

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

**July 10-11, 2003**

*Higher Education Complex  
2500 Broadway  
Helena, MT 59601*

The meeting of the Certification Standards and Practices Advisory Council was called to order by Acting Chair, Gloria Curdy, on Thursday, July 10, 2003, at 8:30 a.m. Council members present were: Gloria Curdy; Melodee Smith-Burreson; George White; Scott McCulloch; Douglas Reisig and Dan Villa. Charla Bunker was absent. Staff members present were: Steve Meloy, Executive Secretary for the Board of Public Education; Peter Donovan, Administrative Officer for CSPAC and Tana Haxton, CSPAC Council Secretary. The following people signed the meeting roster: Linda Peterson, Susan Bailey-Anderson, Margaret Bowles, Bob Clemens, Deena Alley, Bekki Flanagan, Nikki Sandve and Bob Vogel.

**ITEM 1      CERTIFICATION ADVISORY COUNCIL BUSINESS MEETING**

Gloria Curdy, acting chair, called the meeting to order and asked for suggestions regarding agenda changes. The Board of Public Education Report was then postponed until the afternoon, when Steve Meloy would be present.

Ms. Curdy then asked for comments on the meeting minutes from the March 11-13, 2003 CSPAC meeting. Melodee Smith-Burreson asked that the language under item 18, #11 be changed from "Ms. Burreson would like the council to consider creating reading standards" to "Ms. Burreson would like the council to review the training requirements in the specific area of reading throughout teacher education programs in Montana."

**MOTION: Doug Reisig made a motion to approve the March 11-13, 2003 CSPAC meeting minutes with added changes. George White seconded this motion. It was unanimously approved.**

Ms. Curdy said that she was glad to see copies of both the thank you cards and plaques given to Shelly Fortune and Calvin Spangler for their time on the council. Pete Donovan publicly recognized that the creativeness of the greeting cards sent to Ms. Fortune and Mr. Spangler was Ms. Curdy's idea. He said that cutting and pasting e-mail messages onto the cards was very convenient for council members.

Mr. Donovan reviewed copies of applications received in request of the Montana Commission on Teaching Grant. He explained that Montana had been awarded \$5,000 to be distributed among 5 different school districts for development of mentoring programs. Schools receiving awards will send a team to the Mentorship Institute that will take place at MSU Bozeman on August 7-8, 2003. Council members commented that the opportunity Montana has been given is exciting and beneficial.

## **ITEM 2 CHAIR'S REPORT**

Gloria Curdy officially welcomed new CSPAC members, Douglas Reisig and Dan Villa. She reread their press releases aloud to highlight their accomplishments. She also publicly recognized that Scott McCulloch and Melodee Smith-Burreson had been reappointed on the council. For the benefit of the new council members, Ms. Curdy read aloud each CSPAC position description and stated that each term lasts 3 years.

Ms. Curdy then opened discussion on bylaw changes and possible adoption. She said that no bylaw changes have occurred since 1998, so an update is in order. Mr. Donovan reported that since the last CSPAC meeting, there have been concerns about CSPAC's decision to insert the words "and Hearing" to the Professional Ethics Committee title. He explained that the Office of Public Instruction (OPI) licensure department was concerned that educators might try to come before CSPAC for license questions, rather than to approach OPI first. Mr. Donovan clarified that CSPAC acts as a sounding board for the Board of Public Education (BPE). Even though CSPAC does have the ability to conduct hearings, they try to accommodate the BPE by handling policy issues, rather than individual cases.

**MOTION: Scott McCulloch made a motion to approve all bylaw changes, but strike the addition of the words "and Hearing" from the Professional Ethics Committee title. George White seconded this motion. It was unanimously approved.**

Becky Flanagan, OPI Licensure Division, clarified that OPI had legal concerns about how current procedures for handling hearings could change with the title change. She said that there was confusion about whether license complaints would be presented to OPI or CSPAC first. Also, OPI was unsure of who would then start to provide teacher licensures. The roles of each agency were called into question.

Doug Reisig stated that he agreed with Mr. McCulloch's recent motion that procedures should stay as is to prevent friction between the agencies. He said that the addition of the words "and Hearing" could create a false perception that CSPAC would handle licensure hearings. Ms. Curdy said that if procedures were to change in the future, both agencies would need a well-written process of the specifics.

