

## Teaching and School Administration Professional Standards Advisory Board

It is the mission of the Teaching and School Administration Professional Standards Advisory Board to promote excellence in the education profession and develop and review professional standards to ensure quality preparation and continued professional growth experiences.

Kansas State Department of Education

### OFFICIAL MINUTES

February 1, 2016 10:00 a.m.

Kansas State Department of Education, 900 SW Jackson Street, Room 102, Topeka, KS

#### 1. Call meeting to order

The meeting was called to order at 10:10 a.m. by Deb Mercer, Chair. Chair Mercer declared the absence of a quorum noting that no motions or voting will occur. Meeting convened with reports only.

#### 2. Roll call

Attending: Jonathan Goering, Gwen Landever, Deb Mercer, Rudy Perez, PJ Reilly, Kyle Stadalman, Kathy Wagoner, Maria Worthington, Tammy Bartels,

Absent: Adam Bancroft, Bill Biermann, Keith Jones, Rod Stewart, Shelley Addis, Kathryn Beougher, Paul Erickson, Jamie Finkeldei, Amy Compton, Mike Wilson

KSBE: Jim Porter

KSDE: Scott Myers, Susan Helbert, Bill Bagshaw, Ann Yates, Catherine Chmidling, Diana Stephan, Jan Williams

#### 3. Open Forum

No one was available to speak at the open forum.

#### 4. Continuing Business

##### Artifacts Crosswalk: Evaluation to Foundational

Bill Bagshaw and Ann Yates demonstrated the electronic artifact collection system developed for the Kansas Educator Evaluation Protocol (KEEP). The system and information stored there could become multipurpose as educators moves through their career. Artifacts and evidence would be available to the consultant as the educators renews their licenses. One of the concerns with all educators is the duplication of work, and this system would allow information being stored to be used for multiple purposes. Dr. Myers stated that with a tiered license system beginning with a foundational license, all licensure information could be contained in a system such as KEEP and follow the educators through their career. Susan Helbert said that this is a vision of the Professional Development taskforce and a way to collect evidence for licensure. Goals would be identified whether they were personal, building/district or state. Professional learning could be individualized to be more engaging and beneficial instead of just being an avenue to re-licensure. The committee expressed enthusiasm for the collection system. The regulations committee is busy working on this matter.

##### BloomBoard Update

Scott stated that with all of the initiatives KSDE is involved in there is no money available for a BloomBoard pilot that was discussed at previous meetings. Scott plans to investigate BloomBoard's interest in participating in a pilot at no cost to KSDE.

##### Emergency Substitute License

Discussion centered around emergency substitute license requirements and whether they should/could be reduced. Again, the lack of qualified substitute teachers appears to be a regional issue and committee members were not comfortable decreasing the licensure requirements. There was concern about sacrificing quality for quantity. Several spoke on the value of a para in the classroom and challenges of using a para as a substitute teacher. The committee did not feel comfortable reducing the emergency substitute licensure requirements at this time.

**Should the emergency substitute regulation requirements be adjusted? Vote yes or no. Vote was NO** (13 no and 1 yes) through Survey Monkey.

MCEE: Adopt or Adjust to Fit Kansas

Diana Stephan provided documents that were previously shared with the committee concerning the Kansas Educator Code of Conduct and the proposed Model Code of Ethics for Educators (MCEE) created by the National Association of State Directors of Teacher Education and Certification (NASDTEC). She explained that the MCEE was the overarching umbrella and the code of conduct was under that umbrella. The Kansas State Board of Education adopted the Kansas Educator Code of Conduct a few years ago. Ethics are guiding principles for educators. Teaching is one of the last professions to adopt a code of ethics and perhaps it would help others recognize teaching as a profession. There was a discussion on how this differed from the professional teaching standards already in place. Jim Porter provided commentary on why he thinks the teaching profession needs a code of ethics in today's political climate.

**Should Kansas adopt the Model Code of Ethics for Educators? Vote yes or no. Vote was YES** (13 yes and 1 no) through Survey Monkey.

#### Program Standards

Catherine Chmidling presented information concerning licensure program standards that have been out for public comment, Art PreK-12, Music PreK-12, Instrumental Music PreK-12, Vocal Music PreK-12, and middle level Science 5-8. She also explained that the Professional Education standards adopted last January would require additional work to address English Language Learners and online teaching.

**Do you approve the revised standards for: Art PreK-12, Music PreK-12, Instrumental Music PreK-12, Vocal Music PreK-12, and middle level Science 5-8 program standards? Vote yes or no for the group.** (If you do not want to approve a particular set of standards, you will need to vote y/n for each set separately.) **Vote was YES (14 yes and 0 no) through Survey Monkey.**

Catherine Chmidling emailed information to committee members regarding licensure program standards for gifted. **Do you approve the revised standards for Gifted PreK-12? Vote yes or no. Vote was YES (10 yes and 0 no) through Survey Monkey.**

### **5. New Business**

#### Higher Education Handbooks Work

Catherine provided the committee information on work she is conducting with Ann Yates to update the Institutional handbook and the new Education Program Consultant handbook.

