

## **Accountability System for Educator Preparation (ASEP)**

- ASEP was authorized in 1995 with the passage of Senate Bill 1, the rewrite of the Texas Education Code (§21.045). The first ratings were issued in September 1998.
- The Purpose of ASEP is to measure the effectiveness of educator preparation institutions in preparing public school teachers for employment and to hold those institutions accountable for the degree of their effectiveness. Rules related to ASEP may be found in 19 TAC Chapter 229 Accountability System for Educator Preparation.
- Texas leads the nation in state accountability; ASEP was the first system of its type in the country.
- Beginning in 2003, ASEP was restructured to align with federal reporting requirements under Title II. The first ratings using the new ASEP structure were issued in May 2004.
- The current ASEP online system allows SBEC to comply with all three of our reporting requirements (Title II, ASEP, and LBB) using one data set. This eases the reporting burden for preparation programs.
- Programs are currently held accountable by only one measure, the success of their program completers on the tests for certification. These assessments evaluate the knowledge and skills (both content and pedagogy) that have been identified by Texas educators as being necessary for beginning educators to possess.
- Completer status of candidates is self-reported by preparation programs; the potential for dishonesty in reporting exists.
- Retention of candidates in preparation programs and the profession is not part of the accountability system.
- Texas Education Code, Section 21.045, also requires the Board to include the performance of beginning educators as part of the accountability system. This component is yet to be implemented.

## Comparability Study: Out-of-State and Out-of-Country Educators

- No Child Left Behind (NCLB) requirements do not delay the employment of a teacher with a valid out-of-state certificate.
- Educators who seek Texas Certification based upon credentials issued by another state are considered highly qualified in Texas and may be employed on a one year non-renewable certificate while taking any Texas tests required for Texas certification.
- In 2001, the 77<sup>th</sup> Texas Legislature passed House Bill 1721, which allows the State Board for Educator Certification (SBEC) to issue a Texas teaching certificate to any candidate who holds an acceptable certificate in another state or country and who has passed (a) certification exam(s) “similar to and at least as rigorous as” the corresponding Texas certification exam(s).
- There are two aspects to determining if an out-of-state or out-of-country exam is “similar to and at least as rigorous as” a Texas exam:
  - To ensure that a test is “similar”, SBEC must conduct a review of the content included in the other test (e.g., Does a test for middle school science include a similar depth and breadth of science knowledge and skills that are required on the corresponding Texas test?).
  - Determining if another test is “at least as rigorous as” a Texas test is particularly important as many states may use the same tests, but each state sets its own passing standard (score). Passing scores for various states on the same test may vary greatly. Additionally, different tests for the same content may vary widely in difficulty level and passing standards.
- Committees of Texas educators review Texas exams and compare to potentially comparable out-of-state and out-of-country exams.
- Reviews must be conducted in a way that is psychometrically sound and legally defensible.
- The study design and methodology was created by a panel of national testing and legal experts.
- Thus far, almost 200 certification exams used in other states have been examined; of these, 74 have been found to be “similar to and at least as rigorous as” the corresponding Texas exams.
- Even when an exam is found to be comparable, the comparable passing score is consistently set at a higher level than the other state requires.
- Exams found to not be comparable do not cover the breadth and depth of content necessary to be comparable to Texas tests.
- SBEC receives approximately 6000 requests for a review of credentials from educators certified in other states and in other countries.
- To date (for this FY), 402 educators who are certified in other states have been issued a Texas certificate based on their performance on exams found to be “similar to and at least as rigorous as” a corresponding Texas exam.

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**TITLE 19**

**EDUCATION**

**PART 7**

**STATE BOARD FOR EDUCATOR CERTIFICATION**

**CHAPTER 232**

**GENERAL REQUIREMENTS APPLICABLE TO ALL  
CERTIFICATES ISSUED**

**SUBCHAPTER A**

**TYPES AND CLASSES OF CERTIFICATES ISSUED**

**RULE §232.5**

**Temporary Teacher Certificates**

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(a) A person may be temporarily certified to teach only in grade levels 8-12 if the person:

(1) holds a baccalaureate or advanced degree from an accredited institution of higher education received with an academic major or interdisciplinary academic major, including reading, other than education, that is related to at least one area of the curriculum as prescribed under Subchapter A, Chapter 28, Texas Education Code; and

(2) performs satisfactorily on the appropriate examinations prescribed under Section 21.048, Texas Education Code; and

(3) passes a criminal history background check by submitted fingerprints for review.

