

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

**PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD**

Draft Meeting Minutes

March 2<sup>nd</sup>, 2023

The 478<sup>th</sup> meeting of the Professional Standards and Teacher Education Board (PSTEB) was held on March 2., 2023. Ms. Maleeta Kitchen called the meeting to order at 10:00 a.m.

**The following members were in attendance.** Dr. Jacob Bauer- Zebley, Ms. Janill A. Bobbitt (virtual), Dr. Dionne Curbeam, Mr. Darren Hornbeck, Ms. Maleeta Kitchen, Dr. Kristine McGee, Ms. Kelly Meadows, Ms. Sandra Skordalos, Ms. Monica Roebuck, Ms. Joy Lee Spain, Dr. Winona Taylor, Ms. Amy Wilson, Ms. Karen Yoho,

**The following member were absent.** Dr. Debi Gartland, Me. Corey B. Gaber, Ms. Debra Poese, Dr. James Smith.

**The following Maryland State Department of Education (MSDE) staff were present.**

Ms. Alexandra Cambra, Ms. Nichole Crowder (Recorder)

**The following Attorney General Staff Members were present:** Mr. Sean Fitzgerald, Esq. – Assistant Attorney General

**PRELIMINARY ITEMS**

**Recognition of Guests**

Dr. Michael Dillman; Frederick County Public Schools  
Ms. Nuhzia Salmonte; Frederick County Public Schools  
Mr. Diamonte` Brown; Baltimore Teachers Union  
Marissa Sariol-Clough; University of Maryland, College Park

**Announcements**

None

**Public Comment**

None

**Communication Update**

None

**State Board Update**

None

**Legislative Update**

Ms. Meadows discussed The Educators Shortage Act (House Bill 1219) and its changes.

**1. Amendments to 3 brand-new initiatives.**

- Grow your own Scholarship Fund.
- Scholarships for Teacher Candidates during their internships.
- The law so that MSDE will begin to manage The Teacher Fellow Scholarship.

**2. The adoption of interstate certification compact.**

- US Department of Education, the US Department of defense and National Association of State Directors of Teacher Education and Certification has formed a legislative agreement making it possible for an educator who completed an approved program and/or who holds a certificate or license in one jurisdiction to earn a certificate or license in another state or jurisdiction.

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**3. Changes the definition of Partner School and Alternative Preparation.**

- Allows for early childhood teacher internships to take place in certain childcare centers that the definition of partner school did not include.
- Law states by 2026 Early Childhood Educators in our private Pre-K programs must hold that professional certificate in Early Childhood or be enrolled in an alternative program for Early Childhood.

**ACTION ITEMS**

**Approval of February 2<sup>nd</sup> Minutes**

Ms. Kitchen entertained a motion to approve the February 2<sup>nd</sup>, 2023, minutes.

**MOTION:** The minutes were approved as written by the board with no objections.

**Approval of the Proposed Agenda Items for April**

- Call to order
- Public comment
- Announcements
- Legislative Update
- Communication Update
- Approval of minutes
- Items for next meeting
- Staffing report update (*potentially*)
- Higher Education

Ms. Kitchen entertained a motion to adopt the April's agenda.

**MOTION:** April agenda approved by board without objection.

**Presentation**

- Introduction of Dr. Dillman by Mr. Hornbeck
- Ms. Kitchen asked each board member for brief introduction.

**DR. DILLMAN'S PRESENTATION ON TEACHER RETENTION**

- Challenges Impacting recruitment and retention.
- Declining candidate pool
- Feeling under prepared
- Administrator Support
- Educator efficiency
- Programs design and operational excellence
- Support
- Professional Opportunity

**Questions and Comments on Dr. Dillman's Presentation**

1. Mr. Hornbeck asked the question "Why are teachers leaving."
  - Teachers want to feel valued.
  - Teachers want to be appreciated.
  - Teachers want to be supported.

