

Logistics of Addressing Evaluation Staff Shortages Through a University/School District Collaboration

Catana C Hubbard, Dallas Baptist University,
Audrey Thomas, Grapevine-Colleyville ISD



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Tana C. Hubbard PhD, Program Director
Special Education, COE, Dallas Baptist University
Audrey Thomas, Director of Special Services
Grapevine-Colleyville ISD

TCASE
Interactive 2023

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The Learner will:

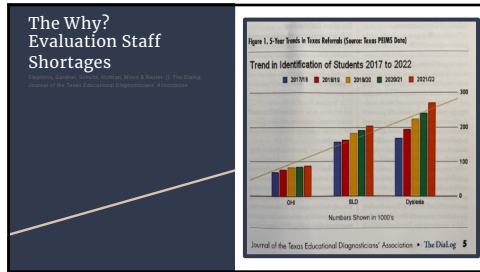
1. demonstrate knowledge of a university/school district collaborative
2. identify the key components of a university/school district collaborative
3. determine if a university/school district collaborative might be a viable option to develop staff
4. describe the action steps to deploy a university/school district collaborative

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Educator Production:
TEA Data
Educational
Diagnostician

Year	Production
18-19	523
19-20	600
20-21	908
21-22	795

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- ### The Why? Profession Obstacles
- Increased Workloads
 - Recruitment, Training Challenges, Retention
 - COVID-19 Complications
 - Legal Adaptations
 - Structural Deficiencies
- Stephens, Gardner, Schultz, Hickman, Moon & Ruter. (). The Dialog, Journal of the Texas Educational Diagnosticians' Association

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- ### Activity: Turn and Talk with your shoulder partner
- Evaluation Staff Shortages in Your District:**
- What changes have you observed over the past several years?
 - What do you see as the primary causes and/or impacts?

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**The What:
University/
School District
Collaborative**

Key Components:

- Group of students who progress through their program together
- Students experience a built-in support system
- Build relationships and share life experiences
- Shared financial responsibilities

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**Benefits of
Grow Your Own
Programs:**

- District processes and procedures
- District culture
- District challenges
- District investment results in the likelihood of long term employment
- District "onboarding" significantly reduced

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**Activity: Turn and
Talk with your
OTHER shoulder
partner**

What are the...

- Positives?
- Negatives?
- Need to know more?
- What ifs?

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**The How:
UNIVERSITY**

University Admission

- Graduate School Admission
 - Transcripts
 - Required GPA
 - Essay
 - Resume
 - References
- College of Education Educator Prep Program
 - SBEC Teaching Certificate
 - Service Record
 - GPA
 - TEA Number
 - Various documentation/University processes

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**The How:
SCHOOL DISTRICT**

Steps:

1. Determine funding source (we had the [Dyslexia Grant Award Program](#))
2. Determine qualifications (looking for Bilingual, secondary, etc.)
3. Create [Interest Survey](#) (google form sent out to district staff)
4. Conduct interviews (formal or informal depending on district need)
5. Create Student Agreements (partner with HR)
6. Reach out to local partners (Universities, ESC Region center programs)

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**The How:
SCHOOL DISTRICT**

Cost to District (grant funds):

- 2 ESC Ed Diag cert programs
- 3 University Ed Diag cert programs
- 2 University Masters (plus Ed Diag)

Year 1 (22-23 fall, spring, summer semesters) - \$46,000

Year 2 (23-24 fall, spring summer semesters) - \$43,000

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**The How:
SCHOOL DISTRICT**

Other Cost/ Position Considerations:

- Change vacant Ed Diag positions to ARD Manager for a year (or more if working on Masters)
- Financial Save for a year or more
- Financial Add (with position change when student is certified)
- Building usage if University taught courses in the district

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**The How:
SCHOOL DISTRICT**

- Review emergency certification requirements so that the position can be changed as soon as the candidate is eligible

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TEA Emergency Certification Requirements:

Educational diagnostician (Early Childhood-Grade 12).

An individual must:

(A) hold a bachelor's degree or higher from an accredited institution of higher education;

(B) have completed 30 semester credit hours of graduate-level credit in the field of education or a related field, including six semester credit hours in tests and measurements, at least three semester credit hours of which emphasized individualized testing;

(C) have completed six semester credit hours directly related to teaching individuals with special learning needs; and

(D) have two creditable years of classroom teaching experience, as defined in Chapter 153, Subchapter CC, of this title.

