



SAS Institute 2022

**Educator Preparation, Certification,
and Staffing in Pennsylvania: Recent
Changes and Future Projections**

December 5, 2022



Agenda

- Chapter 49 Impact on Certification and Staffing
- Act 55 of 2022 Overview and Updates
- Certification and Staffing Updates

▶ Chapter 49 Impact on Certification/Staffing

Chapter 49 Impact on Certification and Staffing

Dr. Kerry Helm, Assistant Director
Bureau of School Leadership
and Teacher Quality



Chapter 49 Impact on Certification /Staffing

- Impact on Certification and Staffing
 - Changes to certification – see [Chapter 49 Implementation](#) on the PDE website for a complete list with explanations and references.
 - Updates to certification processes including the [Teacher Information Management System \(TIMS\)](#).
 - Updates to [Certification and Staffing Policy Guidelines](#).

▶ Act 55 of 2022 Overview and Updates

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- [Act 55 of 2022](#) Definition and Overview
- Impact on Certification and Staffing
- Other Related Areas

▶ Act 55 of 2022 Overview and Updates

- Omnibus amendment updating the [Public School Code of 1949](#).
- [Summary of impacts](#) on elementary and secondary education on the PDE website.
- [Summary of impacts](#) on continuing education (Act 48 professional development) in an FAQ on the PDE website.

▶ Act 55 of 2022 Overview and Updates

- Certification and Staffing Items
 - Career & Technical Out of State Applicants ([1204.3](#))
 - Out of State Applicants ([1206.1](#))
 - Dance certification ([1220](#))

▶ Act 55 of 2022 Overview and Updates

- Other related areas
 - Structured Literacy Instruction ([1205.8](#))
 - Basic Skills Assessment 3-year moratorium ([1509-K](#))
 - Data Reporting ([1508-K](#))

Certification and Staffing Updates

Certification and Staffing Updates

Dr. Ben Ruby

Senior Certification and Staffing Advisor

Bureau of School Leadership

and Teacher Quality



pennsylvania
DEPARTMENT OF EDUCATION

▶ What are CSPGs?

- The Certification Staffing Policy Guidelines (CSPGs) apply to public school educators and school entities.
- CSPGs contain essential information for certification processes and each public school certificate/license area.
- All [CSPGs](#) are available on PDE's website.

▶ CSPG Updates in 2022

- **CSPG #04 - Evaluation for Certificate Eligibility by the Bureau**
 - Certified out of state applicants for Education Specialist, Supervisor, or Administrator certificates may qualify for a comparable certificate based upon 2+ years of service and passage of PA certification exam.
- **CSPG #07 - Level II (Permanent) Certification**
 - Credits earned at a state-approved Associate degree-granting institutions are now accepted toward Level II certification.

▶ CSPG Updates in 2022

- **CSPG #09**
 - Career and Technical Administrative Director certificate now requires 3+ years of professional experience at a CTC.

- **CSPG #21**
 - Educators with a Supervisor certificate may add on a Single Area Supervisor certification, except Supervisor of Special Education, through testing only.

▶ Appropriate Certification

- A job/course description may be submitted for a staffing determination. Submit to:
ra-edcertstaff@pa.gov
- How is the determination made?
 - Academic programs – CSPGs, additional PDE policy, subject-specific program guidelines.
 - Career and technical programs – listed under [CIP Codes](#).

➤ Certificate Validity

- A Level I certificate is valid until the end of its specified validity period as listed in [CSPG #03](#).
- Actual years of service on the certificate, not calendar years, count against certificate validity (see [CSPG #07](#)).
- [Basic Education Circular on Lapsed Certificates, 12-1201](#) states what a local education agency (LEA) should do if it appears that an educator's Level I certificate may be lapsed or about to lapse.
- Submit [Documentation Worksheet for Determining Certificate Validity](#) to ra-edcertstaff@pa.gov.

