

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

November 16, 2015, 10:00 a.m.

Kansas State Department of Education, 900 SW Jackson Street, Room 560, Topeka, KS

1. Call meeting to order

The meeting was called to order at 10:02 a.m. by Deb Mercer, Chair.

2. Roll call

Attending: Shelley Addis, Kathryn Beougher, Amy Compton, Jamie Finkeldei, Jonathan Goering, Gwen Landever, Deb Mercer, Rudy Perez, PJ Reilly, Kyle Stadalman, Kathy Wagoner, Mike Wilson, Maria Worthington

Absent: Adam Bancroft, Bill Biermann, Keith Jones, Rod Stewart

KSBE: Jim Porter

KSDE: Scott Myers, Susan Helbert, Lynn Bechtel, Catherine Chmidling, Diana Stephan, Jan Williams

3. Approval of Agenda

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

4. Approval of Minutes of September 21, 2015

Motion: It was M/S (Finkeldei/Compton) to approve the minutes of September 21, 2015. Motion carried.

5. Open Forum

No one was available to speak at the open forum.

6. New Business

Proficiency Test/Experience for Emergency Substitute License

Susan Helbert provided background information reporting on the different options for substitute teaching licensure. They include a valid professional license, standard five-year substitute license, or emergency substitute license. District may request a waiver to extend the number of days under an e-sub license. Waivers are also available to district to assign a teacher off-subject/off level to their license. Currently around 500 waivers are in place mostly for special education and there are about 7,000 emergency substitute license holders. Is there a need for substitute licensing requirements in lieu of a minimum of 60 semester credits? Discussion about what experience would look like for someone to qualify for an emergency sub license. Many times a paraprofessional would be a better fit in the classroom than a licensed sub teacher, but the para may not have the required credit hours to qualify for the e-sub. Could student teachers be used for substitutes? Regulations would have to be changed to allow this and university representatives expressed concerns about liability. Student teachers are encouraged to get substitute licenses as soon as they complete their programs. Perhaps a proficiency test could be used, one similar to Para Pro or another basic skills test. Chair Mercer suggested the committee report back to their stakeholders and then this topic would be placed back on the agenda for action. Committee members should collect information on additional skills and/or qualifications emergency substitute applicants would need.

Provisional License for Leadership

Accreditation and liability issues could be a problem with a provisional license for leadership. How often does the need occur? The question is fairly common, usually due to a district opening and the applicant not having completed a leadership program. The requirements for this license include five years of accredited experience. According to data, over fifty superintendents will be retiring and who will be replacing them? Several committee members expressed concern with a provisional leadership license. The provisional superintendent should be enrolled in a program and almost have it completed. The consensus was that this was not needed nor justified.

Motion: It was M/S (Perez/Goering) not to provide a provisional license for leadership.
Motion carried.

Out-of-state

a. Adjustment to Reinstatement

It was decided to have the regulations committee explore options for maintaining a license when living and working out-of-state. Letting the KS license expire and then reinstating it when the educator returns to KS is often easier, but that is not the message we want to give to educators who wish to maintain the license.

Motion: It was M/S (Finkeldei/Reilly) to instruct the regulations committee with reviewing options for licenses to become dormant instead of expiring.

b. License Expired in another state

Regulations require a copy of the applicant's current valid out-of-state license to obtain a standard Kansas license. Should this continue? At the teaching level, if the teacher has earned a standard license in their home state, but that license is expired, is the fact they earned the full, standard license okay? Another example Susan gave for the school specialist/leadership level, was someone holding a KS license who completes a leadership program from a Missouri University. They have to obtain a current Missouri license in leadership and then apply for the Kansas license. Missouri rules may prohibit them from achieving a leadership license if they do not have at MO teaching license. The applicant plans to work in Kansas and will never use the Missouri license but they have to have it to qualify for the Kansas license. This only occurs with a small amount of out-of-state applicants but with more online universities, this has the potential to become more of an issue. Deb stated that we already have a pathway to get a Kansas license by going through the Licensure Review Committee if extenuating circumstances prevent the applicant from getting an out-of-state license.

Motion: It was M/S (Reilly/Finkeldei) to leave the regulation as it is written requiring applicants to submit a current out-of-state license when applying for Kansas licensure.

Foundational License Work

Scott explained that discussions have taken place about changing the structure of Kansas educator licenses. Currently in Kansas the initial license is the first license for educators. Our next step is to change the regulations to reflect the proposed foundational, professional and accomplished licenses. The foundational license will need a multiple year time period. First year teachers continue to have issues with burnout. Scott envisions less documentation of professional learning efforts for the first year teachers and more for the second and third year teachers. Will principals approve more professional learning and mentoring for new teachers? How would this work with the educator evaluation piece? The evidence and artifacts provided for evaluation could also work for licensure. How do we take the new accreditation model work and the educator evaluation work and incorporate it with licensure to work smarter?

Motion: It was M/S (Erickson/Reilly) that the Regulations Committee investigates methods of compiling artifacts and evidence as a way to move beyond a foundational license. Motion carried.

History, Government, Social Studies Comprehensive Adjustment

Are we interested in adjusting this endorsement to allow educators to just teach the individual components of social studies, such as US History, government, economics, sociology, etc.? Should there be separate categorical endorsements? Science is presented as categorical but history is not. Deb stated that there isn't a shortage in enrollment for this content area at the universities.

