

**CERTIFICATION STANDARDS & PRACTICES
ADVISORY COUNCIL MEETING
MINUTES**

THURSDAY, OCTOBER 14, 2021

*ZOOM | MPAN Montana State Capitol,
Room 152*

CERTIFICATION STANDARDS AND PRACTICES ADVISORY COUNCIL MEETING

Starting at 1:00 P.M.

CALL TO ORDER

Chair Elder called the meeting to order at 1:03 PM. 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. Kate Eisele; Dr. Trent Atkins; Ms. Ann Wake; Ms. Barbara Brown; Dr. Rob Watson. Staff: Ms. McCall Flynn, Executive Director Board of Public Education and CSPAC; Ms. Kris Stockton, Administrative Specialist. Guests: Dr. Kirk Miller, School Administrators of Montana; Ms. Jane Hamman; Ms. Diane Fladmo, MFPE; Ms. Crystal Andrews, OPI; Ms. Moffie Funk; Ms. Pamela Raney; Ms. Donna Elford.

Approval of Agenda

Dr. Trent Atkins moved to approve the agenda as presented. Motion seconded by Ms. Ann Wake.

No discussion. Motion passed unanimously.

Approval of Minutes

Dr. Rob Watson moved to approve the July 14, 2021 Meeting Minutes. Motion seconded by Dr. Kate Eisele.

No discussion. Motion passed unanimously.

**ITEM 1 BOARD OF PUBLIC EDUCATION REPORT
 McCall Flynn**

Ms. McCall Flynn updated the Council on the Board of Public Education meetings held since the Joint CSPAC/BPE meeting in July. Ms. Flynn announced that Ms. Tammy Lacey was appointed as the Chair of the BPE and Ms. Madalyn Quinlan as the Vice Chair. Ms. Flynn gave updates on her involvement in the Chapter 57 and Chapter 58 Task Force meetings, noting CSPAC reviews and approves the Chapter revisions prior to the revisions going to the Board, and that it is anticipated that CSPAC may need to have a special meeting to review these revisions before being presented to the Board in November. Ms. Flynn discussed the Board of Education meeting, which is a joint meeting of the BPE and the Board of Regents, with Governor Gianforte as Chair. The next Board of Education meeting will be held in November in Missoula. Ms. Flynn discussed her presentations before the Education Interim Committee and the Interim Budget Committee discussing potential statute changes pertaining to Board and CSPAC funding. Ms. Flynn briefly reviewed the Roberts Rules of Orders cheat sheet and answered Council member questions.

ITEM 2 REVIEW OF CSPAC BYLAWS – INFORMATION

McCall Flynn

Ms. Flynn reviewed the current CSPAC By Laws with the Council and discussed potential revisions she is proposing and explained the reasoning for each proposed revision. Comments from the Council were heard regarding the proposals, specifically around discontinuing standing committees and using ad hoc committees when necessary. Council members agreed noting that if an ad hoc committee is created it is important to appoint a chair of the ad hoc committee. Comments were taken on the proposal regarding moving elections to the fall meeting, noting that most Council members agreed that process made sense. The Council will review the revisions to the By Laws at the February meeting.

Dr. Rob Watson moved to approve Ms. Flynn to move forward with revisions to the By Laws. Motion seconded by Ms. Teresa Marchant.

No discussion. Motion passed unanimously.

ITEM 3 CODE OF ETHICS REVIEW – ACTION

McCall Flynn

Ms. Flynn gave a brief overview of the revisions to the Code of Ethics to date for the Council, reviewing the presentation from Mr. Pete Donovan, former BPE Executive Director and CSPAC Administrative Officer, who gave a history in July on the Code of Ethics and how it came to be with CSPAC. Ms. Flynn reviewed the revisions to the Code of Ethics, noting that after the July meeting and the public comment which was received, the subcommittee met and came up with three choices for Principle III(B), the section which received the most public comment. Ms. Flynn noted that the Council will decide today on one of the three proposals, and vote on the final version at the meeting in February. Dr. Watson, who served on the subcommittee, discussed the importance of the Code of Ethics. He reviewed the proposed changes and the reasons behind the decision by the subcommittee. Dr. Watson noted that the subcommittee listened to the public comments at the July meeting, discussed those concerns, and took those concerns into consideration when writing the revisions. Public comment was taken from: Ms. Moffie Funk, retired educator, who thanked the Council for their work, and spoke to the definition of quality public education, and how equity works into that to ensure that each student is receiving an equitable education. Ms. Jane Hamman, BPE member, thanked the subcommittee for their work and spoke specifically to Principle III(B). Her concern is that equity and inclusion don't mean the same thing that they did in the past when these words were first used in education, and that the meaning of those words has been "hijacked". Comments from Dr. Kirk Miller in support of the revisions being proposed to the Code, and that he is appreciative of the dialogue and for the subcommittee taking public comments into consideration when working on the revisions. Dr. Miller spoke to each of the proposed revisions in Principle III. Ms. Pamela Rainey gave public comment urging not to use the words "equity" or "inclusion".