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2. A question was asked about the Tell Survey
  - Ms. Meadows was not sure what happened to data.
3. Ms. Roebuck made mention of a teacher's academy in her building. It addresses different topics that are to make educators have the skills and strategies in place to be effective teachers. Ms. Roebuck states that leaders are groomed in the buildings after graduation.
4. Ms. Roebuck asked if Dr. Dillman if knew of any other opportunities that his school or other schools were doing to help retain teachers.
  - Dr. Dillman mentioned Professional Development Schools which were the connection to teacher education programs. Dr. Dillman stated they had some Administrator Development that are some in-house training modules.
5. Ms. Yoho asked how we can make Professional Development (PD) beneficial for educators, especially high school educators.
  - Dr. Dillman stated that it's about finding balance. One thing an administrator has and can lose quickly can be trust. Staff will lose trust quickly if not supported.
6. Ms. Kitchen stated that teacher leave poor administration not buildings. When we develop great teachers; they become administrators; great administrators are over at central office.
7. Ms. Bobbitt mention administrator burnout. How can one perform with ethnicity if one cannot be efficient in all the thing bestowed upon them.

The board expressed how the presentation was informative and gave great insight from an administrative point of view. Dr. Dillman expressed how grateful he was for the opportunity to share and if anyone ever had thoughts or ideas to reach out him.

**BREAK**

**GALLERY WALK**

Ms. Meadows gave out logistical instruction for the walk. Ms. Meadows explained the different sections for the walk. Ms. Meadows divided the room into groups of 3 and introduced the Division of Educator Certification and Program Approval guest for the gallery walk. Ms. Meadows gave each group 10 minutes to explore each section.

**DISCUSSION AND THOUGHTS OF GALLERY WALK**

Kitchen stated that the gallery walk was amazing, and the only con was it was not enough time in each pod. Ms. Kitchen thanked the staff for their contribution to the gallery walk.

Ms. Bobbitt stated she was concerned that only 2 regions offered tutoring during the school day. She noticed that student achievement plateaus levels 3-5 even in the middle school level in ELA and Math. Ms. Bobbitt stated that intervention, the focus is on reading for those areas. She believes they should be a reevaluation on the HQIM's for ELA and Math. She feels that districts focus on pacing rather than students developing foundational skills and mastering of standards.

Ms. Roebucks was surprised by the number of conditional certificates in the states and how it transferred into student achievement. Ms. Roebucks was also concerned by the diversity of the workforce does not reflecting the student population. She commended to all the data collected and how it could help us move forward.

Dr. Zebley stated he was shocked at the math data. He was concern that a lot of the Maryland LEAs grant money went to districts that were disproportionately white opposed to other districts.

Ms. Skordalos wondered how often a cost benefit analysis is done for the money spent on programs verses the rewards that we see. She also wondered what we are doing to the since of requirement doing to recruit men for the job vacancies now that a lot women are moving into other professions.

Mr. Hornbeck stated he thought we needed more time with documents and revisit it. Dr. Zebley agreed.

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Ms. Kitchen stated she was not surprised by the math assessment data. She questioned the change math 6 and 7/8 algebra data. She stated student are housed in an elementary school for 6 grades are still building off the elementary experience and that math block is much longer. Most middle school are an average a 50 min period which generally 40 mins. Emphasis put much more on reading understanding that they need reading to so some of the math. The raw computation and problem solving isn't there. Ms. Yoho she was no surprised by the math data and referenced a book by Marilyn Burns had written Facing an American Phobia. She was concerned about how acceptable is was for people say they are nor good in math.

Dr. Taylor stated that diversity is a problem. Not only in ethnicity bur in male to female. She stated thar as a LEA's and a state we need to do more recruiting of minorities and men. She emphasized the need to start talking to the student in high school, even in middle school about a teaching career.

Ms. Wilson, she complimented the gallery walk and to be able to see the data. She stated she would love to talk more about the data on math at a later data and goal coming down the pike.

Ms. McGee spoke about how she felt like there was always competition. Between the counties and there shouldn't be. The State should be great. If someone is doing something great, we should share it.

Ms. Spain questioned if funding would be given to non-public schools from the grant money. She also stated that she agree with Ms. McGee, that the state should be great and share information that works. She too would like to sit with the data and have further discussion later.

Ms. Meadows that all that LEA's are responsible for developing Blueprint implementation plans directed to Pillar 2. Pillar 2 speaks to recruitment, grow your own, national board and how to develop a career ladder. The first iteration of these plans is due this month (March). With the nest iteration due a year from now. Ms. Meadows states they we will be able to see that this is the plan, the initiatives; and as times goes by, the board will be able to see how successful the plan were.

Ms. Kitchen advised the board to go back to their locals and get information on vacancies, staffing and look at the data provided.

**Adjourned**

Ms. Kitchen entertained a motion to adjourn the meeting at 12:05 p.m.

The meeting was adjourned at 12:05 with no objections.