

# Compliance of Licensure

Issues Facing Growth of a Mobile Student Population



NASASPS Annual Conference  
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# Presenters

Mitch Gilbert – Manager of Regulatory Affairs

Tyson Heath – Manager of Accreditation and Authorization



# SISYPHEAN TASK



# WGU

- Nonprofit, founded in 1997 by 19 governors
- 115,000+ students and 130,000+ graduates in all 50 states
  - Projected to graduate 35,000 students in 2019
- 60+ degrees in 4 colleges for high-demand fields
  - Business
  - K-12 teacher education
  - IT
  - Health professions
- Competency-based, all online
- Affordable, flat-rate tuition per term



**Mission: Quality, Access, Outcomes . . . Especially for Underserved**



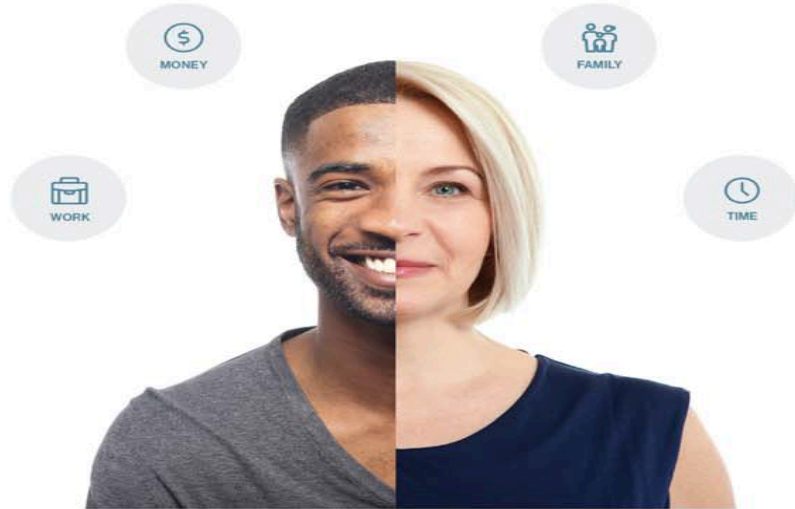


# Reciprocity as a Mobility Mechanism

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Tyson Heath

# Current Student



## What Today's College Students Really Look Like:



**58%**  
of students work while in college



**55%**  
of today's students are financially independent



**42%**  
of independent college students live at or below the federal poverty line



**41%**  
of college students are older than age 25



**39%**  
of students in 2016 attended an institution part-time



**36%**  
of undergraduate students attended a two-year college in 2016



**34%**  
of undergraduates are first-generation college students



**26%**  
of today's students are parents

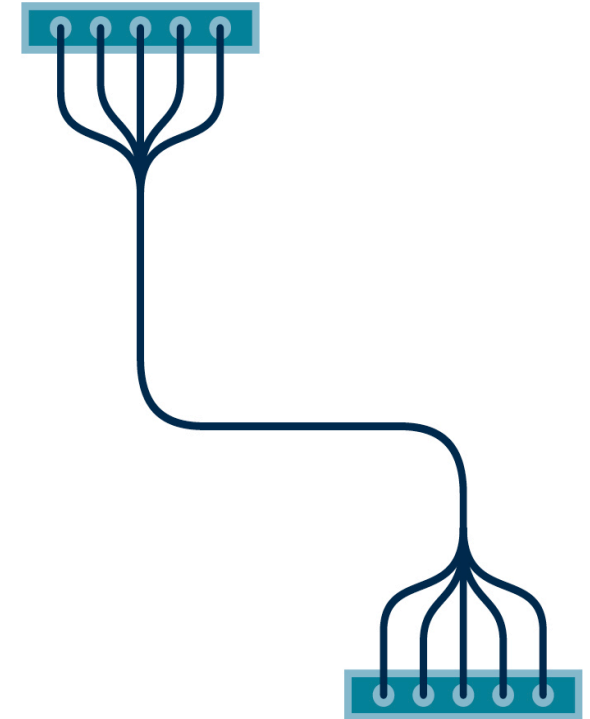


**13%**  
of first-year students live on campus

 **higher learning**  
ADVOCATES

# State Authorization Reciprocity

- SARA establishes comparable national standards for interstate offering of postsecondary distance education courses and programs.
- Focuses on U.S. distance education that crosses state lines.
- The members of SARA are states not institutions or students.
- SARA does not replace state authorization and only accredited federally recognized institutions can operate under SARA.
- **Enhances and allows student mobility in distance ed programs!**



