



# OCTOBER 2021 HR NEWSLETTER

## Educator Support

### DELAWARE TEACHER GROWTH AND SUPPORT SYSTEM INFORMATION SESSION – **\*TODAY\***

Do you want to learn more about the redesigned teacher evaluation system and the plan for statewide implementation? Come learn, interact, and engage! Teachers and school leaders are invited to join the **October 19<sup>th</sup>** session. The session will be facilitated by the DDOE.

Session time: **4:00 p.m. to 5:00 p.m.** See attached flyer for more details. Register for **PDMS course #29497**. Contact [Angela Socorso](#)

### NEW LINK: **Subscribe to the 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, “*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 click [here](#).

DDOE Contact: [Angela Socorso](#)

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## Finalized Regulation Revisions – Summary of Changes

No Regulations are going for Final Order in October.

Per the [Register of Regulations](#), the following Regulations will be finalized on **November 1**, and go into effect on **November 11, 2021**.

### **1534 Middle Level Social Studies**

This regulation is being updated on the regular cycle and contains only standard amendments.

### **1542 Secondary Mathematics**

This regulation contains the new Secondary Mathematics Praxis 5165. **The new Praxis exam will be accepted for certification starting on November 11, 2021.** It is replacing Praxis 5161, which is being phased out, but will continue to be accepted until September 2022. Other amendments are standard.

### **1544 Secondary Social Studies**

This regulation is being updated on the regular cycle and contains only standard amendments.

### **1556 School to Work Transition Teacher**

This regulation underwent several updates. Most notably, **the 18 credits required for certification were removed as the coursework was outdated.** A pathway specifically for Jobs for Delaware Grads was added.

### **1583 School Psychologist**

There are mostly minor amendments, such as more specifically defining the necessary practicum and the equivalent of an Education Specialist Degree. **It does contain the addition of a Praxis requirement for those qualifying for certification under section 4.0 (mostly in-state candidates).** Those qualifying under reciprocity (Section 5.0) will not be required to take a Praxis.

## Higher Education

### Recruiting

#### **Professional Development Opportunity: Frontline Applitrack System -- October Annual Meeting Registration Open**

Administrators and other personnel who work with Frontline Applitrack are encouraged to participate in an upcoming professional development opportunity. The agenda will include updates on system changes, Proactive Recruiting, and a Q&A with Frontline technical representatives. Please register using this link - [Webinar Registration - Zoom](#) by October 15, 2021.

Contact Rob Grey, [robert.grey@doe.k12.de.us](mailto:robert.grey@doe.k12.de.us), with any questions.

#### **Frontline Applitrack Annual Workshop**

- **Date: October 28<sup>th</sup>, 9 a.m. to 11 a.m.**
  - **PDMS: Course #29417, Section #58076**

### Year Long Teacher Residencies

The Year Long Teacher Residencies RFA for the FY23 year will be released at the end of October. Any LEA or IHE wishing to submit an application must attend one of the workshops listed below. The workshop will focus on application changes, give guidance on ways to improve submissions, and address any questions.

Contact Rob Grey, [robert.grey@doe.k12.de.us](mailto:robert.grey@doe.k12.de.us), with questions.

#### **Year Long Teacher Residencies - RFA Overview**

- **Date: October 21st, 4:00 to 5:30 pm**
  - **PDMS: Course # 30216, Section # 58124**
- **Date: October 22nd, 9:00 to 10:30 am**
  - **PDMS: Course # 30216, Section # 58127**

## For Further Reading

Mitropoulos, A. (2021, March 12). [\*Thousands of students reported 'missing' from school systems nationwide amid COVID-19 pandemic\*](#). ABC News. Retrieved October 18, 2021, from <https://abcnews.go.com/US/thousands-students-reported-missing-school-systems-nationwide-amid/story?id=76063922>.

## HELPFUL INFORMATION - DEEDS 3.0

Here are some helpful tips to streamline the new application and review processes in DEEDS 3.0 for both educators and LEAs seeking licensure and certification.

