

**CERTIFICATION STANDARDS & PRACTICES ADVISORY COUNCIL  
MEETING MINUTES  
JANUARY 9, 2002**

**MONTANA HIGHER EDUCATION COMPLEX  
COMMISSIONER OF HIGHER EDUCATION  
CONFERENCE ROOM 102  
2500 BROADWAY  
HELENA, MT 59620**

The meeting of the Certification Standards and Practices Advisory Council was called to order by Chair Calvin Spangler on Wednesday, January 9, 2002 at 8:30 a.m. Members present: Cal Spangler, Chair; Margaret Bowles, Charla Bunker, Michael Kolis, Shelly Fortune, Gloria Curdy, and Scott McCulloch. Staff present: Pete Donovan, Administrative Officer, Steve Meloy, Executive Secretary for the Board of Public Education, and Suzan Hopkins, Council Secretary. The following people signed the meeting roster: Bob Vogel, Michael Hall, Loran Frazier, Erik Burke, Bob Clemons, Patty Myers, Don Freshour, and Joyce Silverthorne.

**MOTION: To approve minutes for October 4 & 5 CSPAC meeting.  
Moved by Scott McCulloch, seconded by Gloria Curdy. Motion  
unanimously approved.**

**ITEM 1: CHAIR'S REPORT**

Mr. Spangler called the meeting to order and asked if there were any questions regarding correspondence received since the October 2001 CSPAC meeting. There were no questions or comments about correspondence. Mr. Spangler welcomed everyone to the meeting.

**ITEM 2: BOARD OF PUBLIC EDUCATION REPORT**

Mr. Meloy, Executive Secretary, BPE, discussed the Indian Education for Everyone meeting that was held in Helena on January 8, 2002. The 528 (10.5.501) committee consists of two members of the Regents and two members of the Board of Public Education to periodically visit the progress that the state and districts are making in implementing 501 (an extension of Article 10 of the Constitution) which says that American Indian heritage must be taught in all the districts. Steve also discussed the workgroup appointed by the Chairman of the Board of Public Education that met later in the afternoon to consider the problem of dealing with contractual violations, which includes administrators not fulfilling their contractual obligations to a district. The Board of Public Education has the discretion to deal with these violations by suspending a license or any other form of discipline but there has never been a rule to make sure that when the Board applies this that it is done fairly. The workgroup has come up with an idea that will be presented to the Board and CSPAC to deal with this problem. He also mentioned the joint meeting between the Board of Public Education and CSPAC

that was held on January 10, 2002 and the meeting between the Board of Regents and the Board of Public Education, presided over by Governor Judy Martz, which was held later on this same day. A K-16 Committee was formed between the Board of Regents and Public Education and assignments will be made to those committee members. Mr. Meloy introduced the new CSPAC secretary, Suzan Hopkins. Mr. Meloy asked if anyone had questions regarding the agenda for the meeting to be held on the following day. Steve also shared with the members that the Board has adopted a strategic plan that takes them through July 2003, which has been released to the press, but wasn't carried quite the way that higher education issues are. They are also in the processing of starting their five-year plan, which takes them from 2003-2008, and consists of a strategic planning team made up of educators, some of the Board's partners, Board members, and legislators. The timeline laid down by Mr. Meloy included a plan to meet some time in April, a retreat planned for August 2002, set goals for the five-year plan by September 2002 and to adopt a five-year plan by January 2003.

### **ITEM 3: Executive Report**

Mr. Pete Donovan asked if anyone had any questions about the letter that had gone out on the Council's behalf and the response which was received from Superintendent McCulloch in regards to the lack of continuity between the post secondary teacher education units and the NCATE accreditation review process. No questions were posed to Mr. Donovan.

### **ITEM 4: Milken Conference**

Chris Provance handed out information regarding the ESEA Title II Eisenhower Study and a Summary of Data Analysis and Discussion of MGT of America. She discussed how professional development could be improved across Montana. The MGT of America Study gave some insights on the needs, and desires that the educational staff sees in a professional development system for Montana. The Eisenhower Study gave some detail into what the content of this system might include. The Milken Conference was successful in showing where these two studies have some overlap and how they can be used as a multiple measure for going forward with a data driven professional development system in Montana. On December 7, 2001, Pete Donovan, Joanne Mahoney, and Chris Provance facilitated 45 professionals from across the state in an analysis of data sets from the two studies. This analysis showed that teachers related that their desire for professional development was content related.

Michael Hall, from OPI, has been working with Chris on the above-mentioned data to address the professional development needs of the diversely sized school districts in Montana with a limited amount of funds. He has been looking at a professional development model that would roll out two regions of the state that would then provide for all school districts some resources from the new proposed federal technology program. Chris Provance asked for ideas from the council members in regards to a possible partnership to support the findings in

the MGT study to increase teacher quality. Cal requested time to think about it as was unanimously agreed upon by the other council members. Stumbling block brought up by Cal was the fact that all schools are adopting calendar for 2002-2003, so collaboration could be complicated.

