

Dear State Board for Educator Certification Members:

As school district personnel, educator preparation programs, education foundations and organizations, and community members, we have a vested interest in well-prepared novice teachers. To this end, we believe that performance assessment has a critical place in teacher preparation as a means of teacher candidate evaluation and growth. To establish an informed opinion regarding the matter before you today, we have reviewed the most recent literature regarding teacher candidate performance assessments, participated in performance assessment pilots, and listened to the experiences of our colleagues across the nation.

Through our research, we have learned that edTPA has been the most widely used performance assessment, and many states have implemented it as either a requirement for teacher certification or educator preparation program completion. However, researchers have also reported that edTPA has had negative impacts on student achievement, teacher candidates' experiences, and the teacher pipeline ([Cannon & Donovan, 2018](#); [Chung, 2020](#); [Chung & Zou, 2021](#); [Cronenberg, et al., 2016](#); [Goldhaber, et al., 2017](#); [Greenblatt, 2018](#); [Greenblatt & O'Hara, 2015](#); [Marder & Rhodes, 2018](#)). The nation's leading teacher evaluation researchers have also raised serious concerns regarding edTPA's validity and reliability, and because of this, have called for a moratorium on its use as a high-stakes certification requirement ([Gitomer, et al., 2019](#); [Gitomer, et al., 2021](#)). Furthermore, implementing edTPA as a licensure exam in Texas would do very little to increase the Day-One Readiness of Texas teachers because approximately 60% of Texas teachers enter the classroom before receiving their standard teacher certification.

Therefore, we propose that locally scored performance assessment be a mandatory component of teacher preparation curriculum prior to issuing a standard, intern, or probationary teacher certification in conjunction with existing or an enhanced Pedagogy and Professional Responsibilities exam. Making these changes will raise the rigor of all teacher preparation programs and ensure that all Texas teachers are Day-One Ready.

Sincerely,

<b>Name</b>	<b>Position</b>	<b>Organization</b>
<b>Education Associations &amp; Organizations</b>		
Andrea Chevalier, Ph.D.	Lobbyist	Association of Texas Professional Educators
Patty Quinzi	Legislative Counsel	Texas-American Federation of Teachers
Carrie M. Griffith	Government Relations and Policy Specialist	Texas State Teachers Association
Jackie M. Ingram	Vice President	Texas Association of Literacy Educators
Robert Floyd	Executive Director	Texas Music Educators Association
Denise M Cochran and MaryLou Johnson	Past Presidents	Texas Dance Educators Association
Amy Jordan	Executive Director	Texas Thespians
Rachelle Rogers, Ed.D.	President	Central Texas Council of Teachers of Mathematics

<b>Public School Representatives</b>		
Dr. Tim Harkrider	Superintendent	Willis ISD
John Martin	Superintendent	Hallsville ISD
John Kaufman	Superintendent	Trinity ISD
Darol Hail	Superintendent	New Waverly ISD
Dr. Jeff Harvey	Superintendent	Fayetteville ISD
Brenda Krchnak	Superintendent	Snook ISD
Jeremy Thompson	Superintendent	Ponder ISD
Dewayne Wilkins	Superintendent	Early ISD
Joe Young	Superintendent	Brownwood ISD
Dr. Nathan Boughton	Assistant Superintendent of Human Resources	Cleveland ISD
Karen Heeth	Associate Superintendent of Administration & Talent	Spring Branch ISD
Robert Whitman	Asst. Supt. of Human Resources and Operations	Willis ISD
Lizabeth Garza-Garcia	District Administrator	Garland ISD
Lindsay Slaten	Director of Human Resources	Hallsville ISD
Patricia Andersen	Director of Human Resources	Dickinson ISD
Andrea Dickson	Talent Acquisition Coordinator	Brazosport ISD
Kristi Kirschner	Chief Human Resources Officer	Brazosport ISD
Angela Behrens	HR Coordinator	Bryan ISD
Martin J. Moffett	Human Resources Coordinator	Pasadena ISD
Stacey Gatlin	Personnel Director	Dayton ISD
Krista McCown	Coordinator of State and Federal Interventions and Operations	Arlington ISD
Jerod Neff	Director of Curriculum, Instruction & Assessment	Snook ISD
Natalie Barrett	Director of Curriculum & Instruction	Trinity ISD
Syrinithnia Jones Mann	Special Education Director	Legacy Preparatory Charter Academy
Jose Munoz	Assistant Director of Professional Staffing	Cypress-Fairbanks ISD
Christine Corson	Recruitment and Retention Specialist	Conroe ISD
<b>Public School Employees</b>		
Allison Williams	Elementary Principal	May ISD
Nick Heupel	High School Principal	May ISD
Chad Burleson	Principal	Early ISD