(b) A certificate issued under this section is valid for a term not to exceed two academic years.

(c) A person may receive a certificate to teach only in a subject area of the curriculum prescribed under Subchapter A, Chapter 28, in which the person holds a baccalaureate or advanced degree from an institution of higher education with an academic major related to that area of the curriculum. Guidelines for determining the academic major related to the current grades 8-12 certificate structure will be developed by the Executive Director.

(d) A person who applies for a temporary teaching certificate under this section shall pay a fee equal to that required of applicants for a probationary certificate.

(e) A person who holds a certificate under this section may be employed by a school district only if the person and the school district agree that the person will be employed under a probationary contract for each year of the person's employment with the district.

(f) A school district employing a person who holds a certificate issued under this section must provide the board with evidence that it will provide the person with intensive support during the person's employment with the district, including:

(1) mentoring in which the mentoring program is modeled on research-based mentoring and induction programs;

(2) pre-service training that addresses the following areas before the first day of the start of the student academic year and ongoing appropriate professional development must include, but not be limited to, the following areas:

(A) school policies and relevant state and federal law;

(B) instructional methods and strategies that emphasize practical applications of the teaching-learning processes,

(C) curriculum organization, planning, and evaluation, including the scope and sequence of the Texas Essential Knowledge and Skills in the subject area in which the teacher holds a certificate, and

(D) basic principles and procedures of classroom management with emphasis on classroom discipline, using group and individual processes.

(g) Districts delivering the required intensive support for an educator holding the temporary teacher certificate must follow guidelines established by the Executive Director with evidence indicating the ability to comply with the provisions of this chapter.

(h) A school district may require that a person who will be employed by the district and who holds a temporary teacher certificate issued under this section complete a teacher training program.

(i) At the end of the two years of employment, the person must apply to the State Board for Educator Certification for a standard certificate. The person must also be recommended by the current employing school district for certification. All employing school districts must provide evidence to the board that each district provided the aforementioned intensive support.

(j) A standard teaching certificate shall be issued to a person under this section if:

(1) the person held a temporary teacher certificate issued under this section;

(2) the person has been continuously employed as a teacher of record in a public school district for two academic years; and

(3) the employing district(s) has (have) favorably reviewed the person's performance, including classroom performance and performance in any teacher training program(s). Each school district must predominately base the review of a person's performance on the increase in achievement of the students over which the person has had charge.

(k) At the end of the two years of employment, if a person is granted a standard certificate, the person may not apply for or receive another temporary certificate under this rule.

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**Source Note:** The provisions of this §232.5 adopted to be effective April 25, 2004, 29 TexReg 3960

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## TEMPORARY TEACHER CERTIFICATE - SCHOOL DISTRICT GUIDELINES

The State Board for Educator Certification approved the creation of the Temporary Teacher Certificate (TTC) at its April 2, 2004 meeting. The TTC provides an additional certification route for persons who hold a bachelor's degree or higher to enter the teaching profession. Persons requesting a TTC must be employed by a Texas school district(s) for the two-year validity period of the certificate. The school district(s) will assume the responsibility of training the individual for the validity period of the certificate. To view the entire rule as approved by the Board, please [click here](#).

The information provided here is to assist school districts wishing to hire candidates under this new certification route to develop the Preparation, Mentoring and Support Plan (PMSP) for submission to SBEC for approval. Upon approval of the PMSP, school districts will be eligible to recommend and hire candidates for the Temporary Teacher Certificate.

The Executive Director of SBEC, directed by the Board, formed a committee of stakeholders to develop guidelines for implementation of the Temporary Teacher Certificate, and to particularly address the mentoring requirement. The discussions of the committee and the ensuing recommendations have been synthesized and incorporated into this document.

