

# TEACHER VARIETY

## PATHWAYS TO TEACHER CERTIFICATION



# Traditional Preparation

## **WHAT IS MEANT BY THE TERM “TRADITIONALLY-PREPARED” TEACHER?**

Traditionally-prepared teachers have completed a four- or five-year undergraduate teacher education program, or a one- to two-year graduate teacher education program, from an accredited college or university.

## **ARE THERE SIGNIFICANT DIFFERENCES IN THE PRE-SERVICE EXPERIENCES OF TRADITIONALLY-PREPARED TEACHERS?**

Though they have graduated from teacher education programs at accredited institutions of higher education (IHE), traditionally-prepared teachers may not all have acquired the same knowledge base or experienced the same variety of field experiences while completing their teacher education program. With regard to the knowledge base, required coursework could differ in such areas as English for speakers of other languages (ESOL), literacy, and working with children in poverty. With regard to field experiences, some teacher education students will have had a variety of field experiences in diverse school settings, while others may have had fewer experiences in diverse settings. The location of an IHE may have been a factor in its ability to provide a variety of types of field experiences.

## **WHAT ARE SOME OF THE GENERAL ATTRIBUTES OF THIS GROUP OF TEACHERS?**

Traditionally-prepared teachers have worked for at least four years, and in some cases up to six, to earn their teaching degrees and be eligible to teach in a South Carolina public school. They typically have been focused on the goal of becoming teachers and are confident in their choice of careers. Presumably they are excited to be starting their first position as a teacher, and they want to be successful. Even though they are at the beginning of their careers, these teachers have a broad base of knowledge and experiences on which to rely during their early years of teaching, including exposure to new strategies and techniques. They also should have basic familiarity with planning and execution of lessons as well as managing the classroom.

## **WHAT ARE SOME OF THE GENERAL CHALLENGES OF THIS GROUP OF TEACHERS?**

In most cases traditionally-prepared teachers will be entering the “real world” of full-time employment, financial autonomy, and independent living as they exit their IHE and enter the public school system. They will be going through an adjustment period that goes beyond simply starting a new job. All new teachers may at times be overwhelmed with the realities of the classroom as compared to the idealism with which they began their year. They may find themselves questioning their preparation, mistrusting their judgment and feeling very isolated.

# Program for Alternative Certification for Educators

## WHAT IS PACE?

The Program of Alternative Certification for Educators (PACE) is a unique, state-sponsored program designed for career changers who have college degrees but have not taken the education courses and exams to certify them as teachers to be employed in public schools. To be admitted into the three-year program, candidates must take and pass the appropriate ETS Praxis II subject area examination. After they secure employment in a South Carolina public school, they begin the course work in the content area and grade level for which they were admitted to earn K-12, middle level, or secondary certification. Participants must successfully complete the initial ten-day course (PACE pre-service institute, which is offered in July and again in the winter), a second ten-day course (PACE in-service, which is offered in June), and six weekend seminars. Participants must also pass three required college courses approved by the Division of School Effectiveness as well as pass the Principles of Learning and Teaching (PLT) Praxis exam appropriate to the teacher's certification grade level.

## WHAT ARE SOME OF THE GENERAL ATTRIBUTES OF THIS GROUP OF TEACHERS?

These teachers are very diverse in age, ethnicity, training, experiences, and professions. Because they have had some experience working in a career, they often bring employment skills applicable to teaching. Generally speaking, they exhibit a maturity, perseverance, idealism, and intentionality in seeking teacher certification. Because most of these adults have families and must consider their financial obligations, they welcome the opportunity to earn salaries while at the same time earning their teacher certification at nominal fees. The coursework that this group of teachers complete through the twenty-six days of intense instruction builds knowledge of classroom management, instructional strategies, lesson plans, parent interactions, best practices, assessment, special needs students, education theorists, ADEPT, and much more.

## WHAT ARE SOME OF THE GENERAL CHALLENGES OF THIS GROUP OF TEACHERS?

As is the case with most beginning teachers, the PACE teachers' idealism and optimism can get quickly hindered by the complexity and the challenges of the profession. Many are coming from careers in which they were highly capable and respected whereas others have left careers in which they lacked fulfillment. Placing high expectations on themselves, PACE participants strive to be highly effective teachers but often experience stress and various degrees of disillusionment in the process. Most are also spouses and parents who have family obligations as well, so often they are concerned about the time commitments of teaching.

