

CERTIFICATION STANDARDS & PRACTICES
ADVISORY COUNCIL/JOINT COUNCIL OF DEANS
MEETING MINUTES

THURSDAY AND FRIDAY, OCTOBER 6-7, 2005

*Strand Union Building
Montana State University
Bozeman, MT 59717
Ballroom A*

CALL TO ORDER

CSPAC Chair, Mr. Scott McCulloch, called the Certification Standards and Practices Advisory Council meeting to order on Thursday, October 6, 2005 at 8:30 A.M. CSPAC council members present were: Mr. Scott McCulloch, Chair; Ms. Charla Bunker; Dr. Douglas Reisig; Ms. Melodee Smith-Burreson; Ms. Kim Warrick; and Ms. Tonia Bloom. Staff members present were: Mr. Peter Donovan, Administrative Officer for CSPAC; Mr. Steve Meloy, Executive Secretary to the Board of Public Education; and Ms. Megan Kerzman, CSPAC Administrative Assistant. The following people signed the meeting roster: Dr. Robert Carson, MSU; Dr. Larry Baker, MSU; Dr. Bob Clemens, MSU; Dr. Claudette Morton, MSSA; Mr. Michael Hall, OPI; Mr. Fred Seidensticker, NRES; Ms. Liz Cunningham, EMTEC/M7/UFT/ACE; Dr. Joan Cook, MSU; Dr. Linda Peterson, OPI; Dr. Paul Rowland, UM; Ms. Bonnie Graham, MSU-Billings; Mr. Erik Burke, MEA-MFT; and Mr. Mark E. Allen, MSU-Northern.

Motion: Dr. Doug Reisig moved to approve the agenda. This was seconded by Ms. Melodee Smith-Burreson. A note was made by the Chair to move the Committee Appointments in item 2 after the by-law changes. Motion was unanimously approved.

Motion: Ms. Tonia Bloom voted to approve the July 7th CSPAC meeting minutes. Dr. Doug Reisig seconded the motion. Motion was unanimously approved.

Mr. Peter Donovan provided a review of CSPAC correspondence, which consisted of Dr. George White's CSPAC resignation letter due to his new position as Interim Provost and Vice-Chancellor of Academic Affairs at MSU-Billings. The Council purchased a plaque for Dr. White to thank him for his three and a half years of service to the CSPAC. The Chair stated that the Council is grateful for Dr. White's participation in this Council and for his quality. Mr. Donovan was given the task of presenting the plaque to Dr. White sometime when he is in Helena.

INFORMATION ITEMS

ITEM 1 WELCOME TO MSU – Dr. Robert Carson

Dr. Carson is the head of the College of Education of the College of Education, Health, and Human Development. He provided the Council with an update of the programs and status of programs at Montana State University. His first topic was the challenge of class 5 educators

seeking additional endorsements. He spoke of some of the programs MSU offers, which are: an internship program; the Northern Plains Transition to Teaching program, which is an online graduate teacher certification program; an early childhood program, which is an online program to help paraprofessionals attain higher-level degrees to meet No Child Left Behind; a Montana-only career fair for educators; advising for education students (financial planning, courses, etc.), as well as working with the Office of Public Instruction (cost of living index on OPI's website) to encourage students to stay; MSU statistics show that approximately 60% of their graduates stay in Montana to work; for the past five years an online coach education program has been available, with approximately 4000 coaches per year served. Dr. Carson ended his presentation by stating it is a privilege and an honor to have the Council at MSU-Bozeman.

Dr. Reisig asked a question about the coach-credentialing program. Mr. Scott McCulloch asked about the magnitude of the need for qualified and credentialed administrators in Montana, specifically if the school feels as much pressure to turn out administrators as teachers. Cohort programs are offered for administrative credentialing. Ms. Tonia Bloom asked about the coordination of teacher education and content issues as relates to the internship program. Mr. Steve Meloy added that the Legislature is realizing that recruitment and retention is not just based on salaries but is based on the whole package.

ITEM 2 EXECUTIVE COMMITTEE REPORT – Mr. Scott McCulloch

Mr. McCulloch led the election of a new Vice-Chairperson to replace Dr. George White.

Nomination: Ms. Melodee Smith-Burreson nominated Dr. Doug Reisig for Vice-Chair. Ms. Charla Bunker seconded. Nomination was unanimously supported.

Motion: Ms. Tonia Bloom moved the Council adopt the proposed changes to section A of the by-laws. Dr. Doug Reisig seconded. Motion passed unanimously.

