

**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**

**April 13, 2015, 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 10:05 a.m. by Deb Mercer, Chair.

**2. Roll call**

Attending: Tammy Bartels, Kathryn Beougher, Nick Compagnone, Paul Erickson, Gwen Landever, Deb Mercer, Denise O’Dea, Michele Perez, Rudy Perez, Kate Thompson, Kathy Wagoner, Mike Wilson

Absent: Shelley Addis, Adam Bancroft, Amy Compton, Monte Couchman, Jonathan Goering

KSBE: Jim Porter

KSDE: Scott Myers, Susan Helbert, TJ Boeckman

**3. Approval of Agenda**

**Motion:** It was M/S (R. Perez/Bartels) to approve the agenda. Motion carried.

**4. Approval of Minutes of February 2, 2015**

**Motion:** It was M/S (Beougher/Erickson) to approve the minutes with one correction. Kathryn Beougher was added to the attendance list. Motion carried.

**5. Open Forum**

No one was available to speak at the open forum.

**6. Opportunity for announcements**

There were no announcements.

**7. Innovative Coalition licensing**

Scott reported that the statute became effective last year that says up to 10% of districts in Kansas can apply for and become an Innovative District. At this time, six districts have applied to become an Innovative District: Blue Valley USD 229, Kansas City USD 500, Marysville USD 364, Hugoton USD 210, Concordia USD 333, and McPherson USD 418. Individuals requesting licensure through the Innovative Coalition licensing process will need to pass a background check, need to be hired by the local board of education, and approved by the Innovative Coalition board. In March 2015, a presentation was given by the six districts to the State Board of Education. The Coalition will be asking for approval at the State Board’s meeting in April. If approved by the State Board, an Innovative Coalition district will be able to issue their own certificates for licensure to their individual district staff, after the three criteria have been met, with the State Department of Education involved with the background checks.

Discussion followed. Is this going to be restricted to hard to fill areas? Does this apply to elementary teachers?

What about transition to teaching at the elementary level?

Will there be a license fee similar to the state department license fee?

How does this place a highly qualified person in each room?

How do parents feel about this?

Can you name a country that lowers their teacher expectations?

What are a qualified teacher's options for keeping his/her license in place if he/she goes to an Innovative Coalition district?

Scott stated that an Innovative Coalition license is not transferrable to another district or within the Coalition itself and is good for one year and would not meet the state department's criteria for re-licensure.

There seems to be no follow-up with the Innovative districts with the people placed in the classroom. No competency requirements. What happens if an inadequate innovative teacher is placed in a classroom with needy kids? Do they (the kids) miss a complete year of learning?

Scott stated that if approved by the State Board, the Innovative Coalition districts can issue a teaching certificate for any position within their individual district.

Susan shared that licenses for CTE, STEM, secondary from out of state 7-12 licenses are now being issued by KSDE based on new licensure regulations.

Chair Mercer stated there is a need for a definition of Innovation. She also talked about the state board goal of removing barriers and now we are seeing the changes.

Susan said there are three reasons why a person may not get licensed by KSDE: 1) a visiting scholar without a Master's (a criteria), 2) specialized, and 3) Pre-K wanting elementary level (can now take test to get this).

Idalia Shuman, representative from Kansas National Education Association (KNEA) was given the floor to speak. Idalia spoke about the importance of National Board certification for educators. Washington state offers a supplement of up to \$10,000 for being National Board certified. She talked about the need for wanting the best for our students and pushing the best. She stated that she was disheartened and that we are digressing. The Innovative Coalition licensing is a charter school in disguise.

Following discussion, the Professional Standards Board members agreed that a motion to oppose the Innovative Coalition licensing was needed.

**Motion:** It was M/S (Wilson/Landever) that the Professional Standards Board is strongly opposed to the new Innovative Coalition licensing. Motion carried.

There was more discussion on how this opposition should be communicated. The State Board will be meeting on April 16 and 17. During the public comment period a representative from the Professional Standards Board could speak regarding the motion opposing the Coalition licensing. Information on the representative level of the members of the Standards Board will be included. Chair Mercer will research ways to present to the State Board as information can be verbal and/or written.

