



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING



THOMAS D. WATKINS, JR.
SUPERINTENDENT OF
PUBLIC INSTRUCTION

JENNIFER M. GRANHOLM
GOVERNOR

March 29, 2004

MEMORANDUM

TO: State Board of Education

FROM: Thomas D. Watkins, Jr.

SUBJECT: Approval of Several New Vocational Endorsements and Preparation Requirements for Vocational Teachers

In pursuit of its goal to improve teacher quality, the State Board of Education receives proposals for the adoption and revision of program standards for teacher preparation. When applicable, proposed changes reflect and support Michigan's K-12 Curriculum Framework and Benchmarks, as well as initiatives.

In a joint project beginning in fall 2002, the Office of Professional Preparation Services within the Michigan Department of Education (MDE) and the Office of Career and Technical Preparation within the Michigan Department of Labor and Economic Growth (MDLEG) worked collaboratively to develop recommendations to clarify the preparation of vocational teachers. The recommendations presented here were supported by a committee convened to focus on issues related specifically to vocational technical education that met in March and August 2003. The recommendations are aligned with national trends in vocational education as reflected in the Michigan Career Pathways at:

http://www.michigan.gov/mdcd/0,1607,7-122-1680_2629_2722-28148--,00.html

As shown on Attachment 1, there are currently five categories for the preparation of vocational teachers. This proposal contains the following elements:

Change the Vocational Education section in the Michigan Department of Education Endorsement Areas and Codes document to the updated name, Career and Technical Education.

- Restructure the vocational codes into updated and more meaningful categories according to Michigan Career Pathways.

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- Create new endorsements for Vocational Hospitality, Vocational Health Sciences, Vocational Child Care, Vocational Cosmetology, Vocational Law Enforcement/Fire Science, and Vocational Teacher Cadet.

Clarify the preparation needed for vocational endorsements and the relationship of vocational endorsements to their non-vocational counterparts.

Currently there is confusion regarding Vocational Child Care as a subset of preparation for Vocational Family and Consumer Science (VH) endorsements, especially since there are differences in the number of hours required for work experience; 200 for the VH and 4000 for Vocational Child Care. Establishing a new endorsement for Vocational Child Care will clarify the required preparation for each endorsement.

Currently the Vocational Technical (VT) endorsement includes trades related to construction, machinery, automobiles, design, manufacturing, electronics, and drafting as well as cosmetology, hospitality, health sciences, and law enforcement/fire science. Establishing separate endorsements for cosmetology, hospitality, health sciences, and law enforcement/fire science allows for clarification of the specific requirements for each area and leaves the trades that are technology related in the VT endorsement.

Currently there is no endorsement established for Vocational Teacher Cadet. Educators who are endorsed in Vocational Child Care, as a subset of Vocational Family and Consumer Sciences, are the only teachers approved to teach a secondary teacher cadet course. There is a documented shortage of Vocational Child Care instructors, while many educators could meet the requirements for Teacher Cadet who have expertise in other areas. Creating a Vocational Teacher Cadet endorsement will provide an opportunity to clarify the needed preparation and allow the Office of Career and Technical Preparation to provide guidance in curriculum or funding to career centers and comprehensive high schools.

To provide information on the original proposal and to gather feedback from various stakeholders, a mailing was sent to all teacher preparation institutions, all school districts with career and technical education programs, and a random sample of other local and intermediate school districts (ISDs) in August 2003 inviting them to review the proposal as posted on the web, to respond to MDE or MDLEG staff with comments and suggestions, and to attend a discussion forum on September 25, 2003. At the forum, these proposed changes were discussed along with other proposals related to the preparation of teachers in the area of career and technical education. Approximately 76 persons attended, including individuals from teacher preparation institutions, professional associations, community colleges, intermediate school districts, and K-12 schools. Prior to the forum, the proposed changes were discussed with the Board-appointed Professional Standards Commission for Teachers (PSCT) and the commission members were invited to attend the forum.

As a result of the feedback received, the original proposal was clarified before it was presented again to the PSCT who then recommended adoption of the proposed new codes. Attachment 1 provides a comparison of the current and proposed codes for vocational education endorsements.

Attachment 2 provides an overview of the preparation needed for vocational endorsements and the relationship between them and the related non-vocational endorsements. Additional information regarding the development and review process is provided in Attachment 3.

It is recommended that the State Board of Education approve the proposed new vocational endorsements and preparation requirements for vocational teachers, as discussed in the Superintendent's memorandum dated March 29, 2004.