## FOR MORE INFORMATION ABOUT PACE, GO TO:

<http://ed.sc.gov/educators/teaching-in-south-carolina/alternative-certification/alternative-certification-programs/program-of-alternative-certification-for-educators/>

# Adjunct Teaching Certificate

## **WHAT IS AN ADJUNCT TEACHING CERTIFICATE?**

The Adjunct Teaching Certificate gives individuals with knowledge and experience in certain content areas the opportunity to share their expertise in the classroom. Teachers with an adjunct certificate have at least a bachelor's degree from a regionally accredited college, as well as either a major in a current South Carolina certificate area or a passing score on the required content examination for the certificate area. They also must have had a minimum of five years of occupational work experience within the past ten years in, or related to, the content field of the certificate area.

## **WHAT ARE SOME OF THE GENERAL ATTRIBUTES OF THIS GROUP OF TEACHERS?**

Teachers with adjunct certificates generally have a strong desire to teach and/or to "give back" to the community. In some cases they may be retired following a successful career in their field, and they may have been sought out to teach by the school district. These teachers will bring to the classroom a strong knowledge base, a maturity level, and a point of view centered in the realities of the world outside of the K-12 or Institutions of college or university classroom. They may teach only up to two credit-bearing classes per school year, so they generally will be working only a portion of the school day.

## **WHAT ARE SOME OF THE GENERAL CHALLENGES OF THIS GROUP OF TEACHERS?**

These teachers likely have little or no experience as a teacher in the public school classroom setting. As a result, they may not be aware of the many routine procedures and expectations. They will have had little exposure to such responsibilities as planning, assessment, instructional strategies, and classroom management. They also may be unaware of standard strategies and techniques in these areas. Like all new teachers, they may at times be overwhelmed with the realities of the classroom and feelings of isolation and frustration. When working with teachers with adjunct certificates, avoid the use of typical education jargon with which they may be unfamiliar, and take steps to make them feel comfortable asking questions that otherwise may seem simplistic.

## **FOR MORE INFORMATION ABOUT THE ADJUNCT TEACHING CERTIFICATE, GO TO:**

<http://ed.sc.gov/educators/teaching-in-south-carolina/alternative-certification/alternative-certification-programs/adjunct-teaching-certificate/>

# The American Board

## **WHAT IS THE AMERICAN BOARD?**

The American Board is a non-partisan, non-profit organization established by the United States Department of Education. In June 2007 the South Carolina General Assembly passed the American Board for the Certification of Teacher Excellence Act, which allows public school districts or charter schools to hire individuals who use The American Board process to obtain a South Carolina teaching certificate in one of the following middle or secondary content areas: biology, chemistry, English language arts, general science, mathematics, or physics. These teachers have earned at least a bachelor's degree from a regionally accredited college or university, passed the required American Board examinations in the subject area, and met all program requirements.

## **WHAT ARE THE GENERAL ATTRIBUTES OF THIS GROUP OF TEACHERS?**

American Board-certified teachers generally have a strong desire to teach, having sought out The American Board process for obtaining teacher certification. In many cases they will have had work experience in their certification content area, and they may bring to the classroom a level of maturity and wisdom.

## **WHAT ARE THE GENERAL CHALLENGES OF THIS GROUP OF TEACHERS?**

These teachers likely have little or no experience as a teacher in the public school classroom setting. As a result, they may not be aware of the many routine procedures and expectations. They will have had little exposure to such responsibilities as planning, assessment, instructional strategies, and classroom management. They also may be unaware of standard strategies and techniques in these areas. Like all new teachers, they may at times be overwhelmed with the realities of the classroom and feelings of isolation and frustration. When working with American Board-certified teachers, avoid the use of typical education jargon with which they may be unfamiliar, and take steps to make them feel comfortable asking questions that otherwise may seem simplistic.

