

2021 Annual Report

of the

Montana Certification Standards and Practices Advisory Council

to the

Montana Board of Public Education



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Certification Standards and Practices Advisory Council Mission Statement

The mission of the Certification Standards and Practices Advisory Council is to study and to 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 teacher education programs in Montana; and policies related to the denial, suspension and revocation of educator certification and the appeals process.

The Certification Standards and Practices Advisory Council will submit a report to the Board of Public Education with recommendations for the above areas at least once annually.

Professional Educators of Montana Code of Ethics

Professional educators recognize and accept their responsibility to create learning environments to help all students reach their full potential. They understand the trust and confidence placed in them by students, families, colleagues, and the community. To achieve their professional purpose, educators strive to maintain the highest ethical standards. The Professional Educators of Montana Code of Ethics sets out these fundamental principles which guide their behavior.

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.

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 data, with honesty.
- 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. Understands and respects diversity.
- C. Protects the civil and human rights of students and colleagues.
- D. Assumes responsibility for personal actions.
- E. Demonstrates good stewardship of public resources.
- F. Exemplifies a positive, active role in school-community relations.
- G. Adheres to the terms of contracts, district policies and procedures, and relevant statutes and regulations.

Adopted by the Certification Standards and Practices Advisory Council July 13, 2016

Professional Educators of Montana Code of Ethics

Note: Per the Board of Public Education action on March 10, 2022, the language in the Professional Educators of Montana Code of Ethics, adopted by the Certification Standards and Practices Advisory Council on February 9, 2022, has no effect unless and until the revisions are presented to and approved by the Board of Public Education.

Professional educators recognize and accept their responsibility to create learning environments to help all students reach their full potential. They understand the trust and confidence placed in them by students, families, colleagues, and the community. To achieve their professional purpose, educators strive to maintain the highest ethical standards. The Professional Educators of Montana Code of Ethics sets out these fundamental principles which guide their behavior.

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- 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.
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- 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. Demonstrates an understanding of educational equity and inclusion, and respects human diversity.
- C. Protects the civil and human rights of students and colleagues.
- D. Assumes responsibility for personal actions.
- E. Demonstrates good stewardship of public resources.
- F. Exemplifies a positive, active role in school-community relations.
- G. Adheres to the terms of contracts, district policies and procedures, and relevant statutes and regulations.
- H. Uses social media and digital communications responsibly and professionally.

Approved by the Certification Standards and Practices Advisory Council February 9, 2022

COUNCIL MEMBERS
Term Expires

Updated 10/28/2021

6/1/22	Dr. Rob Watson Administrator rwatson@mcps.k12.mt.us	5034 Victor Ct Missoula, MT 59803	C 406-570-4135 W 406-728-2400 x1023
6/1/23	Teresa Marchant Vice Chair K-12 Specialist mrsMarchant@yahoo.com	1700 River View Dr Billings, MT 59105	C 406-697-5252
6/1/23	Dr. Trent Atkins Post-Secondary Trent.Atkins@umontana.edu	College of Education 32 Campus Dr Missoula, MT 59871	H 406-821-2183 W 406-243-4978
6/1/23	Barbara Brown Teacher K-8 bbrown@loloschools.org blb1267@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 keisele@bssd72.org	356 Buffalo Drive West Yellowstone, MT 59758	W 406-995-4281
6/1/24	Kelly Elder Chair Teacher K-8 kelder@helenaschools.org	620 N Davis Helena, MT 59601	W 406-324-2799 C 406-461-1995 F 406-324-2801
6/1/24	Ann Wake Trustee annioakley619@gmail.com	12043 Pleasant Meadows Lolo, MT 59847	H 406-214-1390 C 406-214-1390

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CSPAC Goals 2021-2022

- 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 CAEP/Montana accreditation reviews.
 - b. Professional Educator Preparation Program Standards update recommended to BPE by CSPAC on a 5-year review cycle
 - c. Continue to work with 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.
 - b. As funding permits, attend the following conferences: Western States Certification, National Association of State Directors of Teacher Education and Certification, and National Commission on Teaching and America's Future.
 - c. Meet annually with the Board of Public Education and with the Council of Deans of Postsecondary 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. Attend NASDTEC Professional Practices Institute.
 - b. Work with OPI Licensure staff on updates of Administrative Rules.