Dr. Kate Eisele moved to adopt the revisions to II(E), III(H), and III(B)- option 1, and bring as a final draft to the February meeting. Motion seconded by Dr. Rob Watson.

Comments from Ms. Marchant to use III(B), option B.

Ms. Teresa Marchant made a friendly amendment to the motion to use III(B), option 2.

Chair Elder commented that he appreciates the work the subcommittee has done and that as an educator, it is important to give kids the opportunities they need to succeed.

No further discussion. Motion passed unanimously as amended.

ITEM 4 CLASS 8 LICENSE APPLICATIONS – ACTION

Crystal Andrews

Ms. Crystal Andrews presented one Class 8 License Application to the Council giving background on the applicant and briefly reviewing her application. Ms. Andrews answered Council member questions. The Council approved the application.

Ms. Teresa Marchant moved to approve the application for a Class 8 license in Biology. Motion seconded by Ms. Ann Wake.

No discussion. Motion passed unanimously.

ITEM 5 FUTURE AGENDA ITEMS

Information on Western Governor's University or other schools like the licensing teachers in Montana
By Laws
Code of Ethics
Class 8 License Applications
PRAXIS Information

PUBLIC COMMENT

Comment from Mr. Greg Gonser regarding Gifted and Talented programs.
See Appendix for written public comment.

ADJOURN

Meeting adjourned at 2:49 PM.

Agenda items are handled in the order listed on the approved agenda. Items may be rearranged unless listed "time certain". Action may be taken by the Council on any item listed on the agenda. Public comment is welcome on all items but time limits on public comment may be set at the Chair's discretion.

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 444-0302.

Certification Standards and Practices Advisory Council
Public Comment
October 14, 2021

1. Linda Semones
Bozeman

I am writing to comment on the choice of language change for the Code of Ethics. I taught Spanish at a small school in Montana for 17 years, and I also taught Spanish at MSU as an adjunct. In my career I learned that words most certainly matter. The following language is precisely what is needed: Demonstrates a commitment to equity and inclusion, and respects human diversity. Those first 3 words are standouts. They require action. The only way you can demonstrate commitment is by action. The ninth word, RESPECTS, is the icing on the cake. Every educator needs to demonstrate with their words and actions their commitment to including every single student in respectful and equitable instruction. Do not worry about the words equity and inclusion. These words have been important to educators for many many years. These words are why we now have special education with inclusive classrooms. In Montana we thankfully have Indian Education for All because of these words. These words have been around much, much longer than the ridiculous attempt to politicize the amazing work of ethical educators. Concentrate on the most important words of all: demonstrate, commitment, and respect.

Please do not bow to the political posturing that is going on, which can only diminish the efficacy of Code of Ethics.

And thank you for all the hard work that you all put into public service.

2. Joyce Nyberg
Miles City

I'm writing to urge you to accept the changes to the code of ethics. Specifically, the change to Principle III b: Should be "Demonstrates a commitment to equity and inclusion and respects human diversity."

This is not just language but a promise to all of the students of Montana to recognize them, to treat them fairly and to provide them the best education they can get. Isn't that what we want for our own children and for all the children in Montana? That's what Montana is all about. I would very much appreciate your support for this change.

Thank you for your time.

3. Rebecca Thompson
8th grade SPED Educator, Sidney

Thank you for the opportunity to provide comments and suggestions for the updated language for the Code of Ethics. I am voting for the following language to be adopted: Understands and respects human diversity, is fair and impartial, and provides opportunities and resources for all students to be successful.

Thank you for all you do. Have a wonderful day.

4. Jeanette Price
English and French Educator, Columbia Falls

Thank you so much for your dedication to public education. Reviewing our code of ethics is important because it helps us unite in our objectives and take action. I ask, however that you reconsider the language for several points. In my opinion, B would be best if changed to: Demonstrates a commitment to equity and inclusion, and respects human diversity.

