CERTIFICATION STANDARDS & PRACTICES ADVISORY COUNCIL MEETING

April 19, 2023

Montana School Boards Association 863 Great Northern Blvd, 1st Floor Conference Room

Helena, MT

AGENDA

CERTIFICATION STANDARDS & PRACTICES ADVISORY COUNCIL MEETING AGENDA

April 19, 2023 Montana School Boards Association 863 Great Northern Blvd, 1st Floor Conference Room Helena, MT

Wednesday, April 19, 2023 9:00 AM

CALL TO ORDER

CALL TO ORDER		
	 A. Pledge of Allegiance B. Roll Call C. Statement of Public Participation D. Approve Agenda E. Approve January 27, 2023 Meeting Minutes F. Welcome Visitors 	
ITEM 1	EXECUTIVE COMMITTEE REPORT – 15 Minutes, page #11 Kelly Elder, Chair	
ITEM 2	BOARD OF PUBLIC EDUCATION REPORT – 15 Minutes, page #12 McCall Flynn, Executive Director	
ITEM 3	APPROVE CSPAC ANNUAL REPORT TO THE BOARD OF PUBLIC EDUCATION – 30 Minutes, page #13 Kelly Elder	
ITEM 4	REVIEW AND RECOMMEND CLASS 8 LICENSES – 30 Minutes, page #33 Crystal Andrews, OPI O'Brien Neiman	
ITEM 5	RECOMMENDATION TO THE BOARD OF PUBLIC EDUCATION ON CREATION OF NEW ADVISORY COUNCIL(S) – 30 Minutes, page #36 Kelly Elder	
ITEM 6	RECOGNITION OF CSPAC MEMBERS – 15 Minutes, page #37 McCall Flynn	

PUBLIC COMMENT

(This meeting is open to the public electronically. This time will be provided for public comment on items not listed on the agenda. For those wishing to give virtual public comment, please contact bpe@mt.gov to request the zoom link for the meeting. Members of the public who have joined may "raise their hand" at the appropriate time and participate after being recognized by the Council Chair.)

ADJOURN

The Montana Board of Public Education is a Professional Development Unit Provider. Attending a Certification Standards and Practices Advisory Council Meeting may qualify you to receive professional development units. Please complete the necessary information on the sign-in sheet if you are applying for professional development units.

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CALL TO ORDER

- A. Pledge of Allegiance
- **B.** Roll Call
- **C.** Statement of Public Participation
- D. Approve Agenda
- E. Approve January 27, 2023 Meeting Minutes
- F. Welcome Visitors

MINUTES

CERTIFICATION STANDARDS & PRACTICES ADVISORY COUNCIL MEETING MINUTES

January 27, 2023 University of Montana, College of Education Room ED 334, Missoula, MT

Friday, January 27 9:00AM

CALL TO ORDER

Chair Elder called the meeting to order at 9:04 AM and led the Council in the Pledge of Allegiance. Ms. Stockton took roll call, the Chair read the Statement of Public Participation, and welcomed guests.

Council members present: Mr. Kelly Elder, Chair; Ms. Teresa Marchant, Vice Chair; Dr. Trent Atkins; Ms. Barbara Brown; Dr. Kate Eisele; Ms. Hannah Nieskens; Dr. Jill Rocksund. Staff present: Ms. McCall Flynn, Executive Director; Ms. Kris Stockton, Administrative Specialist; Ms. Julie Balsam, Accounting Technician. Guests present: Ms. Crystal Andrews, OPI; Mr. Jay Phillips, OPI; Ms. Wendi Fawns, OPI; Ms. Kristi Steinberg, University of Montana; Ms. Sarah Piper, Montana Federation of Public Employees (MFPE); Dr. Dan Lee, University of Montana; Ms. Jenny Murnane-Butcher, Montanans Organized for Education (MOFE).

ADOPT AGENDA

Dr. Kate Eisele moved to move Item 5 before Item 4 on the agenda and approve the agenda. Motion seconded by Ms. Teresa Marchant.

No discussion. Motion passed unanimously.

APPROVE MINUTES

Dr. Jill Rocksund moved to approve the October 6, 2022 meeting minutes. Motion seconded by Ms. Barbara Brown.

No discussion. Motion passed unanimously.

ITEM 1 EXECUTIVE COMMITTEE REPORT Kelly Elder, Chair

Chair Kelly Elder reviewed the events surrounding CSPAC since the October meeting specifically pertaining to HB 231 which would eliminate the Council from statute. The Chair discussed the important work that CSPAC does, the contributions of each member, and the service and support the Council brings to public education.

ITEM 2 BOARD OF PUBLIC EDUCATION REPORT McCall Flynn, Executive Director

Ms. McCall Flynn thanked Dr. Adrea Lawrence and her staff at the University of Montana for their hospitality in hosting CSPAC on campus. Ms. Flynn reviewed the Board of Public Education's approval of the final revisions to Chapter 58, Educator Preparation Program Standards at the Board's January meeting. The final rules will be published January 27, 2023, and will be effective July 1, 2023. The Board concluded responding to public comments to the Chapter 55, Standards of Accreditation proposed revisions and will act on the final rules at their meeting in March. Ms. Flynn reviewed the final decisions of

the Board pertaining to the recommendations from CSPAC regarding the proposed revisions to Chapter 55. Ms. Flynn reviewed the Seal of Biliteracy and announced that applications are now being accepted and explained the process for application and review. Ms. Flynn discussed Board legislative priorities and the Board's budget requests for the next biennium, noting that the Board's budget will be presented to the Joint Appropriations Committee next Wednesday, February 1, 2023, and reviewed bills the Board is watching. Ms. Flynn opened the floor for discussion amongst the Council members regarding HB 231, which would eliminate CSPAC. Ms. Flynn directed the Council to the Mission and Goals reviewed in October, and Chair Elder thanked the Council and staff for their work on the Mission and Goals before asking for a motion to approve.

Ms. Hannah Nieskens moved to approve the Mission and Goals as presented. Motion seconded by Dr. Kate Eisele.

No discussion. Motion passed unanimously.

Ms. Flynn reviewed the changes to the Bylaws and answered Council member questions.

Dr. Jill Rocksund moved to approve the Bylaws as presented. Motion seconded by Ms. Teresa Marchant.

No discussion. Motion passed unanimously.

ITEM 3 CLASS 8 REVIEW – (ACTION) Crystal Andrews, OPI

Ms. Crystal Andrews presented two Class 8 license applications to the Council. The Council approved one license and requested additional information on the second.

