

MARYLAND STATE BOARD OF EDUCATION
200 W. Baltimore Street
Baltimore, MD 21201

PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD

August 7, 2014

Minutes

The 389th meeting of the Professional Standards and Teacher Education Board (PSTEB) was held at the Maryland State Department of Education, 200 West Baltimore Street, Baltimore, Maryland 21201 on August 7, 2014. Dr. Theresa Stafford called the meeting to order at 9:40 a.m.

The following members were in attendance: Ms. Merlyn Bell, Mr. Christopher Lloyd, Dr. Colleen Eisenbeiser, Dr. Lisa Grillo, Dr. Alyssia James, Mr. Philip Kauffman, Ms. Maleeta Kitchen, Dr. Mary Ellen Lewis, Dr. Barbara Martin-Palmer, Ms. Jean Satterfield, Dr. Theresa Stafford and Dr. Jamey Tobery-Nystrom.

The following members were absent: Ms. Cathy Cerveney, Dr. Lorraine Cornish-Harrison, Ms. Louise DeJesu, Ms. Ayana English-Brown, Mr. Ronald Goldblatt, Esq., Mr. Darren Hornbeck, Dr. Donna Newcomer, Ms. Dawn Pipkin, Dr. Bryan Powell, Dr. Karen Roe, and Ms. Valerie Saxton-Sharpe.

The following Maryland State Department of Education staff members were present: Dr. Joann Ericson, Ms. Ruth Downs (Recorder), Derek Simmons, Esq., Attorney General's Office, and Ms. Penelope Thornton Tally.

The following guests were in attendance:
Melanie Kozlowski, MSEA

PRELIMINARY ITEMS

Dr. Stafford introduced the guest and the new members of the Professional Standards and Teacher Education Board (PSTEB).

State Board

There was no report for State Board. Mr. Tony South was unavailable

Action Items

No action items could be approved as there was no quorum.

- Approval of July 10, 2014 Minutes.

- Proposed Agenda Items for September 4, 2014
 - Approval of July and August Minutes
 - State Board Report
 - Approve COMAR 13A.12.04.02
 - Approve COMAR 13A.12.04.03
 - Early Childhood Task Force Report

Discussion/Action Items

A Code of Ethics: The National Conversation

Dr. Joann Ericson introduced the topic of ethics to the PSTEB as it relates to COMAR.

In 2010, the issue of Code of Ethics was brought before the PSTEB for discussion. At that time, the PSTEB decided not to do a Code of Ethics. Most national professional organizations have a Code of Ethics. The ethical behavior of educators is very relevant currently. The National Association of State Directors of Teacher Education and Certification (NASDTEC), with financial support from the Educational Testing Service (ETS) and the University of Phoenix in collaboration with the National Network of State Teachers of the Year (NNSTOY), has convened a national panel which has been charged with committed resources to developing a model Code of Ethics. Dr. Ericson provided the PSTEB with two examples of Code of Ethics from Kentucky and New York State.

Ms. Jean Satterfield stated that if a Code of Ethics is adopted, it would need to be specific educator behavior that is not ethical.

Examples of unethical behavior were cited. Some of the school systems request that a teacher's license be suspended for 365 days, for violation of contract. A teacher violates the contract by resigning from that school system after the time allotted in the contract. Not all school systems take action. Teachers are held to a higher standard for their behavior than a legal standard. For example, teachers driving students in their cars or not reporting alcohol use by students may be against the policies of the school systems.

All suspensions are on a case by case basis. When a school system takes action against a certificate holder, the educator has the right to appeal. The appeal goes to the Office of Administrative Hearings. An Administrative Law Judge makes a recommendation to the State Superintendent. The State Superintendent makes the final decision.

School boards can take action against teachers by requesting suspension or revocation of their certificates. This applies to all certified personnel for certain infractions. A discussion ensued by board members. Ms. Satterfield stated that a Code of Ethics is a framework for professional behavior.

Mr. Christopher Lloyd asked why the PSTEB decided not to consider the Code of Ethics. Dr. Ericson stated that at the time the PSTEB felt that they did not want to go that route as school systems in Maryland all operate a little differently. School systems have handbooks for teacher behavior.

School systems usually have a mission statement that is published.

Dr. Grillo stated that moving towards Social Media Policy is a critical need for school districts. Teachers and staff should know what the boundaries are. Ethics codes should support educational policy.

Dr. Ericson stated that some of the states pay greater interest on Professional Practice, Professional Conduct, or both. The rationale for looking at the Code of Ethics is so that the teachers have standards. Having a Code of Ethics would make it easier for the Maryland State Department of Education if there is a violation. MSDE will look at teacher preparation programs. MSDE will also look across the country at different states.

Many school systems have adopted social media policies. Mr. Lloyd stated that Code of Ethics is a timeless method that would certainly help to address the areas of profession. He also stated that the Code of Ethics should not list technology but should be generic enough to cover many circumstances.

Ms. Satterfield stated that Chapter 5 needs revision. One direction the PSTEB could take is to convene a workgroup and make a recommendation back to the board.

The consensus of the PSTEB was to further investigate the topic.

REVIEW OF PSTEB GOALS

Dr. Ericson reviewed the PSTEB goals for 2014-2015.

The purpose of reviewing the PSTEB Goals is two-fold:

- 1) To provide a review of annual goals and accomplishments, and.
- 2) To discuss the direction for the coming year.

The goals of the PSTEB are to:

- 1) Identify and address inconsistencies and conflicts existing in certification regulation through a review of current statutes and appropriate action.
- 2) Explore ways to maximize both the traditional and non-traditional preparation options leading to educator certification in Maryland.
- 3) Recognize and uphold high standards for teacher quality through the certification process.
- 4) Adopt new areas of certification required to meet shifting and expanding educational opportunities for students initiated by state and local stakeholders.

The PSTEB agreed that the current goals still apply to the work being done.

Future Activities for the PSTEB Board in 2014-2015 are:

- 1) Continue to address existing inconsistencies and conflicts through a continued, comprehensive review of COMAR 13A.12.01-.05;
- 2) Continue to expand the number of Maryland Approved Programs in shortage areas, and.
- 3) Continue to explore other areas appropriate for certification.

Dr. Ericson stated that we will move forward with workgroups to look at these items. We will also start reviewing the Reading Specialist and Pupil Personnel Worker.

Dr. Stafford acknowledged Dr. Ericson and thanked her for all her hard work.

Dr. Stafford adjourned the meeting at 10:30 a.m.