Chapter 49.85 (d) Exceptions

- Provides LEAs additional flexibility for staffing related to the current Early Childhood PK-4, Grades 4-8, and Special Education PK-8 and 7-12 certificates.
- PDE permits this exception for Approved Private Schools (APS) where public school certificates are required in regulation.
- An LEA (not an agency or educator) may request an Exception.
- LEAs may re-apply.
- Submit to ra-edcertstaff@pa.gov.

Reminder: PK-12 School Social Worker Certification

- School Social Worker, Educational Specialist Certificate, is currently being issued ([CSPG #87](#)) - Required as of August 1, 2023.
- Special Considerations (apply by July 31, 2023):
 - Individuals who are currently licensed through PA as a LSW or LCSW may apply for and receive a School Social Worker certificate if they satisfy the following requirements:
 - Are currently employed by an LEA in the commonwealth as a school social worker; and
 - Have completed at least one year (140+ business days) of satisfactory service as a school social worker or other titled position providing social work-related services in a commonwealth LEA within the prior two years.

Reminder: Computer Science 7-12 Certification

- Computer Science Instructional Certificate is currently being issued ([CSPG #71](#)) - Required as of December 31, 2022 for first-time Computer Science course educators.
- Special Consideration:
 - Educators who are appropriately certified and currently employed to teach computer science in a Commonwealth LEA **before 12/31/2022** may continue to do so in the grade level limitations consistent with their certificate **while they remain in the same LEA.**

Who Can Teach STEM?

- Certificates that may be used to teach STEM academic programs (with recommended trainings to meet specific competencies and skill sets):
 - Appropriate science certificates depending on course content
 - Technology Education PK-12
 - Mathematics 7-12
 - Computer Science 7-12
 - Mid-level Math 6-9 and 4-8
 - Mid-level Science 6-9 and 4-8
 - Grades PK-4
 - Elementary K-6
 - Art (STEAM)
 - Music (STEAM)
- Training Resources: [PATTAN](#), [PA's Intermediate Units](#), [PDE Website](#), Colleges/Universities

▶ Level I to Level II – CSPG #07

- Requirements for Permanent Certification:
 - Three years of satisfactory service on the Level I
 - Complete a Level II Assessment
 - Induction in a PDE-approved program
 - 24 post-baccalaureate credits
 - Six credits must be in the content area of the certificate (pedagogy, SAS & inclusion count).
 - Not in law, theology, real estate, or medicine
 - Chief School Administrator recommendation
 - Good Moral Character (GMC)
 - U.S. Citizen (except for world languages)



▶ Level I to Level II – CSPG #07 (continued)

- Mandatory Service
- Optional Service
- Non-Creditable Service

See [CSPG #07](#) for complete listings under these three types of service.

▶ Level I to II and Act 48 Continuing Education (CE)

Level I to II

- Instructional I and Ed Specialist I certificates are valid for six **service years** (See CSPG #03 and #07 for other certificates)
- 24 credits
- Credits:
 - 2-year or higher degree granting college
 - IU credits
- Induction
- No Notice from PDE to Educator
- Penalty – **lapsed** certificate

Act 48 CE

- Five **calendar years** from date initial certificate issued
- Six credits = 180 hours CE
- Credits:
 - 2- or 4-year college
 - IU credits
 - In-service hours from approved providers
- No Induction
- Notice from PDE at four- and five-year marks
- Penalty – **inactive** certificate

TIMS & Work Affirmations

- Complete all work affirmations.
- May have to search by PPID for old work affirmations.
- Update and edit before submitting to PDE.
- All superintendents need to be provisioned users in TIMS to sign off on work affirmations before submission to PDE.

➤ Guest Teacher Emergency Permits

- Day-to-day substitute permits may be requested by the LEA responsible for the guest teacher program.
- This does NOT apply to long-term substitute teachers.

Private Provider Reminders

Each LEA is responsible for the substitute educators working with its students.

- Only LEAs may request emergency permits.
- Please check to make sure your private provider substitute educators:
 - Have valid certification or an emergency permit, and
 - Provide original college or university transcripts for your personnel folders.