Motion: It was M/S (Addis/Goering) that the history, government, social studies regulations stay the same as they are now. Motion carried.

Life Work Endorsement

Would we be interested in offering a golden ticket for your life's work? Should we have a license that does not need to be renewed? Discussion focused on teachers without a lifelong learning commitment.

Doesn't this discredit higher ed? How do you inspire kids to continue their education if you don't do this yourself? Is teaching a profession or a job? Jim Porter shared his experiences and said he doesn't see the need for a golden ticket. Teaching is the most difficult profession. Barriers are not barriers if they are choices. Should we lower the expectations for individual instances? How valuable is pedagogy? Kids lose when teachers do not have pedagogy or a degree.

Motion: It was M/S (Wagoner/Addis) that the Professional Standards Committee does not see the need to offer a life work teaching license in Kansas. Motion carried.

7. Old Business

Licensure Program Standards

Catherine provided information on the continuing redesign of the licensure program standards.

Elementary will need to have physical education put back into the standards. Maria Worthington said that she is an English teacher and has a few corrections for the elementary and gifted standards. The committee appreciated receiving the information before today's meeting. The foreign languages standard committee continues to meet while other content areas are in the preliminary stages. English and technology are going to the state board next month.

Motion: It was M/S (Perez/Beougher) to approve the Gifted PreK-12 program standards. Motion carried.

Ethics

Does Kansas need to adopt a code of ethics? At the last meeting Diana Stephan handed out the Model Code of Ethics for Educators (MCEE) from the National Association of State Directors of Teacher Education and Certification (NASDTEC). The code of ethics is a guide for educators and helps frame the code of conduct. Scott said that he felt we needed this. Everyone can benefit from this, from a student enrolled in a teacher ed program to the superintendent. QPA does not address these issues and the new accreditation system must have teeth or we will be the same as now. The Professional Practices Commission reviews the problem cases involving the issuance, suspension, revocation or reinstatement of educator licenses. It was decided there was a need for recognized ethical standards in Kansas.

Motion: It was M/S (Addis/Reilly) that members review the MCEE document and begin creating a code of ethics for Kansas educators. Motion carried.

Professional Learning

One thing that came out of the professional development task force was that educators are lifelong learners and we do this to improve our practice. Lynn Bechtel explained that state regulations provide definitions but not much more than the structure of the professional development council. She reemphasized and summarized the recommendations of the PD Task Force. The professional development point structure as we know it will not exist. There will be a state requirement for re-licensure, a district component for re-licensure, and then an individual requirement. Learning is ongoing. Districts have growth models already in place, will this be new or the same? Goals will be the same as in their evaluation. How will educators show this? Evaluation systems in place could house the

evidence/artifacts. Districts have to submit a 5 year professional development plan. This could be replaced or enhanced by the new accreditation system. Professional development looks different in every district. There is inconsistency due to local control. A change in the system will require a regulation change. And a staggered implementation of a new system has been suggested. What if someone just wants to do coursework? The State will create the requirements. Professional development is the umbrella and licensure renewal is just one faction under the umbrella. Individual needs – will they be decided on by the educator or the district? Scott talked about BloomBoard which promotes itself as a marketplace where you put in your demos and it shoots out how you need to grow and where you should grow. Paul Erickson connects online for his professional development and if BloomBoard is what it says it is, this may work well. Chair Mercer talked about KSU using BloomBoard and how some students said they can get the same info by searching Google. Comments can be entered and BloomBoard can document what you did in the evaluation system. Marzano's already has info/videos available for identified professional development. Videotaping your practice is incredibly useful as a professional development tool. If you have an interest for your building or district to use BloomBoard please contact Scott as he will be initiating a pilot soon.

7. Standing Committee Reports

State Board of Education

Jim Porter said that the working after retirement issue has provided a great deal of feedback and should be revisited by the legislature. Because of the teacher shortage, we may not be able to fill all positions in small districts without using retired educators. New federal guidelines will replace No Child Left Behind. Two legislators were removed from the education committee. They both supported public education. Jim also talked about Kansas going out to the citizens for their vision, "Kansas leads the world in the success of each student." Every child must have the necessary skills to enter kindergarten. He also spoke about the importance of being politically active to change the support of public education. Scott recommends that everyone attend a state board meeting. It is not easy work that they do.

TLA Leadership Report

Scott reported that the first round of evaluations is closing. Soft skills are being defined in the new accreditation system. Although the state has not made a decision regarding the new accreditation system, everyone should be looking at getting ready and assessing where they are in the process. Not all districts will begin in the same place.

Licensure Updates

There is a push for more online applications. We can now accept electronic transcripts and education verifications from universities for applicants. There is a national push for total reciprocity between every state. This is not a good thing as all states would use the lowest requirements. Regulations Committee will have a virtual meeting tomorrow to get back on their work cycles. Susan has a list that they will work on based on previous motions and support from this committee.

Licensure Review Committee

LRC causes the most problems for licensing and it is such a small, small percent of applicants. The caseload continues to be small and they have very specific licensing issues.

10. Adjournment

Motion: It was M/S (Wilson/Reilly) to adjourn. Motion carried. The meeting was adjourned at 2:05 pm.