Sherla Ashby	Teacher	Lone Oak ISD
Phylicia Anderson	Teacher	Prosper ISD
Jocelyn Mintzlaff	Teacher	Garland ISD
Regina Swann	Teacher	Large public, semi-urban high school in N. Texas
Kameka Hollins-Banks	Paraprofessional & Teacher Candidate	Texas Independent School District
Damaris Loza	Teacher	Klein ISD
Michela Marshall	Teacher	Magnolia ISD
Danielle Mitschke	Teacher	Onalaska ISD
Kayla Bashkatova	Teacher	Conroe ISD
Kari Bush	Teacher	Clear Creek ISD
Bailey Rounsavall	Teacher	Aldine ISD
Sarah Chaney	Teacher	Sealy ISD
Megan Landin	Teacher	Waller ISD
Jamie Box	Teacher	Splendora ISD
Eryn Rowe	Teacher	Cypress-Fairbanks ISD
Kestra Derise	Teacher	Cypress-Fairbanks ISD
Dorie Johnson	Teacher	Conroe ISD
Danielle Rojas	Teacher	Katy ISD
Sierra Freeze	Teacher	Conroe ISD
Avery Glynn	Teacher	Cypress-Fairbanks ISD.
Allison Nichols	Teacher	Huntsville ISD
Taylor Davis	Teacher	Madisonville ISD
Jenna Hutchison	Teacher	Klein ISD
Tanya Deleon Lira	Teacher	Conroe ISD
Karissa Loewe	Teacher	Needville ISD
Allee Dana	Teacher	Conroe ISD
Thisia Sayers	Teacher	Willis ISD
Megan Kimes	Teacher	Onalaska ISD
Brooke Mauldin	Teacher	Belton ISD
Marcus Medellin	Teacher	Spring ISD
Katherine Marek	Teacher	Huntsville ISD
Joanna Gonzalez	Teacher	New Caney ISD
Chelsea Kolvig	Teacher	Joshua ISD

Maddie Hatzold	Teacher	Conroe ISD
Brittini Peterson	Teacher	Cypress-Fairbanks ISD
Shelby Thiel	Teacher	Willis ISD
Emily Batelaan	Teacher	Klein ISD
Emily Fairman	Teacher	Brenham ISD
Abigail Montalbano	Teacher	Huntsville ISD
Matthew Winn	Teacher	Splendora ISD
Betty Gail Wood-Rush	Teacher & Local President/Region 15 Director	Early ISD / ATPE
<b>Higher Education &amp; Educator Preparation Organizations</b>		
Steven Johnson	President	Independent Colleges & Universities of Texas (ICUT)
DeAnna Jenkins	President	Texas Association of Colleges of Teacher Education (TACTE)
Cynthia Savage	President	Education Deans of Independent Colleges & Universities of Texas (EDICUT)
Gina Anderson	President	Associate and Assistant Deans and Directors of Texas (ADoT)
Heather Doyle	President	Texas Coordinators of Teacher Certification and Testing (TCTCT)
Susan Sharp	President	Texas Association of Certification Officers (TACO)
Virginia Fender	Executive Director	Texas Association of Teacher Education (TxATE)
<b>Higher Education Representatives</b>		
Glenda Ballard	Associate Vice President of Academic Affairs	St. Edward's University
Monica Mendez Grant	Vice President of Student Life	Texas Woman's University
Patrice Frisby	Director of Development - Major Gifts	Texas Woman's University
J. Wesley Null	Vice Provost for Undergraduate Education	Baylor University
<b>Educator Preparation Program Representatives</b>		
Michael O'Malley	Dean, College of Education	Texas State University
Wes Hickey	Dean, College of Education and Psychology	The University of Texas at Tyler
Carlos A. Martinez	Dean, School of Education	Texas Wesleyan University
Kylah Clark-Goff	Dean, School of Education	Howard Payne University
Teresa Taber Doughty	Dean, College of Education	University of Texas at Arlington
Dr. Joan Berry	Dean, College of Education	University of Mary Hardin-Baylor
Randy Bomer, Ed.D	Dean, College of Education	University of North Texas- Denton