#### **8. Allowing testing for adding areas – elementary, early childhood unified, special education, additional requirements in selected tested areas**

Scott stated that we currently do not allow testing to add the three areas of elementary, early childhood unified, or special education. Susan shared that when testing for elementary and early childhood was first implemented, the field felt it was critical to have training in those areas beforehand. Staff is also hearing from some of the tested areas are reporting that additional requirements plus the test are needed. ESOL and the traditional CTE fields are reporting that those who just take and pass the test are lacking some important knowledge and skills and need professional development to acquire what they

need to be successful in the classroom. Kathy shared that the mentor teacher has extra work with new teachers not having all the training. Chair Mercer talked about the concern with early childhood unified (ECH). She has districts contact her about ESOL teachers needing a course in content knowledge. Now we are also thinking about an ECH special needs. Is there data that we have a shortage of candidates applying for these positions? There are innovative ideas being proposed.

Scott mentioned that most of the licensure waivers are in the area of Special Education. Teachers move from a waiver to a provisional license for SPED when they have completed three specified courses. They continue to complete the program while teaching on the provisional, which is two years and renewable for a 2<sup>nd</sup> provisional. The provisional can work well because there is a minimum expectation. Provisionals might be a first step for elementary education before jumping right to allowing the test only option. Standards Board did not express an interest in test only at this time for elementary, early childhood or special education. Another option would be to amend the regulation to a “testing plus” for the ESOL, FACS, Agriculture, Industrial Arts (technical areas) where a concern has been expressed that the test only is not sufficient. Following this discussion, there was consensus for Susan to meet with the CTE subject faculty group and gather input and report back to the next Professional Standards Board meeting.

#### **9. Director of Special Education endorsement**

Susan reported that with a Kansas District Leadership license a person is licensed for Special Education director (instate). This option may not be working well, and input is needed on whether or not additional options should be explored. Susan will be meeting with the Special Education Advisory Council (SEAC) to gather feedback and will bring back information to the next Professional Standards Board meeting.

#### **10. Online endorsement**

Scott shared that the National Association of State Directors of Teacher Education and Certification (NASDTEC) has completed a poll regarding online endorsements. Susan shared that testing companies are looking at online testing. She can contact other states through NASDTEC and find out what other states are doing. Scott and Susan will research and bring back information to the June meeting. Professional Standards Board members will visit with people in their respective school districts.

#### **11. Reappointment to the Evaluation Review Committee (ERC), Policies and Procedures Committee (P&P), and Regulations Committee (Regs)**

It was M/S (R. Perez/M. Perez) to approve the reappointments to the ERC, P&P and Regs Committee as follows:

- ERC – Darlene Palmer to her first full 3 year term to run from July 1, 2015 through June 30, 2018.
- ERC – Becky Cheney to her second full 3 year term to run from July 1, 2015 through June 30, 2018.
- ERC – Linda Springer to her second full 3 year term to run from July 1, 2015 through June 30, 2018.
- ERC – Kathy Wagoner to her second full 3 year term to run from July 1, 2015 through June 30, 2018.
- P&P – Becky Murray to her second full 3 year term to run from July 1, 2015 through June 30, 2018.
- Regs – Kathy Sanders to her second full 3 year term to run from July 1, 2015 through June 30, 2018.

The motion included reappointment of Becky Cheney. However, Ms. Cheney has resigned from the ERC committee and a new appointment will be sought to fill this vacancy.

The group took a short break at 11:07am. The meeting resumed at 11:15am.

## **12. New appointment to the P&P**

This item was tabled until the June meeting.

## **13. Continuing Business**

Standards revision update – Catherine Chmidling reported that standards revisions groups had met on March 30. Six standards: B-K Early Childhood Unified, B-3G Early Childhood Unified, Building Leadership, District Leadership, Low Incidence Special Education, High Incidence Special Education will be submitted to the State Board in April as an information item, and then an action item for approval at the May State Board meeting. The next set of standards that are being reviewed should be ready to bring to the Professional Standards Board in June. The goal is to have all the standards areas reviewed within a two-year period. Scott asked Standards Board members to talk with their district staff about volunteering to help review the standards by serving on one of the committees.