# Nursing Compact



- The Enhanced Nurse Licensure Compact (eNLC) makes the current compact more functional for the future of nursing
- To ensure this mobility, the eNLC allows for the fluidity of nursing practice between participant states while continuing to allow states to impose their state's nurse practice act
- eNLC decreases the repetition of regulatory procedures and licensure fees, and fosters the potential to increase the number of available nurses to practice during disasters
- eNLC creates more possibilities for nursing practice, while decreasing the associated burdens of multistate licensure and practice



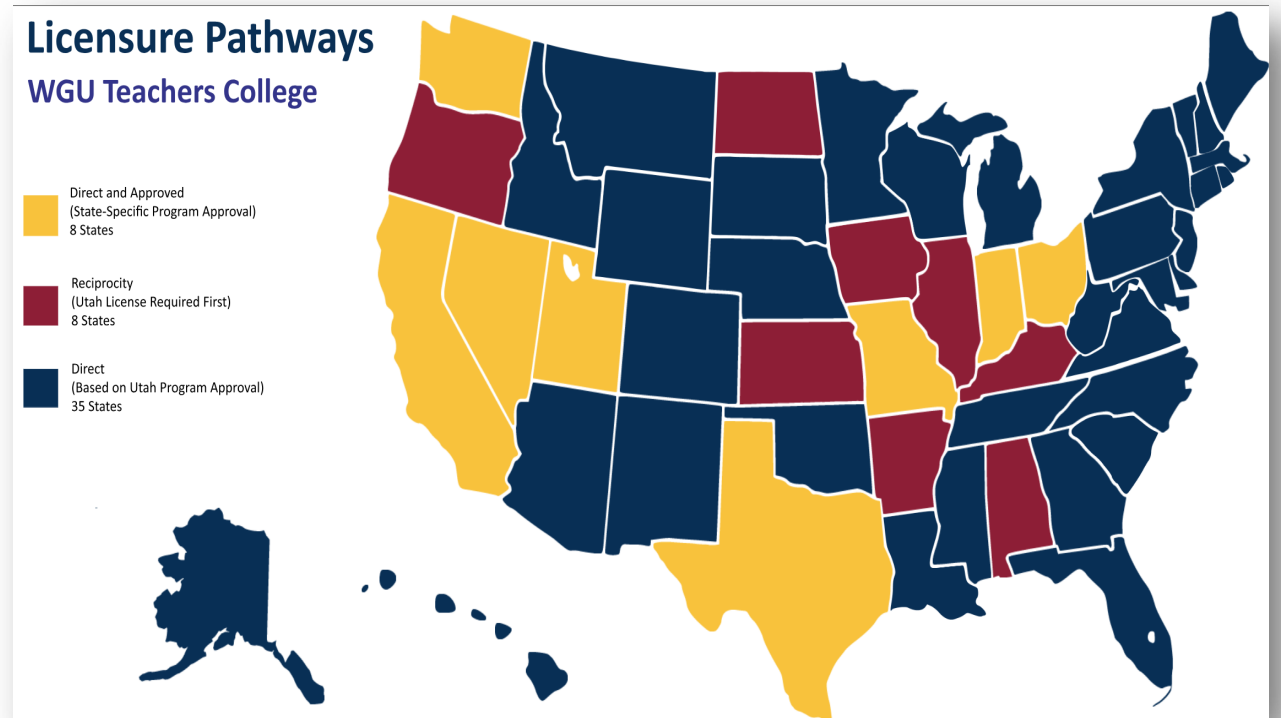
# Education Programs

- There currently is no reciprocity or compact agreement
- Licensed educators and experience can not freely move about the country
- As a national university we are required to monitor 56 different jurisdictions



# By the #'s: WGU Teachers College

- Enrollment: 25,159
- Licensure pathways
  - 8 states formal approval
  - 35 states direct
  - 8 states reciprocity
  - 1,300 + articles
  - 70+ MOU's
- 2018 Numbers
  - 3,300 licensure recommendations
  - 2,834 student teaching placements
  - **979 students relocated to new state!**



# Mobility Issues in Education *...the route to licensure varies from one state to the next*

- 2015, over 4,000 mentions (media coverage) of teacher shortages
- 31 states require that some or all out-of-state teacher candidates take additional coursework/training
- 43 states plus D.C. require that some or all out-of-state teacher candidates take additional assessments
- 35 states plus D.C. have different requirements for experienced and inexperienced teachers
- 14 states plus D.C. require candidates with classroom experience provide evidence of effectiveness
- 24 states plus D.C. provide special licensure reciprocity for out-of-state teachers with advanced credentials
- 27 states provide special licensure reciprocity or support for military spouses