### **EMERGENCY and COE APPLICATIONS**

- Educators who will be seeking an Initial License and Emergency Certifications and/or COEs will no longer apply for their License and Standard Certificates through DEEDS to be converted to Emergencies/COEs by the LEAs.
- LEAs will request an Emergency Certificate or COE through the EMERGENCIES & COEs tab in the LEA Dashboard of DEEDS 3.0. At that time, the LEA will upload any necessary documents to the educator's file and add ARTC program information, if applicable.
- The educator will receive a notification email to accept the request made on their behalf. When the request is accepted, if a license is required, the educator will be prompted to complete a licensure application and to pay the application fee.

### **EMERGENCY AND COE EXTENSIONS**

- LEAs will request an extension for an Emergency Certificate or COE through the EMERGENCIES & COEs tab in the LEA Dashboard of DEEDS 3.0. At that time, the LEA will upload any documentation that will serve as proof of progress made during the previous school year to the educator's file. Examples of accepted proof of progress are listed in the instructions.
- The educator will receive a notification email to accept the request made on their behalf.

### **EMERGENCY AND COE UPGRADES**

- LEAs will request an UPGRADE for an Emergency Certificate or COE through the EMERGENCIES & COEs tab in the LEA Dashboard of DEEDS 3.0. At that time, the LEA will upload any documentation of completion to the educator's file; this may include an official transcript, ARTC Completion Letter, or passing Praxis II scores.
- The educator will receive a notification email to accept the request made on their behalf.

### **APPLICATIONS FOR A LICENSE AND/OR STANDARD CERTIFICATE(S)**

- The educator will log into their Educator Dashboard and select 'Apply for K-12.' They will answer a series of questions designed to determine the pathway toward credentialing for which they qualify. They will be prompted to pay the application fee, if applicable.

When you have questions regarding an educator, please do the following:

- Send email to [deeds@doe.k12.de.us](mailto:deeds@doe.k12.de.us)
- Add educator's name and general question in the subject line
  - Example: Salary Increment – Jane Doe
- Include educator information in the INITIAL COMMUNICATION:
  - Legal Name
  - Date of Birth
- Attach supporting documentation to be reviewed if not already in DEEDS, if applicable.

#### **ISSUANCE OF GRADUATE SALARY INCREMENTS**

Graduate Salary Increments may not be issued by L&C until pending applications for licensure and certifications have been issued. Applications for credentials are not considered complete until all required documents have been received and any application deficiencies have been addressed by the educator. Employment placement in PHRST must be current and reflect the placement that aligns with the graduate level credits earned.

In order to expedite a GSI application, it is recommended that educators should not submit applications for GSIs until their credentials have been issued.

Skilled and Technical Sciences (STS) teachers must possess a Standard Certificate (not an Emergency Certificate) in an approved Skilled and Technical Sciences pathway to be eligible for movement on the basic salary schedule.

#### **Should an LEA pay an educator for an educator's advanced degree *before* DDOE provides a letter of approval?**

It has always been DOE's recommendation to pay new employees at the Bachelor's level salary until a full validation of the degree(s) has been conducted. You may view the educator's current Graduate Salary Increment (GSI) level in DEEDS 3.0 if one has previously been approved; this means that DOE has already validated that level, and you can pay at that higher level. This is a new feature in DEEDS 3.0.

The applications for a GSI are validated in a variety of ways:

- If the educator is in a position that requires a License and Certificate, *the credentials must be issued before the GSI can be issued.*
- The official transcript with the degree conferral date (if applicable) from a regionally accredited college/university (IHE) is loaded in the educator account.
- The IHE is a part of NC-SARA or is a DDOE approved college/university.
- The degree or course of study must directly align with the position the educator holds, not the certificates the educator holds.

LEAs may, of course, pay at any level they choose, however, if the educator's GSI is not approved, the LEA will need to deduct any overpayment from an educator's pay and reduce the salary level for future GSIs.

## Looking Ahead

Quarterly HR Directors' Meetings (virtual until further notice)

- Oct 27, 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.