*SBEC staff has determined that the SBEC-developed Texas Beginning Educator Support System (TxBESS) provides local school districts with an option from which to build not only an intensive mentoring and support system for beginning teachers, but also a framework for an integrated pre-service and ongoing professional development program. The TxBESS Framework is a research-based set of standards that articulates the work of beginning teachers and is aligned with other state initiatives, including the TExES PPR 8-12 and the PDAS.*

*Information contained in the boxes located elsewhere within this document are intended to assist school districts in their decisions regarding the use of either TxBESS or a comparable Preparation, Mentoring and Support Program.*

*Please [click here](#) for additional information listed on the SBEC website regarding the TxBESS program.*

### Significant Issues

- It is the responsibility of the employing school district to provide an environment in which the candidate can be successful. School districts should:
  - Assign the candidates to teach only in the subject of their certification for the duration of the Temporary Teacher Certificate.
  - Limit the amount of extra-curricular activities assigned to the candidate (coaching, sponsoring clubs and organizations, bus driving, etc.).
  - Adhere to the approved PMSP originally submitted to SBEC for approval.
- Candidates who already hold any temporary credential issued by SBEC (including emergency permit, probationary, and one-year) may obtain a Temporary Teacher Certificate as long as they have not held one or any combination of the credentials listed above for MORE THAN ONE SCHOOL YEAR. An individual is only allowed to serve for a maximum of three school years on temporary credentials before obtaining the standard certificate (19 TAC 230.502).
- Candidates CANNOT be hired mid-year [19 TAC 232.5 (f) (2)].
- Passing scores on both 8-12 Pedagogy and Professional Responsibilities (PPR) TExES and the appropriate 8-12 TExES content exam are required prior to employment on a TTC.

There are no limits as to the number of times a candidate can take an exam. Authorized school district representatives can view examination results through the secure SBECOnline system and should check this information before hiring and recommending a candidate for the Temporary Teacher Certificate.

- The implementation schedule of the TTC for school year 2004-2005 is extremely compressed. School districts and candidates who desire to utilize the TTC for the 2004-2005 school year should note that there is only one remaining test administration, June 26, before the start of the student academic school year. [Click here](#) for Anticipated Timelines for Upcoming 2004-2005 School Year. For a list of candidate requirements and responsibilities [click here](#).
- A Temporary Teacher Certificate (TTC) can only be issued for grades 8-12 in curriculum areas that currently have an exam under the Texas Examination for Educator Standards (TEXES) program.
  - As such, for the 2004-2005 school year, the Temporary Teacher Certificate can only be issued for the following areas:
    - English Language Arts and Reading 8-12
    - Family and Consumer Sciences - Health, Nutrition and Food Sciences 8-12
    - Family and Consumer Sciences - Human Development and Family Studies 8-12
    - History 8-12
    - Life Science 8-12
    - Mathematics 8-12
    - Physical Science 8-12
    - Science 8-12
    - Social Studies 8-12
    - Trade and Industrial Education 8-12 (also requires 3-5 years of work experience in the subject area and Industry Licensure or Certification)
  - As new exams become available in fall 2004 and 2005, additional certificates will become available. For a complete list of current and future certificates and required exams [click here](#).

### **School District Requirements**

School districts wishing to hire candidates using the Temporary Teacher Certificate must 1) prepare and submit a Preparation, Mentoring and Support Plan (PMSP) to SBEC for review and approval, 2) hire and recommend the candidate for the Temporary Teacher Certificate, and 3) recommend the candidate for the Standard Certificate at the end of the two-year Temporary Teacher Certificate period and completion of all requirements. The following guidelines should be used by school districts when preparing the PMSP and making candidate recommendations.

### **STEP ONE**

Prior to employing any individuals on a Temporary Teacher Certificate (TTC) a school district must submit a PMSP to SBEC for review and approval. The PMSP must include:

- An outline of the intensive support system to be provided during the person's employment,
  - including a mentoring program that is modeled in research-based mentoring and induction programs,
  - pre-service training, and
  - ongoing appropriate professional development that must include, but is not limited to, the areas outlined in rule (see below).

- The school district Superintendent or designee must submit an affidavit attesting that the district will ensure that the candidate receives the outlined pre-service training, mentoring and on-going professional development as required in SBEC rule and outlined in their approved PMSP.
- School districts that are not able to provide this intensive pre-service and on-going training and support (e.g. TxBESS or similar program) may require the candidate to complete a teacher training through an approved educator preparation program.
  - Districts would then simply identify the SBEC approved teacher training program that will be providing the services required in rule.
  - For a complete list of approved educator preparation programs [click here](#).