Mentoring update – Susan provided a power point presentation. Effective May 1, 2008, mentoring became the requirement to upgrade an initial teaching, school specialist or leadership license to the professional license based on state board action. The latest regulations formalized mentoring as the performance assessment required to upgrade, and require all districts to provide a mentoring program that is based on approved mentor guidelines. All districts have been asked to submit their program by June 1, 2015 for approval that the program meets the guidelines. Districts may develop their own program or utilize an approved program developed by someone else. The approved mentor program must be ready for the initial license holder in fall 2015. A link is provided so that the mentor application can be previewed before actually completing the online application process. A Guidance Document is also provided. A question was asked if an innovative district will have to complete this mentoring process. The response was that the new hires in an innovative district do not, but all the KSDE licensed teachers will need to complete.

## **Lunch**

Catered lunch was provided by KSDE in room 509 at 11:35am. The meeting resumed at 12:15pm.

## **The agenda moved to Item IV. Goals update**

### **14. Goals update**

#### **Bylaws**

Susan reviewed the remaining sections of the amended by-laws – Articles IV through VII. The Professional Standards Board members will vote whether to approve the final version of the amended by-laws at the June meeting. Some of the changes to the by-laws include:

Article V – duties, to align with statute, do we want to add recommend rules and regulations?  
Consensus was yes.

Added G to duties: Code of responsibility added.

Article VI, under minutes, amended to say send to members and chair before next meeting.

#### **Test Review**

Susan talked about organizing the test review. A Professional Standards Board ad hoc group could be appointed and a survey could be sent to institutions of higher education (IHEs). Should KSDE decide which tests to review? Should KSDE staff visit with IHEs and Educational Testing Service (ETS) and an ad hoc group from the Professional Standards Board? Consensus was to proceed with KSDE coordinating this effort with ETS and an ad hoc Professional Standards Board group.

### Code of Conduct: Ethics modules

Scott reported that he has reviewed the Educational Testing Service (ETS) modules. There are three areas that could be rotated in a three year period.

### Professional learning; PD Taskforce: BloomBoard update

Scott talked about the alignment of the PD Taskforce recommendations and BloomBoard. Lynn Bechtel, KSDE consultant, reviewed the BloomBoard model. BloomBoard takes recommendations from districts and also has a staff of curators. BloomBoard monitors the marketplace and will share if beneficial. There is a social layer that can be a peer network. They assist teachers who are struggling with things. Most clients are individual districts.

Chair Mercer shared that 40 students from Kansas State University (KSU) will pilot BloomBoard and then all students will use BloomBoard in the fall. There are three parts and KSU students are using at the resource level; anything \$100 or less the students will have unlimited access. Will analyze at end of year. Scott noted that the work will continue with BloomBoard and he will keep Professional Standards Board members informed.

### Middle level endorsement

Susan reviewed current and potential options for middle level endorsements. The KSDE licensure staff tried surveying other states. Responses were all over the board. The following examples were used to explain current practice and possible options: Currently in Kansas the following options are available for 6<sup>th</sup> grade math:

- Elementary education – K-9 (with an HQ designation)
- Secondary math - 6-12 and 7-12
- Middle level math – 5-8 (via approved program or added by testing)

Possible options for middle level:

- Eliminate because of overlap of secondary/elementary
- Redefine secondary 5-12
- Add to a license based on test only: 1) categorical, 2) generalist
- Eliminate overlap – distinct levels: early childhood, elementary, middle, secondary

Nick noted that the Diocese schools have different levels of classrooms than the public schools.

Susan asked what direction should be taken, leave middle level endorsement as is or eliminate?

After a short discussion, it was decided that Susan will look at the options of a middle level generalist testing to add flexibility for small and larger schools. Susan will bring back more information to a future meeting.

