

APPROVED MINUTES OF THE STATE OF IDAHO PROFESSIONAL STANDARDS
COMMISSION MEETING OF NOVEMBER 3-4, 2016

ATTENDANCE

Members present at November 3 committee meetings: Allred, Copmann, Davis, Enger, Gorton, Johnson, Koehler, McConnell, McKinney, Neill, Raney, Roark, Saffle, Sulfridge, Welton, Wilkinson, Zeydel. SDE staff present: Colón Durham, Haas, Lackey, Markland, Miner, Schwab. Absent: Chipman. Guests: Brian Church, Terry Gilbert, Christina Linder.

Members present at the November 4 general meeting: Allred, Copmann, Davis, Enger, Gorton, Johnson, Koehler, McConnell, McKinney, Neill, Raney, Roark, Saffle, Sulfridge, Welton, Wilkinson, Zeydel. SDE staff present: Colón Durham, Haas, Lackey, Markland, Miner, Schwab. Absent: Chipman. Guests: Brian Church, Terry Gilbert, Michael Gilmore, Christina Linder.

Christina Linder was introduced as the new Educator Effectiveness Program Manager in the State Board office.

AGENDA REVIEW/REVISIONS/APPROVAL

M/S (Roark/Raney): To approve the November 3-4, 2016, Commission meeting agenda as printed. Motion carried unanimously.

APPROVAL OF MINUTES

It was moved and seconded to approve the September 22-23, 2016, Commission meeting minutes as printed. Motion carried unanimously.

STATE BOARD REPORT

Christina Linder, Educator Effectiveness Program Manager in the State Board office, reported that in the continuing effort of quantifying the teacher shortage in Idaho and identifying areas of weakness within the teacher pipeline, the State Board will convene a group of individuals to look further at the teacher pipeline prior to mid-January. Additionally, in one of the charts in the Idaho Educator Pipeline Report, it appears as if teacher supply numbers have dropped because of two different ways of calculating data. Consequently, that report will shortly be rewritten to reflect more accuracy.

DRAFT EDUCATOR PREPARATION PROGRAM EVALUATION SYSTEM

Christina Linder reported that the Idaho Coalition for Educator Preparation (ICEP) and the Idaho Association of Colleges for Teacher Education (IACTE) have worked

collaboratively to develop the Idaho Draft Framework for Evaluating Educator Preparation Programs. This framework was provided to the State Board for feedback at their October meeting. It is planned that all proposed indicators would be tracked during the first three years of a teacher's career. Placement rate and retention rate would be weighted minimally; knowledge standards, performance standards, and pedagogy would be weighted most heavily. Lisa Colón Durham added that in ICEP, mentoring has been a big topic of evaluation system discussion.

CONSIDERATION OF STIPULATIONS/FINAL ORDERS BY FULL COMMISSION

Deputy Attorney General Brian Church, representing the Chief Certification Officer, presented *In re Bryan Hess*, Case #21215, to the Commission to decide whether to impose discipline on Mr. Hess's certificate and, if so, what discipline to impose. Brian Church presented the administrative complaint and default order from Hearing Officer Michael Gilmore and argued that the grounds stated in the administrative complaint were deemed admitted under Idaho Code section 33-1209 because no hearing was requested within the time limit. Michael Gilmore advised the Commission.

M/S (Enger/Sulfridge): In Case #21215, regarding the certificate of Bryan Hess, I move that the Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing revocation of his certificate as requested by the Chief Certification Officer in the administrative complaint in the first paragraph under request for relief. Motion carried unanimously. Commission members Allred, McKinney, and Raney were recused from voting.

Brian Church, presented *In re Cedric A. Minter*, Case #21621, to the Commission to decide whether to find that inappropriate conduct occurred and enter the findings required by Idaho Code section 33-1208. Brian reported that the Executive Committee recommended that the Commission find that inappropriate conduct occurred.

M/S (Sulfridge/Zeydel): In Case #21621, regarding the certificate of Cedric A. Minter, I move that the Commission accept the recommendation of the Executive Committee and find that inappropriate conduct occurred and enter findings of fact. Motion carried unanimously. Commission members Allred, Davis, Gorton, Koehler, McKinney, and Roark were recused from voting.

