



Out-of-Field Teaching

A Presentation for the State Board
of Education

Permits (0520-02-03-.08)

The state may issue a permit when a school district or public charter school meets the following requirements:

1. A director of schools or public charter school leader must state **intent to employ** and indicate the position to be held by the applicant.
2. The school district or public charter school must indicate that it is **unable to obtain the services of a licensed educator** for the type and kind of school in which a vacancy exists.
3. The school district or public charter school must **identify and document a targeted recruitment strategy** for the position or shortage areas. The strategy may include, but is not limited to, partnerships with educator preparation providers, advertisements, or recruitment campaigns.

Waivers (0520-01-02-.12)

The Commissioner of Education is authorized to grant waivers to a school which does not comply with these rules and regulations only when requested by action of the local board of education.

Employment Standards (0520-01-02-.03)

A teacher may teach **up to two sections of one course** outside the area of endorsement.

For a teacher to teach 1.) more than one course or 2.) more than two sections of one course outside the area of endorsement, an employment standard waiver must be requested and approved.

Teachers assigned two or more sections of a course outside the area of endorsement before June 30, 1976 may continue to teach those courses until a new assignment is made by the local school officials.



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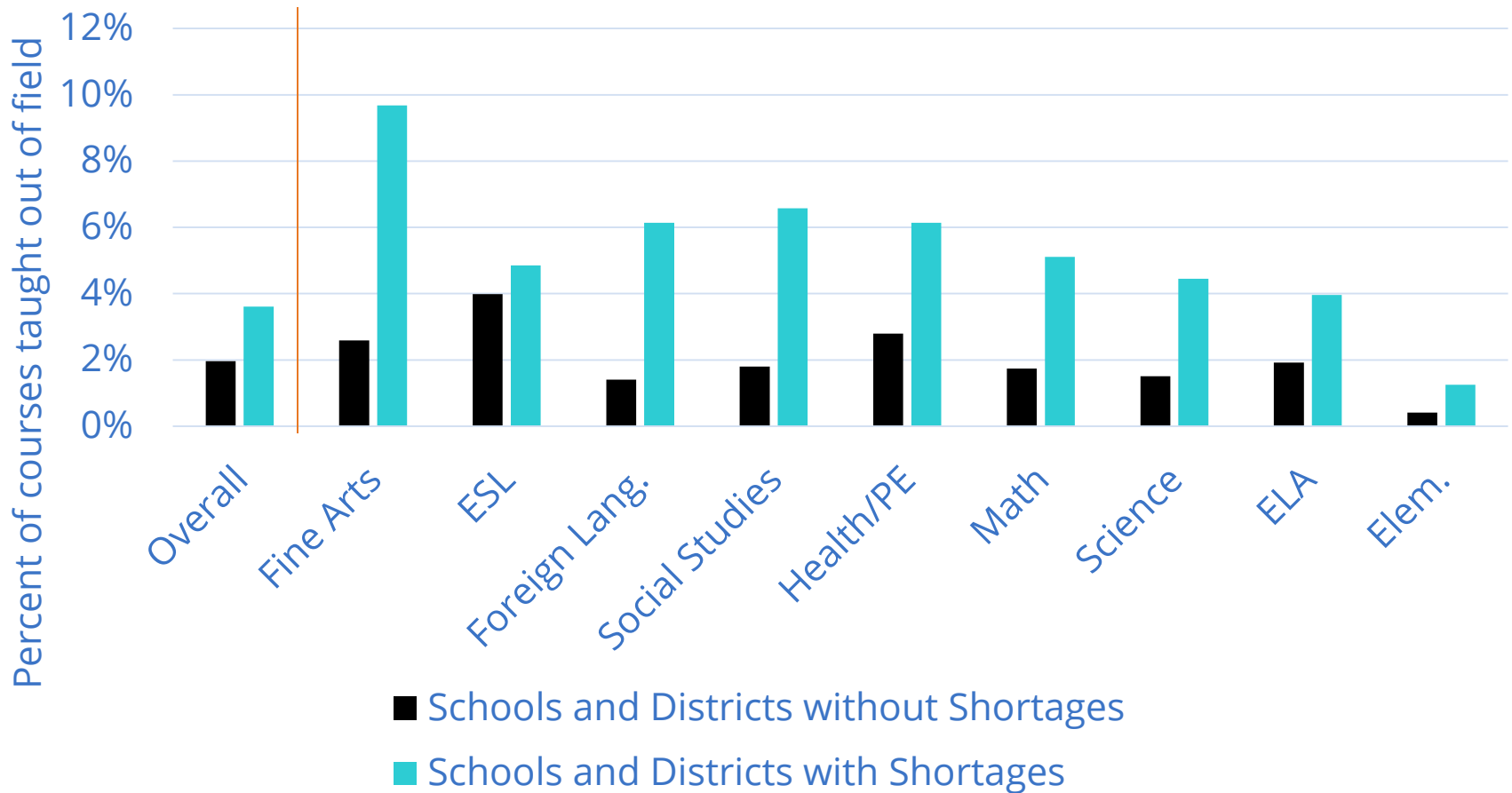
An Overview of Out-of-Field Teaching