- 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. 5-year review of the Professional Educators of Montana Code of Ethics (To begin January 2021).
 - d. CSPAC will 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-Only Post-Secondary Faculty License applications at regularly scheduled meetings.
 - b. Gather information about diploma mills and find ways to inform teachers of this and other forms of fraud.
 - c. Continue the awareness that issues such as 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 Activities:

CSPAC to monitor any teacher licensure issues that may emerge from the implementation of distance learning programs (Montana Digital Academy).

Solicit input from the Board of Public Education and the Council of Deans regarding research priorities for CSPAC for future agenda items.

Highlights of the July 14, 2021, CSPAC Meeting Montana State Capitol, Room 152

On Wednesday, July 14, 2021, the Certification Standards and Practices Advisory Council met in person and via Zoom for their regularly scheduled meeting. The Certification Standards and Practices Advisory Council, created by the 1987 Montana Legislature, is composed of seven members, and meets quarterly. The CSPAC makes recommendations to the Board of Public Education concerning licensure issues, professional practices, and ethical conduct for educators in Montana.

Currently serving on the Council: Mr. Kelly Elder, chair, teacher, Helena, Ms. Teresa Marchant, specialist, Billings; Ms. Ann Wake, vice chair, trustee, Missoula; Dr. Kate Eisele, teacher, Big Sky; Dr. Rob Watson, administrator, Missoula; Ms. Barbara Brown, teacher, Missoula; Dr. Trent Atkins, accredited teacher education institution, Missoula.

Meeting attendees included: Mr. Pete Donovan; Ms. Jane Hamman, BPE member; Ms. Tammy Lacey, BPE vice chair; Ms. Sharyl Allen, OPI; Superintendent Arntzen; Ms. Diane Fladmo, MFPE; Dr. Darlene Schottle, BPE chair. Staff present were BPE Executive Director Ms. McCall Flynn, BPE Administrative Assistant Ms. Kris Stockton.

CSPAC Meeting July 14, 2021

Executive Committee Report

Chair Elder introduced new member Dr. Kate Eisele to the Council. Dr. Eisele introduced herself to the Council and gave her background. The Council set their meeting schedule for the remainder of 2021 through July 2022 and held nominations for chair and vice chair. Mr. Elder was re-elected chair and Ms. Teresa Marchant was elected vice chair. The Council also reviewed their current mission statement as well as their 2021-2022 goals.

Board of Public Education Report/Executive Director's Report

Ms. Flynn updated the Council on the conclusion of the 2021 Montana Legislative Session, and the ongoing review of the Chapter 57 Educator Licensure and Chapter 58 Educator Preparation Program Standards. A review of each is scheduled for the joint meeting with the Board of Public Education.

History of CSPAC and the Code of Ethics

Mr. Pete Donovan, former Executive Director of the Board of Public Education and former CSPAC Administrative Officer, gave the Council a history of CSPAC since its inception in 1987 and a brief history of the Code of Ethics.

Review of Draft Revisions to the Montana Educator Code of Ethics

A review of a draft of the Code of Ethics, which is to be reviewed every 5 years, was presented to the Council by the Code of Ethics committee. The committee presented the document to the Council and Dr. Watson, chairperson of the committee, reviewed the process for the revisions. Public comment was heard on the proposed revisions before the Council voted to have the Code of Ethics committee reconvene to discuss and consider the public comment heard at the meeting.

Approve Class 8 License Applications

Ms. Crystal Andrews, Licensure Manager, OPI, presented one Class 8 application to the Council. The Council reviewed the Class 8 License application and approved the application.

Future Agenda Items

Committee report on Code of Ethics

Review of bylaws

Highlights of the October 14, 2021, CSPAC Meeting Montana State Capitol, Room 152

On Wednesday, October 14, 2021, the Certification Standards and Practices Advisory Council met in person and via Zoom for their regularly scheduled meeting. The Certification Standards and Practices Advisory Council, created by the 1987 Montana Legislature, is composed of seven members, and meets quarterly. The CSPAC makes recommendations to the Board of Public Education concerning licensure issues, professional practices, and ethical conduct for educators in Montana.

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Meeting attendees included: Ms. Jane Hamman, BPE member; Ms. Diane Fladmo, MFPE; Dr. Kirk Miller, School Administrators of Montana; Ms. Crystal Andrews, OPI; Ms. Moffie Funk; Ms. Pamela Raney; Ms. Donna Elford. Staff present were BPE Executive Director Ms. McCall Flynn, BPE Administrative Assistant Ms. Kris Stockton.