Ms. Hannah Nieskens moved to recommend approval of the Class 8 license Computer Science for Mr. Patrick Simpson. Motion seconded by Ms. Teresa Marchant.

Discussion regarding the length of Mr. Simpson's employment with Great Falls Public Schools.

No further discussion. Motion passed unanimously.

Dr. Kate Eisele moved to table the Class 8 application for Ms. Megan Farmer until the April 2023 meeting. Motion seconded by Ms. Barbara Brown.

No discussion. Motion passed unanimously.

ITEM 5 PRAXIS 101: WHAT IS THE PRAXIS TEST REVIEW PROCESS? – (INFORMATION)

Kristi Steinberg, University of Montana

Ms. Kristi Steinberg presented to the Council a history of the PRAXIS exam, the review process, and the approval process. Ms. Steinberg discussed when and why tests are reviewed, why tests are revised and regenerated, how the review panel members are selected, and how a determination is made if the test should be used in Montana. Ms. Steinberg answered Council member questions.

ITEM 4 REVIEW RECOMMENDED PRAXIS EXAM SCORES AND MAKE RECOMMENDATION TO THE BOARD OF PUBLIC EDUCATION – (ACTION) Crystal Andrews, OPI; Kristi Steinberg, University of Montana

Ms. Crystal Andrews presented the recommended PRAXIS exam scores for seven subject matter tests. Ms. Andrews reviewed the timeline for the review of the tests and noted that the Montana Council of Deans of Education accepted the recommendations from the PRAXIS Working Committee. Ms. Andrews reviewed the recommended scores for the seven subject matters and stated that the Board will act on this

item at their March meeting pending a recommendation from CSPAC. Ms. Steinberg discussed members of the review panels assembled for review of each content area, and she and Ms. Andrews reviewed each recommended score for the Council.

Ms. Barbara Brown moved to recommend the Board of Public Education approve the PRAXIS Exam tests and scores as presented. Motion seconded by Dr. Kate Eisele.

No discussion. Motion passed unanimously.

ITEM 6 CRITICAL QUALITY EDUCATOR SHORTAGE AREA REPORT –

(INFORMATION)
Jay Phillips, OPI

Mr. Jay Phillips presented the Critical Quality Educator Shortage Area Report to the Council and answered Council member questions.

ITEM 7 ARP/ESSER FUNDING: HOW ARE DISTRICTS UTILIZING FUNDS? –

(INFORMATION) Wendi Fawns, OPI

Ms. Wendi Fawns updated the Council on the status of the ARP/ESSER funding, how districts are utilizing funds, and how funds are being spent. Ms. Fawns directed Council members to the OPI website if they would like to have additional information on the Federal COVID-19 relief funding.

ITEM 8 TEACHER RESIDENCEY PROGRAM PANEL – (INFORMATION) Dr. Estee Aiken, University of Montana Western

Dr. Estee Aiken answered Council member questions surrounding the Teacher Residency Program. Dr. Aiken explained differences between the residency program and traditional student teaching. Dr. Aiken then highlighted pieces of the program including: how the stipend program works for payment to resident teachers, how many participants are in the program, how many are anticipated in the next year, how to get all educator preparation programs involved, how districts are providing housing options for the residents, and issues that have arisen that will need to be addressed in the future.

ITEM 3(cont.) CLASS 8 REVIEW – (ACTION) Crystal Andrews, OPI

Ms. Andrews sent the transcript for the Class 8 application as requested and the transcripts were reviewed by the Council.

Ms. Teresa Marchant moved to recommend approval of the Class 8 application for Ms. Megan Farmer in Psychology. Motion seconded by Dr. Kate Eisele.

No discussion. Motion passed unanimously.

FUTURE AGENDA ITEMS – April 19, 2023

Approve Annual Report Recommendations to the Board on future advisory councils Class 8 License Applications

PUBLIC COMMENT

Ms. Jenny Murnane-Butcher, MOFE, gave public comments to the Council regarding HB 231, and thanked CSPAC for their work and dedication to public education.

ADJOURN

Meeting adjourned at 12:14 PM.

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<u>ITEM 1</u>

EXECUTIVE COMMITTEE REPORT

Kelly Elder

ITEM 2

BOARD OF PUBLIC EDUCATION REPORT

McCall Flynn

ITEM 3

APPROVE CSPAC ANNUAL REPORT TO THE BOARD OF PUBLIC EDUCATION

Kelly Elder

2022 Annual Report

of the

Montana Certification
Standards and Practices
Advisory Council

to the

Montana Board of Public Education



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MISSION STATEMENT:

The mission of the Certification Standards and Practices Advisory Council is to study and make recommendations to the Board of Public Education on certification issues concerning teachers, administrators, and specialists; professional standards and ethical conduct; the status and efficacy of approved educator preparation programs in Montana; and policies related to the denial, suspension, and revocation of educator certification and the appeals process.

CSPAC GOALS 2022-2023

- 1) Study and make recommendations to the Board of Public Education on the status and efficacy of approved teacher educator programs in Montana.
 - a. Participate in the Council for the Accreditation of Educator Preparation/Montana accreditation reviews, when possible.
 - b. Continued review of Chapter 58 Professional Educator Preparation Program Standards.
 - c. Continue to work with the Office of Public Instruction (OPI) to encourage the implementation of mentor programs across Montana to facilitate the induction of beginning teachers into the profession of teaching.
- 2) Study and make recommendations to the Board of Public Education in the area of licensure renewal requirements and procedures.
 - a. Continued review of Chapter 57 Educator Licensure Standards.
 - b. As funding permits, attend the following conferences: Western States Certification, National Association of State Directors of Teacher Education and Certification (NASDTEC), and National Commission on Teaching and America's Future.
 - c. Meet annually with the Board of Public Education and the Montana Council of Deans of Education.
- 3) Study and make recommendations to the Board of Public Education on policies related to the denial, suspension, and revocation of teachers' licenses and the appeals process.
 - a. Continued review of Chapter 57 Educator Licensure Standards.
 - b. Attend NASDTEC Professional Practices Institute, when possible.
- **4)** Study and make recommendations to the Board of Public Education regarding establishing standards of professional practices and ethical conduct.
 - a. Work with OPI to develop a framework for professional development based on best practices.
 - b. As funding permits, attend NASDTEC Professional Practices Institute.
 - c. Review the Professional Educators of Montana Code of Ethics every five years.
 - d. Continued review of Chapter 57 Educator Licensure Standards to study the process utilized in Montana for reviewing cases of suspension, revocation, and denial of educator licensure.