## **FOR MORE INFORMATION ABOUT THE AMERICAN BOARD, GO TO:**

<http://ed.sc.gov/educators/teaching-in-south-carolina/alternative-certification/alternative-certification-programs/american-board/>

# Teach For America

## **WHAT IS TEACH FOR AMERICA?**

Teach for America (TFA) is a national program that recruits and trains top college graduates, who then commit to teach for two years in rural and high-need public schools. The South Carolina Board of Education adopted a resolution on October 13, 2010, to implement the TFA program in South Carolina. TFA participants must have earned at least a bachelor's degree (or higher) from a regionally accredited college or university or an institution with a teacher education program that has been approved by the South Carolina Board of Education. They also must have received a passing score on the required content area examination for the certification area. TFA participants must complete the approved TFA pre-service training institute as well as the regional orientation to the schools and communities in which the participants will be teaching.

## **WHAT ARE THE GENERAL ATTRIBUTES OF THIS GROUP OF TEACHERS?**

TFA participants are presumed to be eager to teach in rural and high-need schools. They will have had some pre-service training to learn about pedagogy and specific expectations in such areas as planning, assessment and classroom management. During their time in the TFA program, they also are assigned a full-time TFA instructional coach who will observe them and engage them in joint problem-solving to improve their practice. TFA participants also receive toolkits that include sample assessments, standards, and teaching resources customized for their grade levels, subjects, and districts; they will meet periodically in content-area and grade-level learning teams; and they will have access to TFANet, a Web site that hosts online resource exchange and knowledge sharing.

## **WHAT ARE THE GENERAL CHALLENGES OF THIS GROUP OF TEACHERS?**

Like traditionally-trained teachers who are new college graduates, TFA participants will be entering the "real world" of full-time employment, financial autonomy, and independent living as they exit their intuitions of higher education (IHE) and enter the public school system. They will be going through an adjustment period that goes beyond simply starting a new job. TFA participants may at times be overwhelmed with the realities of the classroom as compared to the idealism with which they began their year of teaching.

## **FOR MORE INFORMATION ABOUT TFA, GO TO:**

<http://ed.sc.gov/educators/teaching-in-south-carolina/alternative-certification/alternative-certification-programs/teach-for-america-tfa/>

# International Visiting Teachers Program

## **WHAT IS THE INTERNATIONAL VISITING TEACHERS PROGRAM?**

The South Carolina International Visiting Teachers Program has Memoranda of Understanding agreements with certain countries to allow teachers from those countries to fill teaching positions in South Carolina. A number of private companies, such as Visiting International Faculty (VIF) and the Foreign Academic & Cultural Exchange Services, Inc. (FACES), also have programs to bring teachers to South Carolina from all over the world. International teachers generally have received visas to teach in this country for up to three years.

## **WHAT ARE THE GENERAL ATTRIBUTES OF THIS GROUP OF TEACHERS?**

These teachers generally will have been through a traditional training program in their home country and likely have had successful careers as teachers before deciding that they wish to teach in the United States. They should have a broad base of knowledge and experiences on which to rely. Presumably they also have a desire to learn about our culture and our educational system. They are excited to be starting a position as a teacher in the United States and will likely be open to receiving assistance and support.

## **WHAT ARE THE GENERAL CHALLENGES OF THIS GROUP OF TEACHERS?**

International teachers face many challenges during their time in South Carolina. They are at a disadvantage because they are immersed in a new education system, there may be significant cultural differences, and they are typically unfamiliar with the nuances of the English language as spoken in South Carolina. They may face differences in routine expectations in such areas as planning, assessment, and student discipline. What may be perceived as a weakness or inadequacy may simply be adjustment to a language or cultural difference. When working with international teachers, avoid the use of educational jargon and assist them in being prepared to encounter slang and other language nuances in the classroom; anticipate and discuss cultural differences; and always use specific examples and check to assure that they understand the information you are trying to convey.

## **FOR MORE INFORMATION ABOUT INTERNATIONAL VISITING TEACHERS PROGRAM, GO TO:**

<http://ed.sc.gov/educators/recruitment-and-recognition/international-visiting-teachers-program/>

## **FOR MORE INFORMATION ABOUT PRIVATE PROGRAMS FOR INTERNATIONAL TEACHERS , GO TO:**

<http://ed.sc.gov/educators/recruitment-and-recognition/international-visiting-teachers-program/private-programs-for-international-teachers/>

# Career and Technology Education Work-Based Certification

## **WHAT IS A CAREER AND TECHNOLOGY EDUCATION TEACHER?**

Career and Technology Education (CATE) teachers are not required to have completed a traditional teacher training program. Instead, they complete intensive training during their first two years in the classroom. This training, known as the DIRECT program, covers methods of teaching, classroom management, curriculum development and assessment. CATE teachers have up to five years to complete all requirements for certification, which include state-required work certifications, coursework, and skill-competency examinations. CATE includes such areas as welding, culinary arts, automobile technology, cosmetology, electronics, health science technology, and carpentry.

