



JULY 2021 HR NEWSLETTER



DEEDS 3.0

Powering Educator Credentialing

As you read this, the migration of data from our current DEEDS system to new DEEDS 3.0 is happening. We appreciate your patience while we move into our new and very much improved system. Our anticipated go-live date is Thursday, July 22 and we hope you are as excited as we are!

DEEDS 3.0 is the culmination of 3 years of planning and development. It includes state-of-the art software that provides faster and easier access to even more data than ever before. Processes have been designed to align with the way your HR teams work in order to meet Code and Regulation requirements for credentialing. Some processes will look very familiar and some will have taken on a new look and feel. We anticipate that there will be some growing pains and appreciate your patience as we all learn to live in this new technological environment.

To assist you in becoming acclimated to DEEDS 3.0, we have designed a complete LEA User Guide that will be posted online. We will also be offering LEA professional development sessions via WebEx, starting the week of July 26. LEA teams will be able to sign up for a session and ask questions that are specific to their needs and relevant to the work that they do. Watch for that schedule which will be released shortly.

Educator Support

Educator Support – DPAS II Teacher/Specialist System Credentialing

Delaware Teacher Growth and Support System (DTGG) Overview Session

The DOE Educator Effectiveness team is available to speak to any administrative team interested in learning more about the redesigned teacher evaluation system. To schedule a session, contact: [Angela Socorso](#)

DPAS II Teacher/Specialist System Credentialing

All credentialed observers whose credentials will expire in August 2021, must complete the courses listed below before starting the evaluation process for the 2021-2022 school year. Completion of these courses will meet current credentialing requirements. A credentialing assessment is no longer required. Current evaluators who will be piloting the new system are ONLY required to take the session for specialists. Register through PDMS. Contact: [Angela Socorso](#)

- Systems Overview Webinar-Course #28089 (asynchronous)
- Teacher System Framework Webinar-Course #29159 (asynchronous)
- Specialist System Framework full-day training (virtual)-Course #29814 (synchronous)

[DPAS II Educator Evaluation Guidance 2021-2022 - Document](#)

A.C.C.E.S.S. Newsletter

School leaders and teachers are invited to subscribe to the monthly newsletter, A.C.C.E.S.S. The newsletter contains important information about the redesigned Teacher Evaluation System, named, “*Delaware Teacher Growth and Support System*,” as well as information on the current DPAS-II. Click [here](#) to view past newsletters. If you want to be added to the list of subscribers, please contact [Angela Socorso](#)

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HB 207 – Removal of Performance Assessment Requirement

Governor Carney signed House Bill 207

(<https://legis.delaware.gov/BillDetail?legislationId=78754>) on June 30th removing the Performance Assessment requirement for educator licensure. Licensure and Certification will be notifying affected applicants of this law change. Applicants who are participating in an ARTC program should check with their institute of higher education to determine if the Performance Assessment will remain a program requirement.

House Bill 207 also requires the Department of Education to create two stakeholder groups, one to make recommendations about mentoring, which will address revising the Comprehensive Induction Program, and the other to make recommendations about Educator Preparation Program options to assess pedagogical skills. The Educator Support Team will be establishing these groups within the upcoming weeks.

Licensure Processing Considerations

- Licensure and Certification will continue to process ARTC extensions and upgrades in the coming weeks. We will include the following information statement(s), as appropriate, in L&C correspondence with the educators, to which LEAs and IHEs will be copied:

- **Issuance or Upgrade of Credential(s)**

- HB 207 was signed into law by Governor John Carney on June 30, 2021, effective on the same date. This law removes the requirement that applicants obtain a passing score on an approved Performance Assessment for educator licensure.

- **Emergency/COE Extensions**

- HB 207 was signed into law by Governor John Carney on June 30, 2021, effective on the same date. This law removes the requirement that applicants obtain a passing score on an approved Performance Assessment for educator licensure.

- Applicants participating in an ARTC program should check with their institute of higher education to determine if the performance assessment will remain a program requirement.

- Emergency/COE Extensions and certificates upgraded to Standard Certificates based on completion of requirements will be issued with an effective date of July 1, 2021, so that there will be no break in coverage of active credentials.
- Licensure & Certification will continue to refund \$100 to an educator who passes one of the previously approved Performance Assessments and obtains employment in a Delaware K-12 public school. This will include educators who took the Performance Assessment for another state and then came to Delaware and become employed here.

If you have any questions regarding the Performance Assessment requirement change, please send an email to Karin Pleasanton, karin.pleasanton@doe.k12.de.us.

Register of Regulations

Per the [Register of Regulations](#), the following Regulations will be published as FINAL in the month of August 1, 2021 and go into effect on August 11, 2021.

Regulation 1559 Skilled and Technical Sciences Teacher

The new regulation that goes into effect in August contains minor wording and clarification, as well as streamlining the education requirements. For those teachers coming in without a bachelor's degree, the list of courses is gone, and they should be working toward a degree in education from an accredited institution. A degree in the career area (if applicable) is also acceptable. We are hoping that this can streamline the process for STS teachers to gain credits and salary increments.

Regulation 1574 Teacher of Students who are Deaf or Hard of Hearing

This new regulation moves from particular course titles to a course of study that is aligned to the CED (Center on Education for the Deaf) Initial Preparation Standards for teaching students who are deaf or hard of hearing. All colleges that prepare for this certificate, including our ARTC provider follow these standards.

Delaware State Jobs /Join Delaware Schools

In order to promote career opportunities in Delaware, the Delaware Department of Human Resources, DHR, has created employment links in their new Featured Careers pages for statewide employment opportunities, including education positions.

[Delaware State Jobs - Work for Delaware](#)

For Further Reading

DIVERSITY EQUITY AND INCLUSION

[*Best Practices for Using Pronouns in the Workplace and Everyplace!*](#)

By: [Stephanie Eagan](#)

SPARK

[*Neuroscience Reveals How a Year of Social Distancing Broke our Brains*](#)

BY KAREEM CLARK June 28, 2021

SHRM Better Workplaces Better World

Looking Ahead

Quarterly HR Directors' Meetings (virtual until further notice)

- July 21, 2021 - *Cancelled*
- Oct 6, 2021— PDMS Section # 54977
- Feb 9, 2022 – PDMS Section # 57199
- April 13, 2022 – PDMS Section # 57200
- July 13, 2022 – PDMS Section # 57201

Contact [Wendy Modzelewski](#) to suggest professional learning topics or presenters.