Michigan Department of Education Endorsement Areas and Codes

Current Configuration of Vocational Endorsements	Proposed Configuration of Vocational Endorsements
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VOCATIONAL EDUCATION

Vocational Agriscience and Natural Resources

Vocational Business Services

Vocational Distributive Education

Vocational Family and Consumer Sciences

Vocational Technical

CAREER AND TECHNICAL EDUCATION

VH Vocational Family and Consumer Sciences

Vocational Natural Resources and Agriscience Pathway

VA Vocational Agriscience and Natural Resources

Vocational Business, Management, Marketing, and Technology Pathway

VB Vocational Business Services

VM Vocational Marketing Education

VZ Vocational Hospitality

Vocational Health Sciences Pathway

VS Vocational Health Sciences

Vocational Engineering, Manufacturing, Industrial & Technology Pathway/Vocational Arts and Communication Pathway

VT Vocational Technical

Vocational Human Services Pathway

VC Vocational Child Care

VE Vocational Cosmetology

VF Vocational Law Enforcement/
Fire Science

VG Vocational Teacher Cadet

**Related to the Administrative Rules Governing the Certification of Michigan Teachers
 Interpretation of Rule 390.1161, State Secondary Provisional Certification with Vocational Endorsement,
 by Vocational Endorsement**

Administrative Rules Vocational Endorsements	Vocational Agriscience and Natural Resources (VA)	Vocational Business Services (VB)	Vocational Marketing Education (VM)	Vocational Family & Consumer Sciences (VH)	Vocational Child Care (VC)
(1) An applicant for vocational endorsement shall meet the requirements for state secondary provisional certification as described in part 2 of these rules as well as presenting evidence of completing:					
(a) A program in vocational teacher education at an institution approved by the state board for the preparation of vocational teachers in the occupational area of the endorsement.	Candidates must complete a program in vocational education before candidates may be recommended for any vocational endorsements. Specific program requirements are currently in development.				
(b) A major or a minor in an approved program in the occupational area of the endorsement.	Candidates must complete the HX before they can be recommended for the VA endorsement.	Candidates must complete the GQ (or the GX, as previously offered) before they can be recommended for the VB endorsement.	Candidates must complete the GM before they can be recommended for the VM (formerly VD) endorsement.	Candidates must complete the KH before they can be recommended for the VH endorsement.	Candidates must have a Child Development Associate (CDA) certificate OR at least an Associates Degree in Child Care.
(c) Two years of work experience in the occupational area of the endorsement or completion of a planned equivalent program of directed supervised occupational experience approved by the department of education. The occupational experience shall be characterized by its relevancy and recency.	Candidates must complete 4,000 hours of recent and relevant work experience.	Candidates must complete 4,000 hours of recent and relevant work experience related to specific Classification of Instructional Programs (CIP) codes.	Candidates must complete 4,000 hours of recent and relevant work experience.	Candidates must complete 200 hours of recent and relevant work experience (paid or volunteer) related to specific CIP codes.	Candidates must complete 4,000 hours of recent and relevant work experience related to specific CIP codes.
(2) Vocational endorsement is valid for teaching in the stated occupational area in approved vocational education programs.					

	Vocational Cosmetology (VE)	Vocational Law/Fire Science (VF)	Vocational Teacher Cadet (VG)	Vocational Health Sciences (VS)	Vocational Hospitality (VZ)
(1) An applicant for vocational endorsement shall meet the requirements for state secondary provisional certification as described in part 2 of these rules as well as presenting evidence of completing:					
(a) A program in vocational teacher education at an institution approved by the state board for the preparation of vocational teachers in the occupational area of the endorsement.	Candidates must complete a program in vocational education before candidates may be recommended for any vocational endorsements. Specific program requirements are currently in development.				
(b) A major or a minor in an approved program in the occupational area of the endorsement.	Candidates must complete preparation for professional licensure in Cosmetology AND complete the instructor course as designated by the State of Michigan licensing department.	Candidates must hold a Michigan Commission on Law Enforcement Standards Certificate or the equivalent as determined by the employing agency OR an Attorney at Law degree.	Candidates must hold a Professional Education Secondary Certificate AND Teacher Cadet Training AND any other vocational endorsement.	Candidates must hold current licensure, certification, or registration by a nationally recognized accrediting agency as a health profession practitioner. This preparation must require at least 2 years of formal education.	Candidates must hold a certificate in any Hospitality/Business/Marketing area that required 2 years of college education.
(c) Two years of work experience in the occupational area of the endorsement or completion of a planned equivalent program of directed supervised occupational experience approved by the department of education. The occupational experience shall be characterized by its relevancy and recency.	Candidates must complete 4,000 hours of recent and relevant work experience.	Candidates must complete 4,000 hours of recent and relevant work experience.	4,000 hours of career and technical education teaching experience in any vocationally endorsed area Or Human Services/Vocational Child Care endorsement Or For elementary candidates, 4,000 hours of teaching with at least 2,000 hours at the secondary level.	Candidates must complete 4,000 hours of recent and relevant work experience.	Candidates must complete 4,000 hours of recent and relevant work experience.
(2) Vocational endorsement is valid for teaching in the stated occupational area in approved vocational education programs.					