- 5) Study and make recommendations to the Board of Public Education on the status and efficacy of alternative and/or nontraditional teacher preparation opportunities.
 - a. Complete reviews of Class 8 Dual Credit Post-Secondary Faculty License applications at regularly scheduled meetings.
 - b. Monitor and review non-accredited educator preparation programs to ensure they are not acting as diploma mills.
 - c. Reiterate that distance learning, dual enrollment, alternative certification models, etc. are multi-faceted and inter-related concepts that cannot be viewed in isolation from one another.
 - d. Continued involvement in the implementation of the Montana Content Standards.

OTHER CSPAC ACTIVITES:

CSPAC will:

- Monitor any teacher licensure issues that may emerge from the implementation of distance learning programs, like the Montana Digital Academy.
- 2) Continue to review Chapter 55 Accreditation Standards.
- 3) Solicit input from the Board of Public Education and the Montana Council of Deans of Education regarding research priorities for CSPAC for the upcoming year.

Professional Educators of Montana Code of Ethics Model Principles

To serve the needs of all students, it is essential that professional educators strive to maintain the highest ethical standards. It is their responsibility to create learning environments to help all students reach their full potential while honoring the trust and confidence placed in them by students, families, colleagues, and the community.

The Professional Educators of Montana Code of Ethics serves as a set of aspirational principles intended to guide educator conduct and protect the rights of all students. These model principles are intended to be used by school districts, educator preparation programs, and other educational entities as they seek to adhere to the highest ethical standards in their service to students and families, the profession, and the community.

Principle I. Commitment to Students and Families. The ethical educator:

- A. Makes the well-being of students the foundation of all decisions and actions.
- B. Promotes a spirit of inquiry, creativity, and high expectations.
- C. Assures just and equitable treatment of every student.
- D. Protects students when their learning or well-being is threatened by the unsafe, incompetent, unethical, or illegal practice of any person.
- E. Keeps information confidential that has been obtained in the course of professional service, unless disclosure serves a compelling purpose in the best interest of students, or is required by law.
- F. Respects the roles, responsibilities, and rights of students, parents, and guardians.
- G. Maintains appropriate educator-student relationship boundaries in all respects, including speech, print, and digital communications.
- H. Demonstrates an understanding of educational inclusion, respects human diversity, and provides opportunities and resources for all students to reach their full potential.

Principle II. Commitment to the Profession. The ethical educator:

- A. Fulfills professional obligations with diligence and integrity.
- B. Demonstrates continued professional growth, collaboration, and accountability.
- C. Respects the roles, responsibilities, and rights of colleagues, support personnel, and supervisors.
- D. Contributes to the development of the profession's body of knowledge.
- E. Manages information, including student data and assessments, with integrity.
- F. Teaches without distortion, bias, or prejudice.
- G. Represents professional qualifications accurately.

Principle III. Commitment to the Community. The ethical educator:

- A. Models the principles of citizenship in a democratic society.
- B. Protects the civil and human rights of students and colleagues.
- C. Assumes responsibility for personal actions.
- D. Demonstrates good stewardship of public resources.
- E. Exemplifies a positive, active role in school-community relations.
- F. Adheres to the terms of contracts, district policies and procedures, and relevant statutes and regulations.
- G. Uses social media and digital communications responsibly and professionally.

Adopted by the Certification Standards and Practices Advisory Council October 2022

Accepted by the Board of Public Education November 2022

COUNCIL M Term Expires	Updated 07/19/22		
6/1/23	Teresa Marchant Vice Chair K-12 Specialist (Lockwood) mrsmarchant@yahoo.com	1700 River View Dr Billings, MT 59105	C 406-697-5252
6/1/23	Dr. Trent Atkins Post-Secondary (University of Montana Trent.Atkins@umontana.edu	College of Education a) 32 Campus Dr Missoula, MT 59871	H 406-821-2183 W 406-243-4978
6/1/23	Barbara Brown Teacher K-8 (Lolo) bbrown@loloschools.org bib1267@msn.com	5135 Cattle Dr Missoula, MT 59808	H 406-531-6654 W 406-273-6686
6/1/24	Dr. Kate Eisele Teacher 9-12 (Big Sky) keisele@bssd72.org	356 Buffalo Drive West Yellowstone, MT 59758	W 406-995-4281
6/1/24	Kelly Elder Chair Teacher K-8 (Helena) kelder@helenaschools.org	620 N Davis Helena, MT 59601 F 406-324-2801	W 406-324-2799 C 406-461-1995
6/1/24	Dr. Jill Rocksund School District Trustee (Columbia Falls j_rocksund@cfmtschools.net	917 Vans Ave s) Columbia Falls, MT 59912	H 406-892-1822 C 406-212-0166
6/1/25	Hannah Nieskens Administrator (Whitehall) hnieskens@whitehallmt.org	564 MT Highway 359 Cardwell, MT 59721	C 406-600-1120 W 406-287-3455
<u>STAFF</u>			
McCall Flynn Executive Director mflynn@mt.gov		PO Box 200601 Helena, MT 59620-0601	O 406-444-0300 F 406-444-0847 C 406-691-0550
Kris Stockton Administrative Specialist kmstockton@mt.gov		PO Box 200601 Helena MT 59620-0601	O 406-444-0302 F 406-444-0847
Julie Balsam Accounting Technician jbalsam@mt.gov		PO Box 200601 Helena MT 59620-0601	O 406-444-6576 F 406-444-0847

CERTIFICATION STANDARDS & PRACTICES ADVISORY COUNCIL MEETING MINUTES

WEDNESDAY, JULY 13, 2022

Montana State Capitol Building, Room 152 Helena, MT

Starting at 8:30 AM:

CALL TO ORDER

Chairperson Elder called the meeting to order at 8:33 and lead the Council in the Pledge of Allegiance. Ms. Stockton took Roll Call, Chair Elder read the Statement of Public Participation.

Council members present: Mr. Kelly Elder, Chair; Ms. Teresa Marchant, Vice Chair; Dr. Kate Eisele; Ms. Barbara Brown; Ms. Hannah Nieskens; Dr. Trent Atkins. Staff present: Ms. McCall Flynn, Executive Director; Ms. Kris Stockton, Administrative Specialist; Ms. Julie Balsam, Accounting Technician.