# Possible Solutions

- Regulatory reform
  - Create regional teacher labor markets (or national)
  - Interstate Teaching Mobility Act (ITMA), proposed in 114<sup>th</sup> and 115<sup>th</sup> Congress
- Modify licensure requirements and avenues (ARL)
- Understand current **COMMONLITIES** \* (more later)
- Create proven **reciprocity** agreements
  - Accreditation as the avenue (i.e., NC-SARA)

# The Triad – Student Mobility

US Department of Education	State Department of Higher ED	Accreditation
<ul style="list-style-type: none"> <li>• Enact legislation from Congress</li> <li>• Recognize accreditors</li> <li>• Finance first</li> <li>• Institutional outcomes (\$\$\$\$)</li> <li>• Direct students to schools               <ul style="list-style-type: none"> <li>• College navigator</li> </ul> </li> <li>• Misrepresentation</li> </ul>	<ul style="list-style-type: none"> <li>• Consumer protection</li> <li>• Approve institutions</li> <li>• Ability to participate in reciprocity</li> <li>• Refund polices</li> <li>• Focused on students during enrollment (oversight)               <ul style="list-style-type: none"> <li>• Shift to increase outcomes</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• “Gate keepers”</li> <li>• Academic quality</li> <li>• Policies and procedures</li> <li>• Transferability / Mobility               <ul style="list-style-type: none"> <li>• Learning as a life-long process</li> <li>• Ease transfer of created while ensuring quality outcomes</li> </ul> </li> </ul>

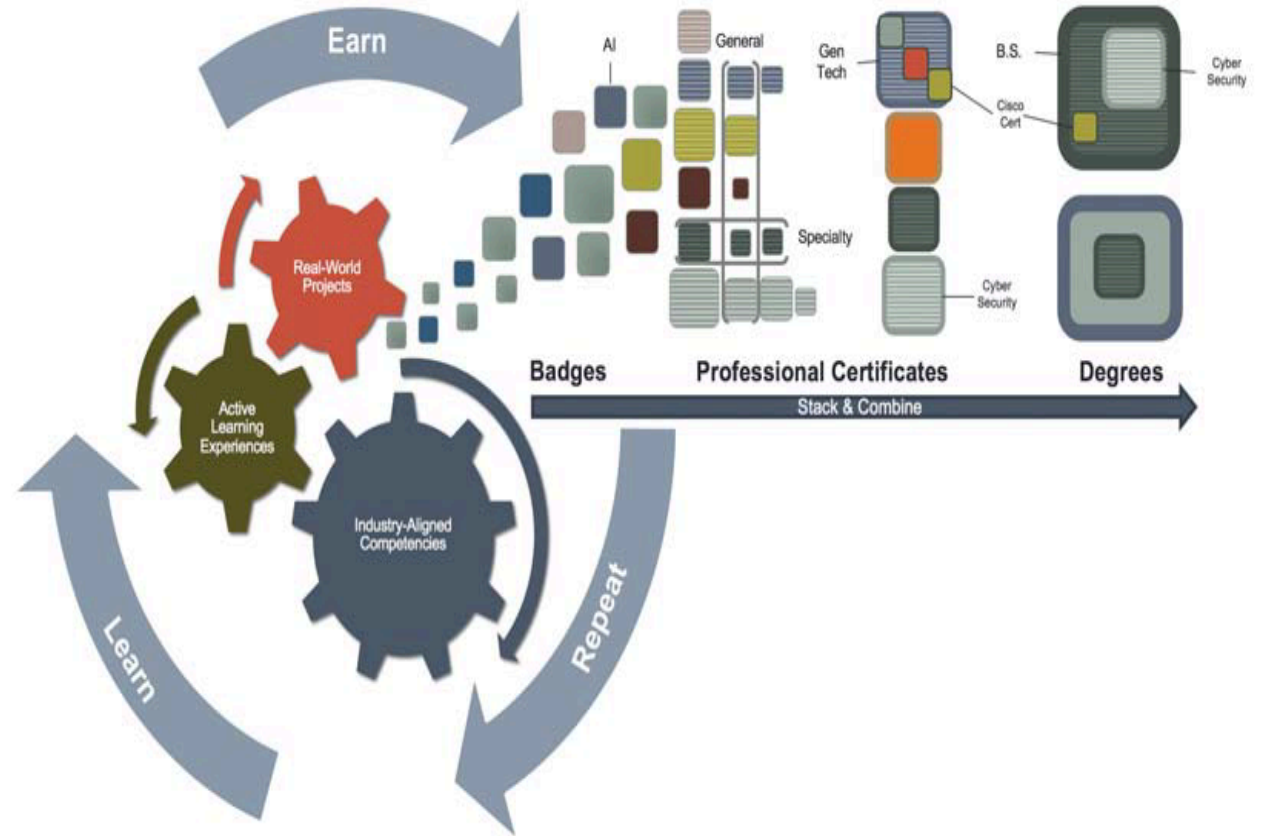
# Student Mobility - Accreditation

CHEA 2000 statement – accreditation ensuring quality and fairness within transfer process