Brian Church reported that he has not yet prepared the legal opinion on Commission-issued letters of concern that the Commission requested, but he does have uneasiness regarding Commission authority to issue such letters. On another note, Brian reported that the Commission has some ethics hearings occurring in the near future and requested that Commission members notify the Commission office if they want to attend any of the hearings. Annette Schwab agreed to send out ethics hearing notices to the Commission.

M/S (Zeydel/Enger): In accord with Idaho Code § 74-206(1)(f), to move the full Professional Standards Commission into Executive Session, which was entered for the

Commission to discuss pending litigation exempt from disclosure under Chapter 1 of Title 74, Idaho Code. Allred-aye; Copmann-aye; Davis-aye; Enger-aye; Gorton-aye; Johnson-aye; Koehler-aye; McConnell-aye; McKinney-aye; Neill-aye; Raney-aye; Roark-aye; Saffle-aye; Sulfridge-aye; Welton-aye; Wilkinson-aye; Zeydel-aye. Motion carried unanimously.

M/S (Enger/Zeydel): To move the full Professional Standards Commission into Open Session, after entering Executive Session to discuss pending litigation exempt from disclosure under Chapter 1 of Title 74, Idaho Code. Allred-aye; Copmann-aye; Davis-aye; Enger-aye; Gorton-aye; Johnson-aye; Koehler-aye; McConnell-aye; McKinney-aye; Neill-aye; Raney-aye; Roark-aye; Saffle-aye; Sulfridge-aye; Welton-aye; Wilkinson-aye; Zeydel-aye. Motion carried unanimously.

ADMINISTRATIVE REPORT

Commission Administrator Lisa Colón Durham (unless indicated otherwise) reported on the following.

1. The teacher certification work group that the Office of the State Board convened continues the rulemaking process. Rule revisions that include the standard instructional certificate and Commission rule revisions will be put forward in November. Concerns were shared with the Office of the State Board regarding the rule revisions for paraprofessional and removal of the Consulting Teacher endorsements.
2. The University of Idaho program review focused visit was conducted on October 10-13, 2016. The State-Specific Requirements that are being piloted were also reviewed at that time.
3. Commission members were made aware of the fact that the Department of Education will only reimburse the least expensive mode of transportation (car rental/gas vs. personal vehicle mileage vs. airfare). For example, if it is less expensive for an individual to fly to Boise, but the person chooses to drive his own car, the department will only reimburse the individual the expense of the flight.
4. Three of the standards reviews (Administrator; Bilingual/English as a New Language; and Creation of Dance Standards and Endorsement) scheduled for this year have been completed; four standards reviews (Core; Career Technical Education; World Languages; Creation of Speech Language Pathologist Standards) remain to be completed.
5. Recent staff travel included the following:
 - University of Idaho Program Review Focused Visit (Lisa and Annette) – October 10-13

- National Association of State Directors of Teacher Education and Certification (NASDTEC) Professional Practices Institute (PPI) (Lisa, Annette, Shannon Haas, and Brian) – October 26-28

Annette, Shannon Haas, and Brian reported on the following content covered at the PPI held in Des Moines, Iowa: child exploitation; the occurrence of “compassion fatigue” or professional fatigue, which is a condition characterized by a gradual lessening of compassion over time and is common among individuals working with trauma victims such as in educator misconduct situations; management strategies for compassion fatigue; the newly developed Model Code of Ethics for Educators (MCEE) now on the NASDTEC website that includes minimal expectations of a code of behavior for educators; the opportunity to collaborate with peers from other states; and a focus on the need for school districts to create or revise their media policies. Brian Church added that Idaho is not facing some issues that other states are because we have good legislation in the area of educator misconduct.