Highlights

- Overall, **3% of courses** are taught by out-of-field teachers.
- Most out-of-field teaching happens as a short term solution in **schools and districts with teachers shortages** in those subjects.
- Most out-of-field teaching happens in subjects with more **narrowly-defined endorsement** areas.
- Average effects on students depend, in part, on whether their teachers are endorsed in the **same discipline**.

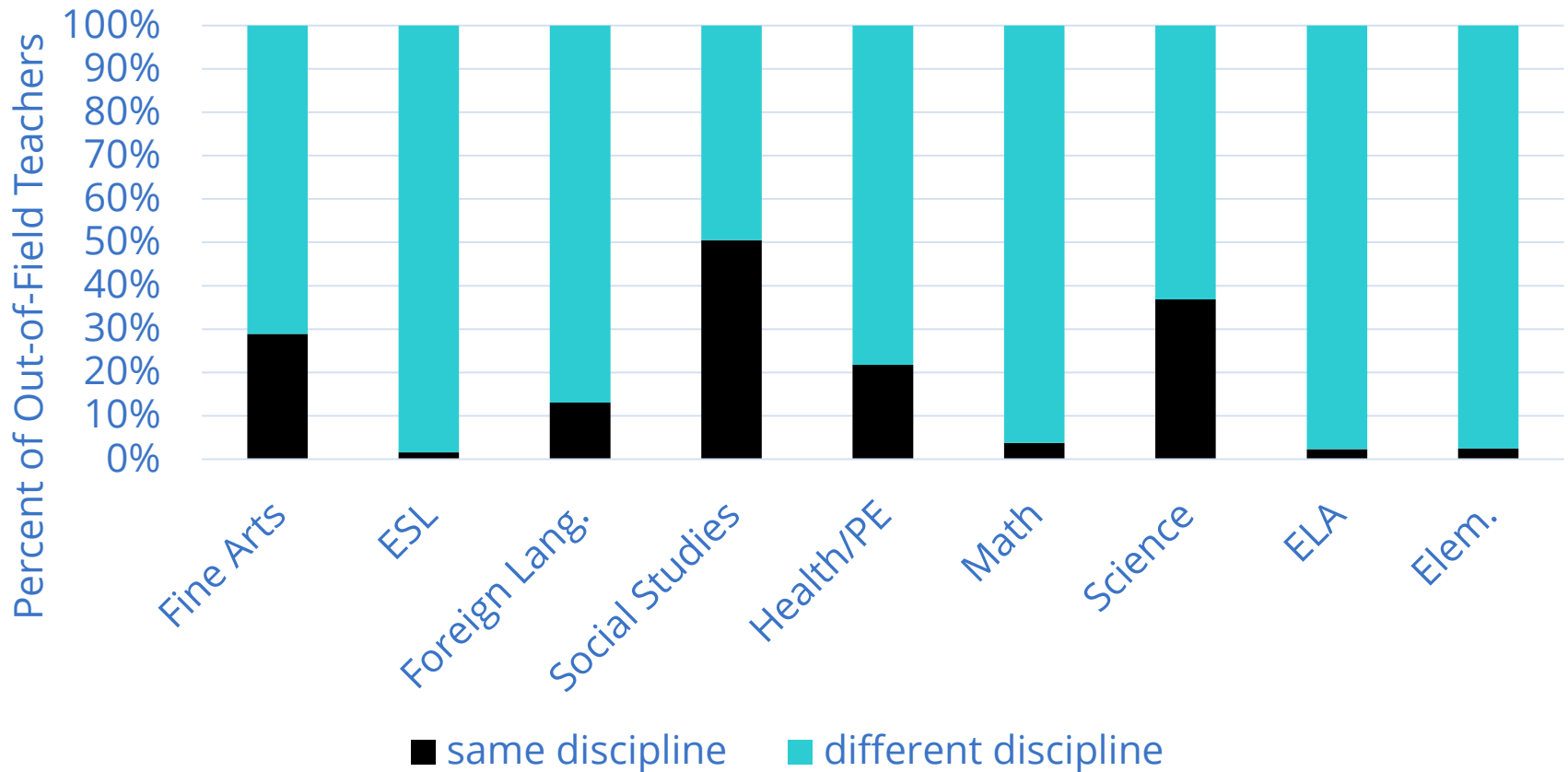
Schools with shortages have more courses taught out of field.