- 1 in 5 students transfer over the course of degree completion
- Role of accreditors is easing transfers
- Evolving accreditation standards regarding transferability
- Standards provide a guide for institutional self-reflection/improvement
- General sense of reciprocal agreements among regional accredited institutions – community college agreements
  - National and regional: important aspect of state and nursing reciprocity

# Reimagining Credentials

- Unbundling of the degree
- Variable pathing and pedagogical models
- Badges, certifications, awards, ranks, etc.
- Transferability and stackability
- Portability
- Greater education: workforce alignment and relevancy
- Credential “wallet”, aka “universal transcript”
  - Shifts from institution to individual



A woman with braided hair is speaking at a podium with a microphone. The background is a blurred audience. The entire image has a blue tint.

# Tracking Legislation and Regulations Impacting Licensure

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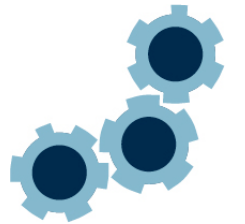
WGU's Approach

Mitch Gilbert



# Development

- Proactive model
- Compliance Specialist position created in 2016
- Developed a process to review legislation and regulatory action
- Combination of external tools and internal databases
- Progress, process, and refinement



# Tools

- Web Crawlers
- Department Board Meeting Calendar
- Legislative and Regulatory Tracking Software
- Repository
- Dashboards

# Repository

Search...

