

**CONNECTICUT STATE BOARD OF EDUCATION  
Hartford**

**TO BE PROPOSED:  
October 7, 2015**

**RESOLVED**, That the State Board of Education, pursuant to Section 10-145b (h)(3) of the Connecticut General Statutes, as amended by Section 3 of Public Act 15-108, adopts the definition of demonstration of effectiveness to exempt from the Teacher Education and Mentoring (TEAM) Program: (1) an out-of-state teacher who has worked under an appropriate certificate issued by that state for two years out of the past 10 years and has been deemed effective by the employing district; or (2) a teacher who has taught in a Connecticut approved nonpublic school for two years out of the past 10 years and has been deemed effective by the employing school, and directs the Commissioner to take the necessary action.

Approved by a vote of \_\_\_\_\_, this seventh day of October, Two Thousand Fifteen.

Signed: \_\_\_\_\_  
Dr. Dianna R. Wentzell, Secretary  
State Board of Education

**CONNECTICUT STATE BOARD OF EDUCATION  
Hartford**

**TO:** State Board of Education

**FROM:** Dr. Dianna R. Wentzell, Commissioner of Education

**DATE:** October 7, 2015

**SUBJECT:** Demonstration of Effectiveness to Qualify for an Exemption from the Teacher Education and Mentoring Program (TEAM)

**Executive Summary**

**Introduction**

This report presents, for adoption by the State Board of Education (SBE), a definition regarding the “showing of effectiveness which may include, but need not be limited to, a demonstrated record of improving student achievement” as required by Connecticut General Statutes (CGS), Section 10-145b (h) (3), as amended by Section 3 of Public Act (PA) 15-108 (Attachment A). This demonstration of effectiveness, in addition to two years of teaching in the past 10 years under an appropriate certificate in another state, territory or possession of the United States, inclusive of the District of Columbia (D.C.) and the Commonwealth of Puerto Rico, shall exempt a public school teacher or a Connecticut-approved nonpublic school teacher from completing the TEAM program.

**History/Background**

During the 2015 legislative session, CGS Section 10-145b (h) (3) of the Connecticut General Statutes was amended by PA 15-108 to include language exempting teachers who meet specific requirements from the TEAM program. TEAM is a two-year induction program for beginning teachers that includes mentorship and professional learning. Prior to July 1, 2015, CGS Section 10-145b (h) (3), provided, in part, that three years of successful teaching under an appropriate certificate (equivalent to Connecticut’s initial certificate or above) from another state, territory or possession of the United States, inclusive of D.C. and Puerto Rico, or three years of successful teaching in a Connecticut approved nonpublic school, would exempt an individual from the TEAM program.

Connecticut participates in the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement with all 50 states and the District of Columbia. If an individual has completed a state-approved educator preparation program, traditional or non-traditional, in another state, the individual is eligible for Connecticut certification in the subject area in which they completed their preparation program. In addition, if a person: (1) has successfully served under his or her out-of-state certificate that is at least equivalent to Connecticut’s initial certificate for 30 school months or more in the past 10 years; and (2) successful service is documented on the ED 126-Statement of Professional Experience form (Attachment B) and signed by the superintendent of schools for the district or head of the

Connecticut approved nonpublic school in which they were employed, the individual is eligible to receive Connecticut’s provisional educator certificate. Successful service is defined by the employing district or school and documented on the ED126. In Connecticut, only initial certificate holders are enrolled in the TEAM induction program; therefore, out-of-state educators or state-approved nonpublic school educators who are issued a provisional educator certificate are automatically exempt from completing the TEAM program.

The amended statutory language allows for a teacher to be exempted from TEAM if s/he has: (1) served under an appropriate certificate (equivalent to Connecticut’s initial certificate or above) for two years in the past 10 years in another state, territory, or possession of the United States inclusive of D.C. and Puerto Rico; or (2) served in a Connecticut approved nonpublic school for two years in the past 10 years and has been deemed effective by the employing school. In addition, the teacher must demonstrate effectiveness as determined by the SBE. Documenting two years of successful experience on a completed ED126 signed by the superintendent of schools or head of school is a parallel process to the issuance of a provisional certificate under the NASDTEC Interstate Agreement as documented above. Thus, the following table presents the comparison of the two similar processes for exempting teachers from TEAM:

	<b>Current NASDTEC Interstate Agreement</b>	<b>Change Based upon PA 15-108</b>
Months of Service Required	30 months of successful service exempts from TEAM	20 months of successful service exempts from TEAM
Form Submitted	ED 126 form completed and signed by current superintendent of schools in district where service was completed	ED 126 form completed and signed by current superintendent of schools in district where service was completed
Certificate Issued	Provisional educator certificate	Initial educator certificate

The Connecticut State Department of Education (CSDE) recommends the following be adopted as the definition for the “showing of effectiveness”:

1. the applicant must have served successfully for two or more years in the past 10 years either in an out-of-state public school under a certificate at least equivalent to Connecticut’s initial educator certificate or in a Connecticut approved nonpublic school; and
2. the employing district/school must verify successful service on the ED126 form submitted to CSDE and signed by the superintendent of schools in the employing district or head of the Connecticut approved nonpublic school.

**Recommendation and Justification**

In accordance with the new statutory requirements, the CSDE recommends that this definition for the “showing of effectiveness” be adopted and retroactively apply to individuals who applied on or after the statutory effective date of July 1, 2015. It is our hope that this change will increase the pool of effective teachers who wish to enter Connecticut to teach.

**Follow-up Activity**

Upon adoption by the State Board of Education, this policy will be implemented immediately. A letter will be sent to all superintendents and TEAM district facilitators to inform them of this new law and the corresponding processes that will identify individuals who need to participate in the TEAM program versus those who do not. Additionally, all out-of-state applicants and Connecticut non-public school teachers who submitted an application for Connecticut certification on or after July 1, 2015, and qualify for this exemption as outlined above, will retroactively be awarded this exemption and will be issued a new certificate identifying that they are exempt from TEAM.

Prepared by: \_\_\_\_\_  
Nancy L. Pugliese, J.D., Chief  
Bureau of Educator Standards and Certification

Reviewed by: \_\_\_\_\_  
Shannon M. Marimón, Division Director  
Talent Office

Approved by: \_\_\_\_\_  
Sarah J. Barzee, Ph.D., Chief Talent Officer  
Talent Office