**MOTION: Scott McCulloch made a motion to strike his previous motion to approve all bylaw changes, but strike the addition of the words "and Hearing." Dan Villa seconded this motion. It was unanimously approved.**

**MOTION: Scott McCulloch made a motion to approve all bylaw changes with the exception of the Professional Ethics Committee section. Melodee Smith-Burreson seconded this motion. It was unanimously approved.**

The council decided to table further discussion on this subject until Steve Meloy was present.

Ms. Curdy initiated the election process of CSPAC officers. She explained that each has a one-year term and elections take place at our summer meetings. She gave the table over to Mr. Donovan to oversee the election of the CSPAC Chair.

**MOTION: Dan Villa made a motion to elect Gloria Curdy as CSPAC Chair. Melodee Smith-Burreson seconded this motion. It was unanimously approved.**

**MOTION: Melodee Smith-Burreson made a motion to elect Scott McCulloch as CSPAC Vice-Chair. George White seconded this motion. It was unanimously approved.**

Ms. Curdy thanked everyone for their participation and started the scheduling process of the CSPAC meeting calendar for 2003-2004. Ms. Curdy reminded everyone that the October 2003 meeting is already set and will take place at the U of M campus in Missoula. This will be a joint meeting with the Council of Deans. Dr. White reminded Ms. Curdy that the co-chairs from the Council of Deans would like to meet with her before that joint meeting to set an agenda. Ms. Curdy said she would be glad to do this.

Council members decided that they would have their 2004 winter meeting on January 29 & 30, 2004 in Helena. The BPE will decide the exact date in March 2004 to the spring joint meeting. The summer joint meeting with the Council of Deans will be on July 15 & 16, 2004. The 2004 fall meeting will be on September 16 & 17. That meeting will take place at MSU Billings.

### **ITEM 3 BOARD OF PUBLIC EDUCATION REPORT**

Steve Meloy, BPE, greeted council members and said he was glad to see a new area on the agenda entitled "Public Comment." He described that new legislation passed requires this item be added to all meeting agendas from now on.

Mr. Meloy reported that Western Governor's University (WGU) will present at the upcoming BPE meeting on July 16-18, 2003. The BPE will make their decision about WGU gaining approval in Montana then. He said the BPE still has many questions for WGU at this time.

Mr. Meloy reported that the CSPAC budget is currently 92% expended on a \$109,000 budget. Mr. Meloy said he received \$18,000 in appropriations from the State's budget office to carry CSPAC through the remaining fiscal year. The budget office was very accommodating because the funds were Special Revenue appropriations, not General Fund appropriations. The money then came out of the Research Fund. Mr. Meloy said that during the next Legislative session, CSPAC should request a budget increase.

Mr. Meloy then reported on the BPE Renewal Commission. He said that HB 736 had been the result of a position paper that the BPE wrote prior to this past legislative session. After HB 736 had been passed, it went on to become the BPE Renewal Commission. The Governor has allowed the commission to remain as non-partisan as possible. Mr. Meloy said that the next meeting of the Renewal Commission would be on July 11, 2003. The purpose of that meeting will be to create the commission itself.

The BPE has the ability to invite 25 representatives of education to the table and they will decide on some of those participants tomorrow. He said those in attendance will have to remain neutral and strive towards finding hope in today's high price of education.

Mr. Meloy said the next meeting of the Indian Education For All sub-committee will be on September 10, 2003. All representatives from both the BPE and the Board of Education (BOR) have remained diligent in their continuing to meet. Currently, the sub-committee is creating a master plan that should encompass many ideas from the educational entities involved.

Mr. Meloy reported that the BPE has numerous projects to complete during the next 6 months and could ask CSPAC for help soon. He said that this will be a topic of discussion at the upcoming BPE meeting. Ms. Curdy thanked Mr. Meloy for his report and stated that CSPAC would be more than willing to assist the BPE.

#### **ITEM 4 ADMINISTRATIVE OFFICER'S REPORT**

Pete Donovan presented his list of meetings attended since the March 12 & 13, 2003 CSPAC meeting. Gloria Curdy publicly recognized Mr. Donovan for attending over 40 meetings and commented that he has been an asset for the CSPAC committee.