<https://tea.texas.gov/sites/default/files/ch230f.pdf>

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**The How:
SCHOOL DISTRICT**

**Service Agreements
(in collaboration w/ HR):**

- Determine years of commitment
- Release if student not successful (how to handle student failure)
- How to submit receipts or tuition bills
- Deadlines

Things to consider:

- Submission of grades to district/charter or some type of FERPA release to share information
OR
- Add a required progress check between student and district at the end of each semester

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Service Agreement Example

Service Agreement for "Grow Your Own Diagnostician"
Memorandum of Understanding

Congratulations on being awarded the 2022-2024 "Grow Your Own" TEA Dyslexia grant scholarship. You have been identified as a candidate who is eligible to be a recipient of this grant. There are general and fiscal requirements that must be completed as part of this Memorandum of Understanding. The information below outlines these requirements.

The purpose of the Grow Your Own Diagnostician program is to provide financial support to current _____ ISD teachers who are actively seeking to obtain Texas Educational Diagnostician Certification on or before May 31, 2024. You were selected because you are a proven and dedicated staff member who desires opportunities for advancement in the field of education. As a recipient of this grant scholarship you are agreeing to:

1. Abide by University requirements for the online Master's Degree in Education with a concentration in Educational Diagnostician. **PLANS MUST BE SUBMITTED TO AND APPROVED BY THE EXECUTIVE DIRECTOR OF SPECIAL SERVICES AND SUPERINTENDENTS** and
2. Attain a Master in Education degree and Texas Educational Diagnostician Certification on or before May 2024, and
3. Receive grant money with the following conditions: grant money will be prepaid to the University as a scholarship twice a year: First Thursday in August and the First Thursday in February. Funds are to cover a portion of tuition, fees, books, and other costs incurred while obtaining the certification, and
4. Provide receipts for educational expenses. Receipts must be submitted to the Executive Director of Special Services, by December 20, 2022, May 19, 2023, December 20, 2023, May 24, 2024.

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Service Agreement Example

Upon graduation of the online Master in Education AND attainment of Texas Educational Diagnostician Certification, you are agreeing to the following conditions in seeking employment with ISD as an educational diagnostician:

1. Fulfill all requirements of the TEA/ISD Grow Your Own Diagnostician grant;
2. Accept all interview requests in your certification area up to an offer of employment;
3. Agree not to enter into a contract with another Texas or out of state ISD if you have been offered a position with ISD;
4. Commit to work full time as a diagnostician for ISD for 3 consecutive years unless otherwise approved by the C/VOO Committee.

This Memorandum of Understanding may be modified by the ISD at any time to comply with Texas Education Agency regulations and/or changes as well as any ISD policy changes. The Memorandum of Understanding shall become effective upon your signature as well as the signature of a District Official. This Memorandum of Understanding shall not be construed as an employment contract and does not give the Grow Your Own Diagnostician participant any right to continued employment and/or a future contract with ISD. Employment contracts are subject to final approval by the ISD Board of Trustees. This Memorandum of Understanding will remain in effect until modified or terminated by administration and/or your failure to uphold criteria of the Grow Your Own Diagnostician grant awarded as part of the TEA Dyslexia Grant.

In addition to terminating the Service Agreement, your failure to comply with the terms and conditions of this Agreement may result in your repaying some or all grant funding that was expended on your behalf.

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Outcomes for GCISD

- **22-23:** We recruited 7 candidates to complete their Diagnostician Certification and/or Masters + Diag Cert (including 2 Bilingual Candidates) & provide a 3 year commitment to GCISD
 - 1 vacant position all year
 - \$50,000 in contract diagnostician support due to shortages
- **23-24:** 1 fully certified diag, 2 emergency certified diags, 1 new ARD Manager & 3 others will continue in their programs
 - Diagnostician vacancies filled much earlier than previous year
 - Fully staffed!

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Tana C. Hubbard PhD, Program Director
 Special Education, COE, Dallas Baptist University
ctanah@dubu.edu
 214-333-5245

Audrey Thomas, Director of Special Services
 Grapevine-Colleyville ISD
audrey.thomas@gcisd.net
 817-845-4487

CONTACT INFORMATION

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