APPROVE MINUTES

<u>Dr. Eisele moved to approve the April meeting minutes</u>; Ms. Marchant seconded the motion. Motion was approved.

ADOPT AGENDA

Ms. Marchant moved to adopt the agenda; Dr. Eisele seconded the motion. Motion was approved.

ITEM 1 EXECUTIVE COMMITTEE REPORT – (INFORMATION) Kelly Elder

New Member Introduction

Chair Elder introduced new member, Ms. Hannah Nieskens, and welcomed her to the Council. Ms. Nieskens, Superintendent of Whitehall Public Schools, gave a summary of her professional career in education and expressed her excitement to join CSPAC.

• Set Yearly Calendar

Executive Director Flynn led a discussion to set meeting dates for the upcoming year. It was decided the October CSPAC meeting, which will be the annual joint meeting with the Council of Deans, will be scheduled for the first week of October. Ms. Flynn will inform the Council of Deans that the Council is available October 3-7, 2022, for them to coordinate a meeting in tandem with CSPAC. Additionally, Chair Elder suggested meeting dates of February 8, 2023, April 19, 2023, and joint with BPE in July 2023 for CSPAC meeting dates.

Review of Mission and Goals

Chair Elder reviewed the CSPAC Goals as presented in the CSPAC 2021 Annual Report to the Board of Public Education. Ms. Flynn noted some goals may need clarifying language, such as goal 1a. and goal 3a. One of her suggestions was adding the words, 'when appropriate', when the goal is not an ongoing activity of the Council. Ms. Flynn offered to bring suggested language edits to the Council at their October Council.

• Discuss Annual Report for Presentation to Board of Public Education

Chair Elder lead an overview of the 2021 Annual Report. Ms. Flynn presented the idea of including the entire text of the Council's meeting minutes in future annual reports in place of the current 'highlights of meeting minutes', which is presently used. A consensus was reached that the approved CSPAC meeting minutes, in their entirety, will be used in future annual reports to the Board of Public Education. The Professional Educators of Montana Code of Ethics, reviews of Chapter 57 and Chapter 58, presentations of the Praxis exam, and MSU's MAT program were mentioned by Chair Elder in his recap of the Council's highlights of the year. The Chair asked if there were questions or points of discussion regarding the report. He concluded the discussion, stating the Council would present the annual report to the Board of Public Education later that day.

ITEM 2 MENTORSHIP AND INDUCTION FOLLOW UP – (INFORMATION) McCall Flynn

Ms. Flynn reviewed the background of teacher mentorship and induction and discussed its relevance to Chapter 55. She asked Council members for feedback and reflections of their personal experiences implementing mentorship and induction in their schools to help guide standards currently being drafted. Ms. Nieskens expressed that many standards that are in ARM are self-reported to OPI through TEAMS. She explained that there is not always internal mentorship, and often assistance is offered from neighboring districts or from retired teachers who live locally.

ITEM 3 REVIEW OF CLASS 8 LICENSE APPLICATION – (ACTION)

Crystal Andrews

The council reviewed one Class 8 license application and recommend approval of the Class 8 license they were presented.

ITEM 4

REVIEW OF SUPERINTENDENT ARNTZEN'S RECOMMENDATIONS TO REVISIONS OF ARM TITLE 10, CHAPTER 58, EDUCATOR PREPARATION PROGRAMS – (INFORMATION) Dr. Julie Murgel, Zach Hawkins

Mr. Hawkins gave an overview of the process used to draft Superintendent Arntzen's recommendations to revisions of ARM Title 10, Chapter 58, Educator Preparation Programs. He discussed the backgrounds and diversity of the task force members and the general areas of study they were reviewing. Dr. Murgel then summarized the OPI's work in overseeing EPP programs and the task force's efforts in aligning national standards (CAEP) to the recommendations they drafted. She discussed their work, suggested changes and enhancements of various licenses, endorsements, and programs of educator preparation.

ITEM 5 FUTURE AGENDA ITEMS

FUTURE AGENDA ITEMS - October TBD

Meet with Montana Council of Deans of Education
Election of Officers
School Funding in Montana
Ms. Flynn discussed further checking with the Council of Deans on a date for the October 2022 meeting.
Check back with OPI on progress made with OPI's new teacher licensure program
Revisit Chapter 55 revisions

PUBLIC COMMENT

(This time will be provided for public comment on items not listed on the agenda. This meeting is open to the public both in person and electronically. For those wishing to give virtual public comment, please contact bpe@mt.gov to request the Zoom link for the meeting. Members of the public who have joined virtually on Zoom may "raise their hand" at the appropriate time to participate after being recognized by the Council Chair. Written public comment may be submitted to the Executive Director at bpe@mt.gov and will be shared with the Council members and included as part of the official public record.)

ADJOURN

CSPAC meeting adjourned at 10:56 AM

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Certification Standards and Practices Advisory Council Chapter 58 – Educator Preparation Program Standards July 13, 2022

The Certification Standards and Practices Advisory Council (CSPAC) presents the following recommendations to the Board of Public Education on the Superintendent's recommended revisions to Chapter 58 – Educator Preparation Program Standards:

NEW RULE I

Recommend that the Board accept the changes to English as a Second Language (ESL).

10.58.511

Recommend that the Board accept the changes to American Sign Language (ASL) and Native American language programs.

10.58.510

Recommend that the Board review 10.58.610(1)(e) and (1)(g)(iii) in reference to stricken language and evaluate the language to see if it is referenced anywhere else in 10.58.610.

GENERAL RECOMMENDATIONS

Recommend that the Board reconsider the removal of the words, including but not limited to: "ethics", "ethical", "diversity", "equity", and "social and emotional learning, well-being".

Recommend that the Board add working definitions for the following words: ethics, ethical, equity, social and emotional, well-being.

Recommend that the Board include a definition of "actionable measures".

CSPAC Members:

Mr. Kelly Elder, Chair
Ms. Teresa Marchant, Vice Chair
Ms. Hannah Nieskens
Ms. Barbara Brown
Teacher K-8
Dr. Trent Atkins
Dr. Kate Eisele
Teacher 9-12

Vacant School District Trustee

CERTIFICATION STANDARDS & PRACTICES ADVISORY COUNCIL MEETING MINUTES

October 6, 2022 Montana State Capitol Room 137

October 6, 2022 1:00PM

CALL TO ORDER

Chair Elder called the meeting to order at 1:05 PM. Ms. Stockton took Roll Call, and the Chair read the Statement of Public Participation and welcomed guests.