George White asked Mr. Donovan to summarize on the Paraprofessional meeting he attended in June. Mr. Donovan said the meeting was coordinated by Susan Bailey-Anderson, OPI, through the Paraprofessional Consortium. It was made up of short presentations and included a presentation from the work keys exam.

Dr. White reiterated that the BPE has the most current information on paraprofessionals and can advise CSPAC as needed. He said that there is a need for Montana to establish standards for paraprofessionals. Ms. Curdy agreed with Dr. White, and said that she trusted the BPE would handle the subject accordingly. Scott McCulloch disagreed with both and said that he sees no reason for CSPAC to pursue these issues, since they do not fall under certification practices or standards. Ms. Curdy asked that this discussion be continued under the Professional Development and Renewal Committee report, chaired by Dr. White. Council members agreed.

Mr. Donovan requested that new council members be given a copy of the "Who, What, Where" document for informational purposes. He said that this document is very descriptive of the role that CSPAC plays in education. Council members were advised to keep their copy handy, so they can easily assist others who want to learn about the CSPAC committee.

Mr. Donovan reminded CSPAC members that the fall newsletter and brochure are coming up. He asked that any changes or suggestions for these publications be given to him by the next CSPAC meeting in October. He commented that last year was the first time the information had been posted electronically. That will happen again this year via the OPI website. Ms. Curdy requested that the Council of Deans and Board of Education be included in the mailing.

**MOTION: Dan Villa made a motion that CSPAC formally request specific areas of study from the Board of Public Education. Doug Reisig seconded this motion. It was unanimously approved.**

**ITEM 5 MONTANA COMMISSION ON TEACHING UPDATE**

Gloria Curdy reported that Pete Donovan, Rep. Holly Raser and herself will be attending the National Commission on Teaching America's Future (NCTAF) meeting in Denver, Colorado on July 12-14, 2003. She commented that she looks forward to the conference and thinks it will be very informative and beneficial for CSPAC. Ms. Curdy said she would report highlights on NCTAF at the next CSPAC meeting.

**ITEM 6 UPDATE ON MENTORING INSTITUTE 2003**

Nikki Sandve, OPI, updated the council on the Mentor Institute scheduled to take place on August 7-8, 2003. Pete Donovan said that both he and Patty Myers, BPE, will be attending and he will recap the meeting at the October CSPAC meeting.

**ITEM 7 ALIGNMENTS OF CSPAC AND BPE COMMITTEES**

Mr. Donovan recounted how he and Steve Meloy had charted common committees between CSPAC, the BPE and the BOR recently. During that meeting, they also charted what committees these bodies did not have in common. Mr. Donovan said that he and Mr. Meloy did this to present a better picture of how these boards function, so that CSPAC members could make the best decision on how to organize or reorganize committees and committee chairs.

Dr. White asked Mr. Donovan to clarify if the committee commonalities handout was an action item or an informational item. Mr. Donovan said that this was intended to be an informational item. Ms. Curdy thanked both Mr. Donovan and Mr. Meloy for their work and commented that the more aligned we can become with the BPE and BOR, the better communication we will create with them.

The council then went through each committee and reassigned chairs. They then listed example topics that each committee could study. The list is as follows:

**Pre Professional Preparation and Development Committee**

George White was appointed as chair.

Subjects Listed:

Teacher Testing

ESEA

Native American Certification

Outcome Assessment

Title II

Prep Standards

Online Degrees

NCATE

### **Professional Development and Renewal Committee**

Charla Bunker was appointed as chair.

#### Subjects Listed:

Mentoring  
ESEA  
Title II  
Online Degrees

### **Licensure and Endorsement Committee**

Doug Reisig was appointed as chair.

#### Subjects Listed:

Teacher Testing  
ESEA  
Outcome Assessment  
Title II  
Online Degree

### **Professional Ethics Committee**

Scott McCulloch was appointed as chair.

#### Subjects Listed:

Teacher Testing  
Hearing Procedures

### **Research Projects Oversight Committee**

Dan Villa was appointed as chair.

#### Subjects Listed:

Teacher Testing  
TEAC/NCATE Assess Study

### **Montana Commission on Teaching Committee**

Melodee Smith-Burreson was appointed as chair.

#### Subjects Listed:

Teacher Testing

Ms. Curdy thanked all new chairs for their participation in brainstorming. She requested that this list be included in the minutes. She also reminded everyone that previous chairs should complete their committee assignments today, and start their new assignments following the meeting.

