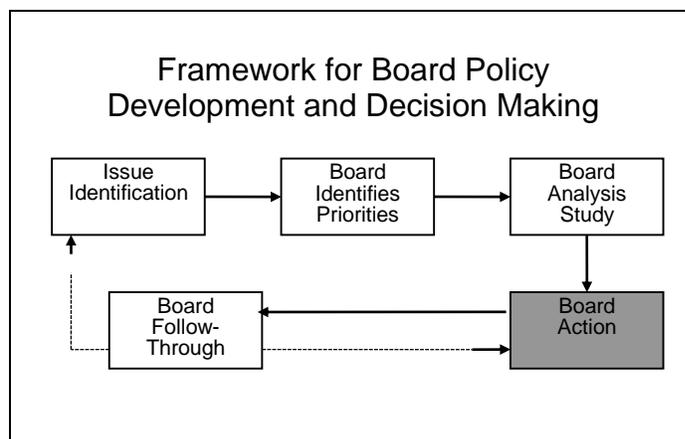


# Iowa State Board of Education

## Executive Summary

September 18, 2014



**Agenda Item:**

Rules: 281 IAC Chapter 79 - Standards for Practitioner and Administrator Preparation Programs (Notice)

**Iowa Goal:**

All PK-12 students will achieve at a high level.

**State Board Role/ Authority:**

Iowa Code section 256.7(5) gives the State Board of Education the statutory authority to adopt rules under chapter 17A.

**Presenter:**

Larry Bice, Administrative Consultant  
Bureau of Educator Quality

**Attachments:**

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**Recommendation:**

It is recommended that the State Board give public notice of its intent to amend Chapter 79.

**Background:**

281 Iowa Administrative Code (IAC) chapter 79 provides the standards and program requirements that all educator preparation programs must meet in order to be accredited by the State Board of Education to prepare educators in Iowa. Compliance with these standards is required and evaluated during each educator preparation program's accreditation review. The standards are also applied in an annual reporting system.

This notice of intended action to amend 281 IAC chapter 79 is intended to update the current standards to remain current with research-based best practices in educator preparation, accountability, and continuous program improvement. The State Board has authority to update those standards under Iowa Code section 256.7, subsection 3.

## **EDUCATION DEPARTMENT [281]**

### **Notice of Intended Action**

Pursuant to the authority of Iowa Code section 256.7(5), the State Board of Education hereby proposes to amend Chapter 79, “Standards for Practitioner and Administrator Preparation Programs,” Iowa Administrative Code.

Chapter 281 – 79(256) outlines the standards and program requirements that all educator preparation programs must meet in order to be accredited to prepare educators in Iowa. Compliance with these standards is required and evaluated during each educator preparation program’s accreditation review. The standards are also applied in an annual reporting system.

The current standards are in need of updating to remain current with research-based best practices in educator preparation, accountability, and continuous program improvement. The state board of education proposes this rule making to update the current standards pursuant to its authority under Iowa Code section 256.7(3).

A team of 19 Iowa educators, department of education staff, and board of educational examiners staff developed the proposed changes. The proposed changes were subsequently vetted by educators and policy experts in Iowa and across the United States.

An agencywide waiver provision is provided in 281 – Chapter 4.

Interested individuals may make written comments on the proposed amendments on or before November 4, 2014, at 4:30 p.m. Comments on the proposed amendments

should be directed to Larry Bice, Iowa Department of Education, Second Floor, Grimes State Office Building, East 14<sup>th</sup> Street and Grand Avenue, Des Moines, Iowa 50319-0146; telephone (515)725-0101; E-mail [larry.bice@iowa.gov](mailto:larry.bice@iowa.gov); or fax (515) 242-5988.

A public hearing will be held on November 4, 2014, from 10:00 to 11:00 a.m., at the State Board Room, Second Floor, Grimes State Office Building, East 14<sup>th</sup> and Grand Avenue, Des Moines, Iowa, at which time persons may present their views either orally or in writing. Any persons who intend to attend the public hearing and have special requirements, such as those related to hearing or mobility impairments, should contact and advise the Department of Education of their specific needs by calling (515)281-5295.