WGUCOMPLIANCE & ACCREDITATION

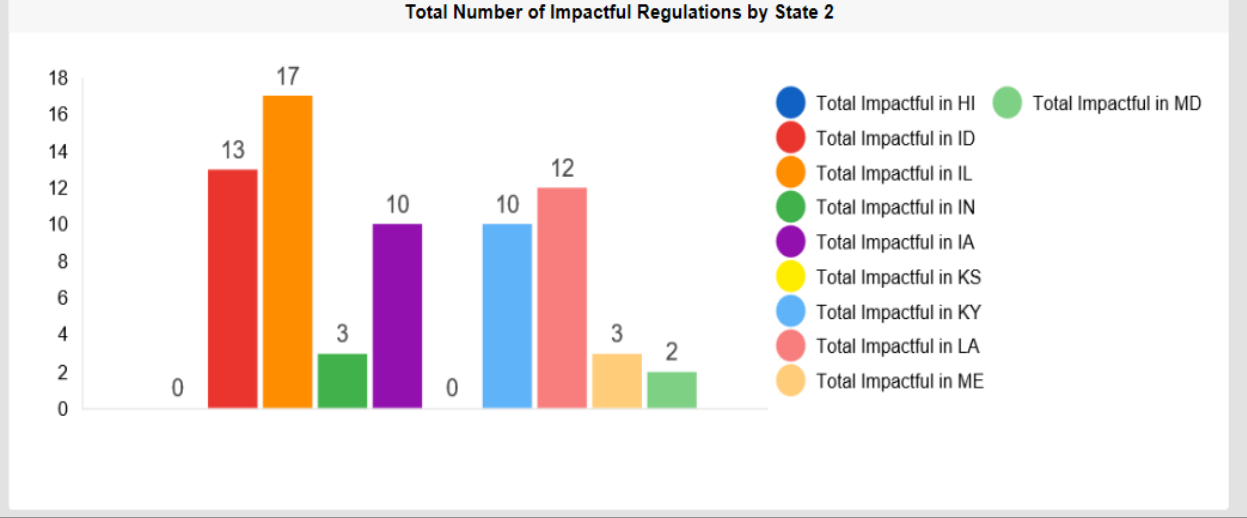
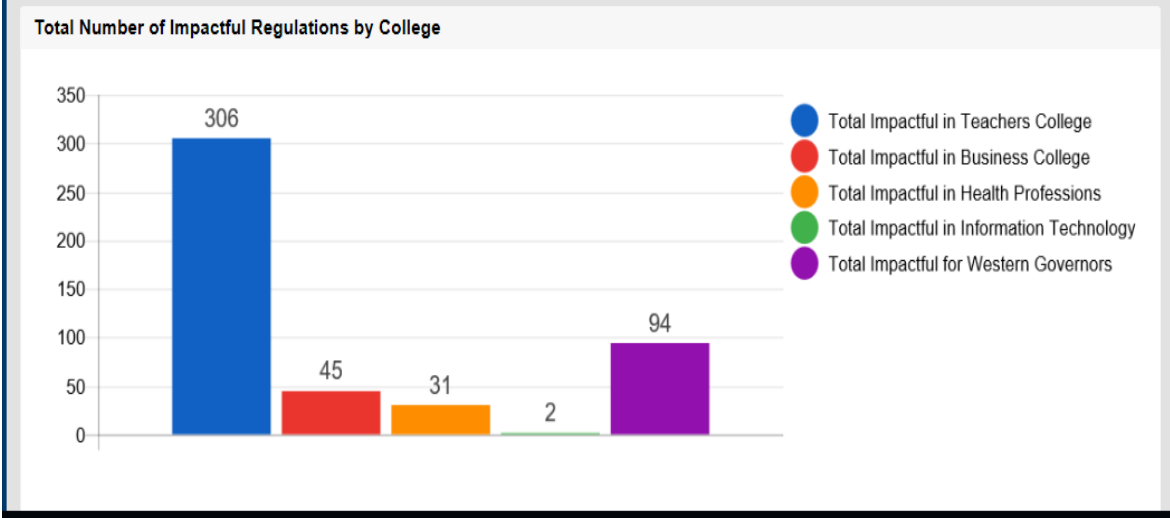