### **6. Standing Committee Updates**

#### Evaluation Review Committee

Most of the Fall program review reports are still being worked on with a few teams still to meet according to Catherine. Central Christian College has a program approval before the state board this month.

#### Policies and Procedures Committee

Next meeting will be held April 1.

## Licensure Review Committee

The LRC is meeting today per Scott.

## **7. New Business**

### Regulations Committee Nominee

Ruth DeLange was nominated by the Kansas Council of Career and Technical Education Administrators (KCCTEA) to fill a vacancy on the Regulations Committee for an AVS/AVTS/CTE teacher. PJ Reilly gave the committee some background information on Ms. DeLange and spoke highly of her accomplishments.

**Do you approve the appointment of Ruth DeLange, representing AVS/AVTS/CTE teachers, to the Regulation Committee, with terms to begin following this approval? Vote was YES (14 yes and 0 no) through Survey Monkey.**

### ESSA Teacher Academy

The State has the option of implementing a Teacher Academy. If the State decided to take this action, ESSA dictates the Governor has the option of awarding Title II funding to an entity that would set up a new kind of teacher preparation academy resulting in those candidates applying for certification. These academies would not have to operate within the standards, accreditations, and programs that our universities with teacher preparation courses are regulated by.

## **8. Goals Update**

### Bylaws

The bylaw revisions were completed and approved at the June 18, 2015 meeting.

### Review Current Exams

Susan reported that Educational Testing Services (ETS) is working on a new elementary test.

### Professional Learning

Discussion took place about professional learning and how it affected licensure. It was decided that we will discuss the professional development taskforce's initiatives at the next meeting.

## **9. Standing Committee Updates**

### Regulations Committee Update

The committee met in January and they are working on creating the foundational license.

## **10. Standing Committee Updates**

### Executive Committee

The executive committee reported finalizing the agenda. Also, the executive committee explored the idea of using metrics when licensing ideas are brought to the Professional Standards Board. The executive committee decided not to pursue this.

### State Board of Education

Jim said the board will have a retreat next week and will look at making preschool available to every child in Kansas.

### Others

Jonathan Goering shared that his school is using Diploma Plus, and they are defining their school culture right now. This will allow students to become more engaged in their individualized education plan.

### TLA Leadership

Susan and Scott presented Routes to the Classroom at an education hearing last week. They said there were positive comments. They were followed by the American Board for Certification of Teacher Excellence (ABCTE) whose program prepares, certifies, and supports individuals wanting to become teachers. The agency is doing work around the new accreditation model the 5R's -- Relationships, Relevance, Responsive Culture, Rigor, and Results. The ESSA evaluation work is taking a different route. New wording includes changing "student growth measures" to "student performance." KEEP continues to capture the teaching practice. Susan reported that several licensure applications will be available online in the near future which will allow districts and universities better access to their portion of the forms. Discussion on this committee meeting virtually since February meetings can have weather issues. In the past the committee tried Adobe Connect, but it was not successful. Members suggested using "Zoom" to host online meetings.

## **11. New Business**

### Vacancy Data

Usually this information is usually collected in April but the information was collected in September 2015 and will continue to be collected. There were 337 open positions and the top five openings were – English Language Arts, 50 openings; Special Education, not surprising; Elementary had 33 openings which was surprising considering there are 16,450 licensed teachers; Science; and Mathematics. Susan stated that the questions sent to the districts could be changed in the future to obtain additional information. This data will need to be reviewed and data for retirees going back to the classrooms should also be analyzed. Chair Mercer stated that universities are producing enough teacher candidates, but we need to talk about retention.

### Routes to the Classroom

This presentation will be added to the April meeting as we did not have time today due to the inclement weather approaching.

### Retention and Recruitment

Currently, Kansas has 1,600 initial licensed teachers, 1,065 out-of-state, initial, professional or exchange license holders, and 5,900 valid professional or accomplished licensed educators. We need to bring ideas on teacher retention to the next meeting. Members discussed student loan forgiveness, professional learning costs, and merit pay. Educators need to feel respected and valued in their districts and how frozen pay scales play a part in veteran teachers moving to different districts or positions to advance their careers. Studies show that people usually settle somewhere within 50 miles of where they went to high school or college. Jonathan stated that districts may also need to build leaders within their schools. It can be a challenge to advance in a home district.

## **12. Adjournment**

**Motion:** It was M/S (Stadlman/Reilly) to adjourn. Motion carried. The meeting was adjourned at 12:54 pm.