After analysis and review of this rule making, no impact on jobs has been found.

The following amendments are proposed.

ITEM 1. Amend rule 281—79.2(256) by amending unnumbered definitions as indicated and adding the indicated new definitions:

**281—79.2(256) Definitions.** For purposes of clarity, the following definitions are used throughout the chapter:

*“Clinical experiences”* means a candidate’s direct experiences in PK-12 schools.

*“Clinical experiences”* includes field experiences ~~prior to student teaching or internship;~~  
~~internships for preparation programs other than teacher preparation;~~ and student teaching or internship. ~~, a full-time clinical practice experience in which the teacher preparation program culminates.~~

*“Diverse groups”* means one or more groups of individuals possessing certain traits or characteristics, including but not limited to age, color, creed, national origin, race,

religion, marital status, sex, sexual orientation, gender identity, ~~disability, or physical~~ attributes, physical or mental ability or disability, ancestry, political party preference, political belief, or socioeconomic status, or familial status.

“Educator preparation program” is a synonym for practitioner preparation program.

“ELPS” means Educational Leadership Policy Standards, national standards for educational administration.

“Faculty” means the teaching staff of a university or college responsible for delivering instruction.

~~“INTASC” means Interstate New Teacher Assessment and Support Consortium, the source of national standards for beginning teachers.~~

“InTASC” means Interstate Teacher Assessment and Support Consortium, the source of national standards for teachers.

“Leadership preparation program” is a synonym for administrator preparation program.

“National professional standards” means standards developed by nationally recognized organizations that establish best practices for education.

ITEM 2. Rescind rule 79.10(256) and adopt the following **new** rule in lieu thereof:

**281—79.10(256) Governance and resources standard.** Governance and resources adequately support the preparation of practitioner candidates to meet professional, state and institutional standards in accordance with the following provisions.

**79.10(1)** A clearly understood governance structure provides guidance and support for all educator preparation programs in the unit.

**79.10(2)** The professional education unit has primary responsibility for all educator preparation programs offered by the institution through any delivery model.

**79.10(3)** The unit's conceptual framework establishes the shared vision for the unit and provides the foundation for all components of the educator preparation programs.

**79.10(4)** The unit demonstrates alignment of unit standards with current national professional standards for educator preparation. Teacher preparation must align with InTASC standards. Leadership preparation programs must align with ISSL standards.

**79.10(5)** The unit provides evidence of ongoing collaboration with appropriate stakeholders. There is an active advisory committee that is involved semi-annually in providing input for program evaluation and continuous improvement.

**79.10(6)** When a unit is a part of a college or university, there is ongoing collaboration with the appropriate departments of the institution, especially regarding content knowledge.

**79.10(7)** The institution provides resources and support necessary for the delivery of quality preparation program(s). The resources and include the following:

- a.* financial resources, facilities, appropriate educational materials, equipment and library services, commitment to a work climate, policies, and faculty/staff assignments which promote/support best practices in teaching, scholarship and service,
- b.* resources to support professional development opportunities,
- c.* resources to support technological and instructional needs to enhance candidate learning,

- d.* resources to support a quality clinical experiences for all educator candidates, and
- e.* commitment of sufficient administrative, clerical, and technical staff.

**79.10(8)** The unit has a clearly articulated appeals process, aligned with the institutional policy, for decisions impacting candidates. This process is communicated to all candidates and faculty.

**79.10(9)** The use of part-time faculty and graduate students in teaching roles is purposeful and managed to ensure integrity, quality, and continuity of all programs.

**79.10(10)** Resources are equitable for all program components, regardless of delivery model or location.

ITEM 3. Rescind rule 281—79.11(256) and adopt the following **new** rule in lieu thereof:

**281—79.11(256) Diversity standard.** The environment and experiences provided practitioner candidates support candidate growth in knowledge, skills, and dispositions to help all students learn in accordance with the following provisions.