Lisa Huffman	Dean, College of Professional Education	Texas Woman's University
George W. Fair	Dean, School of Interdisciplinary Studies	University of Texas at Dallas
Dr. David Boyer	Dean	Lubbock Christian University
Denise Staudt	Dean of Education	University of the Incarnate Word
Frank Hernandez	Dean, College of Education	Texas Christian University
Stan Coppinger	Dean, School of Education, Arts and Sciences	LeTourneau University
DeAnna Jenkins	Dean, Dorothy M. Bush College of Education	Dallas Baptist University
Stacey Edmonson	Dean, College of Education	Sam Houston State University
Scott Rozell	CEO / Owner	240 Certification
Rae Queen, Ph.D.	Program Director	Teachworthy
David Saba	Chief Development Officer	Texas Teachers of Tomorrow
Dr. Bobette Dunn	Program Director	ACT Houston at Dallas
Mary Lasater	Interim Associate Dean	University of Houston - Victoria
Alexandra G. Leavell, Ph.D	Associate Dean for Educator Preparation	University of North Texas-Denton
Martha Oldenburg	Associate Dean, College of Education	Dallas Baptist University
Dr. Suzanne Nesmith	Associate Dean of Undergraduate Education and Teacher Certification	Baylor University
Gina Anderson	Assoc. Dean for Educ. Prep. & Partnerships	Texas Woman's University
Jorge Figueroa	Associate Dean for Research, Inclusion, and Innovation	Texas Woman's University
Roxanne Schroeder-Arce	Associate Dean of Fine Arts Education	UTeach, University of Texas
Belinda B Flores	Associate Dean of Professional Preparation & Partnerships	University of Texas-San Antonio
Helen Berg	Assistant Dean Learning Initiatives and Student Success	Sam Houston State University
Karrabi Malin, Ed.D.	Director of Field Experience	240 Certification
Lara Cavin, Ed.D.	Director of Certification & Compliance	240 Certification
Donna Kubena	Director of Alternative Certification Program; Director of Field Experience; Co-Certification Officer	Texas Lutheran University
Michelle Schwind	Director of Clinical Practice	University of North Texas at Dallas
Elda E. Martinez	Director of Teacher Education	University of the Incarnate Word
Wendy Sklenarik	Director of Educator Support Services	Angelo State University
Krystal Goree, PhD	Director of Professional Practice	Baylor University