### **A. Pre-Service Training**

19 TAC 232.5 (f) (2) requires:

*(2) pre-service training that addresses the following areas before the first day of the start of the student academic year and ongoing appropriate professional development must include, but not be limited to, the following areas:*

- (A) school policies and relevant state and federal law;*
- (B) instructional methods and strategies that emphasize practical applications of the teaching-learning processes,*
- (C) curriculum organization, planning, and evaluation, including the scope and sequence of the Texas Essential Knowledge and Skills in the subject area in which the teacher holds a certificate, and*
- (D) basic principles and procedures of classroom management with emphasis on classroom discipline, using group and individual processes.*

The PMSP shall include:

- School districts should provide a minimum of **80 clock hours** of pre-service training before the start of the academic school year.
  - This should be in addition to any new employee or new teacher orientation required by the district at the start of the school year.
- The training must consist of, but is not limited to, the topics outlined in SBEC rule.

*Pre-service training could be addressed using the TxBESS Framework. The Framework is aligned with other state initiatives, including the TExES PPR 8-12 and PDAS. Activities listed in the framework could be modified to meet this need (i.e., Cluster 3 outlines practical instructional strategies for beginning teachers, Cluster 1 provides guidance for TEKS-based planning and procedures, and Cluster 2 provides information about skills for teachers on guiding the classroom interactions so they are conducive to learning). For additional information about the TxBESS Framework [click here](#).*

### **B. Mentoring/Induction**

19 TAC 232.5 (f) (1) requires:

*(1) mentoring in which the mentoring program is modeled on research-based mentoring and induction programs*

The PMSP shall include a mentoring program:

- Texas Beginning Educators Support System (TxBESS) may be used as the model for mentoring and induction for the Temporary Teacher Certificate candidates.
  - School districts, however, may use another research-based model as long as that program is comparable to and as rigorous as TxBESS.
- School districts must provide evidence of the model to be used and must maintain accurate records as to the mentoring/induction activities completed.

- Provide opportunities for the candidate and the mentor to meet on a regular basis.
- Support the mentor through training, release time for working with the TTC teacher, and by providing the mentor with appropriate compensation.

*TxBESS has a complete comprehensive set of research-based mentor and induction materials available at no cost to school districts that includes training for mentors, principals, mentor coordinators, administrators, school boards, and the general public.*

*To obtain a complete set of TxBESS materials contact:*

*Linda Wurzbach  
Resources for Learning  
206 Wild Basin Rd.  
Building A, Suite #103  
Austin, TX 78746  
(512) 327-8576  
[lindaw@resourcesforlearning.net](mailto:lindaw@resourcesforlearning.net)*

### **C. Professional Development**

19 TAC 232.5 (f) (2) requires:

- (2) pre-service training that addresses the following areas before the first day of the start of the student academic year and ongoing appropriate professional development must include, but not be limited to, the following areas:*
- (A) school policies and relevant state and federal law;*
  - (B) instructional methods and strategies that emphasize practical applications of the teaching-learning processes,*
  - (C) curriculum organization, planning, and evaluation, including the scope and sequence of the Texas Essential Knowledge and Skills in the subject area in which the teacher holds a certificate, and*
  - (D) basic principles and procedures of classroom management with emphasis on classroom discipline, using group and individual processes.*

The PMSP shall include:

- School districts should provide a minimum of **300 clock hours** of on-going professional development over the two year employment period.
  - This should be in addition to any regular district professional development programs in place.
- The training should also consist of, but is not limited to, those topics outlined in SBEC rule.
- The professional development should utilize the mentoring/induction program to identify and address professional development needs of the TTC teacher.
- Provide opportunities for the candidate to complete the requirements of the professional development plan, including training and time to observe effective teachers on campus.
- The program should provide for on-going clinical experiences and classroom observations that may also be used as tools to guide the professional development plans of the candidate.