**79.11(1)** The institution and unit work to establish a climate that promotes and supports diversity.

**79.11(2)** The institution and unit’s plans, policies, and practices document their efforts in establishing and maintaining a diverse faculty and student body.

ITEM 4. Rescind rule 281—79.12(256) and adopt the following **new** rule in lieu thereof:

**281—79.12(256) Faculty standard.** Faculty qualifications and performance shall facilitate the professional development of practitioner candidates in accordance with the following provisions.

**79.12(1)** The unit defines the roles and requirements for faculty members by position. The unit describes how roles and requirements are determined.

**79.12(2)** The unit documents the alignment of teaching duties for each faculty member with that member's preparation, knowledge, experiences and skills.

**79.12(3)** The unit holds faculty members accountable for teaching prowess. This includes evaluation and indicators for continuous improvement.

**79.12(4)** The unit holds faculty members accountable for professional growth to meet the academic needs of the unit.

**79.12(5)** Faculty members collaborate with:

- a.* colleagues in the unit;
- b.* colleagues across the institution;
- c.* colleagues in P-12 schools/agencies/learning settings. Faculty members engage in professional education maintain ongoing involvement in activities in preschool, elementary, middle, or secondary schools. For faculty members engaged in teacher preparation, activities shall include at least forty hours of teaching at the appropriate grade level(s) during a period not exceeding five years in duration.

ITEM 5. Rescind rule 281—79.13(256) and adopt the following **new** rule in lieu thereof:

**281 – 79.13(256) Assessment system and unit evaluation standard.** The unit’s assessment system shall appropriately monitor individual candidate performance and use that data in concert with other information to evaluate and improve the unit and its programs in accordance with the following provisions.

**79.13(1)** The unit has a clearly defined, cohesive assessment system.

**79.13(2)** The assessment system is based on unit standards.

**79.13(3)** The assessment system includes both individual candidate assessment and comprehensive unit assessment.

**79.13(4)** Candidate assessment includes clear criteria for:

*a.* Entrance into the program (for teacher education, this includes testing described in Iowa code section 256.16).

*b.* Continuation in the program with clearly defined checkpoints/gates.

*c.* Admission to clinical experiences (for teacher education, this includes specific criteria for admission to student teaching).

*d.* Program completion (for teacher education, this includes testing described in Iowa code section 256.16 (see subrule 79.15(5) for teacher candidate assessment required)).

**79.13(5)** Individual candidate assessment includes all of the following:

*a.* Measures used for candidate assessment are fair, reliable, and valid.

*b.* Candidates are assessed on their demonstration/ attainment of unit standards.

*c.* Multiple measures are used for assessment of candidate on each unit standard.

*d.* Candidates are assessed on unit standards at different developmental stages.

*e.* Candidates are provided with formative feedback on their progress toward attainment of unit standards.

*f.* Candidates use the provided formative assessment data to reflect upon and guide their development/growth toward attainment of unit standards

*g.* Candidates are assessed at the same level of performance across programs, regardless of the place or manner in which the program is delivered.

**79.13(6)** Comprehensive unit assessment includes all of the following:

*a.* Individual candidate assessment data on unit standards, as described in subrule 79.13(5), are analyzed,

*b.* The aggregated assessment data are analyzed to evaluate programs,

*c.* Findings from the evaluation of aggregated assessment data are used to make program improvements,

*d.* Evaluation data are shared with stakeholders, and

*e.* The collection, aggregation, analysis, and evaluation of assessment data described above takes place on a regular cycle.

**79.13(7)** The unit shall conduct a survey of graduates and their employers to ensure that the graduates are well prepared, with the data used for program improvement.

**79.13(8)** The unit regularly reviews, evaluates, and revises the assessment system.

**79.13(9)** The unit annually reports to the department such data as is required by the state and federal governments.

ITEM 6. Rescind rule 281—79.14(256) and adopt the following **new** rule in lieu thereof:

**281—79.14(256) Teacher preparation clinical practice standard.** The unit and its school partners shall provide field experiences and student teaching opportunities that assist candidates in becoming successful teachers in accordance with the following provisions.