Council members present: Mr. Kelly Elder, Chair; Ms. Teresa Marchant, Vice Chair; Dr. Jill Rocksund; Ms. Barbara Brown; Dr. Trent Atkins; Dr. Kate Eisele. Guests: Dr. Rob Watson, Executive Director School Administrators of Montana; Ms. Caitlin Jensen, Executive Director Zero to Five Montana; Mr. Thom Peck, Superintendent, Lewistown Public Schools; Dr. Tim Tharp, Board of Public Education member; Ms. Jule Walker, Montana School Boards Association; Dr. Christine Lux, MSU Bozeman; Dr. Georgenne "GG" Weisenfeld, National Institute for Early Childhood Education Research; Ms. Diane Fladmo, Montana Federation of Public Employees.

APPROVE AGENDA

Ms. Teresa Marchant moved to approve the agenda. Ms. Barbara Brown seconded the motion.

No discussion. Motion passed unanimously.

APPROVE MINUTES

Ms. Teresa Marchant moved to approve the July 13, 2022, meeting minutes. Ms. Barbara Brown seconded the motion.

No discussion. Motion passed unanimously.

ITEM 1 BOARD OF PUBLIC EDUCATION UPDATE – (INFORMATION) Ms. McCall Flynn

Ms. Flynn reviewed the public hearing held August 30, 2022, for the revisions to Chapter 58, Educator Preparation Programs, and the Notice of Public Hearing for the revisions to Chapter 55, Accreditation Standards, which will publish October 7, 2022. Public comment on the proposed revisions to Chapter 55 will be accepted beginning October 7, 2022 and continue through November 4, 2022.

Ms. Flynn reviewed proposed revisions to the Council Bylaws, answering member questions and discussing possible edits to the proposed revisions. The Council will take final action at the February 2023 meeting.

Ms. Flynn reviewed revisions to the Council's Mission and Goals as revised at the July 13, 2022, meeting, and answered Council member questions. Council members gave additional suggestions and recommendations to the revisions which Ms. Flynn will add and bring back for Council approval at the February 2023 meeting.

ITEM 2 EARLY CHILDHOOD EDUCATION PANEL DISCUSSION: WHY INVEST IN EARLY CHILDHOOD EDUCATION? – (INFORMATION)

Ms. Caitlin Jensen, Zero to Five Montana; Dr. Georgenne "GG" Weisenfeld, National Institute for Early Childhood Research; Dr. Christine Lux, Associate Professor, Child Development Center Director at MSU Bozeman; Mr. Thom Peck, Superintendent Lewistown Public Schools

Ms. Flynn opened the item for the Council explaining the background for this topic coming before CSPAC. At the September meeting of Constitutional Players, the group narrowed their focus to four areas concerning public education in Montana, one area being Early Childhood Education. The Board of Public Education has tasked CSPAC with making

recommendations to the Board of Public Education on the level of engagement and support the Board of Public Education should have surrounding Early Childhood Education in Montana. Ms. Flynn worked with Ms. Caitlin Jensen of Zero to Five Montana to gather a panel of Early Childhood Educators and experts to present information to the Council before making their recommendations to the Board. Ms. Caitlin Jensen presented a brief slide show of Early Childhood Education in Montana. Dr. GG Weisenfeld and Dr. Christine Lux gave brief presentations for the Council about the work they do in the Early Childhood Education field. Mr. Thom Peck, Superintendent of Lewistown Public Schools, discussed the pre-Kindergarten program in Lewistown called "Pre-Step" for young five-year-old students who may need additional preparation before entering Kindergarten to be successful learners. The panel answered Council member questions.

ITEM 3

RECOMMENDATION TO THE BOARD OF PUBLIC EDUCATION ON LEVEL OF SUPPORT OF EARLY CHILDHOOD EDUCATION – (ACTION) Mr. Kelly Elder

Ms. Teresa Marchant moved to encourage the Board of Public Education to help facilitate funding for Early Childhood Education. Dr. Jill Rocksund seconded the motion.

No discussion. Motion passed.

ITEM 4 REVIEW OF CLASS 8 LICENSE APPLICATIONS – (ACTION)

Dr. Julie Murgel

The Council reviewed six applications for Class 8 licenses and recommended all six applications for licensure.

ITEM 5

CSPAC RECOMMENDATIONS ON ARM TITLE 10, CHAPTER 55, STANDARDS OF ACCREDITATION TO THE BOARD OF PUBLIC EDUCATION – (ACTION) Mr. Kelly Elder

Dr. Kate Eisele moved to recommend the Board of Public Education keep the Charter School variance under the Variance to Standards. Motion seconded by Ms. Teresa Marchant.

Public comment from Deputy Allen that the intention was to give charter schools their own rule for transparency.

Comment from Dr. Rocksund regarding keeping it under the Variance Standards.

No further discussion. Motion passed.

Discussion surrounding Special Education, Gifted and Talented, English Language Learners, and student to teacher ratios in the Accreditation Standards.

Dr. Trent Atkins moved to recommend the Board of Public Education to review the lack of student to teacher ratios for students in Special Education services. Question from Dr. Eisele regarding ratios vs. hours. Dr. Atkins responded that he is hearing from specific individuals that it is the ratios that are of concern. Motion withdrawn.

Dr. Jill Rocksund recommended the Board of Public Education create a new rule to quantify special education case load, taking into consideration case load size for Special Education instructors, to consider instructional hours, student contact hours, parent contact hours, and working with providers. Motion seconded by Dr. Atkins.

Dr. Trent Atkins made a friendly amendment to add "related services personnel" instead of classroom teachers.

No further discussion. Motion passed unanimously.

Dr. Jill Rocksund moved to recommend the Board of Public Education strike the following portion of NEW RULE II: everything after "children" in (1)(c). Motion seconded by Dr. Kate Eisele.

Comments from Deputy Allen that the recommendation is based upon best practices. Dr. Eisele asked if there was information they could review, and Deputy Allen noted that she could get the Council the information.

Dr. Jill Rocksund stated that she agrees with the best practices but that it does not need to be spelled out in rule. Agreement from Ms. Teresa Marchant.

No further discussion. Motion passed unanimously.

