

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

THURSDAY, JANUARY 13, 2011

*Meeting Rooms East & West
Front Street Learning Center
815 Front Street
Helena, MT 59601*

CALL TO ORDER

CSPAC Chair, Ms. Sharon Applegate, called the Certification Standards and Practices Advisory Council meeting to order on Thursday, January 13, 2011 at 8:33 A.M. CSPAC Council Members present were: Chair, Ms. Sharon Applegate, Teacher, Kalispell; Vice Chair, Mr. Jon Runnalls, Teacher, East Helena; Ms. Patty Muir, K-12 Specialist, Laurel; Dr. Mary Susan Fishbaugh, Dean of Education, MSU-Billings, Billings; Ms. Tammy Lacey, School Administrator, Great Falls; Mr. John Harris, Trustee, Eureka; and Ms. Janice Bishop, Teacher, Missoula. Staff members present were: Mr. Peter Donovan, Administrative Officer for CSPAC; and Ms. Anneliese Warhank, CSPAC Administrative Assistant. The following people signed the meeting roster: Dr. Linda Peterson, OPI; Ms. Elizabeth Keller, OPI; Mr. Le Guab, Lewis and Clark Troops to Teachers; Mr. Byron McKinney, Lewis and Clark Troops to Teachers; and Ms. Jeredene Mayfield, Valier, MT.

*Mr. Jon Runnalls moved: **to approve the agenda.** This was seconded by Ms. Patty Muir. Motion was approved unanimously.*

*Ms. Patty Muir moved: **to approve the October 14-15, 2010 CSPAC meeting minutes.** This was seconded by Ms. Tammy Lacey. Motion was approved unanimously.*

Mr. Donovan spoke about a letter he received from the National Assessment Governing Board. The letter notified him of their receipt of his nomination of former CSPAC Chair Dr. Doug Reisig for membership on the National Assessment Governing Board. This was followed by a letter from Mr. Marco Ferro thanking Mr. Donovan for his work on the 2010 Montana Educator Forum planning committee. A few suggestions were made by Council members on ways they could improve the 2011 Forum including possibly moving the Ed Forum to another Montana town to meet the needs of all state educators who attend, and offering longer presentation times for breakout sessions.

INFORMATION ITEMS

***Items are in the order they were discussed at the meeting.**

ITEM 1 EXECUTIVE COMMITTEE REPORT – Ms. Sharon Applegate and Mr. Jon Runnalls

Committee Update

The duties of the committees, which were revised at the October CSPAC meeting, were outlined for clarification. The Council plans on doing more breakout sessions with committees at future meetings.

Chapter 55 Update

Chairperson Applegate gave an overview of the Chapter 55 Workgroup, including who is involved, which includes Board of Public Education Chairwoman Ms. Patty Myers, Ms. Applegate for CSPAC, employees of OPI and BPE, Montana School Boards Association, Montana Rural Education Association, MEA-MFT, Montana Digital Academy, School Administrators of Montana, school administrators, elementary and secondary teachers, county superintendents, school trustees, a representative for the Montana Indian Educators, a representative for the Montana PTA, and a representative for the postsecondary educators. Its purpose is to review and revise Administrative Rules of Montana (ARM) 10.55 Standards of Accreditation to align standards with current innovative practice providing flexibility and ensuring quality education and accountability. The group has strived to be innovative and flexible to aid in student achievement, graduation rates, and dropout rates, a goal set since they began meeting in November 2009. Through the work of small groups and the inclusion of input from various education constituents, the Task Force will develop a performance based model. Discussion ensued about the timeline and public hearing process.

ITEM 2 BOARD OF PUBLIC EDUCATION REPORT – Mr. Steve Meloy

An illness kept Mr. Meloy from attending the meeting Mr. Donovan presented Mr. Meloy's report in his absence. Mr. Donovan spoke about the 2011 Montana Legislative Session. As required of all state agencies, Mr. Meloy will report the Board and CSPAC budget. Also like all state agencies, the Board's budget will experience a 5% cut. However, funds may be added back in once the revenue is more concrete. A number of bills that would affect the Board if passed were discussed including SB 141 which addresses bullying in Montana schools. The Board already requires schools to have policies to address bullying, but the legislature would like more policy to be in place. Mr. Donovan then passed out an article from the Wall Street Journal on budget deficits other states are facing and how they are managing the situation. Montana is fortunate enough that we have not experienced the drastic cuts in state programs due to our balanced budget. The influx of new legislators this session was also discussed.