The Council discussed the proposed changes to the by-laws brought forth by Mr. McCulloch. The issue was discussed at the last meeting; Dr. Reisig stated the changes provide a bit of flexibility. Mr. McCulloch stated that they provide guidance.

Motion: Dr. Doug Reisig moved to accept proposed changes to section B of the by-laws. Ms. Tonia Bloom seconded. Motion passed unanimously.

Dr. Reisig again stated the proposed changes provide flexibility for the committees. Mr. McCulloch explained each “new” committee. Ms. Tonia Bloom stated that, as a small group, it makes sense to have committees that have more than one person on them.

Mr. McCulloch explained that due to the previous approval of the agenda, the Council would continue under the old committee structure until the next meeting.

ITEM 3 BOARD OF PUBLIC EDUCATION REPORT – Mr. Steve Meloy

Mr. Meloy told the Council the most exciting thing to happen since the last meeting was the Board of Public Education's move to the new office, which is a temporary move until the new building is built. He gave an update on Senate Bill 152 and how the process for implementing

new rules has changed a bit. The Quality Schools Interim Committee progress was discussed, as were accreditation issues with which the Board has been dealing. Mr. Meloy spoke briefly about the P-20 Committee's work, including the proposed writing proficiency test, Pakistani educators, the E-Learning Consortium reception he and Mr. Donovan attended, a symposium at the Center for Rocky Mountain West he attended, and his participation on the screening committee for the Teacher of the Year award. Mr. Meloy answered many questions concerning the QSIC work, the writing proficiency issue, and the dual-enrollment issue.

ITEM 4 ADMINISTRATIVE OFFICER'S REPORT – Mr. Pete Donovan

Mr. Donovan reviewed the meetings he recently attended and the office move. Mr. Donovan praised Ms. Kim Warrick's work as a facilitator and Mr. Erik Burke's work at the recent Montana Educators Forum. Mr. Donovan discussed the NASDTEC meeting he attended in Minneapolis and the committee work of which he is chair. He also explained the process of choosing a new higher education representative and told the Council he would let them know as soon as the decision has been made.

ITEM 5 AREA OF SPECIAL PERMISSIVE COMPETENCY – Technology

Mr. Michael Hall, OPI; Dr. Claudette Morton, Montana Small Schools Alliance; Mr. Fred Seidensticker, Northern Rockies Educational Services; Ms. Liz Cunningham, Northern Rockies Educational Services, EMTEC/M7/UFT/ACE; and Dr. Joan Cook, MSU Education Department answered any questions the Council had concerning the previously presented proposal for an Area of Special Permissive Competency in Technology. The group is ready to move forward in the rule-making process as soon as the Council believes this is ready. A lengthy and detailed discussion on numerous aspects of the proposed ASPC took place. Action on the A.S.P.C. has been placed on the agenda for the January meeting.

ITEM 6 PROFESSIONAL ETHICS COMMITTEE REPORT – Ms. Tonia Bloom

The Council discussed the reauthorization of the Code of Ethics. Mr. McCulloch asked the Council members what they think "assumes responsibility for individual actions" means. Dr. Reisig responded with an area of responsibility educators assume in working with children, an ideal that children want to emulate. Ms. Warrick stated that educators should be constantly aware and hold themselves to a higher standard. These statements sparked a discussion on ethical behavior, self-policing, etc. Mr. Donovan gave a history of the current Code of Ethics.

Motion: Dr. Doug Reisig moved to adopt the Code of Ethics. Mr. Scott McCulloch seconded. Motion was passed unanimously.

ITEM 7 MONTANA COMMISSION ON TEACHING COMMITTEE – Ms. Melodee Smith-Burreson

Ms. Smith-Burreson gave a review of the NCTAF symposium she attended, including an explanation of "turnaround specialist" and the Aspiring Teachers Academy. She also explained the magazine articles she had as handouts, especially the graphic depicting "The True Cost of Teacher Turnover."

ITEM 8 LICENSURE COMMITTEE REPORT – Dr. Doug Reisig

Dr. Reisig provided the Council with an update on the results of the Regional Advisory Committee work. Northwest Regional Lab was awarded a five-year grant. Foreign language was briefly discussed and numbers given on how many people currently hold licenses for each language, including “other languages.” Prior to the joint meeting with the Council of Deans, the CSPAC discussed high school vs. higher ed., specifically higher education faculty teaching K-12 students (AP, distance-learning, etc.) without possessing certification. Mr. Erik Burke, MEA-MFT, explained the difference between “dual-credit” and “dual-enrollment”; dual-credit would be a course taken for both high school and college credit, dual-enrollment is a high school student taking a college course for college credit. This issue was continued in the joint meeting with the Council of Deans.