Dr. Neva Cramer	Director of Education	Schreiner University
Julie Teel-Borders, Ph.D.	Director of Field Experiences & Professor	LeTourneau University
Frank Dykes	Director, School of Education	The University of Texas at Tyler
Sharon H. Evans, Ph.D.	Director, Education Services	The University of Texas at Austin
Zulmaris Diaz	Director of Field Experiences and Professor Bilingual Education	University of Texas Rio Grande Valley
Ginny Fender	Director of Educator Certification and Program Accountability	The University of Texas at Tyler
Kathy Adair	Director of Innovative Partnerships	Sam Houston State University
Christina Ellis	Director, Accreditation and Accountability Services	Sam Houston State University
Michael Marder	Co-Director of UTeach and Professor of Physics	The University of Texas at Austin
Darla Baggett	Department Chair, Online Education Programs	LeTourneau University
Sandy Philipose	Department Chair -Austin Teacher Program	Austin College
Christal Burnett Sánchez	Chair, Department of Urban Education	University of Houston-Downtown
Brooke Blevins	Chair, Curriculum & Instruction Dept	Baylor University
Carol Trovall	Chair, Undergraduate Teacher Education	Concordia University Texas
Octavia M Brown	Division Chair-Division of Education	Texas College
Caroline Worley	Teacher Education Dept. Chair	Dallas Christian College
Christina Bain	Associate Chair Art and Art History Department	The University of Texas at Austin
Sandra Parnell	Assistant Director/Certification Officer	Baylor University
Carolyn Bray	Asst. Dir. Certification & Accountability	University of Texas-Dallas
Barbara A. Ashmore, PhD	Asst. Director, Teacher Development Center	The University of Texas at Dallas
AJ Crowell	Asst. Director, Advising & Recruiting	The University of Texas at Dallas
Chrisshale Griffin	Certification Officer	University of Dallas
Angela Leibold	Certification Officer	Texas State University
Collen Queen	Certification Officer	Teachworthy
Kristy Ballard	Certification Officer	St. Edward's University
Shannon Hewgley	Certification Officer	University of Texas at Austin
Angela Leibold	Certification Officer	Texas State
Cyndey Martin	Certification Officer	Lubbock Christian University
Liliana Lovisa	Certification Officer/Administrative Coordinator	Schreiner University

Dr. Teryana Lamb	Teacher Education/Certification/Compliance	University of Houston-Downtown
Lisa Osborne	EPP Support Specialist (Testing Coordinator)	Baylor University
Mollie Colvin	Certification Officer/Administrative Assistant	Austin College Teacher Program
Cara Riling, M. Ed.	Testing Coordinator	Dallas Baptist University
Susan Sharp	Teacher Certification Officer/Testing, CSOTTE Board Member, EPAC Member	Howard Payne University
Janie Trevino	Certification Officer	ACTRGV
Brian Renteria	Certification Officer	Texas Wesleyan University
Jean Dudley	Certification Officer	Dallas Baptist University
<b>Community Members</b>		
Scott Swann	Community Taxpayer	Grapevine-Colleyville ISD
Lynn Kalbfleisch	Community Taxpayer	Fort Worth ISD
Curtis Loveless	Attorney	Loveless and Loveless Attorneys at Law
Judith Granger	Retired Preschool Director	Lake Highlands UMC, Dallas
Connie Sitterly, EdD	President	Sittcom, Inc. / Management Training Socialists
Steffanie Blackmon	Private tutor (certified educator)	Self-employed
Diana Massey B.S., M.Ed.	Retired Educator and graduate of TWU	TRTA, MARSE (Mesquite Association of Retired School Employees)
Dr. Pamela Parmley	Retired Educator	Texas Woman's University
Cynthia Norum	Taxpayer	Conroe ISD
Annette Rascoe-Miller	Taxpayer	Conroe ISD
Sandra D Davis	Retired educator	Hurst Eules Bedford ISD
Dr. Sam Goff	Minister	Brownwood
Mike Sharp	Retired Teacher/Coach	Early ISD
Kevin Kirk	Education Consultant	Clark Higher Education
<b>Higher Education Faculty</b>		
Dr. David Montgomery	Associate Professor of Music Education	Baylor University
Gae Connally	Lecturer-Early Literacy Education	Baylor University
Sandi Cooper	Professor	Baylor University
Richard Strot	Senior Lecturer, School of Education	Baylor University
Trena Wilkerson	Professor	Baylor University
Julia Earl	Education professor/retired superintendent	Baylor University