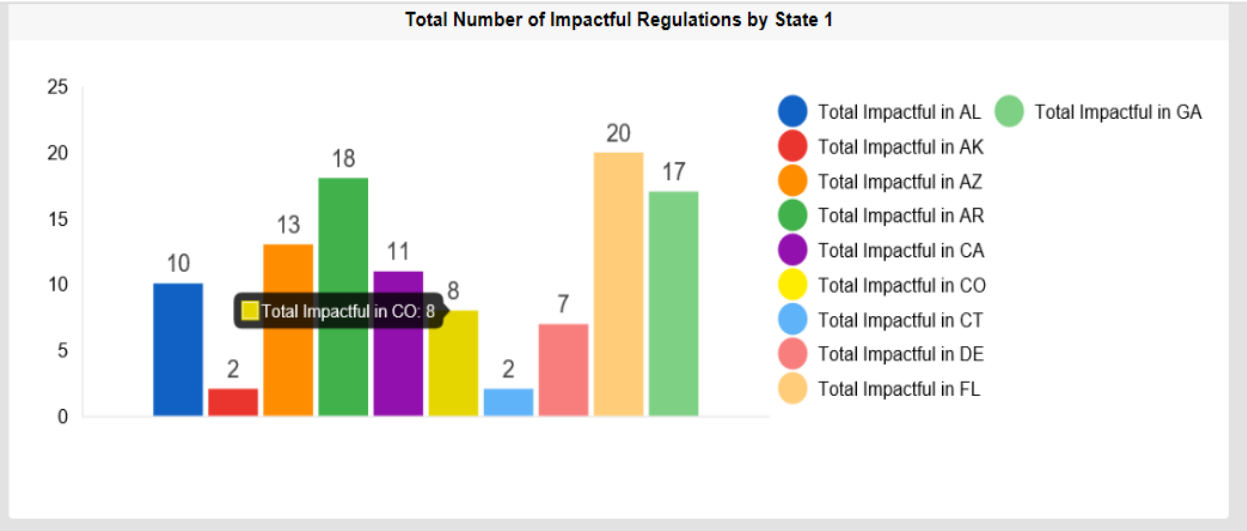
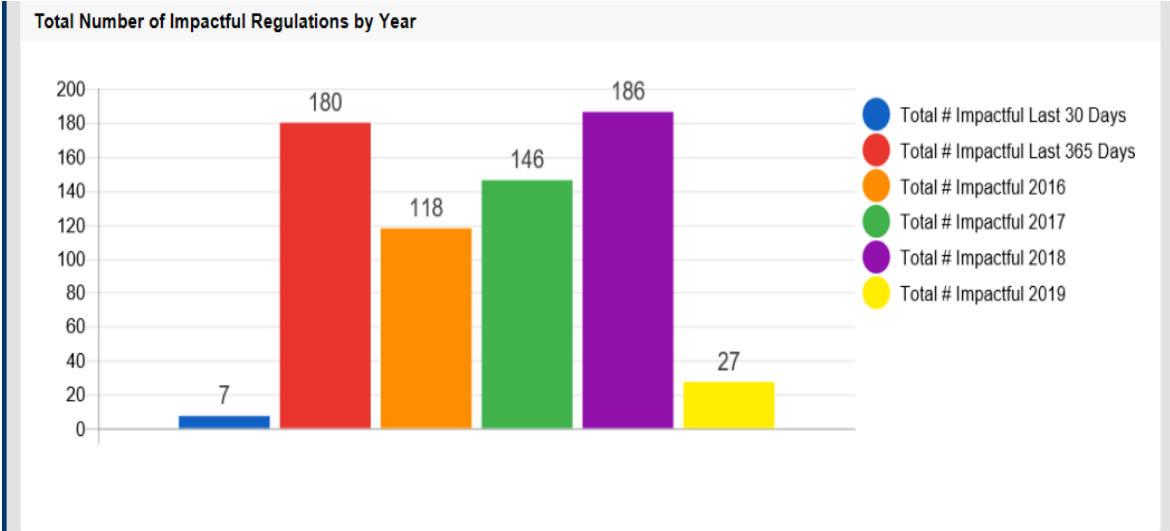
File Alerts & Actions Forms Regulatory Tracking Sheet Share