Out of Field Teaching by Shortage and Subject

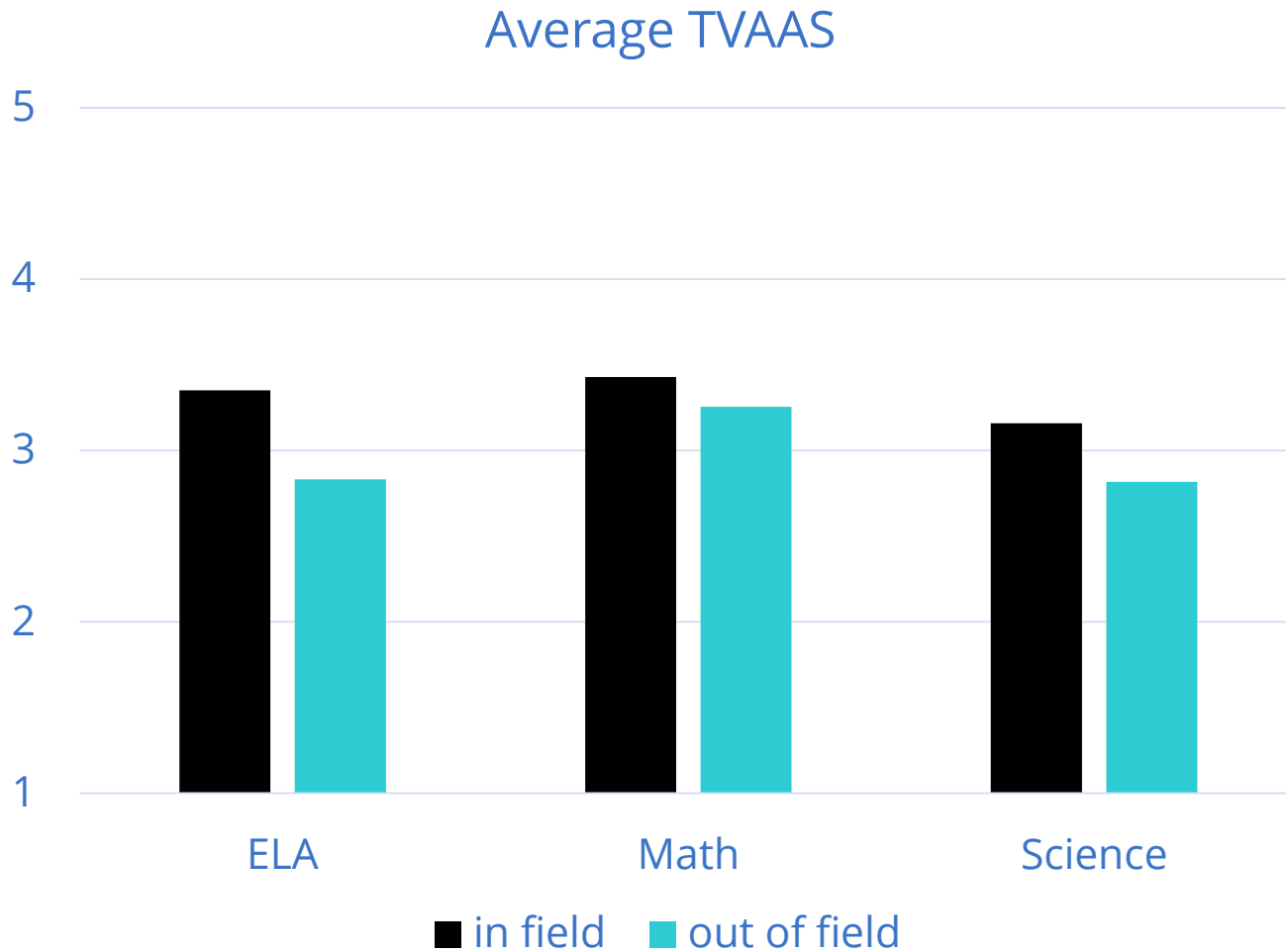


More out-of-field teaching is done by those within the same discipline in narrowly defined fields like Fine Arts and Social Studies.