Dr. Jill Rocksund moved to recommend the Board of Public Education retain the ratios in 10.55.704-705, 10.55.709-710, and 10.55.712, viewing those ratios as minimum standards moving forward. Motion seconded by Ms. Teresa Marchant.

No discussion. Motion passed.

Ms. Teresa Marchant moved that the Board of Public Education retain NEW RULE III (10.55.723) Mentorship and Induction. Dr. Kate Eisele seconded the motion.

No discussion. Motion passed unanimously.

Dr. Kate Eisele moved that the Board of Public Education look at available resources and training to support school districts as they move to implement the requirements in 10.55.603 for proficiency-based learning. Motion seconded by Dr. Jill Rocksund.

No discussion. Motion passed unanimously.

Discussion surrounding 10.55.902 and possible removal of music and arts in the curriculum requirements.

Ms. Teresa Marchant moved to recommend the Board of Public Education ensure section 10.55.902 contains a balanced education for all middle school students that requires music and art curricula. Motion seconded by Dr. Kate Eisele.

Friendly amendment from Dr. Atkins to change "curricula" to "program areas".

Comments from Deputy Superintendent Allen regarding the discussion.

No further discussion. Motion passed unanimously.

ITEM 6

RECOMMENDATION ON THE PROFESSIONAL EDUCATORS OF MONTANA CODE OF ETHICS – (ACTION)

Mr. Kelly Elder

Chair Elder asked members of the Code of Ethics subcommittee to update the full Council on work the subcommittee has done. Dr. Kate Eisele gave comments regarding professionalism in teaching, the controversy surrounding certain words contained within the Code, public comments made throughout the past year, and how to move forward. Dr. Eisele stated that the Board of Public Education has given the Council direction to revise the opening paragraph and language contained therein.

Dr. Kate Eisele moved to approve the revised introductory paragraphs and recommend to the Board of Public Education accept the new language. Dr. Jill Rocksund seconded the motion.

Comments from Deputy Superintendent Allen regarding the Code of Ethics being aspirational.

Discussion surrounding the word aspirational. Dr. Eisele amended her motion to remove the word aspirational. Dr. Jill Rocksund seconded the motion.

Discussion as to whether striking the word makes a difference.

Dr. Eisele withdrew the amended motion. Return to original motion.

Comments again from Deputy Allen who stated that we are better off without a Code of Ethics than with an aspirational document.

No further discussion. Motion passed.

Dr. Kate Eisele reviewed the second issue surrounding the word "equity" in Principle III(b) and reviewed three possible options for the Council.

Dr. Kate Eisele moved to change Principle III(b) to read: "understands and respects human diversity, is fair and impartial, and provides opportunities and resources for all students to be successful". Ms. Teresa Marchant seconded the motion.

Comments from Dr. Rob Watson giving examples of educators in Montana who helped him as a student reach his full educational potential.

Discussion about whether this statement is placed under the correct principle. Dr. Eisele noted that her next motion will be to move the statement under a different principle.

Dr. Atkins proposed adding the phrase "demonstrates an understanding of educational diversity and respects human diversity" and agrees that the statement should be moved under Principle I.

Ms. Flynn proposed melding the two statements.

Dr. Kate Eisele amended her motion to meld the two statements and revised the statement to read "demonstrates an understanding of educational inclusion, and respects human diversity, and provides opportunities and resources for all students to be successful". Dr. Rocksund offered another amendment, so the statement reads: "Demonstrates an understanding of educational inclusion, respects human diversity, and provides opportunities and resources for all students to reach their full potential".

No further discussion. Motion passed unanimously.

Dr. Kate Eisele moved to relocate the new language to Principle I(h) and recommend the Board of Public Education accept these new revisions. Dr. Jill Rocksund seconded the motion.

No discussion. Motion passed unanimously.

ITEM 7

OFFICER ELECTIONS – (ACTION) Ms. McCall Flynn

Ms. Flynn opened the floor for nominations for Chair and Vice Chair of CSPAC.

Ms. Teresa Marchant nominated Mr. Kelly Elder as Chair. Dr. Kate Eisele seconded.

No further nominations. Motion passed unanimously.

Dr. Kate Eisele nominated Ms. Teresa Marchant. Dr. Trent Atkins seconded.

No further nominations. Motion passed unanimously.

FUTURE AGENDA ITEMS (February 8, 2022)

Teacher Residency Program update
Presentation on School Funding Formula
Critical Shortage Area Presentation

PUBLIC COMMENT

Ms. Flynn read comments from Ms. Hannah Neiskens regarding Early Childhood Education.

Public comment from Deputy Superintendent Sharyl Allen.

ADJOURN

Meeting adjourned at 5:42 PM.

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Certification Standards and Practices Advisory Council Recommendation to the Board of Public Education Early Childhood Education

At the Board of Public Education meeting in July, the Board tasked CSPAC with researching and reviewing early childhood education and whether the Board should support potential legislation to expand early childhood education opportunities in the state of Montana. At their October meeting, CSPAC heard from a panel of experts on the state of early childhood education in Montana and across the nation, as well as impacts on the workforce and how local school districts are making the investment without statewide funding. After the presentation, CSPAC made a recommendation to the Board.

The following panelists gave presentations to CSPAC and shared information on very specific aspects of early childhood education. Caitlin Jensen, Executive Director at Zero to Five Montana, was the moderator and opened the discussion talking about the state of early childhood education in Montana. Dr. Georgenne "GG" Weisenfeld, Senior Early Childhood Education Policy Specialist at the National Institute for Early Education Research, shared on the state of early childhood education from the national perspective, and steps that we can take in Montana to prepare for potential state-funded programs in the future. Dr. Christine Lux, Associate Professor, Child Development Center Director at Montana State University, shared her work at the higher education level and how they're connecting early childhood education and workforce needs. And finally, Thom Peck, Superintendent of Lewistown Public Schools, shared the steps that his school district has taken to invest in early childhood education at the local level, and why they've made it a priority.

Throughout the presentation, panelists shared PowerPoint presentations, materials, and resources to help CSPAC make a recommendation. Some of those resources are:

National Association of State Boards of Education Early Childhood Education Workgroup

Zero to Five one-pager

Before making a recommendation, CSPAC recognized that the Board has done a great deal of work to prepare for statewide early childhood education programs through their standards revisions, specifically in Chapter 63, Chapter 57, and Chapter 58. After research and review, CSPAC made a recommendation that the Board work with the legislature and other budgetary entities on a funding strategy to promote access to early childhood education programs for children and families.

