



FAST FACT: Inclusion of Pre-Kindergarten and Other Early Childhood Staff in State Teacher Evaluation Systems

February 26, 2014

INFORMATION REQUEST

Federal Staff from the U.S. Department of Education requested information on the number of states that include prekindergarten teachers in state teacher evaluation systems. This was a quick turnaround response to a request from the Office of Management and Budget.

Response

CEELO staff surveyed early childhood specialists in state departments of education and gathered research from additional states to respond to the information request. For the survey, CEELO sent a message through the National Association of Early Childhood Specialists in State Departments of Education (NAECS-SDE) listserv on January 17, 2014¹. Additional information was obtained from data collection in eleven states² (conducted between October 2014 and January 2014) for a CEELO brief on the implementation of teacher evaluation systems with early childhood teachers. Twenty-four responses were received as of February 14, 2014.

What We Know

State statute or regulation defines the educator classifications to be included in the teacher evaluation system, typically those licensed by the state as “educators”. All states are including kindergarten through grade three and preschool special education teachers that are licensed by the state in the roll-out of the system. States vary on whether they are including infant/toddler, community-based preschool/Pre-K teachers or other early childhood staff, such as parent educators, home visitors in the evaluation system.

Table 1 identifies what we know at this time about requirements for inclusion of state funded prekindergarten teachers in 24 states. Of these, 19 states require prekindergarten teachers to participate in their State Teacher Evaluation System; although in some states the district may include preschool/prekindergarten teachers. The

¹ A draft document was sent through the NAECS-SDE listserv on February 06, 2014, with a deadline of February 14, 2014 for additions or corrections.

² Colorado, Connecticut, Delaware, Hawaii, Illinois, Maryland, Massachusetts, New Jersey, Ohio, Pennsylvania, Rhode Island

Additional Information column includes information about infant/toddler and other early childhood staff included in the state teacher evaluation system.

Table 1: EARLY CHILDHOOD TEACHERS INCLUDED IN THE STATE TEACHER EVALUATION SYSTEM		
STATE	PRE-K TEACHERS INCLUDED (Yes/No)	Additional Information related to infant/toddler and other early childhood staff
AR	No	Arkansas pre-K teachers working in the public school system may be required on a local level to participate in the state's teacher evaluation system; however, this is not a statewide requirement.
CO	Yes	Any early childhood educator whose position requires a Colorado Department of Education (CDE) license is included. If a district requires a license, but the state doesn't, the district decides. These licensed teachers include: infant/toddler; preschool; early childhood coordinators; Head Start/Early Head Start teachers. Districts may require evaluation of additional staff.
CT	Yes	Birth to grade 3 teachers in nonpublic schools not subject to Teacher Evaluation system requirements; those working for a public school, including a Regional Educational Service Center or state-approved private special education facility, will be subject to the new evaluation system requirements but may fall under the guidelines for the Student and Educator Support Specialist Evaluation.
DC	Yes	All public school pre-k teachers are included in the IMPACT evaluation system
DE	Yes	Also include: Part B-619, Title 1 pre-K, Early Childhood Assistance Program (ECAP) if work for school district, birth mandate (autism, deaf, and hard of hearing), K-2, and Child Find Coordinators
HI	No	Do not have state-funded pre-K, but could be included at the area complex or district level (one state-wide school system)
IL	Yes	All teachers that are hired by the district and certified by the state program are required to participate, including early childhood teachers. Teachers in community-based programs, charter and private schools, and school service personnel (e.g., school counselors, school psychologists) are not included in the teacher evaluation process.
KS	Yes	Preschool teachers in school-based, state-funded programs and early childhood special education teachers can participate in the teacher evaluation process, but the decision is made at the local level.
KY	Yes, in FY 2015	Kentucky is in the process of creating a teacher evaluation system for early childhood teachers aligned with the K-12 Professional Growth and Effectiveness System, using the Danielson model. It will be piloted in the spring 2014 and implemented statewide during the 2014-15 school year. The preschool teachers are required to be certified by the state teacher certification board (districts were required to hire certified teachers in vacated positions beginning Fall 2004). The Interdisciplinary Early Childhood Education (IECE) certification, includes birth to age 5 general and special education certification that also includes certification for teaching kindergarten. It's called t. The birth to age 2 early interventionists are required to have this early childhood certification. This was made a requirement recently.