#### **ITEM 5: ADMINISTRATIVE OFFICER'S REPORT**

Pete gave an overview of the various meetings he has attended from October to December 2001 on behalf of CSPAC. He also passed out an agenda of the upcoming joint meeting between the Board of Public Education and CSPAC on Friday, January 10, 2002. He conveyed his enthusiasm about this joint meeting. Mr. Donovan distributed the draft 2001 Annual CSPAC Report. He pointed out the areas on the Annual Report where he listed the goals for last year and, where appropriate, listed actions that members of the council or as a group, had been taken on these goals. This report, when approved, will be presented to the Board of Public Education on March 15, 2002. Pete also passed out a summary of the current activities at the Office of Public Instruction for January 2002.

#### **ITEM 8: DISCUSSION OF DRAFT 2002 CSPAC GOALS**

Bob Vogel discussed the alignment between items on the agenda and the goals as being vital. He pointed out how the items on the agenda coincide with the goals. Bob opened discussion up to any questions regarding the goals. He also discussed the Montana State Action for Education Leadership Project and urged the council to encourage Joanne Erickson from Montana State University-Bozeman to give the council some details in regards to this project. The project deals with a number of issues that the council is also involved with and she would be beneficial in giving an explanation of the project.

**Motion: To adopt the 2002 CSPAC Goals. Moved by Gloria Curdy, seconded by Michael Kolis. Motion unanimously approved.**

#### **ITEM 6: MONTANA COMMISSION ON TEACHING**

Margaret Bowles reported that the Montana Commission on Teaching will meet on February 1, 2002 in Helena and at that time they will view the PowerPoint presentation and discuss target audiences. She relayed that she would give a more detailed report on January 10 at the joint Board of Public Education and CSPAC meeting.

#### **ITEM 7: RESEARCH PROJECTS OVERSIGHT COMMITTEE/REPORT**

Loran Frazier, Executive Director, School Administrators of Montana presented a proposal to CSPAC to request funds to support a project to purchase software to enable teachers and administrators in Montana schools to access a database of education laws, administrative rules, and Attorney General opinions, (collective bargaining agreements, the MSBA legal forms, MSBA model policies, MSBA presentation outlines, MEA-MFT salary benefits, and the non K-12 MEA-MFT contracts will be added this year). CSPAC approved \$5,000 for this project. Dr. Don Freshour reported to CSPAC on the process he has developed to conduct

the study in accordance with HJR 40. The study will focus on examining the impact the PPST has had on minority teacher education candidates in Montana. Reported he would be meeting with the Montana Wyoming Indian Education Association on January 10, 2002 to update them and to discuss with them items to include on tribal college questionnaire that will be mailed out soon. This questionnaire is designed to collect information on the types of basic skills assessments, which are conducted at the tribal colleges. Mr. Freshour stated he should have a preliminary report prepared for the April 2002 CSPAC meeting. Mr. Donovan reported that we finally have a signed contract from Dori Neilson as to the work she is doing on the follow up study of supply and demand for teachers in Montana entitled, "Who Will Teach Montana's Children?" Ms. Shelly Fortune, Committee Chair, discussed future committee agenda topics including the findings from Western States Certification Conference, to be attended in January by Ms. Curdy and Mr. Donovan, and levels of licensure and mentorship. Mickey Kolis brought up the idea that if we are going to explore the possibility of new models of teacher certification, the questions of who will be in charge and will this be a research project should be addressed. If it is a research project, parameters should be set such as summaries being prepared in order to make future recommendations. Shelly, as chair, will gather information, bring it to the next CSPAC meeting, where it will be decided whether this topic is a priority, along with the information gathered at the WSCC. A contract will be written and it will be decided how much will be spent on this and how the information will be used. As pointed out by Cal, a great deal depends on Chapter 57 and their recommendations, so possibly conducting research in direct opposition to what the Chapter 57 Committee comes up with is not advisable, but in April we should be able to make some decisions.

**MOTION: To allow SAM to keep the \$5,000. Motion was moved by Shelly Fortune. Motion was seconded by Scott McCulloch. Motion unanimously approved.**

#### **ITEM 9: PRE-PROFESSIONAL PREPARATION AND DEVELOPMENT COMMITTEE/REPORT**

Pete reported on the NCATE Conference at MSU-Bozeman, which he deemed to be quite an experience. He reminded the council about the brand new state standards, recommended by CSPAC and adopted by the Board of Public Education with regards for reviewing teacher education programs, as well as new NCATE standards. NCATE has moved from approximately 24 standards down to 6, so there is a more narrowed focus on issues such as diversity. A particularly interesting aspect of the conference, as brought forth by Pete, was being able to go on site to visit with school principals, teachers, and students that were in their student teaching and paraprofessional experiences. He was impressed with the caliber of the students, traditional and non-traditional, which explains why so many other states are eager to recruit graduates from Montana. Patty Myers reiterated Pete's views on the incident and added that the times where she sat in

on some classes were particularly riveting, to the point of wanting to purchase the text for the class.