	Vocational Technical in Specialties Related to Industrial Technology (VT)	Vocational Technical in Specialties Requiring Professional Licensing (VT)
(1) An applicant for vocational endorsement shall meet the requirements for state secondary provisional certification as described in part 2 of these rules as well as presenting evidence of completing:		
(a) A program in vocational teacher education at an institution approved by the state board for the preparation of vocational teachers in the occupational area of the endorsement.	Candidates must complete a program in vocational education before candidates may be recommended for any vocational endorsements. Specific program requirements are currently in development.	
(b) A major or a minor in an approved program in the occupational area of the endorsement.	Candidates with background in VT CIP code areas directly related to Industrial Technology (IX) or Technology and Design (TX), may complete an IX or TX group major or minor to meet this requirement.	Preparation for professional licensure may take the place of the major or minor for specialties where this licensing is required. See http://www.michigan.gov/cis/0,1607,7-154-10557_12992---,00.html and select from the specific licenses listed on the left-hand column.
(c) Two years of work experience in the occupational area of the endorsement or completion of a planned equivalent program of directed supervised occupational experience approved by the department of education. The occupational experience shall be characterized by its relevancy and recency.	Candidates must complete 4,000 hours of recent and relevant work experience.	Candidates must complete 4,000 hours of recent and relevant work experience.
(2) Vocational endorsement is valid for teaching in the stated occupational area in approved vocational education programs.		

**Individuals Who Contributed to the Development of the Proposal
to Create and Clarify Vocational Endorsements**

Vocational Technical Referent Committee

Dave Bledsoe	Delta College
Jim Berry	Eastern Michigan University
Eileen Buckley	Western Michigan University
Susanne Chandler	Ferris State University
Jeanne Chipman	Saginaw Valley State University
Nancy Cross	Madonna University
Becky Johnson	Central Michigan University
Jane Kramer	Western Michigan University
Erika Marzorati	Baker College
Tom McDole	Eastern Michigan University
John Nickisson	Ferris State University
Andy Schultz	Central Michigan University
Geralyn Stephens	Wayne State University
Kelly Thompson	Ferris State University
Carl Woloszyk	Western Michigan University

**Michigan Department of Labor and Economic Growth, Office of Career and Technical
Preparation**

Diana Bailey	Karen Pohja
Patty Cantu	Randy Showerman
Carol Clark	Dawn Stiles
Tim Jackson	Norma Tims
Jim Levande	Glenna Zollinger-Russell

Michigan Department of Education, Office of Professional Preparation Services

Jo Anne Gibson
Catherine Smith
Sue Wittick

**August 2003 Distribution of Standards Drafted by the Referent Committee
To Create and Clarify Vocational Endorsements**

Educational Organizations (* Indicates submission of a response)

- Association of Independent Colleges and Universities of Michigan
- Coalition of Michigan Subject Matter Education Organizations
- Directors and Representatives of Teacher Education Programs
- Family Consumer Science Educators of Michigan
- Michigan Association of Colleges for Teacher Education
- Michigan Association of Middle School Educators
- Michigan Association of Nonpublic Schools
- Michigan Association of School Administrators
- Michigan Association of School Boards
- Michigan Association of School Personnel Administrators
- Michigan Association of Secondary School Principals
- Michigan Association of Supervision and Curriculum Development
- * Michigan Business Education Association
- * Michigan Career Leadership Network
- Michigan Congress of Parents, Teachers, and Students
- Michigan Deans Council
- * Michigan DECA (Distributive Education Clubs of America)
- Michigan Education Association
- Michigan Elementary and Middle School Principals Association
- Michigan Federation of Teachers and School Related Personnel
- * Michigan Health Occupations Educators
- * Michigan Industrial & Technology Education Society
- * Michigan Marketing Education Association
- * Michigan School Counselors Association
- Middle Cities Education Association
- * North Central Association of Colleges and Schools
- * Michigan Parent, Teacher, Student Association