CSPAC Meeting October 14, 2021

Joint Meeting with the Montana Council of Deans of Education (MCDE)

The Certification Standards and Practices Advisory Council met with the Montana Council of Deans of Education in the morning for their annual meeting. The group heard presentations on the revision process for Chapter 57 Educator Licensure, and Chapter 58 Educator Preparation Program, as well as reports on Traffic Education, the Grow Your Own program, and the Master of Arts in Teaching/Montana Rural Educator project.

CSPAC convened their regular meeting in the afternoon at the Montana State Capitol.

Board of Public Education Report/Executive Director's Report

Executive Director McCall Flynn updated the Council on the September Board of Public Education meeting, noting that Ms. Tammy Lacey was elected chair and Ms. Madalyn Quinlan was elected vice chair. The Board's November meeting will be in Missoula where Governor Gianforte has called a Board of Education meeting. Ms. Flynn discussed the ongoing work of the Chapter 57 and 58 Task Forces and updated the Council on presentations she gave at the Legislative Education Interim Committee meeting and the Legislative Education Interim Budget Committee meeting.

Review of CSPAC Bylaws

The Council reviewed the drafted bylaws document prepared by Director Flynn and discussed further revisions, including discontinuing the use of standing committees and replacing them with ad hoc committees on an "as needed" basis. A final version will be voted on at the February CSPAC meeting.

Code of Ethics Review

The Code of Ethics committee gave an update on their efforts to review the code. The committee met after the July CSPAC meeting to discuss and consider public comment they heard. Dr. Watson

explained that the public comment heard in July led the committee to develop three different drafts of the Code of Ethics for CSPAC to consider and discuss. Public comment was heard on the proposed drafts and Council members discussed the options as well. The Council then voted on one final version of the Code of Ethics that will be presented for approval by CSPAC at their February meeting.

Approve Class 8 License Applications

Ms. Crystal Andrews, Licensure Manager, OPI, presented one Class 8 application to the Council. The Council reviewed the Class 8 License application and approved it.

Future Agenda Items

Information on Western Governor's University

Bylaws

Code of Ethics

Class 8 Applications

PRAXIS Information

Highlights of the November 3, 2021, Special CSPAC Meeting Montana State Capitol, Room 152

On Wednesday, November 3, 2021, the Certification Standards and Practices Advisory Council met in person and via Zoom for a special meeting concerning revisions to ARM Title 10, Chapter 57. The Certification Standards and Practices Advisory Council, created by the 1987 Montana Legislature, is composed of seven members, and meets quarterly. The CSPAC makes recommendations to the Board of Public Education concerning licensure issues, professional practices, and ethical conduct for educators in Montana.

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Meeting attendees included: Dr. Julie Murgel, OPI; Ms. Crystal Andrews, OPI; Ms. Sharyl Allen, Deputy Superintendent, OPI; Dr. Ann Ewbank, MSU; Ms. Tristen Belknap, OPI; Dr. Beverly Chin, UM; Mr. Dennis Parman, MREA; Ms. Virginia Diaz, OPI; Ms. Emily Dean, MTSBA; Mr. Fletcher Brown; Ms. Jule Walker, MTSBA; Dr. Kirk Miller, SAM; Ms. Kristi Steinberg, UM; Ms. Tracy Moseman, OPI; Ms. Sharon Carroll, Task Force Member; Ms. Sarah Swanson, OPI; Mr. Michael Sweeney, OPI; Ms. Tammy Lacey, Chair, BPE; Ms. Jane Hamman, BPE Member. Staff present were BPE Executive Director Ms. McCall Flynn; BPE Administrative Assistant Ms. Kris Stockton.

CSPAC Meeting November 3, 2021

Review of Revisions to ARM Title 10, Chapter 57, and recommendation to the Board of Public Education

Dr. Julie Murgel and Ms. Crystal Andrews, OPI, presented the recommendations from the Task Force on the revisions to Chapter 57, Educator Licensure, to the Council. Dr. Murgel noted that these are the Task Force recommendations and not the Superintendent's recommendations. Dr. Murgel and Ms. Andrews went through all the proposed revisions from the Task Force and answered Council questions. The Council took public comment on the proposals. Superintendent of Public Instruction Elsie Arntzen's recommendations will be presented at the Council's February 2022 meeting.

