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

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
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 participating 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

http://www.cote.illinois.edu/documents/Teacher_License_Reciprocity.pdf
Possible Solutions

- Regulatory reform
  - Create regional teacher labor markets (or national)
  - Interstate Teaching Mobility Act (ITMA), proposed in 114th and 115th 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

<table>
<thead>
<tr>
<th>US Department of Education</th>
<th>State Department of Higher ED</th>
<th>Accreditation</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Enact legislation from Congress</td>
<td>• Consumer protection</td>
<td>• “Gate keepers”</td>
</tr>
<tr>
<td>• Recognize accreditors</td>
<td>• Approve institutions</td>
<td>• Academic quality</td>
</tr>
<tr>
<td>• Finance first</td>
<td>• Ability to participate in reciprocity</td>
<td>• Policies and procedures</td>
</tr>
<tr>
<td>• Institutional outcomes ($$$$)</td>
<td>• Refund polices</td>
<td>• Transferability / Mobility</td>
</tr>
<tr>
<td>• Direct students to schools</td>
<td>• Focused on students during enrollment (oversight)</td>
<td>• Learning as a life-long process</td>
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<tr>
<td>• College navigator</td>
<td>• Shift to increase outcomes</td>
<td>• Ease transfer of created while ensuring quality outcomes</td>
</tr>
<tr>
<td>• Misrepresentation</td>
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</table>
Student Mobility - Accreditation

• 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

CHEA 2000 statement – accreditation ensuring quality and fairness within transfer process
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
Tracking Legislation and Regulations Impacting Licensure

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
<table>
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<tr>
<th>Jurisdiction</th>
<th>BILL NUMBER</th>
<th>YEAR</th>
<th>AGENCY</th>
<th>TITLE</th>
<th>PROPOSED DATE</th>
<th>EMERGENCY ADOPTED</th>
<th>ENACTED DATED</th>
<th>EFFECTIVE DATE</th>
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<td>AR</td>
<td>7150</td>
<td>2015</td>
<td>Department of Education/Legal Services</td>
<td>Educator Preparation Program Approval</td>
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<td>OR</td>
<td>37623</td>
<td>2016</td>
<td>Higher Education Coordinating Commission/Office of Degree Authorization</td>
<td>Duties and Responsibilities</td>
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<td>Rule Review</td>
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<td>04/12/16</td>
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National Compliance Dashboard

Total Number of Impactful Regulations by Year

- Total Impactful Last 30 Days
- Total Impactful Last 365 Days
- Total Impactful 2016
- Total Impactful 2017
- Total Impactful 2018
- Total Impactful 2019

Total Number of Impactful Regulations by State 1

- Total Impactful in AL
- Total Impactful in CA
- Total Impactful in CO
- Total Impactful in DE
- Total Impactful in FL
- Total Impactful in GA
- Total Impactful in HI
- Total Impactful in ID
- Total Impactful in IL
- Total Impactful in IN
- Total Impactful in IA
- Total Impactful in KS
- Total Impactful in KY
- Total Impactful in LA
- Total Impactful in ME

Total Number of Impactful Regulations by College

- Total Impactful in Teachers College
- Total Impactful in Business College
- Total Impactful in Health Professions
- Total Impactful in Information Technology
- Total Impactful for Western Governors

Total Number of Impactful Regulations by State 2

- Total Impactful in HI
- Total Impactful in MD
- Total Impactful in IN
- Total Impactful in IA
- Total Impactful in KS
- Total Impactful in KY
- Total Impactful in LA
- Total Impactful in ME
Teachers College Compliance Dashboard

Total Bills TC | Program Approval
Total Bills TC | Para-educators
Total Bills TC | Name State Rules/Appropriations
Total Bills TC | Literacy
Total Bills TC | Licensure
Total Bills TC | Grants/Scholarship
Total Bills TC | Financial Aid
Total Bills TC | Educator Preparation Providers
Total Bills TC | Dual-Enrollment

Total Bills TC | Data Requirements
Total Bills TC | Continuing Education
Total Bills TC | Competency Based Education
Total Bills TC | Board Rules
Total Bills TC | Background Clearance
Total Bills Teachers College | Assessments/Exams
Total Bills Teachers College | AAR
Total Bills Teachers College | Advisory Board
Commonalities of Teacher Licensure Requirements
Commonalities of Teacher Licensure Requirements

**Praxis Cut Score Secondary Biology**
- Cut Score of 131-135: 30%
- Cut Score of 136-140: 12%
- Cut Score of 141-145: 6%
- Cut Score of 146-150: 10%
- Cut Score of 151-155: 12%
- Cut Score of 156-160: 49%

**Praxis Cut Score Secondary Chemistry**
- Cut Score of 131-135: 52%
- Cut Score of 136-140: 13%
- Cut Score of 141-145: 10%
- Cut Score of 146-150: 3%
- Cut Score of 151-155: 6%
- Cut Score of 156-160: 10%

**Praxis Cut Score Secondary Mathematics**
- Cut Score of 131-135: 78%
- Cut Score of 136-140: 16%
- Cut Score of 141-145: 3%
- Cut Score of 146-150: 13%
- Cut Score of 151-155: 16%
- Cut Score of 156-160: 3%

**Praxis Cut Score Secondary Physics**
- Cut Score of 126-130: 11%
- Cut Score of 131-135: 33%
- Cut Score of 136-140: 11%
- Cut Score of 141-145: 15%
- Cut Score of 146-150: 33%
- Cut Score of 151-155: 6%
- Cut Score of 156-160: 22%
Commonalities of Teacher Licensure Requirements

Background Check Required for Licensure

- 57% State Only
- 37% FBI Only
- 2% State and FBI
- 4% Not Required
Thank you.
Contact Information

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www.wgu.edu