Michele L. Henry, Ph.D.	Division Director and Professor of Music Education	Baylor University
Jess Smith, Ph.D.	Instructor	Baylor University
Kelly Jo Hollingsworth	Assistant Professor of Music Education	Baylor University
Rachelle Rogers, Ed.D.	Clinical Associate Professor	Baylor University
Dr. Madelon McCall	Clinical Associate Professor	Baylor University
Dr. Sandra Talbert	Clinical Assistant Professor & former superintendent	Baylor University
Sarah Pratt, Ph.D.	Lecturer	Baylor University
Peggy Gill	Professor	Collin College
Dr. Charles D. Roberts	Assistant Professor of Education	Dallas Baptist University
Karla Hagan, Ed. D.	Assistant Professor	Dallas Baptist University
Ginger Earl	Assistant Professor of Education	Dallas Baptist University
LaTanya Ceren	Coordinator	Dallas College
Patrick J. Winters, Ed.D.	Associate Professor/Dir. of M.Ed. Programs	East Texas Baptist University
Dr. Jill Underwood	Assistant Professor of Education	Howard Payne University
Dr. Lauren Kirk	Assistant Professor of Education	Howard Payne University
Bryan Allen	University Supervisor for Clinical Teachers	Howard Payne University
Shelby Ware	University Faculty, School of Education	LeTourneau University
Jerry Jerabek, MAT, M.Ed.	Assistant Professor of Education	Lubbock Christian University
Dr. Paula Mason	Associate Professor & Program Coordinator	Paul Quinn College
Tori Hollas	Associate Professor	Sam Houston State University
Patricia McClure	Field Supervisor & retired principal	Sam Houston State University
Mae Lane	Associate Professor, School of Tchg & Lrng	Sam Houston State University
Geronima Florinda Nale	Research Fellow	Sam Houston State University
Paula Manley, EdD	Professor	Southwestern AG University
Dr. Karen Embry Jenlink	Emeritus professor	Stephen F. Austin State University
Amanda Rudolph	Professor	Stephen F. Austin State University
Chrissy Cross	Assc. Professor of Education Studies	Stephen F. Austin State University
Heather Olson Beal	Professor, Education Studies	Stephen F. Austin State University
Amber E. Wagnon	Assistant Professor of Education Studies	Stephen F. Austin State University
Shereah Taylor-Love	Professor and AAT Program Coordinator	Tarrant County College



Viveca Allen Grant	Director of Certification & Associate Professor	Texas Southern University
Nicole Wesley	Area Head of BFA in Dance, Teaching Certification	Texas State University
Lynn Brinckmeyer	Director of Choral Music Education	Texas State University
Toni Thalken	Teacher Candidate Supervisor	Texas Wesleyan University
Sharla Snider	Professor	Texas Woman's University
JaNiece Elzy	Assistant Professor	Texas Woman's University
Denise Chevalier	Clinical Teacher Supervisor	Texas Woman's University
Petina JD Powers	Educator	Texas Woman's University
Ilana Morgan	Associate Professor of Dance	Texas Woman's University
Mary Charlotte Mooneyham	Adjunct	Texas Woman's University
Mandy Stewart	Associate Professor of Literacy	Texas Woman's University
Peggy Lisenbee	Associate Professor	Texas Woman's University
Sheila Baker	Associate Professor	University of Houston-Clear Lake
Carol Wickstrom	Professor	University of North Texas
Jean Kiekel	Associate Professor	University of St. Thomas - Houston
Dr. Ann D. David	Associate Professor	University of the Incarnate Word
Deepti Kharod	Asst. Professor	University of the Incarnate Word
Lucretia M. Fraga	Associate Professor	University of the Incarnate Word
Lucretia M. Fraga	Associate Professor	University of the Incarnate Word
<b>Teacher Candidates</b>		
Rebekah Cox	Graduate Student	Texas Woman's University
Emma Beckerman	Student Teacher	Texas Woman's University
Bridgette Peterson	Student Teacher	Texas Woman's University