

3F: Final Recommendations of the Workgroup to Review the Design and Implementation of the Teaching Performance Assessments

June 27, 2025

Presenters:

Juliet Wahleithner, Director, Data, Research, Evaluation, & Assessment ; Mandy Redfern, Co-Chair of the RDI-TPA Workgroup, Ursula Estrada-Reveles, Co-Chair of RDI-TPA Workgroup



Item 3F: Item Structure

Part 1

Presents the *final recommendations* of the RDI-TPA Workgroup for Commission acceptance and adoption as the foundation of Implementation Plan development.

Part 2

Presents updates on the *interim actions* approved in February for Commission feedback.



Item 3F: Item Structure

Part 1

Presents the *final recommendations* of the RDI-TPA Workgroup for Commission acceptance and adoption.

ACTION

Part 2

Presents updates on the *interim actions* approved in February for Commission feedback.

INFORMATION



RDI-TPA Workgroup Purpose

- Evaluate design and implementation of current TPAs.
- Ensure assessments are valid, authentic, formative in nature, embedded in preparation, suitable for beginning teachers, and contribute to program improvement through accreditation system.



Workgroup Process Overview

RDI-TPA	CTC Meeting	RDI-TPA	RDI-TPA	CTC Meeting	RDI-TPA	CTC Meeting
Sept '24-Jan '25	February 6	February 26-27	March 23	April 10-11	April 23-24	June 26-27
RDI-TPA Meetings 1-5	Initial Recs to Commission for Feedback	RDI-TPA Meeting 6	RDI-TPA Meeting 7	Draft Recs to Commission for Feedback	RDI-TPA Meeting 8	Final Recs to Commission for Feedback

After/if recommendations are adopted...

Staff implements project plans based on adopted recommendations and conducts annual reporting to the Commission and Legislature through October 15, 2028.



Phases of Recommendation Development

1. Focus area inquiry
2. Define terms and elicit brainstorm recommendations
3. Poll members on brainstorm recommendation support
4. Consolidate recommendations
5. Develop draft recommendations
6. Poll members on draft recommendation support



RDI-TPA Workgroup Focus Areas

Focus Areas

1	... modifications needed to current assessments... [44320.4(c)(1)]
2	...how programs might embed the assessments into coursework and clinical work...[44320.4(c)(2)]
3	... strengthen the accreditation system to ensure programs embed the assessment...[44320.4(c)(4)]
4	...how programs can engage in local scoring of the assessment to inform program improvement... [44320.4(c)(5)]
5	...questions for program completer surveys to understand candidate experience of programmatic support...[44320.4(c)(3)]

Part 1

Presentation of the *final recommendations* of the RDI-TPA Workgroup for Commission acceptance and adoption as the foundation for Implementation Plan development.



Recommended Actions

1. **Receive** Workgroup recommendations
2. **Adopt** Workgroup recommendations as foundation for development of Implementation Plan
3. **Direct Staff** to develop Implementation Plan based on adopted recommendations



Final Recommendations

- 24 Recommendations aligned with 5 Focal Areas
 - 1 additional recommendation
- Significant level of support from workgroup members across recommendations
 - Support Level: 71%---->96%



Focus Area 1: Modifications to Assessments

- Center culturally-responsive pedagogy
- Streamline assessment structure
- Improve candidate feedback
- Ensure flexibility
- Ensure financial accessibility



6 Recommendations

Focus Area 2: Embedding in Programs

- Expand support to programs
 - Additional materials
 - Additional opportunities for engagement
- Provide orientations to all involved in teacher prep
- Create continuum of practice that includes TPEs, TPAs, and CSTPs



4 Recommendations

Focus Area 3: Accreditation Support for Embedding

- Embed TPA within coursework and clinical practice and provide individualized feedback
 - Document support opportunities
- Use TPA data and submissions to:
 - Inform continuous improvement efforts (program)
 - Hold programs accountable (state/accreditation)
- Allow for TPA use in accreditation matrices
- Provide targeted support to interns



10 Recommendations

Focus Area 4: Local Scoring

- Require Teacher Educators (faculty and site mentors) to engage in local scoring of TPAs
- Ensure candidates do not bear burden of any additional costs to support local scoring



2 Recommendations

Focus Area 5: Program Completer Survey

- Develop a new survey to be embedded within all adopted TPAs
 - Include open and close-ended items to address each focus area to learn candidates' perspectives on their TPA experience



Additional Recommendation: Impact of AI

- Develop workgroup to examine AI and its impact on the TPA



Recommended Actions

1. **Receive** Workgroup recommendations
2. **Adopt** Workgroup recommendations as foundation for Implementation Plan development
3. **Direct Staff** to develop Implementation Plan based on the recommendations



Part 2

Updates on the *interim actions* approved in February for Commission feedback.