**ITEM 8 UPDATE ON THE HIGHER EDUCATION ACT (HEA) - TITLE II REPORTING**

Linda Peterson, OPI, gave an informational presentation on Title II Reporting. She stated that OPI is now in their 3<sup>rd</sup> year of research. In April 2004, the final report will be submitted and then made into a congressional document. Dr. Peterson said this information would help to ensure ways Montana can produce quality teachers. It will also show ways to improve student achievement.

Dr. Peterson said that even though Montana is moving towards alternative routes for teacher certification and licensure, our state could establish more flexibility. Currently, Montana does have several programs in use as alternative routes for teaching though. Standards have been raised and better data is being collected. Dr. Peterson said she would give an update at the October CSPAC meeting.

**ITEM 9 UPDATE ON THE PROCESS TO REVIEW PROFESSIONAL EDUCATOR PREPARATION STANDARDS**

Dr. Peterson said that teacher preparation standards have already been in place for a long time. OPI is in the process of starting an update and has created a timeline for it. Dr. Peterson handed out this timeline to council members. Final approval of the revised standards is scheduled to take place in February 2005.

Dr. Peterson reported that Montana is also reviewing tests that administrators may have to take. Our state is still in the early stages of this project, so there is not much information to report yet. She will give an update at the October CSPAC meeting.

**ITEM 10 ONLINE DEGREE GRANTING PROGRAMS**

Dr. Peterson reminded council members that Montana is facing changes in the ways teachers become certified and/or licensed because of online degree programs. The state determined that to become licensed, the candidate must pass through an accredited program that is NCATE or State Board approved.

Quality control issues have arisen through these new programs and Dr. Peterson said it is Montana's responsibility to make sure all teachers stay highly qualified to teach. She requested that CSPAC further examine Ch. 58 of the Administrative Rules of Montana (ARMS). Dr. Peterson said that all the language in this document must continue to stay current. She suggested that CSPAC set procedures for an update to Ch. 58.

Dr. Peterson said that she is scheduled to present this information at the upcoming BPE meeting. She is hoping the BPE will establish a committee to start work on this project. She invited participation from any CSPAC member that would like to be involved. She will present an update on recommended changes from the BPE at the October CSPAC meeting.

**ITEM 11 NATIONAL COUNCIL FOR ACCREDITATION OF TEACHER EDUCATION (NCATE) PROTOCOL**

Gloria Curdy requested that this subject be permanently placed under the Pre Professional Preparation and Development Committee report from now on. This was moved as part of item 13 on the agenda.

## **ITEM 12 LICENSURE COMMITTEE REPORT**

Melodee Smith-Burreson presented an update on the Montana Teacher Forum coming up on September 15, 2003 in Helena. Currently, there are 44 people registered to attend and she hopes more will sign up. She said that she expects the majority of participants to register during August and September. Ms. Smith-Burreson reminded council members that last year, the forum was cancelled, because only 25 people signed up. Forum officials are more hopeful of a positive turnout this year.

Starting next year, the Teacher Forum will take place during the spring. Forum planners decided that attendance would be greater if the forum moved from fall to spring.

**MOTION: Melodee Smith-Burreson made a motion that CSPAC pay for registration and attendance costs for council members to attend the Montana Teacher Forum. Doug Reisig seconded this motion. It was unanimously approved.**

## **ITEM 13 PRE-PROFESSIONAL PREPARATION AND DEVELOPMENT COMMITTEE REPORT**

Pete Donovan gave a short update on Teacher Education Accreditation Council (TEAC) news. He reported that the National Advisory Committee on Institutional Quality and Integrity had voted to recommend that the Secretary of Education give initial recognition of TEAC. This was a positive step for TEAC.

Linda Peterson spoke about current events of the National Council for Accreditation of Teacher Education (NCATE). The OPI protocol and partnership agreements with NCATE are out-of-date. NCATE is currently trying to balance competition with TEAC and implement the Higher Education Act standards. NCATE is also moving from a 5-year cycle to a 7-year cycle. OPI is considering this change too.