**79.14(1)** The unit ensures that clinical experiences occurring in all locations are well-sequenced, supervised by appropriately qualified personnel, monitored by the unit, and integrated into the unit standards. These expectations are shared with teacher candidates, college/university supervisors, and cooperating teachers.

**79.14(2)** P-12 school partners and the unit share responsibility for selecting, preparing, evaluating, supporting, and retaining both:

- a.* high-quality college/university supervisors, and
- b.* high-quality cooperating teachers.

**79.14(3)** Cooperating teachers and college/university supervisors share responsibility for evaluating the teacher candidate's achievement of unit standards. Clinical experiences are structured to have multiple performance-based assessments at key points within the program to demonstrate candidates' attainment of unit standards.

**79.14(4)** Candidates experience clinical practices in multiple settings that include diverse groups and diverse learning needs.

**79.14(5)** Teacher candidate admitted to a teacher preparation program must complete a minimum of 80 hours of pre-student teaching field experiences, with at least 10 hours occurring prior to acceptance into the program.

**79.14(6)** Pre-student teaching field experiences support learning in context, and include all of the following:

*a.* High quality instructional programs for P-12 students in a state-approved school or educational facility.

*b.* Opportunities for teacher candidates to observe and be observed by others and to engage in discussion and reflection on clinical practice.

*c.* The active engagement of teacher candidates in planning, instruction, and assessment.

**79.14(7)** The unit is responsible for ensuring that the student teaching experience for initial licensure:

*a.* Includes a full-time experience for a minimum of 14 consecutive weeks in duration during the teacher candidate's final year of the teacher preparation program.

*b.* Takes place in the classroom of a cooperating teacher who is appropriately licensed in the subject area and grade level endorsement for which the teacher candidate is being prepared.

*c.* Includes prescribed minimum expectations and responsibilities, including ethical behavior, for the teacher candidate.

*d.* Involves the teacher candidate in communication and interaction with parents or guardians of students in the teacher candidate's classroom.

*e.* Requires the teacher candidate to become knowledgeable about the Iowa teaching standards and to experience a mock evaluation performed by the cooperating teacher or a person who holds an Iowa evaluator license, which shall not be used as an assessment tool by the unit.

*f.* Requires collaborative involvement of teacher candidate, cooperating teacher, and college/university supervisor in candidate growth. This includes bi-weekly supervisor observations with feedback.

*g.* Requires the teacher candidate to bear primary responsibility for planning, instruction, and assessment within the classroom for a minimum of two weeks (ten school days).

*h.* Includes a written evaluation procedure with the completed evaluation form included in teacher candidates' permanent records.

**79.14(8)** The unit annually offers one or more workshops for cooperating teachers to define the objectives of the student teaching experience, review the responsibilities of the cooperating teacher, and provide the cooperating teacher other information and assistance the unit deems necessary. The duration of the workshop shall be equivalent to one day.

**79.14(9)** The institution enters into a written contract with the cooperating school or district providing clinical experiences, including field experiences and student teaching.

ITEM 7. Rescind rule 281—79.15(256) and adopt the following **new** rule in lieu thereof:

**281—79.15(256) Teacher candidate knowledge, skills and dispositions standard.**

Teacher candidates demonstrate the content, pedagogical, and professional knowledge, skills and dispositions necessary to help all students learn in accordance with the following provisions.

**79.15(1)** Each teacher candidate demonstrates the acquisition of a core of liberal arts knowledge including but not limited to English composition, mathematics, natural sciences, social sciences, and humanities.

**79.15(2)** Each teacher candidate receives dedicated coursework related to the study of human relations and cultural competency and diverse learners such that they are prepared to work with students from all diverse groups, (see rule 281—79.2(256) for definition of diverse groups) The unit shall provide evidence that teacher candidates develop the ability to meet the needs of all learners, including:

- a.* Students from diverse ethnic, racial and socioeconomic backgrounds.
- b.* Students with disabilities.
- c.* Students who are gifted and talented.
- d.* English language learners.
- e.* Students who may be at risk of not succeeding in school.