Type 06 Substitute Educator Audit

- An audit not based on a good moral character issue or non-U.S. citizenship requires an official transcript verifying the minimum required postsecondary credit attainment (typically a bachelor's degree) if the substitute educator does not hold a PA certificate.
 - A transcript is not on file at PDE for those holding Type 06 permits unless they were audited in the past.
- The PDE 338G form is requested for auto re-issued applicants.

Substitutes with Inactive Certification

- Inactive and Voluntary Inactive Pennsylvania certificate holders may substitute for a total of 180 days per school year in their certificate area(s).
- No permit is required to work in their certificate area(s).
- Type 06 emergency permit is required when the individual is working outside of their certificate area(s).

▶ Day-to-Day Student Substitutes

- Act 86 of 2016 – Students Currently Enrolled in the Program
 - Must be continuously enrolled in a PA-approved teacher prep program.
 - Must have a minimum of 60 semester hours or equivalent.
 - For SY 2021-22 and 2022-23 only, may substitute unlimited under Act 91 of 2021 except for those completing student teaching experience.
- Locally issued – no TIMS application – keep records

▶ Type 01 Long-Term Emergency Permit

- A Type 01 permit is issued to fill a position that will exceed 20 consecutive days in a single assignment when future employment is anticipated.
- Examples of vacancies:
 - New position
 - Resignation
 - Retirement
 - Termination

Reissuance Requirements

- Requesting LEA's responsibility to discuss the following requirements with emergency permit recipient.
- First reissuance - credit requirements are based on the date of the initial emergency permit.
 - August 1 - November 30 = six program credits
 - December 1 - March 31 = three program credits
 - April 1 - July 31 = proof of program enrollment
- Second reissuance and all subsequent require nine credits.

Type 04 Long-Term Emergency Permit

- A Type 04 permit is issued to fill a temporary substitute position that will exceed 20 consecutive days in a single assignment.
- Can be issued twice for the same educator in the same subject area.
- Examples of temporary positions:
 - Sabbatical, medical, maternity
 - Coverage while recruiting
 - Coverage for eliminated position

▶ Act 82 of 2018 – Special Education

- Special Education PK-12 was effective 1/1/22.
- PA students who enrolled as of 12/31/21, remained continuously enrolled, and complete Special Education PK-8 and Special Education 7-12 programs by this fall semester (December 2022/January 2023) may apply for these certificates within 60 days of graduation.
- PDE will continue to issue the special education expansion grade scopes indefinitely for all educators that hold initial Special Education PK-8 or 7-12 certificates.

Website and TIMS Updates

- Check website for updates
- TIMS Provisioned Users Update
- Keystone Login Issues? Contact Keystone Login HelpDesk at (877) 328-0995

Contact Information

- **Call** us at 717-728-3224 (717 PA-TEACH)
- **Phones** open: Monday thru Friday 8 am – 4 pm
- **Email:**
 - ra-edcertquestions@pa.gov – questions about applications, how to become certified
 - ra-edcertstaff@pa.gov – questions about staffing issues, certificate validity
 - ra-edprepprograms@pa.gov – questions about educator preparation programs
- See [Contact the Bureau of SLTQ](#) on the website

▶ Additional BSLTQ Contact Information

- Dr. Kerry Helm - khelm@pa.gov
- Dr. Ben Ruby (staffing, job/course description review, validity, audits) - ra-edcertstaff@pa.gov
- For more information on Certification and Staffing please visit PDE's website at www.education.pa.gov

How to Stay Informed

- Follow PDE on [Facebook](#), [Twitter](#), [YouTube](#), and [Pinterest](#).
- Watch for announcements sent via Penn*Link or to the Chief School Administrators and Certifying Officers.
- Visit the [Frequently Asked Questions](#) page of our website.
- Refer to [Certification and Staffing Policy Guidelines \(CSPGs\)](#) - check Table of Contents for updates.

PDE Mission

The mission of the Department of Education is to ensure that every learner has access to a world-class education system that academically prepares children and adults to succeed as productive citizens. Further, the Department seeks to establish a culture that is committed to improving opportunities throughout the commonwealth by ensuring that technical support, resources, and optimal learning environments are available for all students, whether children or adults.