Ms. Peterson said that Montana was one of the first states to form a partnership with NCATE. OPI planners have been discussing whether or not a continued partnership would be beneficial though. Ms. Peterson would like to see a completed partnership agreement with NCATE by January 2004. She commented that changes are on the horizon with our relationship with NCATE.

George White requested that representatives from both TEAC and NCATE come and present to CSPAC. He would like them to explain how they could each benefit Montana. Dr. White commented that council members should view the presentations with a competitive venue. Council members agreed with Dr. White's suggestion.

Gloria Curdy asked that this be a future agenda item for the upcoming joint meeting with the Council of Deans. Ms. Curdy further commented that the purpose of those presentations should be to accrue comparisons and differences. CSPAC should then decide what the best interests for Montana are, by recommending one, both or none. This was assigned to go under the Research Committee.

#### **ITEM 14 PROFESSIONAL ETHICS COMMITTEE REPORT**

Pete Donovan reviewed CSPAC's past role in the licensure hearing processes. He reiterated that the OPI licensure department was concerned that the public would try to come before CSPAC for license answers, rather than approach OPI first. Mr. Donovan clarified that CSPAC should act as a sounding board for the BPE. Even though CSPAC does have the ability to conduct hearings, the council has always preferred to handle policy issues, rather than individual cases.

Steve Meloy commented that Jeff Weldon, OPI, had concerns that CSPAC should not conduct hearings. This initiated a discussion meeting between Kirk Miller, BPE Chair, as well as Mr. Meloy, Mr. Donovan and Mr. Weldon. Throughout that meeting, there had been misunderstandings about the role of CSPAC in hearings. Mr. Meloy said that he had cited other boards as positive examples in favor of the CSPAC council. The majority of those boards were able to conduct hearings.

Mr. Meloy said that he and Mr. Donovan concluded that CSPAC should be able to conduct hearings and make recommendations to the BPE. However, the decision was made that although CSPAC should have further involvement in this process, they should not proceed until OPI has denied an individual's license. Jeff Weldon had agreed to write a white paper draft and present it to the BPE at their next meeting.

Using the recent CSPAC hearing of Mr. Mike Heriza as an example, Mr. Meloy commented that OPI had not yet finished the case, before it came to CSPAC. Since Mr. Heriza came to the council prematurely, that had caused current procedures to come into question. He said that our continued partnership with OPI is very important and recommended that this take high priority to be resolved. Mr. Meloy suggested that if an individual approaches OPI and gets denied, then they could approach CSPAC. CSPAC would then conduct a hearing and make a recommendation to the BPE.

Scott McCulloch stated that the Professional Ethics Committee should assist both OPI and the BPE to set procedures for hearing processes. Mr. Meloy agreed that would be a good idea. The white paper will be written through OPI. Mr. McCulloch said he would present an update on the white paper development at the next CSPAC meeting.

#### **ITEM 15 RESEARCH PROJECTS OVERSIGHT COMMITTEE REPORT**

Pete Donovan reviewed that the assessment study group was created study Montana's current assessment situation. The group has been determining what direction Montana should be headed to improve the assessment process.

Currently, Diane Fladmo, BPE, and Wes Snyder, U of M, are studying other state models of assessment and combining that with the information the group has come up with to date. As the final product, the group will complete a white paper on assessment to present to the BPE.

Mr. Donovan then asked CSPAC members to make a recommendation about the suggested change to the Administrative Rule of Montana (ARMS) 10.56.101. This recommendation will be forwarded to the BPE. The change will allow for the state to conduct a comprehensive review of the K-12 assessment system every 5 years.

**MOTION: Dan Villa made a motion to request the proposed language change of ARMS 10.56.101 be passed on to the Board of Public Education for approval. George White seconded this motion. All approved except Scott McCulloch. Mr. McCulloch opposed this motion because he said this subject is outside the venue of CSPAC. Motion passed.**

**ITEM 16 PROFESSIONAL DEVELOPMENT AND RENEWAL COMMITTEE REPORT**

George White took this opportunity to thank Susan Bailey-Anderson, OPI, for preparing to make a presentation at the BPE the following week. He also thanked her for all her hard work on this project.

**ITEM 17 FUTURE AGENDA ITEMS**

Scott McCulloch requested that the CSPAC mission statement be reviewed and revised at the next CSPAC meeting. Ms. Curdy agreed and suggested this be added to the CSPAC annual calendar.