6. Upcoming staff travel includes the following:

- Ethics Hearing – Blackfoot, Idaho (Annette, Shannon, and Brian) – December 15-16

AUTHORIZATIONS COMMITTEE

Chair Elisa Saffle reported that during its November 3 meeting, the Authorizations Committee recommended that the Commission approve the following new Teacher to New Certificate/Endorsement requests (for the 2016-2017 school year):

BIAIN, Maite, Caldwell #132, School Psychologist K/12
 BISSEGGER, Tabettha, Bear Lake County #33, History 6/12
 BOHRER, Jennifer, Taylor’s Crossing Public Charter School #461, Economics 6/12
 BOTHWELL, Kristin, Boise #1, Library Media Specialist K/12
 BRESHEARS, Jennifer, Jefferson County Joint #251, Natural Science 6/12
 CARTER, Lynette, Blackfoot #55, Special Education Director K/12
 CHARLEY, Mary, Mountain View #244, Art K/12
 COATS, Morgan, Boise #1, Generalist K/12
 CORDERO, Edwin, Compass Public Charter School #455, School Principal K/12
 CRANER, Donavon, Xavier Charter School #462, American Government/Political Science 6/12; Economics 6/12
 CROCKETT, Rebecca, Orofino Joint #171, All Subjects K/8
 CURTIS, Kristen, Post Falls #273, Generalist K/12
 DEVRIES, Tiffney, Boise #1, Art K/12
 EASTERDAY, Troy, Castleford Joint #417, Physical Science 6/12
 FENSTERMAKER, Meggan, Cassia County Joint #151, Health 6/12
 FOGELSONG, Mechelle, Wendell #232, Library Media Specialist K/12

GODDARD, J. Andrei, Cassia County Joint #151, Spanish 6/12
 HORNING, Mandi, West Ada #2, Health 6/12
 JACOBS, James, Plummer-Worley Joint #44, English 6/12
 JARVIS, Trevor, Bonneville Joint #93, Library Media Specialist K/12
 JOHNSON, Katrina, Boise #1, English 6/12
 JONES, Martin, Lake Pend Oreille #84, Mathematics 6/12
 JONES, Todd, Bonneville Joint #93, All Subjects K/8
 KASSEBAUM, Robert, Emmett #221, Health 6/12
 KIMBALL, Xeniya, Nampa #131, Mathematics 6/12
 LAMBERT, James, West Ada #2, Health K/12
 LARSEN, Rebecca, North Valley Academy #465, All Subjects K/8
 LOERTSCHER, Leah, Bear Lake County #33, Library Media Specialist K/12
 MAGANA, Kaitlin, Bonneville Joint #93, Generalist K/12
 MARTINEZ, Vincent, Mountain View #244, Business Technology Education 6/12
 McALLISTER, Tiffanie, Upper Carmen Public Charter School #486, Economics 6/12
 McCABE, Amy, Camas County #121, Health 6/12
 McMURTRY, Benjamin, Twin Falls #411, History 6/12
 MOSS, Kandice, Twin Falls #411, Mathematics 6/12
 MUNROE, Jeremy, Jerome Joint #261, School Principal K/12
 MURDOCK, Jennifer, Cassia County Joint #151, Business Technology Education 6/12
 NAGY, Amanda, Compass Public Charter School #455, Psychology 6/12
 PRIEBE, Leslie, Hagerman Joint #233, Economics 6/12
 RENKEN, Amanda, Bruneau-Grand View Joint #365, Natural Science 6/12
 RUSH, Natasha, Boise #1, Library Media Specialist K/12
 SABALA, Toni, Post Falls #273, Generalist K/12
 SECHSER, Kimberly, Bonneville Joint #93, All Subjects K/8
 SHAW, Jennifer, Twin Falls #411, School Counselor K/12
 SOTUTU, David, North Gem #149, Superintendent
 STONER, Theresa, Troy #287, Music K/12
 VINES, Kya, Mountain Home #193, Industrial Maintenance Mechanic (CTE)
 WALTERS, Benjamin, Bonneville Joint #93, School Psychologist K/12
 WILLIAMS, Carol, Preston Joint #201, Early Childhood Special Education Birth-Grade
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 YARNO, George, Lake Pend Oreille #84, Physical Education 6/12

Elisa Saffle reported that during its November 3 meeting, the Authorizations Committee recommended that the Commission approve the following renewal Teacher to New Certificate/Endorsement requests (for the 2016-2017 school year):

AARESTAD, Tiffany, Lake Pend Oreille #84, Generalist K/12 (2)
 ANDERSON, Eric, Valley #262, Superintendent (3)
 DESHNER, Brittany, Plummer-Worley Joint #44, Spanish 6/12 (2)
 FAHNSTROM, Erin, West Ada #2, Generalist K/12 (4)
 LUKE, Susan, Compass Public Charter School #455, School Principal K/12 (3)
 POWELL, Brian, Lake Pend Oreille #84, Economics 6/12 (2)
 RIGGERS, Christine, Nezperce Joint #302, Biological Science 6/12 (2)