BREAK FOR LUNCH at 12:00 noon.

RECONVENED at 1:15 P.M.

MEETING TURNED OVER TO DEAN PAUL ROWLAND, UM

Separate agenda for joint meeting. Item numbering starts over.

Dean Rowland gave his thanks to CSPAC for bringing the Council of Deans and the Certification Standards and Practices Advisory Council together.

ITEM 1 COMMENTS BY SUPERINTENDENT LINDA MCCULLOCH ON TEACHER LICENSING ISSUES

Dr. Linda Peterson spoke in place of Supt. Linda McCulloch, who sent her apologies and asked to be invited to a future meeting. Ms. Charla Bunker had posed questions on some specific topics for Dr. Peterson to answer: teacher testing, paraprofessional licensing, non-traditional universities, professional development, and code of ethics. On teacher testing, Dr. Peterson spoke about whether or not Montana should adopt a test. The Superintendent believes in subject matter knowledge, but doesn't believe that a single assessment measure is adequate. The state of Montana does not currently have an agreement with the U.S. Department of Education on the necessity of a paper and pencil test for “highly-qualified,” and the Superintendent does not believe testing alone will improve quality. Dr. Peterson believes we are close to having our response to the U.S.D.E., but there is still some trouble with elementary teachers who are new to the profession meeting the definition of “highly-qualified.” A multiple-measures assessment has been proposed as an answer to “highly-qualified” in Montana. Dr. Peterson answered questions about veteran teachers meeting the “highly-qualified” definition.

Dr. Peterson explained that the OPI does not support a statewide paraprofessional license. She also spoke about non-traditional universities, specifically alternative programs of certification. Dr. Peterson summarized that the Chapter 57 language changes that recently occurred closed several loopholes in certification guidelines and clearly stated definitions. She expounded on what the requirements are for what professional development should look like and what standards it should meet. Mr. McCulloch asked what the worst-case scenario could be with the definition of “highly-qualified;” Dr. Peterson stated that the U.S.D.E. could hold the OPI as an

impediment, OPI could lost some Title II money, and OPI would have to sign a compliance agreement.

ITEM 2 P-20 ISSUES – Dr. Larry Baker

Dr. Baker gave a brief history of the P-20 Committee and stated the two issues he thought warranted further discussion by the Council of Deans: dual-enrollment – who can and can't teach in our public schools; writing proficiency – not just a University system problem. Mr. Steve Meloy then gave a longer history of the P-20 Committee, and he stated that a better job needs to be done announcing the P-20 Committee meetings. A discussion ensued concerning the transferability of university credits; the Board of Regents has tackled this as high-priority. Dual-enrollment was discussed, as well: higher ed. faculty teaching courses on high school property and students getting high-school credit, which leads to a certification issue. “Dual-enrollment” is technically “early admit,” and “dual-credit” and “dual-enrollment” are different from each other.

ITEM 3 MULTIPLE-MEASURES FOR CONTENT KNOWLEDGE – Dr. Paul Rowland

The joint councils discussed the proposal for a multiple-measures assessment for content knowledge to meet the definition of “highly-qualified.” The proposal would have to have federal approval, and the Council of Deans would have to contact the ETS testing service and see if ETS would agree to run the tests as the proposal suggests. The councils discussed the pros and cons of the multiple-measures proposal. A sample test for the Praxis II can be found on the ETS website (<http://www.ets.org>) under Praxis; 0014 is the elementary content sample test. The idea of a middle school endorsement, which would include pedagogy of elementary, content knowledge of high school, and developmental psychology of that age group, was brought up.

ITEM 4 SOCIAL STUDIES BROADFIELD

Dr. Robert Carson led the discussion on the Social Studies Broadfield, which covers six different domains of learning and the idea is that the educator would have a major in all six. The Deans recommend something like a level system. Level 1 Broadfield: major in either history or political science and a minor in the other. Level 2: could add additional sub-endorsements. Most high school educators do not teach psychology or sociology unless under a class called “social studies.” The number of credits required for a major or a minor would have to be changed in Chapter 57 for this “level system” to work. Dr. Mary Susan Fishbaugh commented on the idea of a gap being created by giving teacher candidates knowledge for competencies but licensure is based on credit hours. Before CSPAC makes any decisions on the broadfield social studies endorsement, the Council plans to examine everything available to make sure the Council's recommendation meets all of the requirements.

