



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

PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD

January 5, 2017
Draft Minutes

The 413th 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 January 7, 2017. Dr. Alyssia James called the meeting to order at 9:35 a.m.

The following members were in attendance: Dr. Mae Alfree, Mr. Charles Hagan, Dr. Kandace Hoppin, Mr. Darren Hornbeck, Dr. Alyssia James, Ms. Maleeta Kitchen, Mr. Christopher Lloyd, Dr. Barbara Martin-Palmer, Dr. Kristine McGee, Ms. Dawn Pipkin, Ms. Karen Saar, Ms. Sarah Spross, Ms. Geralda Thompson and Dr. Jamey Tobery-Nystrom.

The following members were absent: Mr. Peter Baily, Ms. Jennifer Berkley, Ms. Louise DeJesu, Mr. Philip Kauffman, Ms. Kathleen Kelbaugh, Dr. Mary Ellen Lewis, Dr. John Mayo, and Ms. Debra Poese.

The following Maryland State Department of Education staff members were present:

Dr. Miya Simpson, Ms. Alex Cambra, Ms. Karen Dates-Dunmore, Ms. Michelle Dunkle, Ms. Kelly Meadows, Ms. Mary Voorhees, Ms. Ruth Downs (Recorder), and Mr. Derek Simmons, Esq., Attorney General's Office.

PRELIMINARY ITEMS

Recognition of Guests

Ms. Geraldine Duval, MSEA

Public Comment

None

DISCUSSION

State Board

Dr. Miya Simpson, Executive Director gave a summary of the December 5, 2016 meeting of the Maryland State Board of Education. The agenda included the following:

Information and Discussion:

- ESSA Plan Update
- Kindergarten Readiness Assessment (KRA) Data

Recognition:

- 2016-2017 Maryland Blue Ribbon Schools: Shipley's Choice Elementary School in Anne Arundel County; Sunderland Elementary School in Calvert County; Centerville Elementary School in Frederick County, Manor Woods Elementary School in Howard County; and Farmland Elementary and Ronald McNair Elementary Schools in Montgomery County.

Actions:

- Elected Dr. Chester E. Finn, Jr. to serve as Vice President for the remainder of the 2016-2017 term (formerly held by Dr. S. James Gates, Jr.)

- Approved candidates for participation in the National Board for Professional Teaching Standards 2016-2017 assessment cycle.
- Approved the proposed standards and criteria that local boards of education will use to determine public charter school eligibility.
- Approved the proposed waiver application and timeline for submission of local board waiver requests for a post-Labor Day school start date and/or June 15 school end date for the 2017- 2018 school year.
- Regulatory Actions:
 - Granted permission to adopt amendments to regulations .01 and .02 under Code of Maryland Regulations (COMAR) 13A.04.10 Program of Instruction in Career Development for College and Career Readiness. These amendments change the name of the chapter; reference the Framework that was updated in 2012; and reference the last date in which local superintendents certified the program, which was 2014.
 - Granted permission to adopt the repeal of regulations .01, .02, and .03 under COMAR 13A.05.03 Programs of Adult Education. These programs now reside with the Department of Labor, Licensing and Regulation where new regulations exist.
 - Granted permission to adopt the repeal of regulations .01-.06 under COMAR 13A.05.08 Approved Paid Work-Based Learning Programs. The existing regulations are no longer needed because the law sunset on June 30, 2013. The tax credit is no longer available to employers who hire students in approved work-based learning programs.
 - Granted permission to adopt new regulations under new chapter COMAR 13A.05.12 Hearing Aid Loan Bank (HALB). The purpose of HALB is to lend hearing aids on a temporary basis to a parent or legal guardian of an eligible child (under age 3) to ensure he or she will have maximum auditory input during the critical period of language learning.
 - Granted permission to adopt amendments to regulations .03, .05, .06, .07 and .08 under COMAR 13A.05.01 Provision of a Free Appropriate Public Education. These amendments provide updates to: (1) terminology; (2) statutory or regulatory citations; and (3) cross references to the regulations that govern Maryland Infants and Toddlers Programs.
 - Granted permission to publish amendments to regulations .03 and .14 under COMAR 13A.0502 Administration of Services for Students with Disabilities. These amendments replace "Local coordinating council (LCC)" with "Local care team (LCT)" under terms defined and update statutory and regulatory references.