**79.15(3)** Each teacher candidate demonstrates knowledge about literacy, and receives preparation in literacy. Each candidate also develops and demonstrates the ability to integrate reading strategies into content area coursework. Each teacher candidate in elementary education demonstrates knowledge related to the acquisition of literacy skills and receives preparation in a variety of instructional approaches to reading programs, including but not limited to reading recovery.

**79.15(4)** Each unit defines unit standards (aligned with InTASC standards) and embeds them in courses and field experiences.

**79.15(5)** Each candidate exhibits competency in all of the following professional core curricula:

*a. Content/subject matter specialization.* The candidate demonstrates an understanding of the central concepts, tools of inquiry, and structure of the discipline(s) the candidate teaches and creates learning experiences that make these aspects of the subject matter meaningful for students. This is evidenced by a completion of a 30-semester-hour teaching major which must minimally include the requirements for at least one of the basic endorsement areas, special education teaching endorsements, or secondary level occupational endorsements. The candidate must either meet or exceed a score above the 25th percentile nationally on subject assessments designed by a nationally recognized testing service that measure pedagogy and knowledge of at least one subject area as approved by the director of the department of education, or the candidate must meet or exceed the equivalent of a score above the 25th percentile nationally on an alternate assessment also approved by the director. The alternate assessment must be a valid and reliable subject area-specific, performance-based assessment for preservice teacher candidates that is centered on student learning. Additionally, each elementary candidate must also complete a field of specialization in a single discipline or a formal interdisciplinary program of at least 12 semester hours.

*b. Student learning.* The candidate demonstrates an understanding of human growth and development and of how students learn and participates in learning opportunities that support intellectual, career, social and personal development.

*c. Diverse learners.* The candidate demonstrates an understanding of how students differ in their approaches to learning and creates instructional opportunities that are equitable and adaptable to diverse learners.

*d. Instructional planning.* The candidate plans instruction based upon knowledge of

subject matter, students, the community, curriculum goals, and state curriculum models.

*e. Instructional strategies.* The candidate demonstrates an understanding of and an ability to use a variety of instructional strategies to encourage student development of critical and creative thinking, problem-solving, and performance skills.

*f. Learning environment/classroom management.* The candidate uses an understanding of individual and group motivation and behavior; creates a learning environment that encourages positive social interaction, active engagement in learning, and self-motivation; maintains effective classroom management; and is prepared to address behaviors related to substance abuse and other high-risk behaviors.

*g. Communication.* The candidate uses knowledge of effective verbal, nonverbal, and media communication techniques, and other forms of symbolic representation, to foster active inquiry and collaboration and to support interaction in the classroom.

*h. Assessment.* The candidate understands and uses formal and informal assessment strategies to evaluate the continuous intellectual, social, and physical development of the student, and effectively uses both formative and summative assessment of students, including student achievement data, to determine appropriate instruction.

*i. Foundations, reflective practice and professional development.* The candidate develops knowledge of the social, historical, and philosophical foundations of education. The candidate continually evaluates the effects of the candidate's choices and actions on students, parents, and other professionals in the learning community; actively seeks out opportunities to grow professionally; and demonstrates an understanding of teachers as consumers of research and as researchers in the classroom.

*j. Collaboration, ethics and relationships.* The candidate fosters relationships with

parents, school colleagues, and organizations in the larger community to support student learning and development; demonstrates an understanding of educational law and policy, ethics, and the profession of teaching, including the role of boards of education and education agencies; and demonstrates knowledge of and dispositions for cooperation with other educators, especially in collaborative/co-teaching as well as in other educational team situations.

*k. Technology.* The candidate effectively integrates technology into instruction to support student learning.

*l. Methods of teaching.* Methods of teaching have an emphasis on the subject and grade level endorsement desired.