ROSE, Shawn, American Heritage Charter School #482, School Principal K/12 (2)
WAGONER, Kathleen, Clark County Joint #161, Mathematics 6/12 (3)
WEAVER, Alicia, Twin Falls #411, English 6/12 (3)

During its November 3 meeting, the Authorizations Committee recommended that the Commission approve 155 Content Specialist endorsement applications and deny 2 Content Specialist endorsement applications (all for the 2016-2017 school year). It was noted that December 2, 2016, will be the deadline for school districts to submit alternative authorization request packets to facilitate a clear report for funding.

Lisa Colón Durham added that the one-year Emergency Provisional Certificate is available once again. Currently ten of those applications will be submitted for approval consideration at the next State Board meeting.

The Commission ACCEPTED the report of the Authorizations Committee. Motion carried unanimously.

PROFESSIONAL DEVELOPMENT COMMITTEE

Chair Ginny Welton reported that at the September Commission meeting, the committee was provided with suggestions for committee continued professional development work in the areas of recertification, continuing education, renewal requirements, good three-year professional development plans for districts, professional development in light of the career ladder, etc. Committee members continued to discuss/review those suggestions.

The Commission ACCEPTED the report of the Professional Development Committee. Motion carried unanimously.

BUDGET COMMITTEE

Chair Tony Roark called Commission member attention to the revenue and expense detail in the budget reports. Revenue for the month ending September 30 was \$46,735 and expenditures were \$43,163, with revenue exceeding expenditures by \$3,572. Non-routine expenditures included about \$500 for the June and September Commission meetings; approximately \$800 for contract investigative services; almost \$3,000 for staff to attend the NASDTEC PPI; approximately \$2,500 for the administrator and bilingual standards reviews; and about \$1,600 for the initial travel cost for the University of Idaho program review focus visit. The revenue less expenses to date is just under \$40,000.

The Commission ACCEPTED the report of the Budget Committee. Motion carried unanimously.

STANDARDS COMMITTEE

Chair Dana Johnson reported on the following committee discussion items (unless indicated otherwise):

1. Committee members discussed the six endorsements (Humanities, Sociology, Psychology, Geology, Anthropology, and Audiology) for which no preparation standards exist. It was decided that Geology would be included in the next Science Standards review; Psychology, Sociology, and Anthropology would be included in the next Social Studies Standards review; and Audiology would be included in the next Speech-Language Pathology Standards review. More information is needed before a recommendation regarding the Humanities endorsement can be made.
2. The committee discussed the Professional Endorsement and career ladder funding. The Professional Endorsement is not an endorsement that allows a person to teach anything; it is a funding allocation and signifies movement on the career ladder from the residency rung to the professional compensation rung. There are some individuals who are grandfathered as having the Professional Endorsement; they are those who held a certificate for three years prior to 7/1/15 for teachers and for three years prior to 7/1/16 for Pupil Personnel Certificate holders. All others must apply for the Professional Endorsement; the Professional Endorsement application (P-1 Form) is now available for those who were not grandfathered. A request was made to determine if there have been conversations regarding adding administrators to the career ladder funding and, if not, if there should be such conversations with stake holders.
3. Committee members reviewed certification/endorsement items about which there is much discussion at the current time, including Early Childhood (Pre-K through Grade 3); All Subjects K-8; Content Area Endorsements (5-9); Agriculture Science and Technology (6-12); and clarification of Natural Science (6-12) Option II. Members discussed All Subjects K-8 and Content Area Endorsements (5-9), what they would look like, and how they would be defined. The committee recommended reauthorizing those with a 7950 Consumer Economics endorsement as a 7228 Economics 6-12 endorsement.

M/S (Enger/McConnell): To reauthorize those educators with a 7950 Consumer Economics endorsement as a 7228 Economics 6/12 endorsement without further action on the part of the certificated educator. Motion carried unanimously.

4. The committee reviewed the draft of the Framework for Evaluating Educator Preparation Programs with Christina Linder.
5. Committee members reviewed the summary of the piloted State Specific Requirements portion of the recent University of Idaho program review focus visit report. Before determining potential recommended revisions, the committee will wait for a second data point to be provided and included from the April 2017 Lewis-Clark State College program review focused visit, at which the State Specific Requirements will again be piloted.