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STATE	PRE-K TEACHERS INCLUDED (Yes/No)	Additional Information related to infant/toddler and other early childhood staff
LA	Yes	Teachers working in public school systems serving children ages three to five (Kindergarten) are included in the state's teacher evaluation system. This includes teachers of general/regular education programs as well as those serving children with disabilities.
MA	Yes	All licensed educators will be included. Birth-age 3 educators are not licensed by the department of education and therefore are not required to be evaluated under the new framework.
MD	Yes	Any individual certificated by Maryland State Department of Education (MDSE) as defined in COMAR 13A.12.02. as a teacher who delivers instruction and is responsible for a student or group of students academic progress in a pre-K-12 public school setting, subject to local system interpretation.
MI	No	Currently, the Michigan legislature is considering the recommendations of the Michigan Council for Educator Effectiveness and the legislation pertains specifically to K-12. There are also some solutions for early childhood special education, which can serve children ages 3-6 through Part B, Section 619 of IDEA, but also children birth to age 3 who qualify for early childhood special education (Michigan is a birth mandate state, and has two levels of eligibility for early intervention services under Part C of IDEA; approximately one-third of the children are dually eligible for Michigan Mandatory Special Education).
NC	Yes	North Carolina requires all pre-K teachers to hold a North Carolina Birth-through-Kindergarten (BK) License (SP I or II), regardless of their teaching assignment - public or private/community-based. BK licensure requires that all teachers must be formally evaluated (framework includes self-assessment, mentoring and formative/summative evaluation system, individual professional development plans).
NE	Yes	The Nebraska model teacher evaluation process was designed for K-12 teachers. However, most school districts use the same process for all their staff. There is a group of local early childhood coordinators that have modified the observational component of the teacher evaluation process to specifically focus on early childhood programs, both classroom-based and home visiting.
NJ	Yes	Pre-K teachers that are employed directly by the school districts are included but the state-funded collaborative contracting sites are not necessarily included as they are not directly paid by the district or "union" members. It is going to be a district decision as to how they handle the contracted sites.
NY	No	New York does not require that pre-K teachers be included in the mandated Approved Teacher Practice Rubrics (APPR) evaluation process.
NV	No	The Nevada teacher evaluation pilot is currently being conducted in K-12 classrooms. However, most school districts use the same process for all their staff. Therefore, the state is actively pursuing related briefs and guidance to be shared with those that will be conducting the evaluations when/if the pilot will include pre-K classrooms.

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STATE	PRE-K TEACHERS INCLUDED (Yes/No)	Additional Information related to infant/toddler and other early childhood staff
OH	Yes	Ohio Department of Education (ODE) are responsible to license: preschool programs (birth-age 5 not in Kindergarten) operated by public schools, educational service centers, boards of developmental disabilities, and chartered nonpublic schools with multiple grades above kindergarten.
PA	Yes	Any teacher serving children in a local education agency (LEA) or intermediate unit and that holds an instructional certificate is mandated to be evaluated. Pre-K Counts community-based settings are not included in the mandate but program policy has been provided which includes them in the evaluation system. Pre-K Counts community-based settings will transition to a new system in 2014-2015.
RI	Yes, in FY2015	Preschool special education teachers (ages 3-5) are currently included in system; plans to expand pre-K teachers in FY2015.
VA	Yes	Virginia requires all licensed teachers to be part of the evaluation that are in public schools. Infant and toddler teachers are not included because they are not in public schools.
WI	Yes, if hired by the school district	In Wisconsin, four-year-old kindergarten teachers (4K) are included in the teacher evaluation system if they teach in a school-based classroom or if they are hired by the district but placed in a child care/Head Start program. The teacher is not included if the district contracts with a child care/Head Start program to implement 4K and the community site hires the teacher.
WV	Yes	West Virginia includes pre-K teachers licensed and employed by LEAs.

Suggested citation:

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