Interim Actions

1. Eliminate content-based condition codes.
2. Redirect responses with technical condition codes to candidates.
3. Update guidelines for acceptable support.
4. Standardize the Commission system for reporting TPA data.
5. Ensure a secondary passing standard notification system for candidates and programs.
6. Issue a notification to all programs identifying their TPA pass rates and provide guidance for improving support for candidates.
7. Direct staff to report on interim action implementation progress.



Interim Action 1

Interim Action	Current Progress
Update TPAs as necessary to eliminate the use of content-based condition codes.	<p>CalTPA & CalAPA:</p> <ul style="list-style-type: none">• Rubrics revised for 25-26 versions<ul style="list-style-type: none">○ Content issues addressed within rubrics• Codes now focus just on technical issues• Assessors directed to score what is submitted <p>edTPA:</p> <ul style="list-style-type: none">• Condition codes reviewed; few, if any, relate to issues of content <p>FAST:</p> <ul style="list-style-type: none">• Condition codes not utilized



Interim Action 2

Interim Action	Current Progress
<p>Redirect candidate submissions with technical condition codes back to the candidates so they can resolve identified technical issue(s) and resubmit at no additional cost.</p>	<ul style="list-style-type: none">• CalTPA, CalAPA, & edTPA<ul style="list-style-type: none">• Condition codes no longer issued for video edits<ul style="list-style-type: none">• 25-26 Guides updated to allow video edits• CalTPA & edTPA<ul style="list-style-type: none">• Implemented voucher system for candidates who<ul style="list-style-type: none">• Receive A2 (most commonly issued) technical condition codes• Have taken 2+ times and most recent submission has a condition code• Both CalTPA and edTPA<ul style="list-style-type: none">• No mechanism currently in place to easily notify candidate once a submission has been marked to receive a condition code



Interim Action 3

Interim Action	Current Progress
Issue updated Guidelines for Acceptable Support clarifying that direct, ongoing feedback from faculty, supervisors, and mentor teachers aimed at improving candidate responses and addressing technical issues leading to condition codes are important, acceptable, and encouraged forms of support.	<ul style="list-style-type: none">• Program Sponsor Alert 25-05 issued<ul style="list-style-type: none">• clarifies what acceptable support looks like in practice• Sessions planned for Fall TE conferences• CalTPA:<ul style="list-style-type: none">• Digging Deeper webinar focused on acceptable support• 3 Digging Deeper sessions scheduled for Fall to guide programs in supporting candidates



Interim Action 4

Interim Action	Current Progress
<p>Standardize the Commission's system for collecting and reporting TPA outcome data.</p> <p>Establish clear metrics to inform policy decisions and support improvements in preparation programs.</p>	<ul style="list-style-type: none">• Convened a Data Team of Commission staff to develop consistent standards for reporting TPA and APA pass rates and other important metrics that better center the candidate experience, such as:<ul style="list-style-type: none">○ Condition code prevalence and distribution○ First-time pass rates○ Average number of attempts○ Number of candidates within the secondary passing standard○ Number of candidates who start the TPA but do not complete and appear to leave the teaching pipeline• Data Team has developed preliminary dashboard to provide detailed PA data and visualizations<ul style="list-style-type: none">○ Currently being reviewed internally



Interim Action 5

Interim Action	Current Progress
<p>Ensure a system of notification is in place for candidates that fall within the secondary passing standard that includes simultaneous notification to the preparation program and clear information for candidates and programs regarding the process for demonstrating readiness by alternate means.</p>	<p>Current:</p> <ul style="list-style-type: none">• Revised letter sent to candidates—with copies to programs<ul style="list-style-type: none">○ edTPA○ CalTPA <p>In Progress:</p> <ul style="list-style-type: none">• Revised language on Commission website<ul style="list-style-type: none">○ Candidate-specific information on next steps○ Program-specific information on next steps• Notification sent to candidates (with copies to programs) who qualify, with directions to visit website to learn about options



Interim Action 6

Interim Action	Current Progress
Issue a notification to all programs identifying their TPA first-time pass rates, based on both scorable and non-scorable submissions, and provide evidence-based recommendations for strengthening candidate supports and guidance to reduce/eliminate candidate condition codes.	<ul style="list-style-type: none">• First-time pass rates being calculated per new reporting standards (Interim Action 4)• Notification will go out to programs once the data infrastructure is finalized• Emphasis will be on transparency and support, sharing out best practices from programs with high first-time pass rates



Recommended Actions

1. **Receive** Workgroup recommendations
2. **Adopt** Workgroup recommendations as foundation for Implementation Plan development
3. **Direct Staff** to develop Implementation Plan based on adopted recommendations



Questions and/or Feedback