Grid View Filter Arial 10 B I U S A

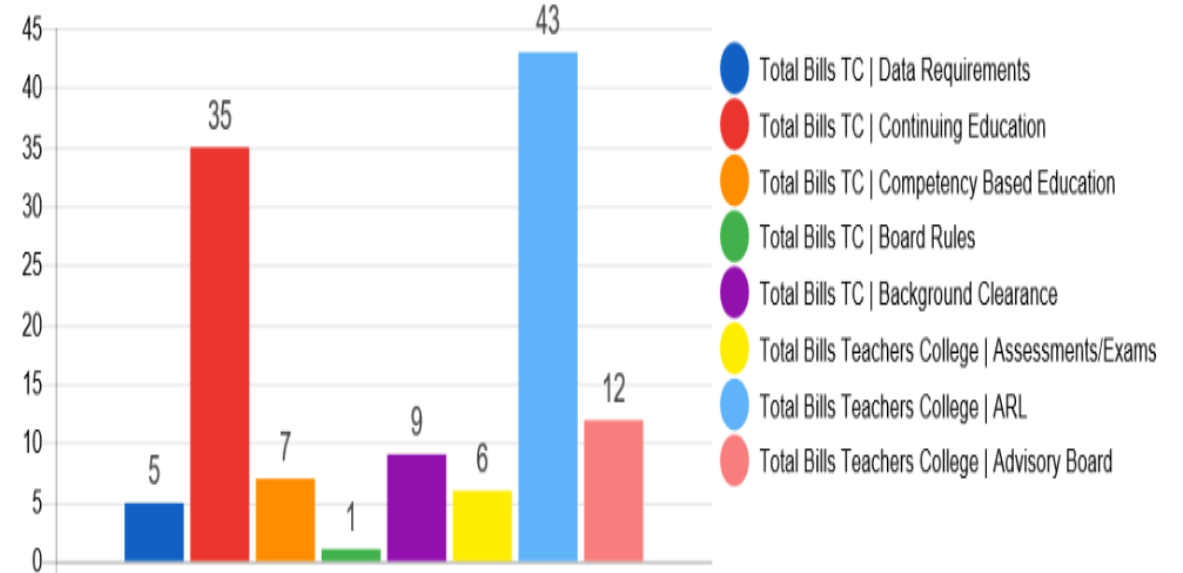
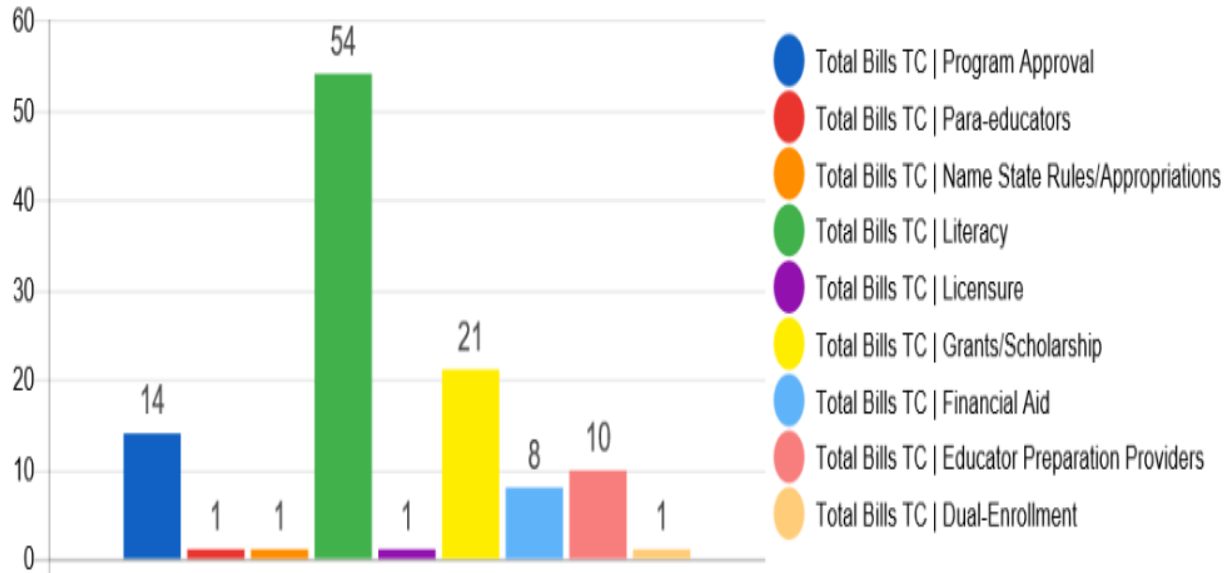
	Jurisdiction	BILL NUMBER	YEAR	AGENCY	TITLE	PROPOSED DATE	EMERGENCY ADOPTED	ENACTED DATED	EFFECTIVE DATE
1	AR	7155	2015	Department of Education/Legal Services	Educator Preparation Program Approval	10/20/15			
2	OR	37623	2016	Higher Education Coordinating Commission/Office of Degree Authorization	Duties and Responsibilities	01/01/16		02/19/16	
3	RI	6054	2016	Department of Business Regulation/Board of Accountancy	Certified Public Accountant Examination Regulation	01/05/16		01/05/16	
4	RI	6052	2016	Department of Business Regulation/Board of Accountancy	Public Accounting Experience Requirement	01/05/16		01/05/16	
5	RI	6051	2016	Department of Business Regulation/Board of Accountancy	Conduct of Certified Public Accountants	01/05/16		01/05/16	
6	RI	6050	2016	Department of Business Regulation/Board of Accountancy	Providing for the Conditioning of CPA	01/05/16		01/05/16	
7	NY	25909	2016	Education Department	Rule Review	01/06/16		06/29/16	
8	FL	42812	2016	Department of Education/Board of Education	Specialization Requirements for Certification	01/08/16		06/03/16	
9	OH	20376	2016	Department of Education	Department of Education	01/08/16		04/12/16	