**79.15(6)** Candidates demonstrate competency in content coursework directly related to the Iowa Core.

**79.15(7)** Each teacher candidate meets all requirements established by the board of educational examiners for any endorsement for which the candidate is recommended.

**79.15(8)** Programs shall submit curriculum exhibit sheets for approval by the board of educational examiners and the department.

ITEM 8. Rescind rule 281—79.16(256) and adopt the following **new** rule in lieu thereof:

**281—79.16(256) Administrator preparation clinical practice standards.** The unit and its school partners shall provide clinical experiences that assist candidates in becoming successful school administrators in accordance with the following provisions.

**79.16(1)** The unit ensures that clinical experiences occurring in all locations are well-sequenced, purposeful, supervised by appropriately qualified personnel, monitored by the unit, and integrated into unit standards. These expectations are shared with candidates, supervisors and cooperating administrators.

**79.16(2)** P-12 school and the unit share responsibility for selecting, preparing, evaluating, supporting, and retaining both:

- a.* high-quality college/university supervisors, and
- b.* high-quality cooperating administrators.

**79.16(3)** Cooperating teachers and college/university supervisors share responsibility for evaluating the candidate's achievement of unit standards. Clinical experiences are structured to have multiple performance-based assessments at key points within the program to demonstrate candidates' attainment of unit standards

**79.16(4)** Clinical experiences include all of the following criteria:

- a.* A minimum of 400 hours during the candidates' preparation program
- b.* Takes place with appropriately licensed cooperating administrators in state-approved schools or educational facilities
- c.* Takes place in multiple high quality educational settings that include diverse populations and students of different age groups
- d.* Includes minimum expectations and responsibilities for cooperating administrators, school districts, accredited nonpublic schools, or AEAs, and higher education supervising faculty members.
- e.* Includes prescribed minimum expectations and responsibilities of the candidate for ethical performance of both leadership and management tasks

*f.* The involvement of administrator candidates in relevant responsibilities to include demonstration of the capacity to facilitate the use of assessment data in effecting student learning

*g.* Involves the candidate in professional meetings and other school-based activities directed toward the improvement of teaching and learning

*h.* Involves the candidate in communication and interaction with parents or guardians, community members, faculty and staff, and cooperating administrator in the school

**79.16(5)** The institution annually delivers one or more professional development opportunities for cooperating administrators to define the objectives of the field experience, review the responsibilities of the cooperating administrator, build skills in coaching and mentoring, and provide the cooperating administrator other information and assistance the institution deems necessary. The professional development opportunities incorporate feedback from participants and utilizes appropriate delivery strategies

**79.16(6)** The institution shall enter into a written contract with the cooperating school districts that provide field experiences for administrator candidates.

ITEM 9. Rescind rule 281—79.17(256) and adopt the following **new** rule in lieu thereof:

**281—79.17(256) Administrator knowledge, skills, and dispositions standards.**

Administrator candidates shall demonstrate the content, pedagogical, and professional

knowledge, skills and dispositions necessary to help all students learn in accordance with the following provisions.

**79.17(1)** Each educational administration program shall define program standards (aligned with current ISSL standards) and embeds them in coursework and clinical at a level appropriate for a novice administrator.

**79.17(2)** Each new administrator candidate successfully completes the appropriate evaluator training provided by a state-approved evaluator trainer.

**79.17(3)** Each administrator candidate demonstrates the knowledge, skills, and dispositions necessary to support the implementation of the Iowa Core Curriculum.

**79.17(4)** Each administrator candidate demonstrates, within specific coursework and clinical experiences related to the study of human relations and cultural competency and diverse learners such that they are prepared to they are prepared to work with students from all diverse groups (see rule 281—79.2(256) for definition of diverse groups). The unit shall provide evidence that administrator candidates develop the ability to meet the needs of all learners, including:

- a.* Students from diverse ethnic, racial and socioeconomic backgrounds.
- b.* Students with disabilities.
- c.* Students who are gifted and talented.
- d.* English language learners.
- e.* Students who may be at risk of not succeeding in school.