Dan Villa asked Mr. Donovan to stay in contact with council members about Renewal Commission activities.

Ms. Curdy requested the Executive Committee Report appear on the next agenda. She said this should remain as an on-going item. The Mission Statement update should be placed under this committee.

Mr. McCulloch stated that he would like to send a proposal to the BPE within the next year on subjects the council should and would like to handle.

**ITEM 18 PUBLIC COMMENT**

There was no public comment given.

**ITEM 19 BOARDSMANSHIP TRAINING**

Bob Vogel, Montana School Boards Association (MTSBA), introduced himself and passed around a picture of him as a prior member of CSPAC. He then explained his plan to lead the boardsmanship training session towards helping CSPAC set their goals for the next year. CSPAC members agreed this was a very good plan and welcomed Mr. Vogel.

First, Mr. Vogel asked each member to introduce him or herself, by stating their name and position on the council. Next, he asked members to say what they thought was the most important issue facing CSPAC. Mr. Vogel wrote down these comments:

Dan Villa, Trustee, stated that he has been a member of the Anaconda school board for almost 2 years and was recently elected to be vice chair on the Anaconda Board of Trustees. He thought that disseminating future federal goals was a very important issue facing the council.

George White, Higher Education, stated that he is a 3<sup>rd</sup> year dean at MSU Billings. He said that he would like to see CSPAC discuss ways to change our database disseminating culture.

Doug Reisig, School Administrator, stated that he is a 4<sup>th</sup> year superintendent in Missoula and has been both a teacher and superintendent statewide. He listed the subjects of transferability, portability of teaching certificates, recruitment and retention as high priority issues. He also said CSPAC should address ways to implement the “No Child Left Behind” (NCLB) act statewide.

Scott McCulloch, Teacher 9-12, said that he teaches at Billings Senior High School. He answered that protecting professionalism in teaching, specifically related to alternative certifications and licensures is the most important issue facing CSPAC.

Gloria Curdy, Library Media Specialist, stated that CSPAC should concentrate on the issues of retention of teachers, teacher recruitment and reciprocity.

Melodee Smith-Burreson, Teacher K-8, said that she has been teaching for over 27 years. She said that the importance of maintaining teacher education programs, through requirements of the NCLB is most important for CSPAC.

Pete Donovan, CSPAC Administrative Officer, said that he has been a part of the council for over 10 years and had previously taught in Choteau. He said that CSPAC might consider more ways to aid in teacher licensure. CSPAC should also stay active in both federal and local policy issues.

Mr. Vogel thanked everyone for their comments and suggested that these concerns be implemented as goals for the upcoming year. Mr. Vogel reiterated that he was there to help facilitate council participation and said he was glad CSPAC allowed him the opportunity. He said that council participation is the key to foster open communication between the educational community and within the council itself.

Mr. Vogel went on to suggest that one way CSPAC could participate more in education, would be to have a representative attend Renewal Commission meetings. Dr. Reisig agreed and asked that a representative from CSPAC start attending and reporting on those meetings. Mr. Vogel also suggested that CSPAC take a more direct role in improving communications and ties with higher education. Council members agreed.

Mr. Vogel said that a key question for the council to ask itself is how to conduct meeting procedures. Should the council take on issues independently or should it wait for the BPE to designate what subjects to study? Also, what are BOE and OPI roles within the meetings? Mr. Vogel said that once CSPAC establishes those components, it would make a difference in council operations.

Structurally, CSPAC may also want to consider increasing the number of times per year that members meet. Mr. Vogel commented that having only 4 meetings per year might allow too much time to pass between meetings. This could contribute to important educational issues becoming lax and diluted. Dr. White agreed and said that he would like to see communication between CSPAC members improve in both quality and

quantity. He would like to see more face-to-face communication occur, rather than just electronic communication.

Mr. Vogel further stated that if CSPAC learns to handle communication more productively, the group could handle more core issues. Another result of improved communication would be greater CSPAC recognition in the educational community. This would allow the group to grow dynamically.

Dr. White suggested that CSPAC look more closely at the profession of teaching and what can be done to help ensure it stays high quality. He said that without any research to provide evidence, teachers in Montana communities would not be able to defend themselves against quality loss. Dr. White stated that Montana should form a thorough assessment system for both teachers and students. Teachers need to know if traditional schooling through a university or a certification program such as WGU would be more beneficial for them in the profession. Teachers also need to know what type of training would benefit their students more. Dr. White said this is an important issue coming up for CSPAC.