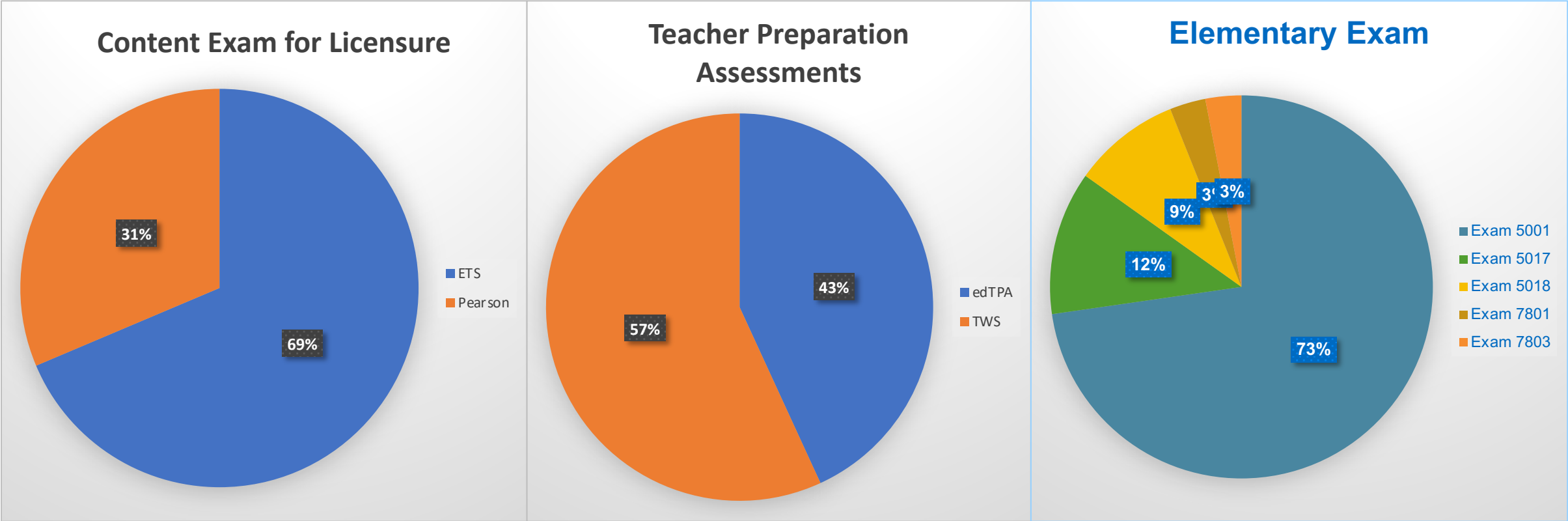
# National Compliance Dashboard



# Teachers College Compliance Dashboard

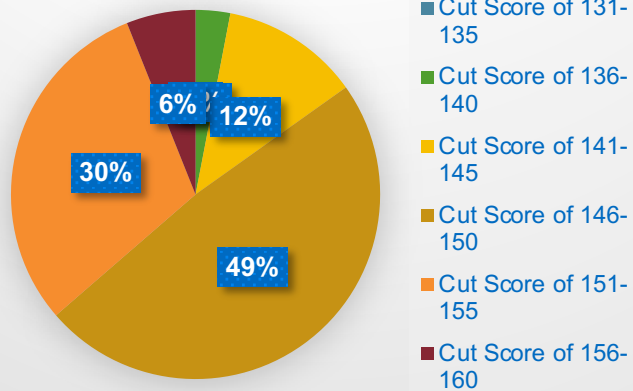


# Commonalities of Teacher Licensure Requirements

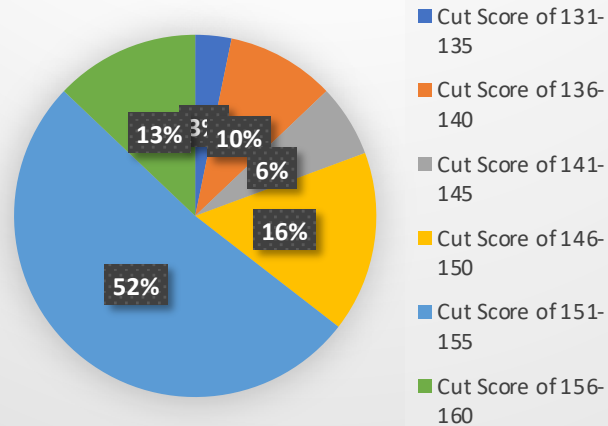


# Commonalities of Teacher Licensure Requirements

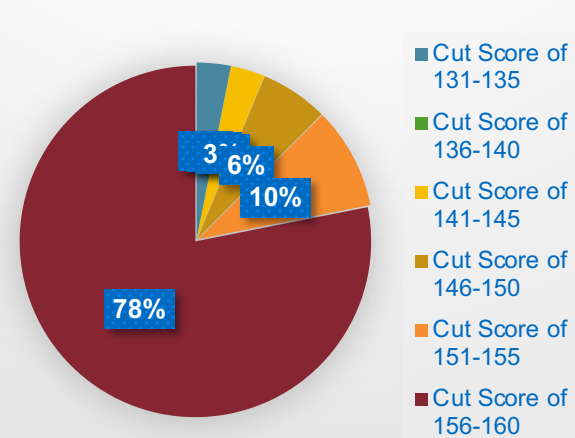
## Praxis Cut Score Secondary Biology



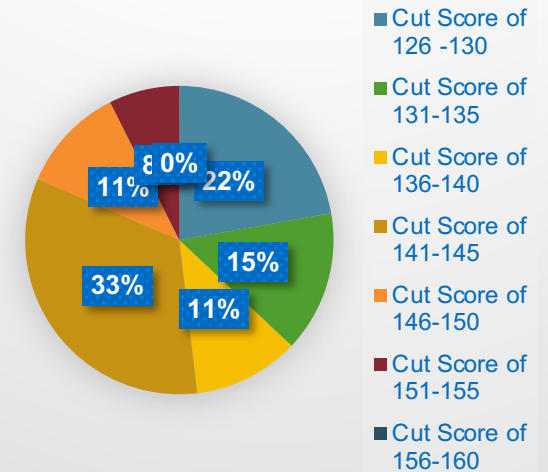
## Praxis Cut Score Secondary Chemistry



## Praxis Cut Score Secondary Mathematics



## Praxis Cut Score Secondary Physics



# Commonalities of Teacher Licensure Requirements

Background Check Required for Licensure





# Thank you.



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[www.wgu.edu](http://www.wgu.edu)



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