ITEM 5 OTHER ISSUES FROM COUNCIL OF DEANS

In the K-8 area, the issue of middle school teachers was brought up. There is currently no consensus about what type of license middle school teachers should have: secondary license, elementary license, or a mix of secondary content and elementary pedagogy. Implementation of “highly-qualified” was given a tentative timeline, with the multiple-measures proposal hopefully in place by fall of 2006. Dr. Larry Baker stated that currently the state doesn't have anything in place and can't guarantee anything by fall of 2006. However, this proposal was already decided on quite some time ago and is just awaiting approval from the feds. A short update and

discussion took place concerning the pilot teacher testing and HEA Title II. Because Montana is currently a pilot testing state, test completers and results are not reported. The spring Praxis test date is April 29, 2006.

ITEM 6 OTHER ISSUES FROM CSPAC TO COUNCIL OF DEANS

No other issues were introduced from the CSPAC to the Council of Deans. Mr. Scott McCulloch thanked the Council of Deans for meeting with the CSPAC.

ITEM 7 OTHER UNRESOLVED ISSUES

There were no other unresolved issues.

JOINT MEETING ADJOURNED, CSPAC MEETING RECESSED

CSPAC MEETING RECONVENED FRIDAY, OCTOBER 7, 2005 AT 8:29 A.M.

ITEM 9 COMMENTS BY SUPERINTENDENT LINDA MCCULLOCH ON TEACHER LICENSEING ISSUES

This issue was discussed during the joint Council of Deans and CSPAC meeting. Please see the minutes under Item 1 in the joint meeting.

ITEM 8 LICENSURE COMMITTEE REPORT – Dr. Doug Reisig (continued)

The Council wrapped up their discussion of higher ed. faculty teaching high school courses. Mr. Scott McCulloch led a discussion on the development of an Educational Practitioner class of license, which would be a master class that the educator needs the support of the school district in order to receive the certification. Ms. Charla Bunker thought the idea is a good one because it has the possibility of helping with teacher shortages by possibly creating a starting point on the salary schedule for teachers who move from district to district. Dr. Doug Reisig stated several pros and cons of the Educational Practitioner license and stated his strong support for peer review for professional growth and the idea of mentorship. Mr. McCulloch exclaimed that unintended consequences definitely need to be discussed and he is glad of some support for peer review from the administration representative. A short discussion followed.

CSPAC has looked at a tiered structure in the past, but it was usually tied to a statewide salary schedule, such as the New Mexico structure. Ms. Bunker wondered if this certification would be just creating more paperwork or if it would actually be beneficial. Ms. Bloom thought that if there was no compensation tied to the certification then it would end up being just more paperwork. Dr. Reisig asked about what type of research has been done and can be done concerning this type of licensure. He asked some specific questions: 1) Are there states that use this type of certification (Master teacher) and what kind of criteria are used for designation; 2) Who would make the “check-off” list and be in charge of designation; 3) Can Elizabeth Keller come and speak to the Council about this possible certification; 4) What is different from national board certification and this. Randy Morris was suggested as a speaker for the next CSPAC meeting to discuss merit-based pay systems, as was someone from MTSBA, MEA-MFT, MREA, and MSSA. The possibility of a panel discussion on pay systems was suggested.

**ITEM 10 PROFESSIONAL DEVELOPMENT AND RENEWAL COMMITTEE REPORT
Ms. Charla Bunker**

The Council had a discussion of the comments presented by Dr. Linda Peterson on behalf of Superintendent Linda McCulloch. Teacher testing was discussed quite heavily, focusing on the necessity and sufficiency for a license of a paper and pencil test. Mr. Donovan thought that a test-only certification was probably an extreme example. Anecdotal information was presented by Bonnie Graham about the Praxis being a way to screen inappropriate educators out of the licensing process and therefore out of the profession. Paraprofessional certification was also mentioned, as the Council has the position in favor of licensing paraprofessionals while the Office of Public Instruction does not.

ITEM 11 PRE-PROFESSIONAL PREPARATION AND DEVELOPMENT COMMITTEE

Dr. Linda Peterson spoke to the Council about the NCATE/State partnership, which has been updated to meet PEPPS standards. Mr. Donovan thought it would be good for CSPAC and BPE to endorse the partnership.

Motion: Dr. Douglas Reisig moved to endorse and recommend to the Board of Public Education the NCATE/State Partnership. Ms. Tonia Bloom seconded. Motion passed unanimously.

Mr. Donovan explained the review process for teacher education program accreditation reviews and the need for training for off-site reviewers. He stated that he and Dr. Peterson were going to try to put together a training for state reviewers and try to pick up new people. Dr. Peterson suggested CSPAC participate, either as observers, reviewers, part of a team, etc.