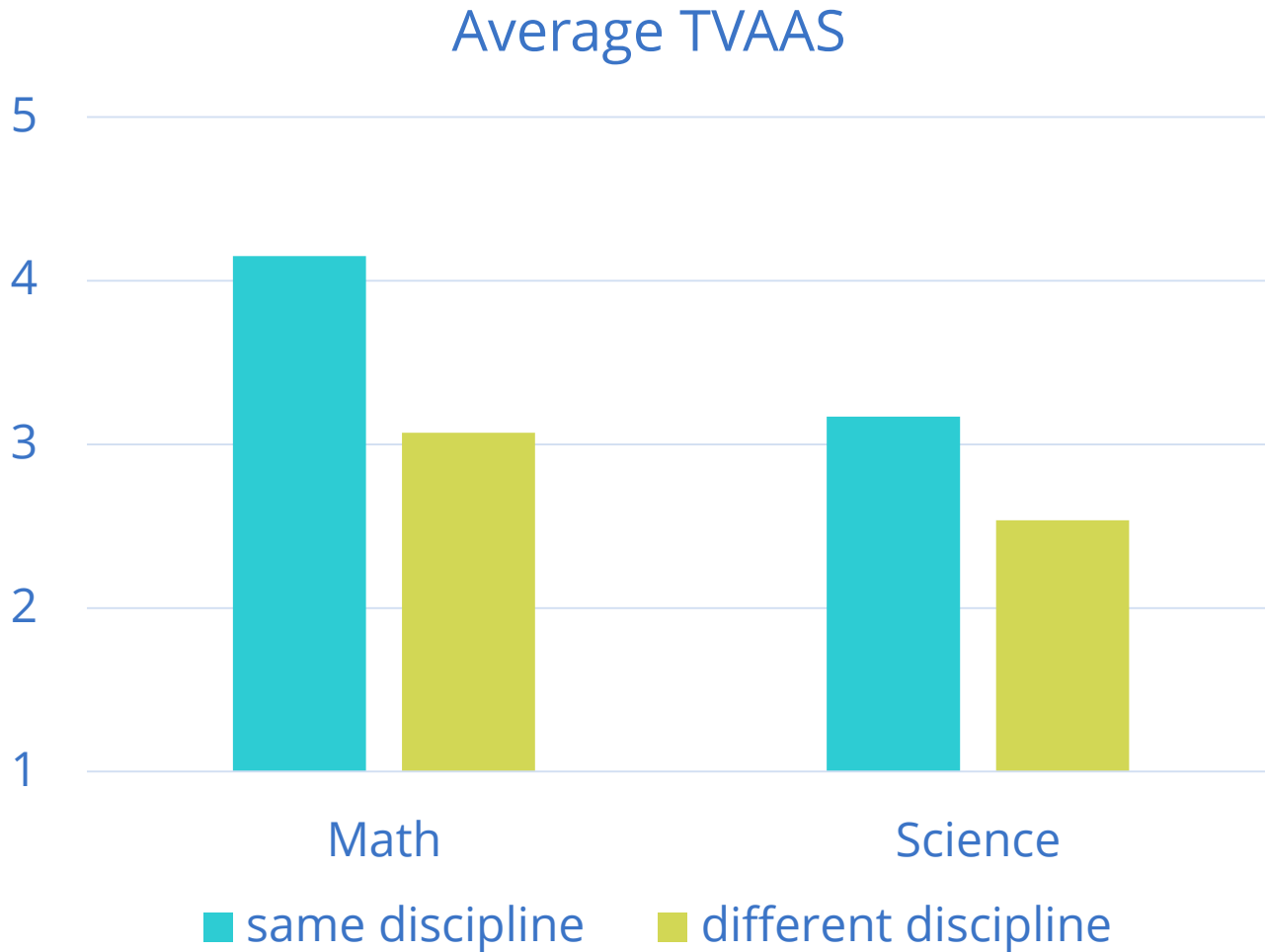
Proportion of Courses Taught Out of Field by Teachers with Endorsements in the Same Discipline, by Subject



Teachers with in-field endorsements had higher average TVAAS scores in 2014-15 than out-of-field teachers.



Out-of-field teachers with endorsements in the same discipline had higher average TVAAS scores in 2014-15 than those who were teaching a different discipline.



Out-of-field teaching is just one way schools and districts deal with the underlying problem of teacher shortages.

- These shortages reflect difficulty attracting the right teachers into the schools and districts that need them most.
- Other “short term solutions” for shortages include:
 - Increasing class sizes
 - Decreasing course options
 - Not providing required coursework
- All of these have potentially adverse effects on student learning.

Next Steps

- Issue a quarterly report on the number of permits and waivers approved. Data will be disaggregated by endorsement type and district.
- Based on changes in federal law, we will no longer issue permits or waivers for special education
- In addition, we will increase requirements to issue a permit. The application must include:
 - Detailed description of the recruiting strategies
 - Selection protocol used to hire the individual