Highlights of the February 9, 2022, CSPAC Meeting Montana State Capitol Building Room 152

On Wednesday, February 9, 2022, the Certification Standards and Practices Advisory Council met in Room 152 of the Montana State Capitol Building and via Zoom for their regularly scheduled meeting. The Certification Standards and Practices Advisory Council, created by the 1987 Montana Legislature, is composed of seven members, and meets quarterly. The CSPAC makes recommendations to the Board of Public Education concerning licensure issues, professional practices, and ethical conduct for educators in Montana.

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Meeting attendees included: Dr. Julie Murgel, OPI; Ms. Tammy Lacey, chair BPE; Ms. Madalyn Quinlan, vice chair BPE; Ms. Crystal Andrews, OPI; Ms. Diane Fladmo, MFPE; Mr. Dennison Rivera; Mr. Darren Gaub; Mr. Lance Melton, MTSBA; Ms. Jule Walker, MTSBA; Ms. Chavlik; Ms. Eileen Guthrie; Ms. Elizabeth Hale; Ms. Emily Bogus, Western Governor's University; Ms. Ruth Rater; Ms. Elizabeth Hoganson; Ms. Christie Delaney; Ms. Moffie Funk; Ms. Cathy Carlson; Mr. Dylan Klapmeier, Governor Gianforte's Office; Ms. Sherri Reynolds; Ms. Pamela Rainey; Ms. Heidi Keaster; Mr. Tom Cabbage; Superintendent Elsie Arntzen; Mr. Dennis Parman, MREA. Staff present were BPE Executive Director Ms. McCall Flynn; BPE Administrative Assistant Ms. Kris Stockton.

CSPAC Meeting February 9, 2022

Executive Committee Report

Chair Elder called for any announcements from the Council. It was noted by Dr. Watson that it is "National School Counselors Week", and Ms. Marchant noted it is "I Love to Read" month.

Board of Public Education Report/Executive Director's Report

A review of the November and January Board of Public Education meetings was covered by Executive Director Flynn as well as the special Board of Public Education meeting held in January to approve the Transformational Learning and Advanced Opportunity Grant applications. Ms. Flynn announced that Mr. Paul Furthmyre was hired as the permanent Superintendent of the Montana School for the Deaf and the Blind, and that Ms. Renee Rasmussen has been appointed to the Board of Public Education, replacing Dr. Darlene Schottle, whose term has ended.

Mentorship and Induction

Ms. Flynn discussed the Mentorship Manual originally created by CSPAC in 1993 and updated in the 2000's. Chair Elder asked that a committee be created to review the manual and make any necessary changes. Dr. Eisele, Ms. Wake, and Vice Chair Marchant all volunteered to serve on the committee to review the manual. The committee will report back at the April CSPAC meeting.

CSPAC Bylaws

The Council approved the revisions to the bylaws as discussed at the October 2021 meeting and presented in the packet.

Montana Professional Educator Code of Ethics

Executive Director Flynn reviewed the process the Code of Ethics has gone through over the past year. The Code of Ethics is reviewed every five years and was last reviewed and adopted in 2016. A committee was formed at the February 2021 meeting to review the code and bring it to the Council for review, which occurred at the July 2021 meeting. The Council heard a brief presentation on the history of the Code of Ethics at the July meeting from former Executive Director Pete Donovan and heard public comment surrounding the proposed revisions to Principle III(B). The committee revising the Code of Ethics reconvened after the July meeting and drafted three options for Principle III(B) for presentation to CSPAC at their October meeting. The full Council agreed upon one final version that was presented to them at the October meeting by the Code of Ethics committee. The Council heard public comment surrounding the proposed changes to the Code of Ethics before approving the final version by unanimous vote.

Review of Superintendent Arntzen's Recommendations to Revisions to ARM Title 10, Chapter 57, Educator Licensure

Dr. Julie Murgel and Ms. Crystal Andrews, OPI, reviewed the Superintendent's recommendations to the revisions to Chapter 57, Educator Licensure. Dr. Murgel and Ms. Andrews answered Council member's questions regarding the proposals from the Superintendent.