Opinions and Orders Rendered:

- *Harford County Arts and Culture Alliance v. Harford County Board of Education* – drama program fees – Opin. No. 16-48
- *Christine Smith v. Baltimore County Board of Education* – reclassification of position – Opin. No. 16-49
- *James D. Meyers v. Anne Arundel County Board of Education* – teacher suspension – Opin. No. 16-50
- *Monica Jones v. Baltimore City Board of School Commissioners* – compensation determination – Order No. OR16-17

Meeting materials, Opinions, and Orders can be found at: www.msde.maryland.gov.stateboard/index.html

The next meeting of the Maryland State Board of Education will be held on Tuesday, January 24, 2017, at the Nancy S. Grasmick State Education Building, 200 West Baltimore Street, 7th Floor Board Room, Baltimore, Maryland 21201.

DISCUSSION

TEACHER INDUCTION, RETENTION AND ADVANCEMENT ACT – CHAPTER 740 (SENATE BILL 493)

Ms. Sarah Spross did a follow-up discussion on Chapter 740 (Senate Bill 493) – Teacher Induction, Retention and Advancement Act of 2016.

Background

- Maryland General Assembly passed this bill on April 11, 2016
- Bill became law on May 28,
- 4 major components
 - Altered the Quality Teacher Incentive Act
 - Created a county grant for specific teachers in Anne Arundel County
 - Created a new voluntary pilot program for first-year teachers to allow more time for planning, peer observation, and mentoring
 - Required MSDE to convene a group for stakeholders to determine effective recruitment, retention, and the promotion of quality educators at all levels (PreK-12)

Reporting Requirements

- Interim report on November 1, 2016
- Final report on November 1, 2017
- Reports to include:
 - Findings related to national board certification, teacher confirmation, loan forgiveness, and induction best practices;
 - Legislative changes that will ensure that teacher academies, as authorized under the Every Student Succeeds Act, will be of the highest quality and rigor if they are implemented in Maryland, and that the individuals that participate in these academies will be fully prepared and trained to be in a classroom in Maryland;
 - A coordinated statewide strategy for recruiting, retaining, and promoting quality teachers at all levels of education, and
 - The best methods of incentivizing effective teachers to choose to teach in low-performing schools and schools with a critical mass of economically disadvantaged students in light of federal regulations that require the equitable distribution of effective teachers.

Workgroup Members

- Include representatives of primary and secondary education, higher education, and education policy experts
- In addition the 12 workgroup members were asked to identify one individual to represent their organizations on each of the committees
- Potential of 72 individuals working on this topic

Committees

- Committee 1:** Determine how to **recruit** quality teachers at all levels of education in Maryland
- Committee 2:** Determine how to **prepare** quality teachers at all levels of education in Maryland
- Committee 3:** Determine how to provide quality **induction** to teachers at all levels of education in Maryland
- Committee 4:** Determine how to **retain** quality teachers at all levels of education in Maryland
- Committee 5:** Education Article §11-208 National Accreditation

Summary of Meetings

- Workgroup has met 7 times beginning June 22, 2016 through October 4, 2016
- Committees have met 4 of those 7 times
- Public Comment was offered twice
 - Notice provided on the website
 - One individual signed up for the August 16th meeting but did not appear
 - Meetings are well attended observers represent:
 - Division of Legislative Services, IHES, MSEA and Specialty Groups

Committee 1: Recruitment - Interim Recommendations

- Expand Quality Teacher Stipends
- Explore different options for the basic skills assessment for the Conditional Certificate
- Add an adjunct certificate to the continuum of professional certifications in Maryland
- Determine if National Board Certification can be used as a route to professional certification
- Link loan forgiveness to high need schools with a service component
- Expand Teacher Academies

Committee 2: Preparation - Interim Recommendations

- Explore the alignment between districts and the methodology of classroom discipline
- Explore necessary legislative changes regarding ESSA
- Determine whether alternative preparation programs should be held to the same standards as traditional preparation programs
- Revise the Institutional Performance Criteria (IPC)
- Assure that national specialized professional area standards are sufficient for Maryland

