**

11/08/2017 – ESC 20 in San Antonio from 8:30 – 4:00 p.m.

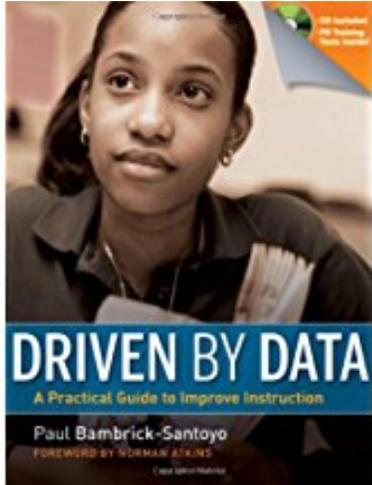
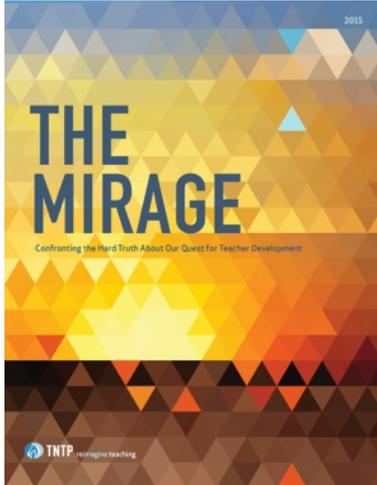
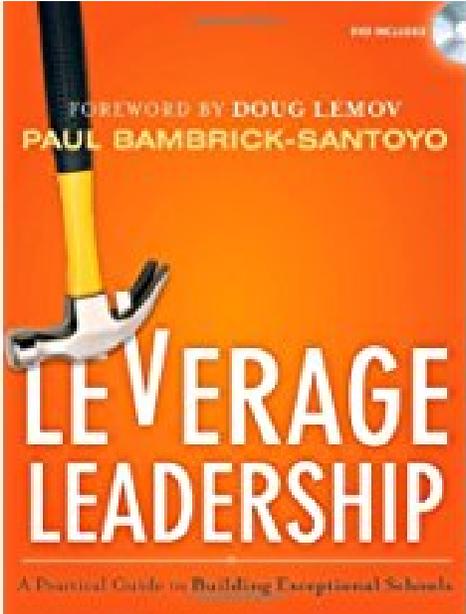
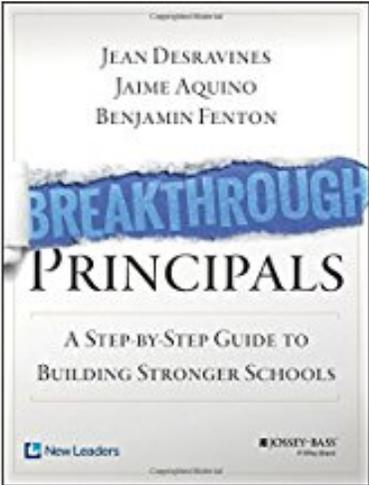
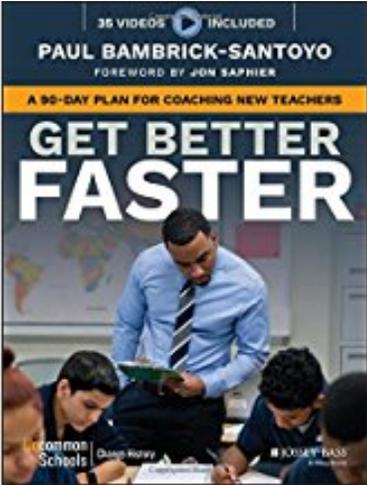
11/09/2017 – ESC 18 in Midland from 8:30 – 4:00 p.m.

11/10/2017 – ESC 4 in Houston from 8:30 – 4:00 p.m.

11/16/2017 – ESC 11 in Fort Worth from 8:30 – 4:00 p.m.

- **November 1st ETS Webinar** – Deep Dive into PASL Task One, 9:30 – 11:00 a.m.

Resources to help -



Questions? Comments? Suggestions?



tam.jones@tea.texas.gov