Discussion and Recommendation to the Board of Public Education on Revisions to ARM Title 10, Chapter 57, Educator Licensure

The Council reviewed the proposed revisions from Superintendent Arntzen and heard public comment from Mr. Lance Melton, MTSBA and Mr. Dylan Klapmeier, Education Policy Advisor for Governor Gianforte. The Council made recommendations on the revisions to the Board of Public Education that will be presented to BPE at their March 2022 meeting.

Future Agenda Items

Draft Annual Report
Western Governor's University
PRAXIS Presentation
School Funding Presentation
Class 8 Applications

Highlights of the April 20, 2022, CSPAC Meeting Montana State Capitol Building, Room 152

On Wednesday, April 20, 2022, the Certification Standards and Practices Advisory Council met in Room 152 of the Montana State Capitol Building and via Zoom for their regularly scheduled meeting. The Certification Standards and Practices Advisory Council, created by the 1987 Montana Legislature, is composed of seven members, and meets quarterly. The CSPAC makes recommendations to the Board of Public Education concerning licensure issues, professional practices, and ethical conduct for educators in Montana.

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Meeting attendees included: Ms. Tammy Lacey, Chair BPE; Ms. Crystal Andrews, OPI; Ms. Amanda Curtis, MFPE; Dr. Kirk Miller, SAM; Ms. Anne Keith, Board of Public Education member; Dr. Tim Tharp, Board of Public Education member; Ms. Kristi Steinberg, University of Montana; Mr. Nick Bellack, ETS; Dr. Barbara Sunderman, Western Governor's University; Ms. Moffie Funk; Ms. Diane Fladmo, MFPE; Ms. Jule Walker, MTSBA. Staff present were: BPE Executive Director Ms. McCall Flynn; BPE Administrative Assistant Ms. Kris Stockton.

CSPAC Meeting April 20, 2022

Executive Committee Report

The Chair recognized Dr. Rob Watson for his service on CSPAC. Dr. Watson has accepted the Executive Director position at the School Administrators of Montana and will be leaving the Council effective June 1, 2022. The Chair led the Council through a review of the draft Annual Report, which will be presented to the Board of Public Education at the joint meeting in July.

Board of Public Education Report/Executive Director's Report

Ms. Flynn gave her report to the Council including an update on the public comments received for the revisions to Chapter 57, Educator Licensure, explaining that the Board will meet April 28 to review all the comments. Ms. Flynn provided updates on the revisions process for Chapter 58 Educator Preparation Programs, which will be presented to the Council in July, and the work of the Chapter 55 Task Force and the Negotiated Rulemaking Committee. Mentorship and Induction is being discussed in the Chapter 55 revisions, which may be of interest to the Council. Ms. Flynn updated the Council on the March Board of Public Education meeting where a discussion was held regarding the Montana Educator Code of Ethics.

Western Governor's University Presentation

Dr. Barbara Sunderman from Western Governor's University gave a presentation to the Council. Dr. Sunderman reviewed the Educator Preparation program at Western Governor's University and answered Council member questions regarding the program.

Mentorship and Induction Committee Update

Ms. Anne Keith, Board of Public Education member, gave a report to the Council on the ASPIRE (Advancing Support, Preparation & Innovation in Rural Education) Grant given to Montana State University for the 2022-2023 school year. Ms. Keith discussed the parameters of the grant, how rural teachers apply and are matched with a mentor teacher, and how mentors are compensated for their work.

Presentation on PRAXIS in Montana

Mr. Nick Bellack, ETS, and Ms. Kristi Steinberg, University of Montana, gave a presentation to the Council on the PRAXIS test specific to Montana. Mr. Bellack discussed the new at-home testing option available since COVID, a partnership with Kahn Academy for support in test preparation, and testing information specific to Montana. Ms. Steinberg discussed the history of the PRAXIS in Montana and how the test has evolved.

PRAXIS Mathematics Review and Recommendation to the Board of Public Education

Ms. Crystal Andrews, OPI, discussed the new PRAXIS Math test and proposed score for Montana. Ms. Andrews explained that the old test version is being phased out and therefore, the PRAXIS Working Group and Montana Council of Deans has approved the new test with a recommended passing score of 159. The Council approved the recommendation for the new test and score and for the Board of Public Education to review it at their May meeting.

Action Class 8 License Application

The Council reviewed one Class 8 license application and recommended the applicant for licensure.

Future Agenda Items

Class 8 Application(s)

Mentorship and Induction follow-up

Chapter 58 review panel and recommendation to BPE

Joint Meeting with BPE