#### **ITEM 10: PROFESSIONAL ETHICS COMMITTEE/REPORT**

Scott McCulloch reported on the process by which the council makes recommendations to the Board of Public Education in regards to the PPST. The question of whether or not to totally revamp the process was brought forth by Mr. McCulloch. Margaret Bowles interjected that consistency should be a foremost issue when deciding this issue. The focus, in previous cases, has been on different skills and abilities with each candidate. The process should be more specific, and less cumbersome in relation to what is asked of each candidate to submit to address alternative avenues to attain teacher certification. It was agreed upon to coordinate a 2-hour work session at the next meeting to discuss how to alleviate the deficiency and how other states are handling this issue, which will be explored by Pete and Gloria at the Western States Certification Conference in January.

#### **ITEM 11: CERTIFICATION AND ENDORSEMENT COMMITTEE/REPORT**

Margaret Bowles reviewed the CSPAC Chapter 57 Committee Status Report, and gave an item-by-item update. It was proposed to make all secondary endorsements 5-12. In regards to recommending elimination of the experience requirement for renewal of a teaching certificate, the emphasis would be placed on staying current in a profession and maintaining your skills as an educator. The internship program has been explored as far as adding language regarding a superintendent internship to address the issue of administrator shortage. Language was adopted regarding the internships of certified teachers whereby they will be working toward endorsement while working in their area. This will provide more flexibility in transitioning to different areas of certification. In regards to standardizing the language that is used throughout Chapter 57, Sue Dandliker has been working on making specific changes in order to maintain proper alignment. The issue of substitute teachers working in place of teachers and the number of days they can be in place has been settled at a maximum of 35 consecutive days. It was agreed that Cal Spangler would draft a letter addressing this matter as the Council has some justifiable concerns with the number of days. The lack of criteria for substitute teachers was a key topic and it was recommended, that in addition to three hours of training, any non-certified substitute must have received a high school diploma or attained a passing score on the GED assessment. The committee also is recommending the implementation of an administrative rule requiring fingerprint-based federal background checks for applicants for initial licensure, emergency authorization, and reinstatement of a lapsed certificate and non-certified substitute teachers. Ms. Bowles discussed some topics, which would be addressed at the next Chapter 57 meeting. They include the Class IV Vocational Certificates and Dr. Linda Peterson from OPI will be gathering language from other states and will present a proposal, which will meet the needs of the state of Montana. The proposal of elimination of the PPST was saved for last in the conversation. Don

Freshour and the research he is currently conducting with regards to the HJR 40 Study will assist in determining if the test is biased, or against low income and minorities in the teacher education program. It will also ascertain if there is a superior method of admitting and preparing potential teachers for the education program. Ms. Bowles also presented a few quotes from Education Week to validate the stand that the council has taken with regards to the PPST. One such quote stated that "teacher licensure exams provide important clues about the knowledge and skills of prospective educators but such tests should never be used as a sole measure of a teacher's ability". An alternative to the PPST, which was presented by Ms. Bowles, was a portfolio of teacher preparation work to include feedback to the student during the time of the prep program. The language would describe the performance standards for certification as an alternative to the PPST. The standards would require that any candidate would have to provide evidence that they have knowledge of instructional practice, content, classroom and instructional management, student and individual needs, and knowledge of educational governance, democracy and professionalism.

**ITEM 12: PROPOSAL FOR JOINT OR CONCURRENT CSPAC FORUM AND MONTANA TEACHER FORUM – Erik Burke**

Mr. Burke, MEA-MFT discussed the possibility of combining the CSPAC summer forum with the Montana Teacher Forum to create a unified forum for input on issues of professionalism within the teaching profession in Montana. Mr. Burke gave a brief history on the Montana Teacher Forum. The purpose of this entity is to enable Montana's educators to speak with policy makers, administrators, and members of both the Board of Public Education and CSPAC, about issues that are critical to the profession of teaching.

**MOTION: Approval of a joint CSPAC and Montana Teacher Forum for presentation in September 2002. MOTION moved by Gloria Curdy. Motion seconded by Margaret Bowles. Unanimously approved.**

**ITEM 13: PROFESSIONAL DEVELOPMENT AND RENEWAL COMMITTEE REPORT**

Michael Kolis presented a summary to CSPAC of the MGT of America report on professional development. Mr. Kolis felt very strongly that the MGT of America report was a waste of time and effort as the findings were blatantly apparent. His recommendation was to convert this information into something useful. Mr. Kolis and Chris Provance from OPI will work together to develop a model for educator professional development in Montana.

**ITEM 14: PLAN FOR FUTURE CONFERENCES**

The next CSPAC meeting will be held in Havre, MT on April 11 and April 12, 2002. Pete Donovan and Gloria Curdy will attend the Western States Certification Conference in San Diego, CA later this month.

**Meeting adjourned at 2:30.**