ITEM 3 ADMINISTRATIVE OFFICER'S REPORT – Mr. Peter Donovan

Although the standards for instructors of Braille and sign language interpreters have been approved, the challenge of finding ways to get these people qualified still exists. A new group consisting of members from both workgroups is planning on meeting to tackle this issue beginning in February. Mr. Donovan was happy to report CSPAC did manage to have funds set aside that will allow for a few of its members to attend national conferences. Another WSJ article about school reform in response to the budget crisis was also discussed.

ITEM 6 LICENSURE AND ENDORSEMENT COMMITTEE REPORT – Mr. Jon Runnalls and Ms. Tammy Lacey

Ms. Lacey highlighted her *Conducting Investigations & Managing Progressive Discipline Surrounding Alleged Employee Misconduct* PowerPoint, originally presented at the 2010 Montana Conference of Education Leadership. Ms. Lacey reminded everyone educators are humans and humans make mistakes. The presentation addressed how administrators should approach conflicts in a way which maintains "integrity, fairness, impartiality and respect." The importance of confidentiality was stressed as well as the commitment to comply with legal obligations. She spoke

of the basics of conducting the investigation, which included allowing for due process and consulting the Professional Educator of Montana Code of Ethics. She then outlined the process of conducting the case which begins with analyzing the allegation and deciding whether or not to proceed. This is then followed (if case is pursued) with the start of due process, and the investigation (including interviews, findings, a disposition, and report). This all helps aid in the decision to either discipline or the discharge/termination/resignation of the employee. The investigation should have a follow-up where the district would look at ways this occurrence would be avoided in the future. Many felt this presentation could benefit schools districts throughout the state.

ITEM 4 TROOPS TO TEACHERS UPDATE – Mr. Le Gaub and Mr. Byron McKinney, Lewis and Clark Troops to Teachers

Mr. Le Guab and Mr. Byron McKinney from the Lewis & Clark Troops to Teachers spoke to the Council to update them on the work TTT has done in the past few years. TTT began in 1994 as a transition assistance program to recruit quality teachers for America's schools, with priority to schools serving low-income families. The L & C TTT covers the Dakotas over to Oregon with its headquarters in Bozeman, MT. Teachers can receive up to \$5000 to assist with teacher certification costs and are required to complete a 3-year teaching commitment. The program has seen much success with retaining teachers. The current economic state of the country has led to reduced revenue in schools districts leading to fewer positions. This has also led to a rise in the number of veterans showing interest in the program and those already in the field holding off on retiring. Mr. Gaub spoke about recruitment opportunities and challenges they face with bringing educators to more rural schools. He then highlighted a few of the former soldiers turned educators. TTT works hard to align the skills soldiers have gained either during their college tenure or on the job as an active duty soldier with an area of concentration in teaching.

*Ms. Patty Muir departed at 10:08 A.M.

ITEM 5 UPDATE ON POSSIBLE AREA OF PERMISSIVE SPECIALIZED COMPETENCY IN DANCE – Ms. Karen Kaufman, U of M College of Visual and Performing Arts

Ms. Kaufman met with the Council via conference call to discuss the proposed language for the possible area of permissive specialized competency in dance. She has met with the OPI, the Montana Arts Council, and the U of M School of Education to help her develop the draft language. The U of M College of Visual and Performing Arts has a strong pedagogical component and sees between 20-25 students concentrate in dance a year, something Ms. Kaufman suggested demonstrates an interest in the area. Mr. Runnalls asked at what state colleges students can specialize in dance. U of M is the only institution in the state with a dance program as a standalone major, although other schools do offer dance courses. The Indian Education for All requirement is another obstacle as there is no qualified teacher in the Missoula area to teach American Indian dance at the school. However, this form of dance is taught in the World Dance course. Dr. Linda Peterson stated that as the language stands now, it describes a program, but needs to ensure they align with standards. She also reminded the group APSC areas can be created without knowing for certain people will work to earn the title.