**79.17(5)** Each administrator candidate meets all requirements established by the board of educational examiners for any endorsement for which the candidate is

recommended. Programs shall submit curriculum exhibit sheets for approval by the board of educational examiners and the department.

ITEM 10. Rescind rule 281—79.20(256) and adopt the following **new** rule in lieu thereof:

**281—79.20(256) Clinical practice standard.** The unit and its school, AEA, and facility partners shall provide clinical experiences that assist candidates in becoming successful practitioners in accordance with the following provisions.

**79.20(1)** The unit ensures that clinical experiences occurring in all locations are well-sequenced, purposeful, supervised by appropriately qualified personnel, monitored by the unit, and integrated into unit standards. These expectations are shared with candidates, supervisors and cooperating professional educators.

**79.20(2)** P-12 school, AEA, and facility partners and the unit share responsibility for selecting, preparing, evaluating, supporting, and retaining both:

- a.* high-quality college/university supervisors, and
- b.* high-quality cooperating professional educators.

**79.20(3)** Cooperating professional educators and college/university supervisors share responsibility for evaluating the candidate's achievement of unit standards. Clinical experiences are structured to have multiple performance-based assessments at key points within the program to demonstrate candidates' attainment of unit standards.

**79.20(4)** Clinical experiences include all of the following criteria:

- a.* Learning that takes place in the context of providing high-quality instructional programs for students in a state-approved school, agency, or educational facility;
- b.* Takes place in educational settings that include diverse populations and students of different age groups;
- c.* Provides opportunities for candidates to observe and be observed by others and to engage in discussion and reflection on clinical practice.
- d.* Includes minimum expectations and responsibilities for cooperating professional educators, school districts, accredited nonpublic schools, or AEAs, and higher education supervising faculty members;
- e.* Includes prescribed minimum expectations for involvement of candidates in relevant responsibilities directed toward the work for which they are preparing;
- f.* Involves the candidate in professional meetings and other activities directed toward the improvement of teaching and learning; and
- g.* Involves the candidate in communication and interaction with parents or guardians, community members, faculty and staff, and cooperating professional educator in the school.

**79.20(5)** The institution annually delivers one or more professional development opportunities for cooperating professional educators to define the objectives of the field experience, review the responsibilities of the cooperating professional educators, build skills in coaching and mentoring, and provide the cooperating professional educators other information and assistance the institution deems necessary. The professional development opportunities incorporates feedback from participants and utilizes appropriate delivery strategies.

**79.20(6)** The institution shall enter into a written contract with the cooperating school districts that provide field experiences for candidates.

ITEM 11. Rescind rule 281—79.21(256) and adopt the following **new** rule in lieu thereof:

**281—79.21(256) Candidate knowledge, skills and dispositions standard.** Candidates shall demonstrate the content knowledge and the pedagogical and professional knowledge, skills and dispositions necessary to help all students learn in accordance with the following provisions.

**79.21(1)** Each professional educator program shall define program standards (aligned with current national standards) and embed them in coursework and clinical experiences at a level appropriate for a novice professional educator.

**79.21(2)** Each candidate demonstrates, within specific coursework and clinical experiences related to the study of human relations and cultural competency and diverse learners such that they are prepared to work with students from all diverse groups (see rule 281—79.2(256) for definition of diverse groups). The unit shall provide evidence that candidates develop the ability to meet the needs of all learners, including:

- a.* Students from diverse ethnic, racial and socioeconomic backgrounds.
- b.* Students with disabilities.
- c.* Students who are gifted and talented.
- d.* English language learners.
- e.* Students who may be at risk of not succeeding in school.

**79.21(3)** Each candidate meets all requirements established by the board of educational examiners for any endorsement for which the candidate is recommended. Programs shall submit curriculum exhibit sheets for approval by the board of educational examiners and the department.

ITEM 12. These amendments are intended to implement Iowa Code section 256.7, subsection 3.