Included with the TxBESS program is a Teacher Activity Profile (TAP) that can assist districts in identifying and addressing additional areas for continued professional growth and development. For a more detailed example of how TxBESS can address these needs see attachment III – Cross walk of TxBESS, PPR 8-12 and PDAS. Clinical experiences and classroom observations are also addressed within the TxBESS mentoring component. For additional information about the TxBESS Teacher Activity Profile [click here](#).

#### **D. Evaluation of Individuals holding Temporary Teacher Certificates**

19 TAC 232.5 (j) (3) requires:

*(3) the employing district(s) has (have) favorably reviewed the person's performance, including classroom performance and performance in any teacher training program(s). Each school district must predominately base the review of a person's performance on the increase in achievement of the students over which the person has had charge.*

The school districts shall use a combination of the following when evaluating a candidate for recommendation for the standard certificate:

- PDAS or a local teacher-appraisal system with a minimum ranking of "Proficient".
- Evidences of Student Achievement (ESA) – The Temporary Teacher Certificate holder should submit to the employing district(s) an ESA which serves as evidence that the candidate was responsible for an increase in student achievement.
  - The ESA will be evaluated by local district personnel.
  - Standardized test data may be included if appropriate.
- Results of the evaluation submitted to SBEC annually.
  - Reported as either "acceptable" or "not acceptable".

*The district review of performances and ESA could be based in part on modifications of the TxBESS Activity Profile (TAP): A Roadmap to Successful Teaching.*

For a list of school districts approved to offer the Temporary Teacher Certificate [click here](#).

#### **STEP TWO**

##### **Recommendation for the Temporary Teacher Certificate**

19 TAC 230.436 (10) relating to recommending a candidate for the Temporary Certificate:

*(10) Temporary certificate based on recommendation by an approved teacher preparation entity or Texas public school district.*

- Candidates must complete all requirements to receive the TTC as outlined in rule. For a list of candidate requirements and responsibilities [click here](#).
- Candidates must be recommended for a TTC by the employing Texas public school district. School districts will recommend candidates for the TTC by logging in to SBECOnline. For additional information about SBECOnline Entity Users [click here](#). Once logged in, click on the "Temporary Teacher Certificate" menu button on the left-hand side of the screen and follow the instructions provided. Only school districts with SBEC-approved PMSPs will be able to view this menu option.
- The recommending school district will indicate a start date for the TTC.
  - Superintendent or designee will submit an online affidavit that the candidate will be employed with the school district on that date.

- This date will become the effective date for the TTC and will begin the two year period of continuous employment.

### **STEP THREE**

#### **Recommendation for the Standard Certificate**

19 TAC 232.5(i) relating to recommending a candidate for a Standard Certificate at the end of two years of successful continuous employment:

*(i) At the end of the two years of employment, the person must apply to the State Board for Educator Certification for a standard certificate. The person must also be recommended by the current employing school district for certification. All employing school districts must provide evidence to the board that each district provided the aforementioned intensive support.*

- Recommendation for the standard certificate will be made by the school district Superintendent or designee and an online affidavit will serve as verification that all Temporary Certificate requirements outlined in the original PMSP and in rule have been met.
- School districts will recommend candidates for the Standard Certificate by logging in to SBECOnline. Once logged in, click on the "Standard Certification" menu button on the left-hand side of the screen follow the instructions provided.

#### **Instructions for Submission of the Preparation, Mentoring and Support Plan (PMSP)**

School districts must submit the PMSP and Superintendent or designee affidavit attesting that the district will ensure that the candidate receives the outlined pre-service training, mentoring and on-going professional development to the SBEC Office of Accountability. Districts should submit their proposals sufficiently in advance to allow for review. Please submit the required materials, accompanied by a cover letter to:

State Board for Educator Certification  
Office of Accountability  
4616 W. Howard Lane, Suite 120  
Austin, TX 78728

To assist school districts in preparing and submitting the PMSP, SBEC has developed a matrix which outlines the PMSP component requirements. [Click here to download a MS Word version of this document which may serve as a template for the PMSP.](#)

Upon approval, the district will be added to the [List of School Districts Approved to Offer the Temporary Teacher Certificate](#).

Questions regarding the Temporary Teacher Certificate or the Preparation, Mentoring, and Support Plan may be sent to [PMSP@sbec.state.tx.us](mailto:PMSP@sbec.state.tx.us).

# Fingerprint Process as of 05/13/2004