Committee 3: Induction - Interim Recommendations

- Abandon the notion of incorporating induction best practices into professional eligibility certificates
- Establish minimum requirements for a mentor teacher in the LSS
- Explore the possibility of using a performance based assessment to determine if an individual is ready to enter the teaching profession
- Determine the feasibility of transferring the Growth Plan used by some IHEs to the LSS mentor

Committee 4: Retention - Interim Recommendations

- Consider a “Career Lattice” that reflects teachers expertise in both rural and urban settings
- Review mentoring models for beginning teachers that are differentiated from the mentoring offered to second and third year teachers
- Review independent assessments on the benefits and limitations of National Board Certification
- Establish a link between the IHEs and MSDE in regards to issuing a certificate
- Survey teachers regarding desirable incentives to increase retention in and commitment to challenging settings

Committee 5: Ed. Article §11-208 - Interim Recommendations

- Create two pathways for IHEs to receive approval of programs that would certify a graduate to teach: (1) national accreditation; or (2) MSDE approval
- Alter the definition of “national accreditation” to mean an accreditation agency recognized by both MSDE and MHEC
- State explicitly that the pathway for approval is determined by the IHE
- Require MSDE and MHEC to consider national professional standards that are comparable to the standards used by MSDE when determining whether to recognize an accrediting agency
- Other small technical changes related to the above provisions

Additional MSDE – Interim Recommendations

- Invite a representative from the Alternative Preparation Community to be a member of the workgroup;
- Identify local and national education policy leaders to address the workgroup; and
- Establish an additional committee to focus on Quality Teacher Incentives

Discussion

Ms. Spross gave a brief update on SB493 to the Board. She stated that the bill did not pass until April 11, 2016, which was the last day of the General Assembly. She stated that there would be an increase in the NBCT stipends for those teachers who work in the comprehensive needs school from \$2,000 to \$4,000. This is only for NBCT that are in comprehensive-needs schools. Even though the bill up the amount of the stipend up to \$4,000, but this is a financial impact of a budget line item, so we have up to one year to imply this. For this 2017 cycle, the only individuals that will receive stipends are the National Board Certified Teachers. The amount of the stipends for 2017 will be \$2,000 for

comprehensive needs and \$1,000 for non-comprehensive needs schools. Historically stipends went to the Advanced Professional Certified teachers. That is a big, big change.

Dr. Mae Alfree inquired whether or not if every teacher who holds National Board Certification will receive a stipend, because the previous year not every teacher who was eligible received the stipend.

Ms. Spross stated that the reason that this change happened was that the BURFA of 2015 reverted to 2014. Therefore, if a person was not eligible in 2014 to receive the stipend, they did not receive the stipend in 2016. That change was only for one year. Everything is back on track for this year.

Mr. Christopher Lloyd asked about the \$4,000 supplement for the stipends that will be given out and how will the schools be defined as to who will or will not receive the money?

Ms. Spross stated that the State Board of Education has not yet defined the wording for the definition and that is why the memo outlining the requirements for the stipends has not been sent out. Historically, it was defined as schools in strands 4 and 5. The wording for the definition of eligibility for the stipends has changed several times.

Ms. Dawn Pipkin asked if there was still delineation between the amount of the stipend for the non-comprehensive and comprehensive need schools.

Ms. Spross stated that there is still delineation between the non-comprehensive and comprehensive needs schools. The non-comprehensive needs is \$1,000 and comprehensive needs is \$2,000.

Mr. Lloyd inquired whether the total amount of the stipend received by an applicant would be up to \$4,000 or less from the LEA.

Ms. Kelly Meadows stated that it could be up to \$8,000 total, since the state would match it. Some locals may give up to or more than \$4,000. The state will match up to \$4,000.

Ms. Spross talked briefly about the county grant that was created for Anne Arundel teachers only. This grant is a \$1500 stipend for teachers who are in high schools where there are 30% farms or more.