Certification Standards and Practices Advisory Council Chapter 55 – Accreditation Standards October 6, 2022

The Certification Standards and Practices Advisory Council (CSPAC) presents the following recommendations to the Board of Public Education on the Superintendent's recommended revisions to Chapter 55 – Accreditation Standards:

10.55.603

Recommend that the Board consider available resources and training to support school districts as they move to implement the requirements in 10.55.603 for proficiency-based learning.

10.55.604

Recommend that the Board retain the Charter School Variance under the Variance to Standards in 10.55.604 and not move it to a separate section.

10.55.704, 705, 709, 710, 712

Recommend that the Board retain the ratios in 10.55.704, 705, 709, 710, 712, as minimum standards.

NEW RULE II

Recommend that the Board strike everything after "children" in (1)(c), as that language is aspirational and not something school districts can measure.

NEW RULE III

Recommend that the Board approve New Rule III Mentorship and Induction.

10.55.902

Recommend that the Board review and ensure that there is a balanced education for all middle school students in 10.55.902 that requires music and art program areas.

GENERAL RECOMMENDATIONS

Recommend that the Board create a new rule to quantify special education case load, taking into consideration case load size for Special Education instructors, to consider instructional hours, student contact hours, related services personnel, parent contact hours, and working with providers.

CSPAC Members:

Mr. Kelly Elder, Chair

Ms. Teresa Marchant, Vice Chair

Ms. Hannah Nieskens

Ms. Barbara Brown

Dr. Trent Atkins

Dr. Kate Eisele

Teacher K-8

Post-secondary

Teacher 9-12

Dr. Jill Rocksund School District Trustee

The Certification Standards and Practices Advisory Council will make reasonable accommodations for known disabilities that may interfere with an individual's ability to participate in the meeting. Individuals who require such accommodations should make requests to the Board of Public Education as soon as possible prior to the meeting start date. You may write to: Kris Stockton, PO Box 200601, Helena MT, 59620, email at: kmstockton@mt.gov or phone at 406-444-0302.

DRAFT OF MINUTES TO BE APPROVED IN APRIL CERTIFICATION STANDARDS & PRACTICES ADVISORY COUNCIL MEETING MINUTES

January 27, 2023 University of Montana, College of Education Room ED 334, Missoula, MT

Friday, January 27 9:00AM

CALL TO ORDER

Chair Elder called the meeting to order at 9:04 AM and led the Council in the Pledge of Allegiance. Ms. Stockton took roll call, the Chair read the Statement of Public Participation, and welcomed guests.

Council members present: Mr. Kelly Elder, Chair; Ms. Teresa Marchant, Vice Chair; Dr. Trent Atkins; Ms. Barbara Brown; Dr. Kate Eisele; Ms. Hannah Nieskens; Dr. Jill Rocksund. Staff present: Ms. McCall Flynn, Executive Director; Ms. Kris Stockton, Administrative Specialist; Ms. Julie Balsam, Accounting Technician. Guests present: Ms. Crystal Andrews, OPI; Mr. Jay Phillips, OPI; Ms. Wendi Fawns, OPI; Ms. Kristi Steinberg, University of Montana; Ms. Sarah Piper, Montana Federation of Public Employees; Dr. Dan Lee, University of Montana; Ms. Jenny Murnane-Butcher, Montanans Organized for Education (MOFE).

ADOPT AGENDA

Dr. Kate Eisele moved to move Item 5 before Item 4 on the agenda and approve the agenda. Motion seconded by Ms. Teresa Marchant.

No discussion. Motion passed unanimously.

APPROVE MINUTES

Dr. Jill Rocksund moved to approve the October 6, 2022 meeting minutes. Motion seconded by Ms. Barbara Brown.

No discussion. Motion passed unanimously.

ITEM 1 EXECUTIVE COMMITTEE REPORT Kelly Elder, Chair

Chair Elder reviewed the events surrounding CSPAC since the October meeting specifically pertaining to HB231 which would eliminate CSPAC from statute. The Chair discussed the important work that CSPAC does, the contributions of each member, and the service and support the Council brings to public education.

ITEM 2 BOARD OF PUBLIC EDUCATION REPORT McCall Flynn, Executive Director

Ms. Flynn reviewed the approval by the Board of the final revisions to Chapter 58, Educator Preparation Program Standards at the Board's January meeting. The final rules will be published January 27, 2023 and effective July 1, 2023. The Board concluded responding to public comments to the Chapter 55 Standards of Accreditation proposed revisions and will act on the final rules at their meeting in March. Ms. Flynn reviewed the final decisions by the Board pertaining to the recommendations from CSPAC regarding the Superintendent's proposed revisions to Chapter 55. Ms. Flynn reviewed the Seal of Biliteracy announcing that applications are now being accepted and explained the process for application and review. Ms. Flynn discussed Board legislative priorities and the Boards budget requests for the next biennium, noting that the Board's budget will be presented to the Joint Appropriations Committee next Wednesday, February 1, 2023, and reviewed bills the Board is watching. Ms. Flynn opened the floor for discussion amongst the Council members regarding HB231 which would eliminate CSPAC. Ms. Flynn directed the Council to the Mission and Goals reviewed in October, and Chair Elder thanked the Council and staff for their work on the Mission and Goals before asking for a motion to approve.

Ms. Hannah Nieskens moved to approve the Mission and Goals as presented. Motion seconded by Dr. Kate Eisele.

No discussion. Motion passed unanimously.

Ms. Flynn reviewed the changes to the Bylaws for the Council and answered Council member questions.

Dr. Jill Rocksund moved to approve the Bylaws as presented. Motion seconded by Ms. Teresa Marchant.

No discussion. Motion passed unanimously.

ITEM 3 CLASS 8 REVIEW – (ACTION) Crystal Andrews, OPI

Ms. Andrews presented two Class 8 license applications to the Council. The Council approved one application and requested additional information for the second application.

ITEM 5 PRAXIS 101: WHAT IS THE PRAXIS TEST REVIEW PROCESS? – (INFORMATION) Kristi Steinberg, University of Montana

Ms. Kristi Steinberg, Licensure and Accreditation Manager at University of Montana, presented to the Council a history of the PRAXIS exam, the review process, and the approval process. Ms. Steinberg discussed when and why tests are reviewed, why tests are revised and regenerated, how review panel members are selected, and how a determination is made if the test should be used in Montana. Ms. Steinberg answered Council member questions.