*Ms. Tammy Lacey moved: **to recommend the field of dance be added as a special competency program to 10.57.412.** This was seconded by Ms. Janice Bishop.*

Discussion ensued with Dr. Fishbaugh suggesting Ms. Kaufman work with the accreditation office at OPI to assure language is not curriculum specific, general, and outcomes performance based. Dr. Peterson stated the language could be better aligned with national standards, ensure Indian Ed for All is addressed, and describes the basics of the art form and program. Ms. Kaufman agreed the Indian Ed for All component could be addressed more directly. Mr. Runnalls called for question.

The council unanimously voted against the motion.

*Dr. Mary Susan Fishbaugh moved: **the language for permissive special competency be further refined through work with the accreditation and licensure divisions at OPI just to assure they are broadly stated in the standards.** This was seconded by Ms. Tammy Lacey. Motion was approved unanimously.*

Dr. Fishbaugh stressed CSPAC supports Ms. Kaufman with her endeavors, but wanted to ensure the language was appropriate. Ms. Kaufman agreed with wanting to have the most accurate language for the possible APSC.

**ITEM 7 PROFESSIONAL PREPARATION AND CONTINUING EDUCATION
COMMITTEE REPORT – Dr. Mary Susan Fishbaugh and Mr. John Harris**

Mr. Harris reported to the Council on his recent trip to Portland, OR to attend the 2011 Western States Certification Conference. Mr. Harris outlined the conference content, covering what was discussed each day, the presenters, and highlights which strongly centered around the National Common Core State Standards. He noted many states felt teacher performance evaluations needed to be improved in some way. The conference also highlighted such innovations as online teacher licensure, Startalk, and the merger of NCATE and TEAC into CAEP. Mr. Harris pointed out the highlights of CCSS, expressed his concerns with the CCSS, and its link to the Smarter Balanced Assessment Consortium. The conference also highlighted clinically based teacher accreditation and Race to the Top. Mr. Harris expressed general impressions and concerns he took from the conference which included the impact of CCSS, but felt there was a great caliber of innovation taking place. Overall he felt the conference was an excellent personal learning experience.

**ITEM 8 MONTANA COMMISSION ON TEACHING COMMITTEE REPORT –
Ms. Patty Muir and Ms. Janice Bishop**

Due to unforeseen circumstances, Ms. Muir was forced to leave the meeting early. However, Ms. Applegate noted Ms. Muir had intended of speaking about the possibility of adding mentoring language in accreditation standards to further promote the use of teacher mentors across the state.

ITEM 9 UPDATE ON SCHOOL STAFFING PROJECT – Dr. Linda Peterson, Ms. Elizabeth Keller, OPI; Mr. Peter Donovan

Ms. Keller stated they are working on a new RFP to develop the program that will improve reporting efforts on teachers licensed in the state. The project is also aimed at looking at Annual Data Collection and hopes it will help reduce the amount of reports school districts must produce for the state. The amount of limited funds worries them as they are not sure if any bids will be made by companies to produce the project.

ITEM 10 OPI UPDATE – Dr. Linda Peterson

Dr. Peterson addressed a question Mr. Harris had raised under his committee's item concerning Race to the Top funds. It was suggested by Dr. Peterson, and agreed upon by the Council, that they request Ms. Nancy Coopersmith, Assistant Superintendent at OPI, to come update the Council on the current events relating to the CCSS at an upcoming meeting.

Dr. Peterson then turned her attention to CAEP, or the Council for the Accreditation of Educator Preparation, and how the merger between the two existing accrediting bodies of schools of education, NCATE and TEAC, will affect national accreditation. Montana needs to decide if it will align with the new CAEP standards once it is established as the sole national accrediting body, which would require a new state partnership agreement. This will require a revision of the Chapter 58 INTASC Standards for teaching standards. She hopes to have more information at the March meeting. Ms. Applegate questioned what the Council could do in the meantime, to which Dr. Peterson urged everyone to visit the website.

ITEM 11 FUTURE AGENDA ITEMS

At the March 3, 2011 CSPAC meeting the Council will review its Annual Report in preparation for the July 14, 2011 joint meeting with the Board of Public Education. They will also review the by-laws and evaluate the progress they have made on their goals.

ITEM 12 PUBLIC COMMENT

There was no public comment.

Ms. Sharon Applegate adjourned the meeting at 12:23 P.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 request to 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.