Mr. Vogel agreed with Dr. White and suggested that the council take a more detailed look at defining professionalism. Mr. Vogel added that this could become a goal for the committee. Dr. Reisig then asked CSPAC to examine council boundaries and limits. He asked that that subject be implemented into the goals as well. Mr. Villa agreed with Dr. Reisig's suggestion and said that by examining council boundaries, CSPAC could better assess what is important for Montana students.

Ms. Curdy stated that she would like to see growth in the area of obtaining individual information. She said that each subcommittee chair should be more active in gathering data to present at each meeting. Ms. Curdy said that there should be more initiation of discussions within CSPAC subcommittee groups. Mr. McCulloch agreed he would like to see this happen also. He went on to say that within the past 4 years though, he has seen communication between CSPAC and the BPE improve greatly. He has also seen improvement with individuals from OPI.

Mr. Vogel summed up his presentation by reviewing the ideas that CSPAC members had suggested throughout the discussion. He said that he would like CSPAC to make strides in education with as little frustration as possible. Council members thanked Mr. Vogel for his time and helpful presentation. Ms. Curdy, on behalf of CSPAC, asked Mr. Vogel if he could stay through item 20 to help streamline council goals for 2003-2004. Mr. Vogel agreed to lead the council through goal setting.

#### **ITEM 20 ADOPTION OF CSPAC GOALS FOR 2002-2003 AND SET GOALS FOR 2003-2004**

Mr. Vogel talked to the council about setting realistic goals. He said to keep in mind such areas as the council fund allotment. He reminded CSPAC members that once they set priorities, they should follow up by aligning their resources. Resources include money, time and effort, etc. Mr. Vogel commented that proper focus is an important factor to goal completion.

Mr. McCulloch asked that goals be adopted at the beginning of each fiscal year, instead of at the beginning of each calendar year. Ms. Curdy agreed and asked that this be changed on the CSPAC annual calendar. She also said that for the upcoming fiscal year, she would like to hear more specific and realistic goals.

Council members decided that recruitment and retention issues would remain a top priority for the council. Ms. Curdy then asked Mr. Donovan to make a list of ideas on ways to implement recruitment & retention issues. Mr. Donovan agreed to do this and said that he would study what other states are doing in tiered certification as well. He would try to determine if CSPAC should conduct further study on this subject and will make any recommendations as needed within the next year.

Dr. White proposed that CSPAC conduct research to identify what elements or groups stop the council from accomplishing their goals. This would enable CSPAC to discuss and better understand potential outcomes. Council members agreed this was a good idea for a future meeting.

Council members then went through the goals for 2002-2003 and made changes. With Mr. Vogel's help, the council improved their on-going goals to read as long-term goals. They narrowed the list to include 4 general goals.

The council decided that it would like to identify both barriers and solutions within the Elementary and Secondary Education Act (ESEA). This would remain as a high priority. CSPAC decided that they would like to study and make recommendations to the BPE on ESEA matters by the next fiscal year. Dr. Reisig then suggested as a specific CSPAC goal: "To study and understand the elements of ESEA that affect certification standards and practices. From that investigative process, CSPAC will formulate analyses and recommendations for actions on certification issues, such as:

1. Education Professionalism
2. Alternative Certification Avenues
3. Monitoring Programs and Potential Opportunities
4. Retention/Recruitment/Preparation of Education Personnel"

**MOTION: Scott McCulloch made a motion to adopt Dr. Reisig's goal as the CSPAC goal for 2003-2004. Melodee Smith-Burreson seconded this motion. All approved.**

Mr. Vogel reminded council members that goals can transcend years and do not always have to be annual. He suggested that each time the council meets, CSPAC review how they are doing with accomplishing their goals and make any needed changes. CSPAC members thanked Mr. Vogel for his hard work and effort. They suggested that Mr. Vogel come annually to speak and help streamline the council.

**MOTION: Dan Reisig made a motion to conclude the CSPAC meeting. Dan Villa seconded the motion. All approved.**

The meeting of the Certification Standards and Practices Advisory Council adjourned at noon on Friday, July 11, 2003.