Teacher Preparation Institutions (* Indicates submission of a response)

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|-----------------------------------|-------------------------------------|
| Adrian College | Kalamazoo College |
| Albion College | Lake Superior State University |
| Alma College | Madonna University |
| Andrews University | Marygrove College |
| Aquinas College | Michigan State University |
| * Baker College | * Michigan Technological University |
| Baker College of Auburn Hills | * Northern Michigan University |
| * Baker College of Flint | Oakland University |
| * Baker College of Jackson | Olivet College |
| Baker College of Clinton Township | Rochester College |
| Baker College of Cadillac | * Saginaw Valley State University |
| Baker College of Muskegon | * Siena Heights University |
| Calvin College | Spring Arbor University |
| * Central Michigan University | University of Detroit Mercy |
| Concordia University | University of Michigan |
| Cornerstone University | University of Michigan – Dearborn |
| * Eastern Michigan University | University of Michigan – Flint |
| Finlandia University | University of Phoenix |
| * Ferris State University | Walden University |
| Grand Valley State University | * Wayne State University |
| Hillsdale College | * Western Michigan University |
| Hope College | |

Community Colleges (* Indicates submission of a response)

- * Alpena Community College
- * Delta College
- * Kalamazoo Valley Community College
- * Lake Michigan College
- * Lansing Community College
- * Macomb Community College

Intermediate School Districts (* Indicates submission of a response)

- * Allegan County Intermediate School District
- * Berrien Intermediate School District
- * Branch Intermediate School District
- C.O.O.R. Intermediate School District
- Calhoun Intermediate School District
- * Charlevoix-Emmet Intermediate School District
- Clare-Gladwin Regional Educational Service District
- * Clinton County Regional Educational Service Agency
- Eaton Intermediate School District
- * Genesee Intermediate School District
- Gratiot-Isabella Regional Educational Service District
- Hillsdale Intermediate School District
- * Ingham Intermediate School District
- Ionia County Intermediate School District
- Kalamazoo Regional Educational Service Agency
- * Lapeer Intermediate School District
- Lenawee Intermediate School District
- * Lewis Cass Intermediate School District
- * Macomb Intermediate School District
- * Manistee Intermediate School District
- Mason-Lake Intermediate School District
- Menominee Intermediate School District
- * Midland County Educational Service Agency
- Oakland Schools Intermediate School District
- * Ottawa Area Intermediate School District
- Wayne Regional Educational Service Agency

Local School Districts (* Indicates submission of a response)

- Aisha Shule/WEB Dubois Preparation Academy
- Albion Public Schools
- * Arenac Eastern Schools
- Avondale School District
- Bad Axe Public Schools
- * Battle Creek School District
- Bedford Public Schools
- Beecher Community Schools
- Big Bay De Noc School District
- Birmingham School District
- Bloomfield Township School District #7F
- Bridgman Public School District
- Canton Charter Academy
- Caseville Public Schools
- Cesar Chavez Academy
- Clinton Community Schools
- Comstock Public Schools
- Crossroads Charter Academy
- Detroit Public Schools
- East Grand Rapids Public Schools
- Easton Township School District #6
- Escanaba Area Schools
- Ewen-Trout Creek Schools
- * Flint Community Schools
- Gull Lake Community Schools
- Inland Lakes Schools
- Iron Mountain School District
- Jackson Public Schools
- * Lansing School District
- * Leslie Public Schools
- Lincoln Park Public Schools
- Litchfield Community Schools
- Livingston Technical Academy
- * Livonia Public Schools
- Ludington Area School District
- Manistee Area Public Schools
- Mesick Consolidated Schools
- Monroe Public Schools
- Mount Pleasant Public Schools
- New Beginnings Academy
- * Niles Community Schools
- * Ottawa Lake-Whiteford Agricultural Schools
- Pontiac School District

Continued - Local School Districts (* Indicates submission of a response)

- Questar Academy
- Republic-Michigamme Schools
- * Saginaw Township Community Schools
- * Shoreline Academy of Business & Trades
- Southgate Community Schools
- St. Louis Public Schools
- Utica Community Schools
- Wayne-Westland Community Schools
- Webberville Community Schools

School Districts with Career and Technical Education Programs

Information on the proposed standards was also sent by e-mail to a mailing list maintained by the Office of Career and Technical Preparation. This list includes career and technical education administrators, teachers, school department heads, and community college and teacher preparation institution faculty.

Note: additional responses were received anonymously.