## **The agenda returned to item II. Continuing Business**

### **15. Continuing Business**

#### Fingerprinting and pre-service candidates

Scott talked about background checks and whether all teacher preparation candidates have to be fingerprinted ahead of getting into a program. This would require a regulation. Should students apply prior to teaching and would it be valid up to the time of teaching in the classroom? Scott and Susan will check into the regulatory requirements and the ramifications. Information will be brought back to a future meeting.

### Candidate work sample (CWS) update

Scott reported that a study group of six from the public and private institutions of higher education and Paul Erickson from Professional Standards Board met recently to review the candidate work sample (CWS). The recommendation is to continue with the CWS and align with KEEP. The guidelines will be the same. The recommendation was shared with Unit Heads at their March meeting. The consensus from the Unit Heads was to continue with the CWS paying attention to reliability and validity regardless of the CWS utilized. An alignment process is currently being used with the work sample tasks aligned with KEEP and the professional education standards. Next step is to take construct and validity studies and then validate and then will be ready to go. The fall 2016 goal is to use this or another valid choice.

## **16. Standing Committee Reports**

### Executive Committee

Chair Mercer reported that the Executive Committee met prior to the full meeting to review the agenda.

### State Board of Education Report

Jim Porter reported that the ESEA will probably be reauthorized to reduce footprint. State legislation is still pending regarding teacher licensure requirements. The State Board of Education will be meeting on Thursday and Friday of this week.

### TLA Leadership report

Scott reported that the Teacher Leadership evaluation work will be changing. The new KEEP version is a better design. He shared that the K-12 accreditation work continues and is close to being finished. Kelly Slaton, program consultant in TLA, will be presenting an accreditation update to the State Board at their meeting later this week.

### Regulations Committee (Regs)

Susan shared that the Regs committee has not met for quite some time. However, they will be gearing up to meet regarding updates to the program review and accreditation regulations to align with the new CAEP processes and procedures. Regulations will need to work closely with the Policy and Procedures Committee on this. She reminded the board that there are still some regulations that are in process – the adoption of CAEP (rather than NCATE) and the candidate work sample as program completion. The PD Taskforce work will be on hold until after the new Commissioner begins July 1.

### Evaluation Review Committee (ERC)

Catherine shared that the ERC met in January 2015 and will next meet on April 23. The committee will continue to look at program reviews from mostly fall reviews. At the April meeting, the committee will review programs from Central Christian College, Kansas State University, McPherson College, Ottawa University, Southwestern College and University of St Mary.

### Licensure Review Committee (LRC)

Susan reported that the process used for communication between the committee and KSDE, as well as the committee, KSDE, and the applicants was re-evaluated and streamlined. The time staff spends working on each LRC case has been reduced as well as a reduction in the paperwork required by the applicants. The number of new appeal cases has dropped by 50% since the new and amended licensure regulations were implemented last summer.

### Policies and Procedures Committee (P&P)

The committee has not met but an ad hoc committee has been reviewing the program report template. The final feedback was received last week and will be ready for full committee to review soon. Catherine will be contacting P&P members with suggested meeting dates to complete the review of the template.

Susan reviewed the new out of state application that was launched Monday, April 6. The application is fillable electronically or may be printed and completed. The important feature is that transcripts, university verification and experience verification forms may all be submitted electronically via secure email links. The new form is a step-by-step directed process for the applicants. Based on an answer, the applicant is directed to skip steps and/or to provide additional information.

### **17. Items for next meeting**

There will be follow-up on several items.

- Information from CTE subject faculty group regarding testing for adding areas
- Information from Special Education Advisory Council regarding director of special education endorsement
- Information regarding online endorsements
- New appointment of PSB administrator to the Policies and Procedures Committee (replacing Denise O'Dea)
- Update on middle level endorsement options
- Update on fingerprinting requirements for pre-service candidates
- Approval of amended PSB by-laws

Please e-mail Scott if you have new items for the June agenda.

### **18. Adjournment**

**Motion:** It was M/S (Wagoner/Erickson) to adjourn. Motion carried.