ITEM 4 REVIEW RECOMMENDED PRAXIS EXAM SCORES AND MAKE RECOMMENDATION TO THE BOARD OF PUBLIC EDUCATION – (ACTION) Crystal Andrews, OPI; Kristi Steinberg, University of Montana

Ms. Crystal Andrews presented the recommended PRAXIS exam scores for seven subject matter tests. Ms. Andrews reviewed the timeline for the review of the tests and noted that the Council of Deans accepted the recommendations from the PRAXIS Working Committee. Ms. Andrews reviewed the recommended scores for the seven subject matters for the Council and stated that the Board will act on this item at their March meeting pending a recommendation from CSPAC. Ms. Steinberg discussed members of the review panels assembled for review of each content area, and she and Ms. Andrews reviewed each recommended score for the Council.

Ms. Barbara Brown moved to recommend the Board of Public Education approve the PRAXIS Exam tests and scores as presented. Motion seconded by Dr. Kate Eisele.

No discussion. Motion passed unanimously.

ITEM 6 CRITICAL QUALITY EDUCATOR SHORTAGE AREA REPORT – (INFORMATION) Jay Phillips, OPI

Mr. Jay Phillips, OPI, presented the Critical Quality Educator Shortage Area Report to the Council and answered Council member questions.

ITEM 7 ARP/ESSER FUNDING: HOW ARE DISTRICTS UTILIZING FUNDS? –

(INFORMATION) Wendi Fawns, OPI Ms. Wendi Fawns, OPI, updated the Council on the status of the ARP/ESSER funding, how districts are utilizing funds, and how funds are being spent. Ms. Fawns directed Council members to the OPI website if they would like to have additional information on the Federal COVID-19 relief funding.

ITEM 8 TEACHER RESIDENCEY PROGRAM PANEL – (INFORMATION)

Dr. Estee Aiken, UM Western, answered Council member questions surrounding the Teacher Residency Program. Dr. Aiken explained differences between the residency program and traditional student teaching, how the stipend program works for payment to residents, how many participants are in the program, how many are anticipated in the next year, how to get all ten Education Preparation Programs involved, how districts are providing housing options for the residents, and issues that have arisen that will need to be addressed in the future.

ITEM 3 CLASS 8 REVIEW – (ACTION) Crystal Andrews, OPI

Ms. Andrews sent the transcript for the Class 8 application as requested by the Council. The Council reviewed the transcripts and approved the application.

FUTURE AGENDA ITEMS – April 19, 2023

Approve Annual Report Recommendations to the Board on future advisory councils Class 8 License Applications

PUBLIC COMMENT

Ms. Jenny Murnane-Butcher, MOFE, gave public comments to the Council regarding HB231, and thanked CSPAC for their work and dedication to public education.

ADJOURN

Meeting adjourned at 12:14 PM.

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Certification Standards and Practices Advisory Council Recommendation to the Board of Public Education Praxis Tests and Scores

The Certification Standards and Practices Advisory Council (CSPAC) received a presentation at their January 27, 2023 meeting from Kristi Steinberg from the University of Montana Educator Preparation Program on the "nuts and bolts" of reviewing Praxis tests and scores.

CSPAC learned that the Montana Council of Deans of Education and the Office of Public Instruction work together to facilitate test review meetings of the Praxis Subject Assessments. For the purposes of this presentation, CSPAC heard of the process for the most recent seven Praxis Subject Assessments (General Science – 5436, Biology – 5236, Chemistry – 5246, Earth and Space Science – 5572, Physics – 5266, School Counselor – 5422, School Librarian – 5312). Experts in these specific content areas participated in a test review panel and took the online Praxis Subject Assessment practice tests in their subject area of expertise.

After research and review, CSPAC made a recommendation that the Board of Public Education approve the following Praxis tests and scores as presented by the Montana Council of Deans of Education:

Biology: #5236 Biology Praxis test with a score of 154.

General Science (Broadfield Science): #5436 General Science Praxis test with a score of 141 with a plan to reevaluate this score in two years (Autumn 2024) as data is available.

Earth and Space Science: #5572 Earth and Space Sciences Praxis test with a score of 154.

Chemistry: #5246 Chemistry Praxis test with a score of 146.

Physics: #5266 Physics Praxis test with a score of 145.

School Counselor: #5422 School Counselor Praxis test with a score of 159. (Note: Test not required for CACREP – accredited programs at the University of Montana and Montana State University)

School Librarian: #5312 School Librarian Praxis test with a score of 154 with a plan to reevaluate this score in two years (Autumn 2024) as data is available. (Note: The panel was split in their decision)

<u>ITEM 4</u>

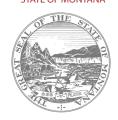
CLASS 8 REVIEW – (ACTION)

- O'Brien
- Neiman

Crystal Andrews, OPI







Montana Certification Standards and Practices Advisory Council Executive Summary

April 19, 2023

Presentation	This is a presentation about two potential Class 8- Dual Credit Postsecondary Faculty Licenses. Per ARM 10.57.437(4): Class 8 dual credit license applications will be reviewed by the Certification Standards and Practices Advisory Council for recommendation regarding issuance of the license by the Superintendent of Public Instruction. Denial of an application for licensure shall be appealable to the Board of Public Education pursuant to ARM 10.57.607.	
Presenter	Crystal Andrews Class 8 License Review Office of Public Instruction	
Position Title	Director of Accreditation and Educator Licensure	
Overview	See the attached one-pager about each applicant.	
Requested Decision(s)	Action Item- To recommend approval or denial for the Board of Public Educations for each Class 8 dual- enrollment license.	
Related Issue(s)		
Recommendation(s)	Provide a recommendation for the Board of Public Education to approve each Class 8 application based on the information presented.	









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OFFICE OF PUBLIC INSTRUCTION STATE OF MONTANA





MT Certification Standards Practices and Advisory Council

April 19, 2023

Class 8 Applicant(s)

Educator	University	Endorsement Area
Ms. Lisa O'Brien	Great Falls College- MSU	Psychology 5-12
Ms. Sabrina Neiman	Chief Dull Knife College	Business 5-12









ITEM 5

RECOMMENDATION TO THE BOARD OF PUBLIC EDUCATION ON CREATION OF NEW ADVISORY COUNCIL(S)

Kelly Elder

ITEM 6

RECOGNITION OF CSPAC MEMBERS

McCall Flynn