It should not use the option that includes the term "resources" Resources can be interpreted a variety of ways that are outside of the control of an educator, such as the resources at their school site. This would make the language more equitable for students and teachers. It should not be the option for "Demonstrates an understanding" because an "understanding" is passive and doesn't encourage action.

Thank you again for your commitment to fair, inclusive and equitable PUBLIC education.

5. Rob Reynolds
Technology and Learning Coach

First, I'd like to thank you all for your time and commitment to our chosen profession. Educators are highly respected members of each community's social fabric, and I believe represent the diversity of those communities. In your previous meeting it was mentioned that "equity" and "inclusion" are just buzzwords. I strongly beg to differ. These concepts are foundational to the profession of public educators and I ask that they NOT be deleted from our code of ethics.

6. Melanie Charlson
Elementary Educator, Missoula

I am a licensed Montana educator. I have held a MT elementary teaching license since 1987. I am in full support of the suggested edits to Principle III, item B of the Montana Code of Ethics. I particularly like the 2nd choice of wording - "Demonstrates an understanding of educational equity and inclusion, and respects human diversity."

I would be comfortable with any of the edits and I do believe they are appropriate in our professional Code of Ethics.

I appreciate your service to the state of Montana

7. Diane Fladmo
MFPE, Helena

As Director of Public Policy for MPFE it is my privilege to monitor and comment on the work of the CSPAC to the Board of Public Education.

On behalf of MFPE I extend appreciation for your work and diligence to maintain Montana's excellent system of public education system. A part of that important work is reviewing and updating the the Professional Educators of Montana Code of Ethics, the aspirational document works to make the well-being of students the foundation of all decisions and actions.

The proposed changes that CSPAC is considering are important and thoughtful and we support the updates. Where there is a choice offered, I'll add that the use of the phrase "demonstrates a commitment to equity and includes and respects human diversity" shows the strongest commitment to meeting the needs of students and lines up best with making the well-being all students the foundation of decisions and actions.

I appreciate your work and the opportunity for input in writing as I attend a Chapter 57 meeting that is concurrent with this meeting.

**8. Missey Dore
Bozeman**

It's come to my attention that the wonderful work of public educators is getting politicized. The recent meeting of CSPAC is a case in point. Efforts are underfoot to strike education terms from the Educator's Code of Ethics. As a public school teacher and mother of public school kids—one of whom receives special education services, I know what equity and inclusion mean. There is no reason to strike these important words that describe education effectiveness for diverse learners. Stick with the mundane nuts and bolts of policy and governance (thank you CSPAC for your hard work) and stop the visceral, high-emotion tactics to rile folks up. Keep this work professional and on point. I very much appreciate your professional response to this matter.

To CSPAC

From Moffie Funk
825 8th Avenue
Helena, MT

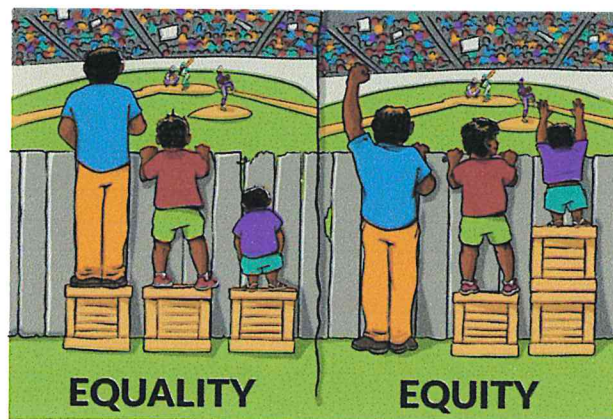
Re: Professional Educators of Montana Code of Ethics

I am a current licensed educator and a retired full-time public school educator and would like to take this opportunity to voice my strong support for the Code of Ethics.

As has been noted several times, the Code of Ethics is aspirational. For teachers, this is something we work toward every day. As teachers, we aspire to become stronger and better in our profession through professional development, collaborative sessions with our peers and direction from the Board of Public Education. All these avenues help provide a greater understanding of our students' needs and the communities we serve.

At the July 14 CSPAC meeting there was a great deal of comment about the proposed change to Principle III, Point B. I could live with what we already have but I prefer the proposed changes, particularly "Demonstrates a commitment to equity and inclusion, and respects human diversity."

I think many of the commentary given at your last meeting demonstrated a fundamental misunderstanding of "equality" vs "equity." The illustration below might help



Our Montana State Constitution guarantees "equality of opportunity." That is different from providing equity in services.

I urge you to include "equity" in our Code of Ethics.