The Council discussed diploma mills and their effect on Montana educators. Dr. Reisig stated his appreciation for the list of fraudulent schools the Council received from Cathy Warhank, as he uses it when reviewing credits for promotion. Ms. Bloom wondered if there is a role that CSPAC can take concerning diploma mills, such as giving the information to school districts, to which Dr. Reisig replied the Council could disseminate any information it has to associations such as MTSBA, MSSA, MREA, MEA-MFT, etc.

A short discussion was held concerning the Multiple-Measures proposal brought forth by the Council of Deans.

Motion: Dr. Douglas Reisig moved that it shall be the position of CSPAC that the multiple-measures proposal as offered by the Council of Deans on October 6, 2005 be supported and offered to the Board of Public Education as a supportive document in its negotiations with the Department of Education in determining criteria for highly qualified teacher designation. Ms. Charla Bunker seconded the motion. Motion passed unanimously.

The Council discussed teacher testing with the goal of forming a position statement on the issue. The following positions were established:

- 1) Veteran teachers do not need to be tested. Caveat: as long as the United States Department of Education says veteran teachers meet the “highly qualified” definition.
- 2) Teachers new to the profession need to be tested.

- 3) CSPAC supports the current reciprocity rules as they have been recently revised and sees no reason to add to that at this time.

Motion: Ms. Charla Bunker moved that CSPAC will review Chapter 57 that veteran teachers (standard class 1) with appropriate number of credits per endorsement area have option to take a test rather than additional 6 internship credits to acquire that endorsement. Seconded by Dr. Douglas Reisig for the purpose of discussion.

Motion: Dr. Douglas Reisig moved to table Ms. Bunker's motion until such time as more information comes to the floor to clarify with the Department of Education and Montana what the definition of "highly-qualified" is. Ms. Tonia Bloom seconded. Motion passed 5-1.

Chair McCulloch asked that this discussion be put on the agenda for the next meeting. Ms. Bonnie Graham asked that the language used be clarified to state "all licensed teachers," not just teachers currently in the classroom.

ITEM 12 RESEARCH PROJECTS OVERSIGHT COMMITTEE REPORT – Ms. Kim Warrick

Ms. Warrick handed the meeting over to Mr. Donovan, who reiterated the two possible research projects the Council could provide money to.

Motion: Mr. Scott McCulloch moved that CSPAC authorize research expenditures for the two research proposals. Ms. Charla Bunker seconded the motion. Motion passes unanimously.

After a short discussion, the Council determined it would like to see any research instruments before they are handed out, to have the ability to comment/suggest on the instruments, and to have the funded groups present their research and results and a future CSPAC meeting.

ITEM 13 PLAN FOR FUTURE CONFERENCES

Motion: Ms. Tonia Bloom moved to fund the Council's participation in the NASDTEC Professional Practices Institute and the 24th Annual Western States Certification Conference. Ms. Kim Warrick seconded the motion. Motion passed unanimously.

ITEM 14 FUTURE AGENDA ITEMS

- A. Draft annual report
- B. Discuss reviewing Chapter 57
- C. Get someone to come talk about an acceptable waiver for an internship
- D. Department of Ed. response to "highly-qualified" and multiple-measures
- E. Action item on Area of Special Permissive Competency – Technology
- F. Discussion on Educational Practitioner

- G. Panel on performance-based pay scale
- H. Hear OPI's response to Council's internal position on paraprofessionals
- I. Look at overall PEPPS revisions
- J. Science content performance descriptors
- K. New Committee Chairs:
 - Ms. Charla Bunker – Pre-professional Prep. and Development
 - Dr. Douglas Reisig – Licensure
 - i. Ms. Kim Warrick – co-chair Licensure

ITEM 15 PUBLIC COMMENT ON ITEMS WITHIN THE JURISDICTION OF CSPAC

Mr. Donovan reminded the Council that anyone interested in attending the conferences mentioned to please let the staff know as soon as possible.

ADJOURN

Motion: Ms. Tonia Bloom moved to adjourn the meeting. Ms. Kim Warrick seconded. Motion unanimously passed.

Mr. McCulloch adjourned the meeting at 11:00 A.M.

The Certification Standards and Practices Advisory Council will make reasonable accommodations for known disabilities that may interfere with an individual's ability to participate. Persons requiring such accommodations should make their requests to the Board of Public Education as soon as possible before the meeting to allow adequate time for special arrangements. You may write or call: CSPAC, PO Box 200601, 46 North Last Chance Gulch, Helena, MT 59620-0601, (406) 444-6576.