The Commission ACCEPTED the report of the Standards Committee. Motion carried unanimously.

EXECUTIVE COMMITTEE

Chair Char McKinney reported that the Executive Committee met with Deputy Attorney General Brian Church, Shannon Haas, and Annette Schwab to discuss ethics case information.

M/S (Allred/Koehler): In accord with Idaho Code § 74-206(1)(d), to move the Executive Committee into Executive Session, which was entered for the Executive Committee to consider investigatory records exempt from disclosure under Chapter 1 of Title 74, Idaho Code. Motion carried unanimously.

Brian reviewed all cases needing Executive Committee decisions.

M/S (Koehler/Allred): To move the Executive Committee into Open Session, after entering Executive Session to consider investigatory records exempt from disclosure under Chapter 1 of Title 74, Idaho Code. Motion carried unanimously.

Chair Char McKinney reported that committee members reviewed 6 cases. In 3 of those cases the committee found probable cause (1 indefinite suspension, 1 fixed suspension, and 1 revocation); 2 of the cases need additional information and will be re-visited in January. The committee reviewed a voluntary surrender and found that inappropriate action had occurred; that case is being referred to the full Commission. Additionally, there are 7 cases awaiting respondent reply to the administrative complaint; 5 hearing requests with 2 of the 5 hearings scheduled; 6 cases on hold; 1 case requiring deputy attorney general action; and 1 case that has an open Commission investigation.

The Commission ACCEPTED the report of the Executive Committee. Motion carried unanimously.

LEADERSHIP TEAM

Chair Char McKinney reported that the Leadership Team met by teleconference on October 19. At that time, Lisa Colon Durham provided a Commission update, and the team reviewed the November 3-4 Commission meeting agenda and the budget reports for the period ending September 2016. The next Leadership Team teleconference date is January 4, 2017.

The Commission ACCEPTED the report of the Leadership Team. Motion carried unanimously.

REVIEW/REVISE WORKING PLAN/PROCEDURES MANUAL

Annette Schwab reviewed the suggested revisions that Commission members and staff made to the Commission Procedures Manual and which had been provided to Commission members prior to the meeting for review. Those revisions were made to better align the Procedures Manual with current statute.

M/S (Raney/Welton): To accept the revisions to the Commission Procedures Manual as proposed. Motion carried unanimously.

Annette then reviewed the suggested revisions that Commission members and staff made to the Commission working plan and which had been provided to Commission members prior to the meeting for review.

M/S (Zeydel/Neill): To accept the revisions to the Commission working plan as proposed. Motion carried unanimously.

COMMUNICATION PLAN

Dana Johnson reported that items of interest in these meeting minutes for member communication to constituencies include the following:

- **Additional Endorsements Added to Standards Review Schedule.** Geology, Psychology, Sociology, Anthropology, and Audiology have been added (see page 6, STANDARDS COMMITTEE, item 1).
- **Deadline for Alternative Authorization Request Packets for Clear Report for Funding.** Complete packets need to be submitted by December 2 (see page 6, top paragraph).
- **Professional Endorsement Application Now Available.** Created for career ladder funding allocation purposes but not for teaching; the onus is on those not grandfathered as having the Professional Endorsement to apply for it; question raised about the addition of administrators to career ladder (see page 6, STANDARDS COMMITTEE, item 2).
- **All Subjects K-8 Endorsement and Content Area Endorsements (5-9) Being Discussed** (see page 6, STANDARDS COMMITTEE, item 3).
- **Reauthorization of 7950 Consumer Economics Endorsement as 7228 Economics 6-12 Endorsement.** To be done without further action on part of educator (see page 6, STANDARDS COMMITTEE, item 3).
- **Authorizations Committee Approvals.** In November, 59 Teacher to New and 155 Content Specialist applications approved (see page 4, AUTHORIZATIONS COMMITTEE).

ADJOURNMENT

M/S (Davis/Enger): To adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 11:45 a.m.

Mary Jane Markland, Secretary
Professional Standards Commission

Lisa Colón Durham, Administrator
Professional Standards Commission