Ms. Spross talked in detail about the Pilot Program for first year teachers. The pilot program is only for your first year teacher, not your second or third year teachers. The program was created for the first year teacher, to allow them more time for planning, peer review and mentoring. The amount of the grant is \$5 million and is an 80/20 match, with the state absorbing 80% and the LEA 20% matches for the school system. Not all first year teachers will be eligible. The application for the grant should be going out to the LEAs around the end of February or early March 2017. A final report is due 2021 on the pilot program to see how it is progressing. The money is not available until the next fiscal year.

Dr. Alyssa James asked if this pilot program applies to those teachers who did the alternative route to teaching.

Ms. Spross stated that yes as long as they are first year teachers and it depends on how the local implements their program.

Ms. Dawn Pipkin asked if there were measures put into place as to the first year teachers will be chosen to participate in the pilot program. How the 20% extra time will be utilized?

Ms. Spross stated that there are measures put into place in the grant, but that she could not go into more detail at the present.

Ms. Spross stated that the workgroup has met 8 times and the committees have met 4 times. All the meetings are open meetings. Public comments are excepted when all the committee members are at the meetings. The interim report was due on November 1, 2016 to Annapolis. The final report is due November 1, 2017.

There are 12 core members represented on the workgroup. These members are from the private/public 4 year colleges, 2 year colleges, superintendents; elementary/secondary principals, MSEA, BTU, MSDE and MHEC. Out of the workgroup, five subcommittees were created. The committees were: (1) Recruitment; (2) Preparation; (3) Induction; (4) Retention; (5) Ed. Article §11-208 (National Accreditation).

Ms. Spross stated that as you can see, Alternative Prep was not mentioned as having a representative in the workgroup. She stated that the workgroup could not make decisions about another program without having representation from that program at the table. Alternative Prep needs to be part of the workgroup and part of the discussion. We are inviting members from the e Alternative Prep community to join the workgroup.

The next meeting of with be for just the workgroup without the committee members is January 20, 2017 from 9:30 a.m. to 12:30 p.m. at the Maryland State Department of Education. This is a three-hour meeting to look at some of the things that the workgroup/committees have talked about and to refocus/retool the committees.

BREAK

11:15 a.m. – 11:30 a.m.

ESSA Update

Ms. Spross gave a very quick update on ESSA. Dr. Mary Gable did a presentation for the PSTEB Board in December on the Every Student Succeeds Act (ESSA). Ms. Spross stated that the dates for the listening tours were changed. The tours will be held during the month of January with the first tour beginning on January 5 in Western, Maryland, from 6 p.m. to 7:30 p.m. The intent of the tours is not for MSDE to be imparting knowledge, but to really get feedback as another means from the community at large. This is very critical.

Ms. Spross passed links to the ESSA website. She stated that when you access the website, click to see the consolidated plan. There is a click to provide feedback also on the website. A survey is also provided on the website.

ESSA Information

<http://www.marylandpublicschools.org/about/Pages/DAPI/ESSA/index.aspx>

Feedback Survey:

<http://www.marylandpublicschools.org/about/Pages/DAPI/ESSA/index.aspx>

Regional Listening Sessions:

<http://www.marylandpublicschools.org/about/Pages/DAPI/ESSA/index.aspx>

ACTION ITEMS

Approval of December Minutes

Dr. Alyssia James entertained a motion to approve December minutes with the suggested amendments.

MOTION: Dr. C. Mae Alfree/Mr. Charles Hagan

To approve the December minutes.

VOTE: UNANIMOUS

Approval of Proposed Agenda Items for February

- Approval of Minutes
- SBOE Updates

- Testing Commission Update (Tentative)
- Regulation Review
- Historical Review of Ethics or Code of Conduct

Dr. Alyssia James entertained a motion to adopt the items that Ms. Spross mentioned for the February Agenda with an amendment to add Alternative Preparation Overview.

MOTION: Ms. Geralda Thompson/Dr. C. Mae Alfree

To approve the February Agenda.

VOTE: UNANIMOUS

Meeting Adjourned

Ms. Dawn Pipkin entertained a motion to adjourn the meeting.

MOTION: Ms. Karen Saar/Dr. Kristine McGee

To adjourn the meeting.

VOTE: UNANIMOUS

Meeting adjourned 11:40 a.m.

DRAFT