## **WHAT ARE SOME OF THE GENERAL ATTRIBUTES OF THIS GROUP OF TEACHERS?**

CATE teachers generally are eager to share their expertise with CATE students. They bring to the classroom a wealth of technical expertise gained from experience in their chosen professions. They also are likely to bring with them a level of maturity and wisdom that is beneficial to students in CATE classes. However, there may be great diversity in the educational background of these teachers. Some may have only high school diplomas, while others have college degrees.

## **WHAT ARE SOME OF THE GENERAL CHALLENGES OF THIS GROUP OF TEACHERS?**

CATE teachers are making a transition from the workplace to the classroom and will generally be unfamiliar with routine procedures and expectations. In addition to the day-to-day challenges of a classroom, and in some cases a laboratory-type setting, these teachers are undergoing direct training in instructional practices, assessment, classroom management, etc. They may feel overwhelmed and/or frustrated with all of the requirements and expectations. When working with CATE teachers, avoid the use of typical education jargon with which they may be unfamiliar, and take steps to make them feel comfortable asking questions that otherwise may seem simplistic.

## **FOR MORE INFORMATION ABOUT CATE TEACHERS, GO TO:**

<http://ed.sc.gov/educators/teaching-in-south-carolina/alternative-certification/alternative-certification-programs/career-and-technology-education-cate-work-based-certification-program/>

# Montessori Certification

## **WHAT IS MONTESSORI CERTIFICATION?**

The Montessori Method is a hands-on, individualized, and whole-child centered approach to learning and teaching which is used worldwide. Montessori is a state-approved program, designated as a model for personalized learning. It is offered primarily at the pre-school and elementary level. In South Carolina, there are a small number of Montessori middle schools and plans are in place for a secondary Montessori program to be offered through grade 12.

Montessori teachers have entered the classroom in one of two ways. Some Montessori teachers hold a South Carolina teaching certificate and have simply added on Montessori Certification after completing an accredited Montessori Teacher Education Program. Other Montessori teachers hold a bachelor's degree from a regionally accredited institution, have completed an accredited Montessori Teacher Education Program, and passed a Praxis II subject area exam and Praxis II "Principles of Learning and Teaching" (PLT) exam before being eligible for initial certification in a corresponding Montessori area. Holding Montessori certification areas does not qualify educators to teach in non-Montessori classes in public schools.

## **WHAT ARE SOME OF THE GENERAL ATTRIBUTES OF THIS GROUP OF TEACHERS?**

Montessori teachers vary in terms of their preparation. As previously stated some will have completed a traditional preparation program while others will have completed a bachelor's degree in an area outside of education. These teachers may bring some experience working in another profession. All Montessori teachers have been trained in the Montessori Method through an 18-24 month program. The program includes 7-10 methods courses in which participants learn how to present lessons in the Montessori curriculum (across all areas) using Montessori materials/equipment. There are separate training programs for each Montessori age level of students: Primary training (3k-5k), Lower Elementary (gr. 1-3), Upper Elementary (gr. 4-6), Middle, and Secondary. Teachers serve as facilitators of learning in multi-age classrooms where students work at their own pace. All Montessori teachers understand that cooperation, respect for others and the environment, and responsibility for one's own learning are cornerstones of the Montessori philosophy.

## **WHAT ARE SOME OF THE GENERAL CHALLENGES OF THIS GROUP OF TEACHERS?**

Many Montessori teachers work in traditional schools where the Montessori Method may not be fully understood or where they are one of only a few teachers using the Montessori Method. The uniqueness of their teaching pedagogy may cause them to experience feelings of isolation and frustration. When working with Montessori teachers, it is important to be aware of the Montessori Method.

## **FOR MORE INFORMATION ABOUT MONTESSORI CERTIFICATION, GO TO:**

<http://ed.sc.gov/educators/teaching-in-south-carolina/aspiring-educators/applying-for-certification/montessori-certification-applicants/>